



**WESTMINSTER**

**2023**

**Authorized  
Pay Plan**

City of Westminster  
4800 West 92nd Avenue  
Westminster, CO 80031  
[www.cityofwestminster.us](http://www.cityofwestminster.us)

**City of Westminster  
2023 Authorized Pay Plan  
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**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title                      |   | 2021<br>Mid-Year | 2022<br>Amended | 2023<br>Authorized |
|-------------------------------------|---|------------------|-----------------|--------------------|
| <b>General Fund</b>                 |   |                  |                 |                    |
| <b>City Attorney's Office</b>       |   |                  |                 |                    |
| 10003120                            | <b>City Attorney's Office</b>                               |                  |                 |                    |
|                                     | Administrative Assistant                                    | 0.80             | 0.80            | 0.80               |
|                                     | Assistant City Attorney I/II                                | 3.00             | 3.00            | 3.00               |
|                                     | City Attorney   | 1.00             | 1.00            | 1.00               |
|                                     | Deputy City Attorney  | 1.00             | 1.00            | 1.00               |
|                                     | Legal Administrator   | 1.00             | 1.00            | 1.00               |
|                                     | Legal Assistant   | 1.00             | 1.00            | 1.00               |
|                                     | Senior Assistant City Attorney                              | 0.75             | 0.75            | 0.75               |
|                                     | <b>City Attorney's Office Section Total</b>                 | <b>8.55</b>      | <b>8.55</b>     | <b>8.55</b>        |
| 100031200125                        | <b>City Attorney's Office - Prosecuting Section</b>         |                  |                 |                    |
|                                     | Administrative Assistant                                    | 1.00             | 1.00            | 1.00               |
|                                     | <b>Assistant Prosecuting Attorney I/II</b>                  | <b>1.70</b>      | <b>1.70</b>     | <b>1.70</b>        |
|                                     | 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               |
|                                     | <b>City Attorney's Office - Prosecuting Section Total</b>   | <b>4.95</b>      | <b>4.95</b>     | <b>4.95</b>        |
| 100031200911                        | <b>City Attorney's Office - Public Safety Section</b>       |                  |                 |                    |
|                                     | Assistant City Attorney I/II                                | 1.00             | 1.00            | 1.00               |
|                                     | <b>Assistant Prosecuting Attorney I/II</b>                  | <b>1.30</b>      | <b>1.30</b>     | <b>1.30</b>        |
|                                     | 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               |
|                                     | <b>City Attorney's Office - Public Safety Section Total</b> | <b>3.30</b>      | <b>3.30</b>     | <b>3.30</b>        |
| <b>City Attorney's Office Total</b> |   | <b>16.80</b>     | <b>16.80</b>    | <b>16.80</b>       |

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year               | 2022<br>Amended | 2023<br>Authorized |
|---|--------------------------------|-----------------|--------------------|
| <b>General Fund</b>   |                                |                 |                    |
| <b>City Manager's Office</b>  |                                |                 |                    |
| <b>10005050</b>   | <b>Administration Division</b> |                 |                    |
| Assistant to the City Manager   | 1.00                           | 1.00            | 1.00               |
| Chief Sustainability Officer  | 1.00                           | 1.00            | 1.00               |
| City Manager  | 1.00                           | 1.00            | 1.00               |
| <b>Community Outreach Liaison</b>                                       | <b>0.00</b>                    | <b>0.00</b>     | <b>1.00</b>        |
| DEI/LAP Coordinator   | 1.00                           | 0.00            | 0.00               |
| Deputy City Manager   | 2.00                           | 2.00            | 2.00               |
| Deputy City Manager/Chief Financial Officer                             | 1.00                           | 1.00            | 1.00               |
| Executive Aide  | 3.00                           | 2.00            | 2.00               |
| <b>Administration Division Total</b>                                    | <b>10.00</b>                   | <b>8.00</b>     | <b>9.00</b>        |
| <b>10005070</b>   | <b>City Clerk's Office</b>     |                 |                    |
| Administrative Assistant  | 0.55                           | 0.00            | 0.00               |
| City Clerk  | 1.00                           | 1.00            | 1.00               |
| <b>City Clerk Coordinator</b>   | <b>1.00</b>                    | <b>1.00</b>     | <b>1.00</b>        |
| Deputy City Clerk   | 2.00                           | 2.00            | 2.00               |
| Executive Assistant   | 2.00                           | 2.00            | 2.00               |
| Information/Records Management Coordinator                              | 1.00                           | 1.00            | 1.00               |
| <b>City Clerk's Office Total</b>  | <b>7.55</b>                    | <b>7.00</b>     | <b>7.00</b>        |
| <b>10005387</b>   | <b>Communications Division</b> |                 |                    |
| Administrative Assistant  | 1.00                           | 0.00            | 0.00               |
| Communication and Marketing Officer                                     | 1.00                           | 0.00            | 0.00               |
| Communication and Outreach Coordinator                                  | 1.00                           | 0.00            | 0.00               |
| <b>Communications Coordinator</b>                                       | <b>0.00</b>                    | <b>3.00</b>     | <b>3.00</b>        |
| Communications Manager  | 0.00                           | 1.00            | 1.00               |
| <b>Community Outreach Liaison</b>                                       | <b>1.00</b>                    | <b>1.00</b>     | <b>0.00</b>        |
| <b>Cultural Affairs Coordinator</b>                                     | <b>0.00</b>                    | <b>1.00</b>     | <b>0.00</b>        |
| Digital Communications Supervisor                                       | 0.00                           | 1.00            | 1.00               |
| Digital Media Specialist  | 1.00                           | 1.00            | 1.00               |
| <b>Event Planner/Senior Event Planner</b>                               | <b>0.00</b>                    | <b>2.00</b>     | <b>0.00</b>        |
| <b>Graphic Designer/Senior Graphic Designer</b>                         | <b>1.00</b>                    | <b>1.00</b>     | <b>1.00</b>        |
| Innovation and Communication Manager                                    | 1.00                           | 0.00            | 0.00               |
| Innovation Coordinator  | 1.00                           | 0.00            | 0.00               |
| <b>Lead Graphic Designer</b>  | <b>1.00</b>                    | <b>1.00</b>     | <b>0.00</b>        |
| <b>Marketing and Cultural Affairs Administrator</b>                     | <b>0.00</b>                    | <b>1.00</b>     | <b>0.00</b>        |
| <b>Marketing Supervisor</b>   | <b>1.00</b>                    | <b>1.00</b>     | <b>0.00</b>        |
| Organizational Communications Supervisor                                | 0.00                           | 1.00            | 1.00               |
| <b>Technical Support Specialist/Senior Technical Support Specialist</b> | <b>0.00</b>                    | <b>1.00</b>     | <b>0.00</b>        |
| Videography Specialist  | 1.00                           | 1.00            | 1.00               |
| <b>Communications Division Total</b>                                    | <b>11.00</b>                   | <b>17.00</b>    | <b>9.00</b>        |
| <b>City Manager's Office Total</b>                                      | <b>28.55</b>                   | <b>32.00</b>    | <b>25.00</b>       |

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year                                 | 2022<br>Amended | 2023<br>Authorized |
|---|--|-----------------|--------------------|
| <b>General Fund</b>                                     |  |                 |                    |
| <b>Community Development Department</b>                 |  |                 |                    |
| <b>10030050</b>   | <b>Administration Division</b>                   |                 |                    |
| Administrative Assistant                                | 0.50   | 0.50            | 0.50               |
| Community Development Director                          | 1.00   | 1.00            | 1.00               |
| Executive Assistant                                     | 1.00   | 1.00            | 1.00               |
| Management Analyst/Senior Management Analyst            | 0.00   | 1.00            | 1.00               |
| Senior Transportation and Mobility Planner              | 1.00   | 1.00            | 1.00               |
| <b>Administration Division Total</b>                    | <b>3.50</b>                                      | <b>4.50</b>     | <b>4.50</b>        |
| <b>10030370</b>   | <b>Building Division</b>                         |                 |                    |
| Building Inspection Supervisor                          | 1.00   | 1.00            | 1.00               |
| Building Permit Supervisor                              | 1.00   | 1.00            | 1.00               |
| Building Permit Technician                              | 3.00   | 3.00            | 3.00               |
| Chief Building Official                                 | 1.00   | 1.00            | 1.00               |
| <b>Electrical Inspector/Senior Electrical Inspector</b> | <b>2.00</b>                                      | <b>2.00</b>     | <b>2.00</b>        |
| General Building Inspector                              | 4.00   | 4.00            | 4.00               |
| <b>Housing Inspector</b>                                | <b>2.00</b>                                      | <b>2.00</b>     | <b>3.00</b>        |
| <b>Lead Housing Inspector</b>                           | <b>1.00</b>                                      | <b>1.00</b>     | <b>0.00</b>        |
| Plans Examiner/Senior Plans Examiner                    | 2.00   | 2.00            | 2.00               |
| <b>Building Division Section Total</b>                  | <b>17.00</b>                                     | <b>17.00</b>    | <b>17.00</b>       |
| <b>100303700911</b>                                     | <b>Building Division - Public Safety Section</b> |                 |                    |
| Plans Examiner/Senior Plans Examiner                    | 1.00   | 1.00            | 1.00               |
| <b>Building Division - Public Safety Section Total</b>  | <b>1.00</b>                                      | <b>1.00</b>     | <b>1.00</b>        |
| <b>Building Division Total</b>                          | <b>18.00</b>                                     | <b>18.00</b>    | <b>18.00</b>       |
| <b>10030380</b>   | <b>Engineering Division</b>                      |                 |                    |
| Administrative Assistant                                | 0.85   | 1.00            | 1.00               |
| Capital and Development Projects Inspector              | 2.00   | 2.00            | 2.00               |
| Capital Projects Administrator                          | 1.00   | 1.00            | 1.00               |
| City Engineer   | 0.75   | 0.75            | 0.75               |
| Construction Inspector                                  | 1.00   | 1.00            | 1.00               |
| <b>Engineer/Senior Engineer/Principal Engineer</b>      | <b>2.50</b>                                      | <b>2.50</b>     | <b>3.50</b>        |
| Engineering Projects Specialist                         | 1.00   | 1.00            | 1.00               |
| <b>GIS Coordinator</b>                                  | <b>1.00</b>                                      | <b>1.00</b>     | <b>0.00</b>        |
| <b>GIS Specialist</b>                                   | <b>2.00</b>                                      | <b>2.00</b>     | <b>0.00</b>        |
| Traffic Technician                                      | 1.00   | 1.00            | 1.00               |
| <b>Transportation and Mobility Planner</b>              | <b>1.00</b>                                      | <b>1.00</b>     | <b>0.00</b>        |
| Transportation Engineer                                 | 1.00   | 1.00            | 1.00               |
| Transportation Systems Coordinator                      | 1.00   | 1.00            | 1.00               |
| <b>Engineering Division Total</b>                       | <b>16.10</b>                                     | <b>16.25</b>    | <b>13.25</b>       |

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**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year                                      | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>General Fund</b>   |   |                 |                    |
| <b>Community Development Department</b>                         |   |                 |                    |
| <b>10030400</b>   | <b>Operations and Community Preservation Division</b> |                 |                    |
| <i>Administrative Assistant</i>                                 | <b>0.60</b>   | <b>0.60</b>     | <b>0.00</b>        |
| Applications Specialist   | 0.75  | 1.00            | 1.00               |
| Code Compliance Coordinator                                     | 1.00  | 1.00            | 1.00               |
| <b>Code Enforcement Officer/Senior Code Enforcement Officer</b> | <b>4.50</b>   | <b>4.50</b>     | <b>7.50</b>        |
| Code Enforcement Supervisor                                     | 1.00  | 1.00            | 1.00               |
| <b>Code Enforcement Technician</b>                              | <b>1.00</b>   | <b>1.00</b>     | <b>0.00</b>        |
| Communication and Outreach Coordinator                          | 1.00  | 0.00            | 0.00               |
| Construction Inspector  | 1.00  | 1.00            | 1.00               |
| <b>GIS Coordinator</b>  | <b>0.00</b>   | <b>0.00</b>     | <b>1.00</b>        |
| <b>GIS Specialist</b>   | <b>0.00</b>   | <b>0.00</b>     | <b>2.00</b>        |
| <b>Management Analyst/Senior Management Analyst</b>             | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| Operations and Community Preservation Manager                   | 1.00  | 1.00            | 1.00               |
| Records Management Technician                                   | 1.00  | 1.00            | 1.00               |
| <b>Operations and Community Preservation Division Total</b>     | <b>13.85</b>  | <b>13.10</b>    | <b>17.50</b>       |
| <b>10030360</b>   | <b>Planning Division</b>                              |                 |                    |
| Associate Planner   | 2.00  | 2.00            | 2.00               |
| Planner/Senior Planner  | 6.00  | 6.00            | 6.00               |
| Planning Aide   | 1.00  | 0.00            | 0.00               |
| Planning Manager  | 1.00  | 1.00            | 1.00               |
| Principal Planner   | 2.00  | 2.00            | 2.00               |
| <b>Program Planner/Designer</b>                                 | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Planning Division Total</b>                                  | <b>13.00</b>  | <b>12.00</b>    | <b>12.00</b>       |
| <b>Community Development Department Total</b>                   | <b>64.45</b>  | <b>63.85</b>    | <b>65.25</b>       |

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**Full Time Equivalent Staffing Summary**

| Position Title                                      | 2021<br>Mid-Year | 2022<br>Amended | 2023<br>Authorized |
|---|------------------|-----------------|--------------------|
| <b>General Fund</b>                                 |                  |                 |                    |
| <b>Economic Development Department</b>              |                  |                 |                    |
| <b>10040050 Administration Division</b>             |                  |                 |                    |
| <i>Administrative Assistant</i>                     | <b>0.50</b>      | <b>0.50</b>     | <b>0.00</b>        |
| <i>Business Navigator</i>                           | <b>1.00</b>      | <b>1.00</b>     | <b>1.00</b>        |
| Capital Projects Administrator                      | 1.00             | 1.00            | 1.00               |
| Economic Development Director                       | 1.00             | 1.00            | 1.00               |
| Economic Development Marketing Coordinator          | 1.00             | 0.00            | 0.00               |
| Economic Development Officer                        | 1.00             | 1.00            | 1.00               |
| <i>Economic Resilience Manager</i>                  | <b>1.00</b>      | <b>1.00</b>     | <b>1.00</b>        |
| <i>Economic Vibrancy Manager</i>                    | <b>1.00</b>      | <b>1.00</b>     | <b>1.00</b>        |
| Executive Assistant                                 | 1.00             | 1.00            | 1.00               |
| <i>Housing and Redevelopment Specialist</i>         | <b>0.50</b>      | <b>0.50</b>     | <b>0.00</b>        |
| Housing Coordinator                                 | 1.00             | 1.00            | 1.00               |
| <i>Management Analyst/Senior Management Analyst</i> | <b>2.00</b>      | <b>2.00</b>     | <b>3.00</b>        |
| Real Estate and Development Administrator           | 1.00             | 1.00            | 1.00               |
| <b>Administration Division Total</b>                | <b>13.00</b>     | <b>12.00</b>    | <b>12.00</b>       |
| <b>Economic Development Department Total</b>        | <b>13.00</b>     | <b>12.00</b>    | <b>12.00</b>       |

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| Position Title                  |  | 2021<br>Mid-Year | 2022<br>Amended | 2023<br>Authorized |
|---------------------------------|--|------------------|-----------------|--------------------|
| <b>General Fund</b>             |  |                  |                 |                    |
| <b>Finance Department</b>       |  |                  |                 |                    |
| <b>10015220</b>                 | <b>Accounting Division</b>                               |                  |                 |                    |
|                                 | Accountant   | 3.00             | 3.50            | 3.50               |
|                                 | Accounting Manager                                       | 1.00             | 1.00            | 1.00               |
|                                 | <b>Accounting Specialist</b>                             | <b>0.00</b>      | <b>0.00</b>     | <b>1.00</b>        |
|                                 | Accounting Technician                                    | 3.00             | 3.00            | 3.00               |
|                                 | <b>Business Operations Administrator</b>                 | <b>0.00</b>      | <b>0.00</b>     | <b>1.00</b>        |
|                                 | <b>Business Operations Analyst</b>                       | <b>1.00</b>      | <b>1.00</b>     | <b>1.00</b>        |
|                                 | <b>Finance Specialist</b>                                | <b>0.00</b>      | <b>0.00</b>     | <b>1.00</b>        |
|                                 | Payroll Specialist                                       | 1.00             | 1.00            | 1.00               |
|                                 | <b>Accounting Division Section Total</b>                 | <b>9.00</b>      | <b>9.50</b>     | <b>12.50</b>       |
| <b>100152200911</b>             | <b>Accounting Division - Public Safety Section</b>       |                  |                 |                    |
|                                 | Accountant   | 1.00             | 1.00            | 1.00               |
|                                 | Accounting Technician                                    | 1.00             | 1.00            | 1.00               |
|                                 | <b>Accounting Division - Public Safety Section Total</b> | <b>2.00</b>      | <b>2.00</b>     | <b>2.00</b>        |
|                                 | <b>Accounting Division Total</b>                         | <b>11.00</b>     | <b>11.50</b>    | <b>14.50</b>       |
| <b>10015050</b>                 | <b>Administration Division</b>                           |                  |                 |                    |
|                                 | <b>Accounting Specialist</b>                             | <b>1.00</b>      | <b>1.00</b>     | <b>0.00</b>        |
|                                 | <b>Accounting Technician/Retirement</b>                  | <b>0.50</b>      | <b>0.50</b>     | <b>0.00</b>        |
|                                 | <b>Executive Assistant</b>                               | <b>1.00</b>      | <b>1.00</b>     | <b>0.00</b>        |
|                                 | <b>Finance Administrator</b>                             | <b>1.00</b>      | <b>1.00</b>     | <b>0.00</b>        |
|                                 | Finance Director   | 1.00             | 0.00            | 0.00               |
|                                 | <b>Retirement Administrator</b>                          | <b>1.00</b>      | <b>1.00</b>     | <b>0.00</b>        |
|                                 | <b>Administration Division Total</b>                     | <b>5.50</b>      | <b>4.50</b>     | <b>0.00</b>        |
| <b>10015250</b>                 | <b>Sales Tax Division</b>                                |                  |                 |                    |
|                                 | 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               |
|                                 | <b>Sales Tax Division Total</b>                          | <b>8.00</b>      | <b>8.00</b>     | <b>8.00</b>        |
| <b>10015240</b>                 | <b>Treasury Division</b>                                 |                  |                 |                    |
|                                 | <b>Accounting Technician/Retirement</b>                  | <b>0.00</b>      | <b>0.00</b>     | <b>0.50</b>        |
|                                 | <b>Customer Service Representative I/II</b>              | <b>1.00</b>      | <b>1.00</b>     | <b>1.00</b>        |
|                                 | Financial Analyst/Senior Financial Analyst               | 2.00             | 2.00            | 2.00               |
|                                 | <b>Retirement Administrator</b>                          | <b>0.00</b>      | <b>0.00</b>     | <b>1.00</b>        |
|                                 | Treasury Manager   | 1.00             | 1.00            | 1.00               |
|                                 | <b>Treasury Division Total</b>                           | <b>4.00</b>      | <b>4.00</b>     | <b>5.50</b>        |
| <b>Finance Department Total</b> |  | <b>28.50</b>     | <b>28.00</b>    | <b>28.00</b>       |



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**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year  | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>General Fund</b>   |   |                 |                    |
| <b>Fire Department</b>  |   |                 |                    |
| <b>10025260</b>   | <b>Emergency Services Division</b>                                |                 |                    |
| <i>Administrative Assistant</i>   | 3.00  | 3.00            | 1.00               |
| <i>Administrative Technician</i>  | 0.00  | 0.00            | 2.00               |
| Battalion Chief   | 3.00  | 3.00            | 3.00               |
| Deputy Fire Chief   | 2.00  | 2.00            | 2.00               |
| Executive Assistant   | 1.00  | 1.00            | 1.00               |
| Fire Captain  | 6.00  | 6.00            | 6.00               |
| Fire Chief  | 1.00  | 1.00            | 1.00               |
| Fire Engineer   | 21.00   | 21.00           | 21.00              |
| Fire Lieutenant   | 15.00   | 15.00           | 15.00              |
| <i>Fire Lieutenant - Field Training Officer</i>                         | 1.00  | 1.00            | 2.00               |
| <i>Fire Lieutenant - Logistics Officer</i>                              | 0.00  | 0.00            | 1.00               |
| Fire Lieutenant - Technical Services Coordinator                        | 1.00  | 1.00            | 1.00               |
| Firefighter   | 42.00   | 42.00           | 42.00              |
| Training Chief  | 1.00  | 1.00            | 1.00               |
| <b>Emergency Services Division Section Total</b>                        | <b>97.00</b>  | <b>97.00</b>    | <b>99.00</b>       |
| <b>100252600545</b>   | <b>Emergency Services Division - Emergency Management Section</b> |                 |                    |
| Emergency Management Coordinator  | 1.00  | 1.00            | 1.00               |
| <b>Emergency Services Division - Emergency Management Section Total</b> | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>100252600546</b>   | <b>Emergency Services Division - EMS Section</b>                  |                 |                    |
| 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 Paramedic  | 33.00   | 33.00           | 33.00              |
| <b>Emergency Services Division - EMS Section Total</b>                  | <b>39.00</b>  | <b>39.00</b>    | <b>39.00</b>       |
| <b>100252600547</b>   | <b>Emergency Services Division - Fire Prevention Section</b>      |                 |                    |
| <i>Fire Inspector</i>   | 1.00  | 1.00            | 2.00               |
| Fire Lieutenant - Fire Investigator                                     | 1.00  | 1.00            | 1.00               |
| Fire Lieutenant - Fire Plans Examiner/Inspector                         | 1.00  | 2.00            | 2.00               |
| Fire Marshal  | 1.00  | 1.00            | 1.00               |
| Management Analyst/Senior Management Analyst                            | 1.00  | 1.00            | 1.00               |
| Public Information Specialist   | 1.00  | 1.00            | 1.00               |
| <b>Emergency Services Division - Fire Prevention Section Total</b>      | <b>6.00</b>   | <b>7.00</b>     | <b>8.00</b>        |
| <b>Emergency Services Division Total</b>                                | <b>143.00</b>   | <b>144.00</b>   | <b>147.00</b>      |
| <b>Fire Department Total</b>  | <b>143.00</b>   | <b>144.00</b>   | <b>147.00</b>      |

**City of Westminster**  
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| Position Title   | 2021<br>Mid-Year                                       | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>General Fund</b>  |  |                 |                    |
| <b>General Services Department</b>                           |  |                 |                    |
| <b>10012050</b>  | <b>Administration Division</b>                         |                 |                    |
|  |  |                 |                    |
| <i>Administrative Assistant</i>                              | 1.12   | 1.10            | 1.60               |
| <i>Assistant City Manager</i>                                | 0.00   | 0.00            | 1.00               |
| Business Operations Coordinator                              | 1.00   | 0.00            | 0.00               |
| Business Operations Manager                                  | 0.00   | 1.00            | 1.00               |
| Executive Assistant  | 1.00   | 1.00            | 1.00               |
| <i>Facilities and Projects Coordinator</i>                   | 1.00   | 1.00            | 1.00               |
| Facilities Security Analyst                                  | 1.00   | 1.00            | 1.00               |
| General Services Director                                    | 1.00   | 0.00            | 0.00               |
| <i>Messenger</i>   | 0.50   | 0.50            | 0.00               |
| <b>Administration Division Section Total</b>                 | <b>6.62</b>  | <b>5.60</b>     | <b>6.60</b>        |
| <b>100120500552</b>  | <b>Administration Division - Environmental Section</b> |                 |                    |
|  |  |                 |                    |
| Environmental Compliance Analyst                             | 1.00   | 1.00            | 1.00               |
| Environmental Compliance Technician                          | 0.00   | 1.00            | 1.00               |
| <b>Administration Division - Environmental Section Total</b> | <b>1.00</b>  | <b>2.00</b>     | <b>2.00</b>        |
| <b>100120500135</b>  | <b>Administration Division - Print Shop Section</b>    |                 |                    |
|  |  |                 |                    |
| Print Shop Coordinator                                       | 1.00   | 1.00            | 1.00               |
| Printing Technician  | 1.00   | 1.00            | 1.00               |
| <b>Administration Division - Print Shop Section Total</b>    | <b>2.00</b>  | <b>2.00</b>     | <b>2.00</b>        |
| <b>Administration Division Total</b>                         | <b>9.62</b>  | <b>9.60</b>     | <b>10.60</b>       |
| <b>10012390</b>  | <b>Facilities Management Division</b>                  |                 |                    |
|  |  |                 |                    |
| <i>Access Control and Hardware Technician</i>                | 1.00   | 1.00            | 1.00               |
| Administrative Assistant                                     | 1.00   | 1.00            | 1.00               |
| Construction Projects Specialist                             | 2.00   | 2.00            | 2.00               |
| Contract Services Coordinator                                | 1.00   | 1.00            | 1.00               |
| Electrician I/II/III   | 1.00   | 1.00            | 1.00               |
| Facilities Maintenance Technician I/II                       | 3.00   | 3.00            | 3.00               |
| Facilities Manager   | 1.00   | 1.00            | 1.00               |
| Facilities Superintendent                                    | 1.00   | 1.00            | 1.00               |
| Facilities Supervisor  | 1.00   | 1.00            | 1.00               |
| HVAC Specialist  | 2.00   | 2.00            | 2.00               |
| <b>Facilities Management Division Total</b>                  | <b>14.00</b>   | <b>14.00</b>    | <b>14.00</b>       |

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|---|---|-----------------|--------------------|
| <b>General Fund</b>   |   |                 |                    |
| <b>General Services Department</b>                            |   |                 |                    |
| <b>10012130</b>   | <b>Municipal Court Division</b>                         |                 |                    |
| Associate Municipal Court Judge                               | 1.00  | 1.00            | 1.00               |
| Court Administrator   | 1.00  | 1.00            | 1.00               |
| Deputy Court Administrator                                    | 2.00  | 2.00            | 2.00               |
| <b>Deputy Court Clerk I/II</b>                                | <b>9.30</b>   | <b>8.50</b>     | <b>8.50</b>        |
| Lead Deputy Court Clerk                                       | 1.00  | 1.00            | 1.00               |
| Presiding Municipal Court Judge                               | 1.00  | 1.00            | 1.00               |
| <b>Municipal Court Division Section Total</b>                 | <b>15.30</b>  | <b>14.50</b>    | <b>14.50</b>       |
| <b>100121300130</b>   | <b>Municipal Court Division - Probation Section</b>     |                 |                    |
| <b>Deputy Court Clerk I/II</b>                                | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| Probation Officer   | 1.50  | 1.50            | 1.50               |
| Probation Supervisor  | 1.00  | 1.00            | 1.00               |
| <b>Municipal Court Division - Probation Section Total</b>     | <b>3.50</b>   | <b>3.50</b>     | <b>3.50</b>        |
| <b>100121300911</b>   | <b>Municipal Court Division - Public Safety Section</b> |                 |                    |
| <b>Deputy Court Clerk I/II</b>                                | <b>1.50</b>   | <b>1.50</b>     | <b>1.50</b>        |
| Probation Officer   | 0.50  | 0.50            | 0.50               |
| <b>Municipal Court Division - Public Safety Section Total</b> | <b>2.00</b>   | <b>2.00</b>     | <b>2.00</b>        |
| <b>Municipal Court Division Total</b>                         | <b>20.80</b>  | <b>20.00</b>    | <b>20.00</b>       |
| <b>10012080</b>   | <b>Policy and Budget Division</b>                       |                 |                    |
| <b>Policy and Budget Coordinator</b>                          | <b>0.00</b>   | <b>0.00</b>     | <b>3.00</b>        |
| <b>Policy and Budget Manager</b>                              | <b>0.00</b>   | <b>0.00</b>     | <b>1.00</b>        |
| <b>Policy and Budget Division Total</b>                       | <b>0.00</b>   | <b>0.00</b>     | <b>4.00</b>        |
| <b>10012800</b>   | <b>Procurement Division</b>                             |                 |                    |
| <b>Procurement Analyst/Senior Procurement Analyst</b>         | <b>0.00</b>   | <b>0.00</b>     | <b>2.00</b>        |
| <b>Procurement Manager</b>                                    | <b>0.00</b>   | <b>0.00</b>     | <b>1.00</b>        |
| <b>Senior Contracts and Grants Coordinator</b>                | <b>0.00</b>   | <b>0.00</b>     | <b>1.00</b>        |
| <b>Procurement Division Total</b>                             | <b>0.00</b>   | <b>0.00</b>     | <b>4.00</b>        |
| <b>General Services Department Total</b>                      | <b>44.42</b>  | <b>43.60</b>    | <b>52.60</b>       |

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| Position Title                          | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|---|--|-----------------|--------------------|
| <b>General Fund</b>                     |  |                 |                    |
| <b>Human Resources Department</b>       |  |                 |                    |
| <b>10045050</b>                         | <b>Administration Division</b>   |                 |                    |
|   | <b>Administrative Assistant</b>  |                 |                    |
|   | 2.00   | 2.00            | 1.00               |
|   | Executive Assistant  |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Executive Talent Developer   |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Human Resources Administrator II   |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Human Resources Analyst/Senior Human Resources Analyst                   |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Human Resources Business Partner/Senior Human Resources Business Partner |                 |                    |
|   | 5.00   | 5.00            | 5.00               |
|   | Human Resources Director   |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Human Resources Manager  |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Human Resources Specialist   |                 |                    |
|   | 2.00   | 2.00            | 2.00               |
|   | <b>Human Resources Technician</b>  |                 |                    |
|   | 0.00   | 0.00            | 1.00               |
|   | Management Analyst/Senior Management Analyst                             |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator     |                 |                    |
|   | 0.50   | 0.50            | 0.50               |
|   | <b>Administration Division Section Total</b>                             |                 |                    |
|   | <b>16.50</b>   | <b>16.50</b>    | <b>16.50</b>       |
| <b>100450500612</b>                     | <b>Administration Division - Employee Development Section</b>            |                 |                    |
|   | Employee Development Coordinator   |                 |                    |
|   | 1.50   | 1.00            | 1.00               |
|   | Training and Instructional Designer                                      |                 |                    |
|   | 0.00   | 0.50            | 0.50               |
|   | <b>Administration Division - Employee Development Section Total</b>      |                 |                    |
|   | <b>1.50</b>  | <b>1.50</b>     | <b>1.50</b>        |
| <b>100450500911</b>                     | <b>Administration Division - Public Safety Section</b>                   |                 |                    |
|   | Human Resources Analyst/Senior Human Resources Analyst                   |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | <b>Administration Division - Public Safety Section Total</b>             |                 |                    |
|   | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
| <b>100450500015</b>                     | <b>Administration Division - Volunteer Section</b>                       |                 |                    |
|   | Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator     |                 |                    |
|   | 0.50   | 0.50            | 0.50               |
|   | <b>Administration Division - Volunteer Section Total</b>                 |                 |                    |
|   | <b>0.50</b>  | <b>0.50</b>     | <b>0.50</b>        |
| <b>100450500544</b>                     | <b>Administration Division - Wellness Section</b>                        |                 |                    |
|   | Employee Wellness Coordinator  |                 |                    |
|   | 1.00   | 1.00            | 1.00               |
|   | <b>Administration Division - Wellness Section Total</b>                  |                 |                    |
|   | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
|   | <b>Administration Division Total</b>                                     |                 |                    |
|   | <b>20.50</b>   | <b>20.50</b>    | <b>20.50</b>       |
| <b>Human Resources Department Total</b> |  |                 |                    |
|   | <b>20.50</b>   | <b>20.50</b>    | <b>20.50</b>       |

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| Position Title                                 | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>General Fund</b>                            |  |                 |                    |
| <b>Information Technology Department</b>       |  |                 |                    |
| <b>10060230</b>                                | <b>Administration Division</b>                                   |                 |                    |
|  | <b><i>A/V Technician/Senior A/V Technician</i></b>               |                 |                    |
|  | <b>0.00</b>  | <b>0.00</b>     | <b>1.00</b>        |
|  | <b><i>Business Intelligence Analyst</i></b>                      |                 |                    |
|  | <b>0.00</b>  | <b>0.00</b>     | <b>1.00</b>        |
|  | Chief Information Security Officer                               |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | Database Administrator   |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | ERP Software Engineer  |                 |                    |
|  | 2.00   | 2.00            | 2.00               |
|  | Executive Assistant  |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | Information Security Analyst                                     |                 |                    |
|  | 0.00   | 1.00            | 1.00               |
|  | Information Systems Manager                                      |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | Information Technology Director                                  |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | Internet Software Engineer                                       |                 |                    |
|  | 2.00   | 2.00            | 2.00               |
|  | IT Services Administrator  |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | IT Systems Supervisor  |                 |                    |
|  | 2.00   | 2.00            | 2.00               |
|  | Lead Software Engineer   |                 |                    |
|  | 3.00   | 3.00            | 3.00               |
|  | Network Administrator  |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | Network Engineer   |                 |                    |
|  | 0.60   | 0.60            | 0.60               |
|  | <b><i>Network Technician/Senior Network Technician</i></b>       |                 |                    |
|  | <b>0.80</b>  | <b>1.00</b>     | <b>1.00</b>        |
|  | Senior Telecommunications Administrator                          |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | <b><i>Software Engineer I/II</i></b>                             |                 |                    |
|  | <b>5.20</b>  | <b>6.70</b>     | <b>7.70</b>        |
|  | Software Engineering Manager                                     |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | Systems Administrator  |                 |                    |
|  | 2.70   | 2.70            | 2.70               |
|  | Technical Support Specialist/Senior Technical Support Specialist |                 |                    |
|  | 5.00   | 5.00            | 5.00               |
|  | Technology Procurement Specialist                                |                 |                    |
|  | 1.00   | 1.00            | 1.00               |
|  | <b>Administration Division Section Total</b>                     |                 |                    |
|  | <b>33.30</b>   | <b>36.00</b>    | <b>39.00</b>       |
| <b>100602300911</b>                            | <b>Administration Division - Public Safety Section</b>           |                 |                    |
|  | Network Engineer   |                 |                    |
|  | 0.40   | 0.40            | 0.40               |
|  | Software Engineer I/II   |                 |                    |
|  | 0.30   | 0.30            | 0.30               |
|  | Systems Administrator  |                 |                    |
|  | 0.30   | 0.30            | 0.30               |
|  | <b>Administration Division - Public Safety Section Total</b>     |                 |                    |
|  | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
|  | <b>Administration Division Total</b>                             |                 |                    |
|  | <b>34.30</b>   | <b>37.00</b>    | <b>40.00</b>       |
| <b>Information Technology Department Total</b> |  |                 |                    |
|  | <b>34.30</b>   | <b>37.00</b>    | <b>40.00</b>       |

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| Position Title   | 2021<br>Mid-Year                 | 2022<br>Amended | 2023<br>Authorized |
|--|----------------------------------|-----------------|--------------------|
| <b>General Fund</b>  |                                  |                 |                    |
| <b>Parks, Recreation and Libraries Department</b>                |                                  |                 |                    |
| <b>10050050</b>  | <b>Administration Division</b>   |                 |                    |
| Administrative Assistant   | 1.00                             | 1.00            | 1.00               |
| Communication and Outreach Coordinator                           | 1.00                             | 0.00            | 0.00               |
| Cultural Affairs Administrator                                   | 1.00                             | 0.00            | 0.00               |
| Cultural Affairs Coordinator                                     | 0.50                             | 0.00            | 0.00               |
| Event Planner/Senior Event Planner                               | 2.00                             | 0.00            | 0.00               |
| Executive Assistant  | 1.00                             | 1.00            | 1.00               |
| Homeless Navigator   | 0.00                             | 2.00            | 2.00               |
| Management Analyst/Senior Management Analyst                     | 2.00                             | 2.00            | 2.00               |
| Parks, Recreation and Libraries Director                         | 1.00                             | 1.00            | 1.00               |
| <b><i>Parks, Recreation and Libraries Operations Manager</i></b> | <b>1.00</b>                      | <b>1.00</b>     | <b>1.00</b>        |
| <b>Administration Division Total</b>                             | <b>10.50</b>                     | <b>8.00</b>     | <b>8.00</b>        |
| <b>10050780</b>  | <b>Cultural Affairs Division</b> |                 |                    |
| <b><i>Cultural Affairs Coordinator</i></b>                       | <b>0.00</b>                      | <b>0.00</b>     | <b>1.00</b>        |
| <b><i>Cultural Affairs Manager</i></b>                           | <b>0.00</b>                      | <b>0.00</b>     | <b>1.00</b>        |
| <b><i>Event Planner/Senior Event Planner</i></b>                 | <b>0.00</b>                      | <b>0.00</b>     | <b>2.00</b>        |
| <b><i>Graphic Designer/Senior Graphic Designer</i></b>           | <b>0.00</b>                      | <b>0.00</b>     | <b>1.00</b>        |
| <b><i>Marketing Supervisor</i></b>                               | <b>0.00</b>                      | <b>0.00</b>     | <b>1.00</b>        |
| <b>Cultural Affairs Division Total</b>                           | <b>0.00</b>                      | <b>0.00</b>     | <b>6.00</b>        |
| <b>10050620</b>  | <b>Library Services Division</b> |                 |                    |
| Administrative Assistant   | 1.00                             | 1.00            | 1.00               |
| Applications Specialist  | 2.00                             | 2.00            | 2.00               |
| <b><i>Collection Management Processing Clerk</i></b>             | <b>0.00</b>                      | <b>0.00</b>     | <b>1.90</b>        |
| <b><i>Librarian I</i></b>  | <b>9.50</b>                      | <b>9.50</b>     | <b>9.60</b>        |
| Librarian II   | 0.50                             | 0.50            | 0.50               |
| Library Assistant Supervisor                                     | 1.00                             | 1.00            | 1.00               |
| <b><i>Library Associate I/II</i></b>                             | <b>5.20</b>                      | <b>5.20</b>     | <b>5.50</b>        |
| <b><i>Library Clerk I/II</i></b>                                 | <b>9.70</b>                      | <b>9.70</b>     | <b>8.00</b>        |
| 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               |
| <b><i>Library Shelver</i></b>                                    | <b>5.20</b>                      | <b>5.20</b>     | <b>4.60</b>        |
| Library Supervisor   | 2.00                             | 2.00            | 2.00               |
| <b>Library Services Division Total</b>                           | <b>42.10</b>                     | <b>42.10</b>    | <b>42.10</b>       |

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|--|--|-----------------|--------------------|
| <b>General Fund</b>  |  |                 |                    |
| <b>Parks, Recreation and Libraries Department</b>                        |  |                 |                    |
| <b>10050550</b>  | <b>Parks, Golf and Open Space Division</b>                         |                 |                    |
| Administrative Assistant   | 1.00   | 1.00            | 1.00               |
| 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               |
| Foreperson   | 4.00   | 4.00            | 4.00               |
| Hydro Systems Specialist   | 1.00   | 1.00            | 1.00               |
| Landscape Designer/Senior Landscape Architect                            | 2.00   | 2.00            | 2.00               |
| Mechanic I   | 2.00   | 2.00            | 2.00               |
| Parks and Golf Superintendent  | 1.00   | 1.00            | 1.00               |
| Parks Specialist   | 6.00   | 6.00            | 6.00               |
| <b>Parks, Golf and Open Space Manager</b>                                | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
| Parksworker I/II   | 6.00   | 6.00            | 6.00               |
| Playground Safety Specialist   | 1.00   | 1.00            | 1.00               |
| <b>Parks, Golf and Open Space Division Section Total</b>                 | <b>30.00</b>   | <b>30.00</b>    | <b>30.00</b>       |
| <b>100505500106</b>  | <b>Parks, Golf and Open Space Division - Promenade Section</b>     |                 |                    |
| Parksworker I/II   | 2.00   | 2.00            | 2.00               |
| <b>Parks, Golf and Open Space Division - Promenade Section Total</b>     | <b>2.00</b>  | <b>2.00</b>     | <b>2.00</b>        |
| <b>10050660</b>  | <b>Parks, Golf and Open Space Division - Standley Lake Section</b> |                 |                    |
| Lake Operations Coordinator  | 1.00   | 0.00            | 0.00               |
| Open Space Superintendent  | 0.00   | 1.00            | 1.00               |
| <b>Park Ranger</b>   | <b>3.00</b>  | <b>4.00</b>     | <b>6.00</b>        |
| Senior Park Ranger   | 1.00   | 1.00            | 1.00               |
| <b>Parks, Golf and Open Space Division - Standley Lake Section Total</b> | <b>5.00</b>  | <b>6.00</b>     | <b>8.00</b>        |
| <b>Parks, Golf and Open Space Division Total</b>                         | <b>37.00</b>   | <b>38.00</b>    | <b>40.00</b>       |

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| Position Title   | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>General Fund</b>  |  |                 |                    |
| <b>Parks, Recreation and Libraries Department</b>                |  |                 |                    |
| <b>10050720</b>  | <b>Recreation Division - Recreation Facilities Section</b> |                 |                    |
| Administrative Assistant   | 0.50   | 0.50            | 0.50               |
| Assistant Hydro Systems Specialist                               | 0.00   | 0.50            | 0.50               |
| Assistant Pool Manager   | 3.30   | 0.00            | 0.00               |
| Assistant Recreation Facility Supervisor                         | 10.00  | 10.00           | 10.00              |
| Assistant Recreation Specialist                                  | 0.00   | 2.00            | 2.00               |
| Custodian  | 2.50   | 2.50            | 2.50               |
| Guest Relations Clerk I/II                                       | 20.50  | 20.50           | 20.50              |
| Head Lifeguard   | 0.00   | 6.40            | 6.40               |
| Hydro Systems Specialist   | 1.00   | 1.00            | 1.00               |
| Lead Lifeguard   | 8.20   | 0.00            | 0.00               |
| <b>Recreation Aide</b>   | <b>2.10</b>  | <b>2.20</b>     | <b>1.70</b>        |
| Recreation Facilities Superintendent                             | 1.00   | 1.00            | 1.00               |
| Recreation Services Manager                                      | 0.50   | 0.50            | 0.50               |
| <b>Recreation Specialist</b>                                     | <b>3.70</b>  | <b>3.70</b>     | <b>3.00</b>        |
| Recreation Supervisor I  | 1.00   | 1.00            | 1.00               |
| Recreation Supervisor II   | 3.00   | 3.00            | 3.00               |
| <b>Recreation Division - Recreation Facilities Section Total</b> | <b>57.30</b>   | <b>54.80</b>    | <b>53.60</b>       |
| <b>10050760</b>  | <b>Recreation Division - Recreation Programs Section</b>   |                 |                    |
| Administrative Assistant   | 0.50   | 0.50            | 0.50               |
| Applications Specialist  | 1.00   | 1.50            | 1.50               |
| <b>Assistant Recreation Coordinator</b>                          | <b>0.00</b>  | <b>2.30</b>     | <b>2.50</b>        |
| Assistant Recreation Facility Supervisor                         | 1.00   | 1.00            | 1.00               |
| <b>Assistant Recreation Specialist</b>                           | <b>0.00</b>  | <b>1.00</b>     | <b>0.50</b>        |
| Guest Relations Clerk I/II                                       | 0.00   | 1.00            | 1.00               |
| <b>Pottery Studio Coordinator</b>                                | <b>0.00</b>  | <b>0.00</b>     | <b>0.50</b>        |
| Recreation Coordinator   | 3.00   | 3.00            | 3.00               |
| Recreation Program Assistant I/II                                | 2.30   | 0.00            | 0.00               |
| Recreation Programs Superintendent                               | 1.00   | 1.00            | 1.00               |
| Recreation Services Manager                                      | 0.50   | 0.50            | 0.50               |
| Recreation Specialist  | 1.60   | 1.60            | 1.60               |
| <b>Recreation Supervisor I</b>                                   | <b>1.00</b>  | <b>1.00</b>     | <b>2.00</b>        |
| <b>Recreation Division - Recreation Programs Section Total</b>   | <b>11.90</b>   | <b>14.40</b>    | <b>15.60</b>       |
| <b>Recreation Division Total</b>                                 | <b>69.20</b>   | <b>69.20</b>    | <b>69.20</b>       |
| <b>Parks, Recreation and Libraries Department Total</b>          | <b>158.80</b>  | <b>157.30</b>   | <b>165.30</b>      |



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| Position Title   | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>General Fund</b>  |  |                 |                    |
| <b>Police Department</b>   |  |                 |                    |
| <b>10020050</b>  | <b>Administration Division</b>   |                 |                    |
| Business Operations Coordinator  | 0.00   | 1.00            | 1.00               |
| Contracts and Grants Coordinator   | 0.00   | 1.00            | 1.00               |
| Crime Analyst  | 1.00   | 1.00            | 1.00               |
| Data Analyst   | 0.00   | 1.00            | 1.00               |
| Executive Assistant  | 1.00   | 1.00            | 1.00               |
| Management Analyst/Senior Management Analyst                                 | 1.00   | 0.00            | 0.00               |
| Police Chief   | 1.00   | 1.00            | 1.00               |
| <b>Administration Division Total</b>   | <b>4.00</b>  | <b>6.00</b>     | <b>6.00</b>        |
| <b>10020300</b>  | <b>Investigation Services Division - Administration Section</b>        |                 |                    |
| Administrative Assistant   | 1.00   | 1.00            | 1.00               |
| Deputy Police Chief  | 1.00   | 1.00            | 1.00               |
| <b>Investigation Services Division - Administration Section Total</b>        | <b>2.00</b>  | <b>2.00</b>     | <b>2.00</b>        |
| <b>100203000344</b>  | <b>Investigation Services Division - Investigations Section</b>        |                 |                    |
| <b>Administrative Assistant</b>  | <b>1.50</b>  | <b>1.50</b>     | <b>1.00</b>        |
| <b>Court Security</b>  | <b>0.00</b>  | <b>0.00</b>     | <b>2.00</b>        |
| Criminalist/Senior Criminalist   | 4.00   | 4.00            | 4.00               |
| Police Commander   | 1.00   | 1.00            | 1.00               |
| Police Officer/Senior Police Officer   | 35.00  | 35.00           | 35.00              |
| Sergeant   | 4.00   | 4.00            | 4.00               |
| <b>Victim Advocate</b>   | <b>4.00</b>  | <b>4.00</b>     | <b>5.00</b>        |
| Victim Services Coordinator  | 1.00   | 1.00            | 1.00               |
| <b>Investigation Services Division - Investigations Section Total</b>        | <b>50.50</b>   | <b>50.50</b>    | <b>53.00</b>       |
| <b>100203000341</b>  | <b>Investigation Services Division - Professional Services Section</b> |                 |                    |
| Administrative Assistant   | 0.80   | 0.80            | 0.80               |
| Police Commander   | 1.00   | 1.00            | 1.00               |
| Police Officer/Senior Police Officer   | 4.00   | 4.00            | 4.00               |
| Sergeant   | 3.00   | 3.00            | 3.00               |
| <b>Investigation Services Division - Professional Services Section Total</b> | <b>8.80</b>  | <b>8.80</b>     | <b>8.80</b>        |

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|---|---|-----------------|--------------------|
| <b>General Fund</b>   |   |                 |                    |
| <b>Police Department</b>  |   |                 |                    |
| <b>100203000343</b>   | <b>Investigation Services Division - Records and Property Section</b> |                 |                    |
| Police Records Supervisor   | 2.00  | 2.00            | 2.00               |
| Police Records Technician   | 11.00   | 11.00           | 11.00              |
| Property Evidence Technician  | 3.00  | 3.00            | 3.00               |
| Report Specialist   | 2.00  | 3.00            | 3.00               |
| Support Services Administrator  | 1.00  | 1.00            | 1.00               |
| <b>Investigation Services Division - Records and Property Section Total</b> | <b>19.00</b>  | <b>20.00</b>    | <b>20.00</b>       |
| <b>Investigation Services Division Total</b>                                | <b>80.30</b>  | <b>81.30</b>    | <b>83.80</b>       |
| <b>10020500</b>   | <b>Patrol Services Division - Administration Section</b>              |                 |                    |
| Administrative Assistant  | 1.00  | 1.00            | 1.00               |
| Deputy Police Chief   | 1.00  | 1.00            | 1.00               |
| Equipment Services Assistant  | 1.00  | 1.00            | 1.00               |
| <b>Patrol Services Division - Administration Section Total</b>              | <b>3.00</b>   | <b>3.00</b>     | <b>3.00</b>        |
| <b>100205000352</b>   | <b>Patrol Services Division - Co-Responder Section</b>                |                 |                    |
| Case Management Coordinator   | 0.00  | 1.000           | 1.000              |
| Co-Responder  | 0.00  | 4.000           | 4.000              |
| Co-Responder Supervisor   | 0.00  | 1.000           | 1.000              |
| <b>Patrol Services Division - Co-Responder Section Total</b>                | <b>0.00</b>   | <b>6.000</b>    | <b>6.000</b>       |
| <b>100205000349</b>   | <b>Patrol Services Division - Patrol Section</b>                      |                 |                    |
| Police Commander  | 4.00  | 4.00            | 4.00               |
| Police Officer/Senior Police Officer  | 99.00   | 99.00           | 99.00              |
| Sergeant  | 14.00   | 14.00           | 14.00              |
| <b>Patrol Services Division - Patrol Section Total</b>                      | <b>117.00</b>   | <b>117.00</b>   | <b>117.00</b>      |
| <b>Patrol Services Division Total</b>                                       | <b>120.00</b>   | <b>126.00</b>   | <b>126.00</b>      |
| <b>10020700</b>   | <b>Technical Services Division - Administration Section</b>           |                 |                    |
| Administrative Assistant  | 1.00  | 1.00            | 1.00               |
| Deputy Police Chief   | 1.00  | 1.00            | 1.00               |
| <b>Technical Services Division - Administration Section Total</b>           | <b>2.00</b>   | <b>2.00</b>     | <b>2.00</b>        |
| <b>100207000351</b>   | <b>Technical Services Division - E911 Section</b>                     |                 |                    |
| Applications Specialist   | 1.00  | 2.00            | 2.00               |
| <b>Public Safety Telecommunicator I/II</b>                                  | <b>22.00</b>  | <b>22.00</b>    | <b>22.00</b>       |
| <b>Public Safety Telecommunicator Administrator</b>                         | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Public Safety Telecommunicator Supervisor</b>                            | <b>4.00</b>   | <b>4.00</b>     | <b>4.00</b>        |
| <b>Technical Services Division - E911 Section Total</b>                     | <b>28.00</b>  | <b>29.00</b>    | <b>29.00</b>       |

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| Position Title  | 2021<br>Mid-Year  | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>General Fund</b>   |   |                 |                    |
| <b>Police Department</b>  |   |                 |                    |
| <b>100207000348</b>   | <b>Technical Services Division - Special Events Section</b> |                 |                    |
| Police Commander  | 1.00  | 1.00            | 1.00               |
| Police Officer/Senior Police Officer                              | 23.00   | 24.00           | 24.00              |
| Sergeant  | 3.00  | 4.00            | 4.00               |
| <b>Traffic Accident Investigator</b>                              | <b>4.00</b>   | <b>4.00</b>     | <b>5.00</b>        |
| <b>Technical Services Division - Special Events Section Total</b> | <b>31.00</b>  | <b>33.00</b>    | <b>34.00</b>       |
| <b>100207000342</b>   | <b>Technical Services Division - Technical Section</b>      |                 |                    |
| Animal Management Officer   | 4.50  | 5.00            | 5.00               |
| Animal Management Supervisor                                      | 1.00  | 1.00            | 1.00               |
| <b>Body Worn Camera Technician</b>                                | <b>1.00</b>   | <b>2.00</b>     | <b>4.00</b>        |
| Graffiti Enforcement Specialist                                   | 1.00  | 1.00            | 1.00               |
| Police Commander  | 1.00  | 1.00            | 1.00               |
| Technical Services Coordinator                                    | 1.00  | 1.00            | 1.00               |
| <b>Technical Services Division - Technical Section Total</b>      | <b>9.50</b>   | <b>11.00</b>    | <b>13.00</b>       |
| <b>Technical Services Division Total</b>                          | <b>70.50</b>  | <b>75.00</b>    | <b>78.00</b>       |
| <b>Police Department Total</b>                                    | <b>274.80</b>   | <b>288.30</b>   | <b>293.80</b>      |

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| Position Title                            | 2021<br>Mid-Year               | 2022<br>Amended | 2023<br>Authorized |
|---|--------------------------------|-----------------|--------------------|
| <b>General Fund</b>                       |                                |                 |                    |
| <b>Policy and Budget Department</b>       |                                |                 |                    |
| <b>10080050</b>                           | <b>Administration Division</b> |                 |                    |
|   |                                |                 |                    |
| <i>Assistant City Manager</i>             | 1.00                           | 1.00            | 0.00               |
| Executive Assistant                       | 1.00                           | 0.00            | 0.00               |
| Policy and Budget Analyst                 | 5.00                           | 0.00            | 0.00               |
| <i>Policy and Budget Coordinator</i>      | 0.00                           | 3.00            | 0.00               |
| <i>Policy and Budget Manager</i>          | 0.00                           | 1.00            | 0.00               |
| <b>Administration Division Total</b>      | <b>7.00</b>                    | <b>5.00</b>     | <b>0.00</b>        |
| <b>10080800</b>                           | <b>Procurement Division</b>    |                 |                    |
|   |                                |                 |                    |
| <i>Buyer</i>                              | 1.00                           | 1.00            | 0.00               |
| <i>Contracts and Grants Coordinator</i>   | 1.00                           | 1.00            | 0.00               |
| <i>Procurement Analyst</i>                | 1.00                           | 1.00            | 0.00               |
| <i>Procurement Manager</i>                | 1.00                           | 1.00            | 0.00               |
| <b>Procurement Division Total</b>         | <b>4.00</b>                    | <b>4.00</b>     | <b>0.00</b>        |
| <b>Policy and Budget Department Total</b> | <b>11.00</b>                   | <b>9.00</b>     | <b>0.00</b>        |

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| Position Title                                     | 2021<br>Mid-Year                   | 2022<br>Amended | 2023<br>Authorized |
|--|------------------------------------|-----------------|--------------------|
| <b>General Fund</b>                                |                                    |                 |                    |
| <b>Public Works and Utilities Department</b>       |                                    |                 |                    |
| <b>10035450</b>                                    | <b>Street Maintenance Division</b> |                 |                    |
| Administrative Assistant                           | 1.00                               | 1.00            | 1.00               |
| Crewleader   | 2.00                               | 2.00            | 2.00               |
| <b>Equipment Operator I/II</b>                     | <b>5.00</b>                        | <b>5.00</b>     | <b>5.00</b>        |
| Pavement Management Coordinator                    | 1.00                               | 1.00            | 1.00               |
| <b>Street Inspector</b>                            | <b>3.00</b>                        | <b>3.00</b>     | <b>4.00</b>        |
| Street Maintenance Worker I/II                     | 10.00                              | 10.00           | 10.00              |
| Street Operations Manager                          | 1.00                               | 1.00            | 1.00               |
| <b>Street Operations Supervisor</b>                | <b>2.00</b>                        | <b>2.00</b>     | <b>2.00</b>        |
| Street Projects Specialist                         | 1.00                               | 1.00            | 1.00               |
| Traffic Signs Technician                           | 2.00                               | 2.00            | 2.00               |
| <b>Street Maintenance Division Total</b>           | <b>28.00</b>                       | <b>28.00</b>    | <b>29.00</b>       |
| <b>Public Works and Utilities Department Total</b> | <b>28.00</b>                       | <b>28.00</b>    | <b>29.00</b>       |
| <b>General Fund Total</b>                          | <b>866.12</b>                      | <b>880.35</b>   | <b>895.25</b>      |

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| Position Title  | 2021<br>Mid-Year                                  | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>Utility Fund</b>                                     |   |                 |                    |
| <b>Community Development Department</b>                 |   |                 |                    |
| <b>25030380</b>   | <b>Engineering Division - Storm Drainage Fund</b> |                 |                    |
| Administrative Assistant                                | 0.90  | 0.50            | 0.50               |
| City Engineer   | 0.25  | 0.25            | 0.25               |
| <b>Engineer/Senior Engineer/Principal Engineer</b>      | <b>1.50</b>                                       | <b>1.50</b>     | <b>1.50</b>        |
| Stormwater Analyst                                      | 1.00  | 1.00            | 1.00               |
| Stormwater Coordinator                                  | 1.00  | 1.00            | 1.00               |
| Stormwater Inspector                                    | 2.00  | 2.00            | 2.00               |
| Stormwater Utility Administrator                        | 1.00  | 1.00            | 1.00               |
| <b>Engineering Division - Storm Drainage Fund Total</b> | <b>7.65</b>                                       | <b>7.25</b>     | <b>7.25</b>        |
| <b>Community Development Department Total</b>           | <b>7.65</b>                                       | <b>7.25</b>     | <b>7.25</b>        |
| <b>Finance Department</b>                               |   |                 |                    |
| <b>20015240</b>   | <b>Treasury Division</b>                          |                 |                    |
| <b>Applications Specialist</b>                          | <b>0.00</b>                                       | <b>0.00</b>     | <b>1.00</b>        |
| <b>Customer Service Coordinator</b>                     | <b>0.00</b>                                       | <b>0.00</b>     | <b>2.00</b>        |
| <b>Customer Service Representative I/II</b>             | <b>7.50</b>                                       | <b>7.50</b>     | <b>5.50</b>        |
| <b>Utility Billing Applications Analyst</b>             | <b>1.00</b>                                       | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utility Billing Supervisor</b>                       | <b>1.00</b>                                       | <b>1.00</b>     | <b>1.00</b>        |
| <b>Treasury Division Total</b>                          | <b>9.50</b>                                       | <b>9.50</b>     | <b>10.50</b>       |
| <b>Finance Department Total</b>                         | <b>9.50</b>                                       | <b>9.50</b>     | <b>10.50</b>       |

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| Position Title                               | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |              |
|--|--|-----------------|--------------------|--------------|
| <b>Utility Fund</b>                          |  |                 |                    |              |
| <b>Public Works and Utilities Department</b> |  |                 |                    |              |
| <b>20035050</b>                              | <b>Administration Division</b>   |                 |                    |              |
|  | Business Operations Administrator  | 1.00            | 1.00               | 1.00         |
|  | Communication and Outreach Coordinator   | 1.00            | 0.00               | 0.00         |
|  | Executive Assistant  | 1.00            | 1.00               | 1.00         |
|  | Management Analyst/Senior Management Analyst                                     | 0.00            | 1.00               | 1.00         |
|  | Public Works and Utilities Director  | 1.00            | 1.00               | 1.00         |
|  | Water Resources Analyst/Senior Water Resources Analyst                           | 2.00            | 2.00               | 2.00         |
|  | <b>Administration Division Total</b>   | <b>6.00</b>     | <b>6.00</b>        | <b>6.00</b>  |
| <b>20035430</b>                              | <b>Utilities Engineering Division</b>  |                 |                    |              |
|  | <b>Engineer/Senior Engineer/Principal Engineer</b>                               | <b>7.00</b>     | <b>7.00</b>        | <b>6.00</b>  |
|  | Utilities Engineering Manager  | 1.00            | 1.00               | 1.00         |
|  | <b>Utilities Engineering Division Total</b>                                      | <b>8.00</b>     | <b>8.00</b>        | <b>7.00</b>  |
| <b>210354900401</b>                          | <b>Utilities Operations Division - Biosolids Section</b>                         |                 |                    |              |
|  | <b>Biosolids Operator I/II</b>   | <b>3.00</b>     | <b>3.00</b>        | <b>3.00</b>  |
|  | <b>Utilities Operations Division - Biosolids Section Total</b>                   | <b>3.00</b>     | <b>3.00</b>        | <b>3.00</b>  |
| <b>200354700402</b>                          | <b>Utilities Operations Division - Meter Shop Section</b>                        |                 |                    |              |
|  | <b>Utilities Operations Supervisor</b>   | <b>1.00</b>     | <b>1.00</b>        | <b>1.00</b>  |
|  | Utilities Operator-In-Training/Utilities Operator I                              | 3.00            | 3.00               | 3.00         |
|  | <b>Utilities Specialist I/II</b>   | <b>5.00</b>     | <b>5.00</b>        | <b>5.00</b>  |
|  | Utilities Specialist III   | 2.00            | 2.00               | 2.00         |
|  | <b>Utilities Operations Division - Meter Shop Section Total</b>                  | <b>11.00</b>    | <b>11.00</b>       | <b>11.00</b> |
| <b>21035470</b>                              | <b>Utilities Operations Division - Wastewater Field Operations Section</b>       |                 |                    |              |
|  | Administrative Assistant   | 0.50            | 0.50               | 0.50         |
|  | Utilities Inspector  | 1.00            | 1.00               | 1.00         |
|  | <b>Utilities Operations Supervisor</b>   | <b>1.00</b>     | <b>1.00</b>        | <b>1.00</b>  |
|  | <b>Utilities Operator II/III</b>   | <b>2.00</b>     | <b>2.00</b>        | <b>2.00</b>  |
|  | Utilities Operator-In-Training/Utilities Operator I                              | 3.00            | 3.00               | 3.00         |
|  | <b>Utilities Specialist I/II</b>   | <b>4.00</b>     | <b>4.00</b>        | <b>4.00</b>  |
|  | Utilities Specialist III   | 1.00            | 1.00               | 1.00         |
|  | Wastewater Superintendent  | 1.00            | 1.00               | 1.00         |
|  | <b>Utilities Operations Division - Wastewater Field Operations Section Total</b> | <b>13.50</b>    | <b>13.50</b>       | <b>13.50</b> |

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|---|---|-----------------|--------------------|
| <b>Utility Fund</b>   |   |                 |                    |
| <b>Public Works and Utilities Department</b>  |   |                 |                    |
| <b>21035490</b>   | <b>Utilities Operations Division - Wastewater Plant Section</b>   |                 |                    |
| Administrative Assistant  | 0.50  | 0.50            | 0.50               |
| Chief Plant Operator  | 1.00  | 1.00            | 1.00               |
| Control Systems Engineer  | 1.00  | 1.00            | 1.00               |
| Control Systems Specialist  | 0.50  | 0.50            | 0.50               |
| Electrician I/II/III  | 1.00  | 1.00            | 1.00               |
| <b>Lead Plant Operator</b>  | <b>0.00</b>   | <b>0.00</b>     | <b>1.00</b>        |
| Plant Maintenance Supervisor  | 1.00  | 1.00            | 1.00               |
| Plant Mechanic  | 1.00  | 1.00            | 1.00               |
| <b>Plant Operator Trainee/Plant Operator I-IV</b>   | <b>9.00</b>   | <b>9.00</b>     | <b>8.00</b>        |
| Plant Superintendent  | 1.00  | 1.00            | 1.00               |
| <b>Utilities Operations Division - Wastewater Plant Section Total</b>   | <b>16.00</b>  | <b>16.00</b>    | <b>16.00</b>       |
| <b>20035470</b>   | <b>Utilities Operations Division - Water Field Operations Section</b>                                   |                 |                    |
| Administrative Assistant  | 0.50  | 0.50            | 0.50               |
| Community Assistant   | 1.00  | 1.00            | 1.00               |
| <b>Crewleader</b>   | <b>0.00</b>   | <b>0.00</b>     | <b>2.00</b>        |
| Utilities Inspector   | 1.00  | 1.00            | 1.00               |
| Utilities Operations Manager  | 1.00  | 1.00            | 1.00               |
| <b>Utilities Operations Supervisor</b>  | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utilities Operator II/III</b>  | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utilities Operator III</b>   | <b>2.00</b>   | <b>2.00</b>     | <b>0.00</b>        |
| Utilities Operator-In-Training/Utilities Operator I   | 4.00  | 4.00            | 4.00               |
| Water Superintendent  | 1.00  | 1.00            | 1.00               |
| <b>Utilities Operations Division - Water Field Operations Section Total</b>                                   | <b>12.50</b>  | <b>12.50</b>    | <b>12.50</b>       |
| <b>200354700498</b>   | <b>Utilities Operations Division - Water Field Operations - Infrastructure Support Services Section</b> |                 |                    |
| Administrative Assistant  | 0.50  | 0.50            | 0.50               |
| GIS Specialist  | 1.00  | 1.00            | 1.00               |
| GIS Technician  | 1.00  | 0.00            | 0.00               |
| Infrastructure Asset Management Coordinator   | 1.00  | 1.00            | 1.00               |
| <b>Utilities Asset Management Planner/Scheduler</b>   | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utilities Inventory Specialist</b>   | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utilities Specialist I/II</b>  | <b>2.00</b>   | <b>2.00</b>     | <b>2.00</b>        |
| <b>Utilities Operations Division - Water Field Operations - Infrastructure Support Services Section Total</b> | <b>7.50</b>   | <b>6.50</b>     | <b>6.50</b>        |
| <b>Total</b>  |   |                 |                    |



**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title   | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>Utility Fund</b>  |  |                 |                    |
| <b>Public Works and Utilities Department</b>   |  |                 |                    |
| <b>200354700023</b>  | <b>Utilities Operations Division - Water Field Operations - Reclaimed Section</b>              |                 |                    |
| Reclaimed System Analyst   | 0.00   | 1.00            | 1.00               |
| Reclaimed System Coordinator   | 1.00   | 1.00            | 1.00               |
| Utilities Specialist II  | 1.00   | 0.00            | 0.00               |
| <b>Utilities Operations Division - Water Field Operations - Reclaimed Section Total</b>              | <b>2.00</b>  | <b>2.00</b>     | <b>2.00</b>        |
| <b>200354700497</b>  | <b>Utilities Operations Division - Water Field Operations - Water Line Replacement Section</b> |                 |                    |
| <b>Crewleader</b>  | <b>0.00</b>  | <b>0.00</b>     | <b>2.00</b>        |
| <b>Utilities Operations Supervisor</b>   | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utilities Operator II/III</b>   | <b>2.00</b>  | <b>2.00</b>     | <b>2.00</b>        |
| <b>Utilities Operator III</b>  | <b>2.00</b>  | <b>2.00</b>     | <b>0.00</b>        |
| Utilities Operator-In-Training/Utilities Operator I  | 5.00   | 5.00            | 5.00               |
| <b>Utilities Operations Division - Water Field Operations - Water Line Replacement Section Total</b> | <b>10.00</b>   | <b>10.00</b>    | <b>10.00</b>       |
| <b>20035490</b>  | <b>Utilities Operations Division - Water Plant Section</b>                                     |                 |                    |
| Administrative Assistant   | 0.50   | 0.50            | 0.50               |
| Chief Plant Operator   | 1.00   | 1.00            | 1.00               |
| Control Systems Engineer   | 1.00   | 1.00            | 1.00               |
| Control Systems Specialist   | 0.50   | 0.50            | 0.50               |
| Electrician I/II/III   | 3.00   | 3.00            | 3.00               |
| <b>Engineer/Senior Engineer/Principal Engineer</b>   | <b>0.00</b>  | <b>0.00</b>     | <b>1.00</b>        |
| <b>Lead Plant Operator</b>   | <b>0.00</b>  | <b>0.00</b>     | <b>1.00</b>        |
| Maintenanceworker/Senior Maintenanceworker   | 1.00   | 1.00            | 1.00               |
| Plant Maintenance Supervisor   | 1.00   | 1.00            | 1.00               |
| Plant Mechanic   | 1.00   | 1.00            | 1.00               |
| <b>Plant Operator Trainee/Plant Operator I-IV</b>  | <b>9.00</b>  | <b>9.00</b>     | <b>8.00</b>        |
| Plant Superintendent   | 1.00   | 1.00            | 1.00               |
| <b>Utilities Operations Division - Water Plant Section Total</b>                                     | <b>19.00</b>   | <b>19.00</b>    | <b>20.00</b>       |
| <b>200354900023</b>  | <b>Utilities Operations Division - Water Plants - Reclaimed Section</b>                        |                 |                    |
| <b>Electrician I/II/III</b>  | <b>0.00</b>  | <b>0.00</b>     | <b>1.00</b>        |
| <b>Maintenanceworker/Senior Maintenanceworker</b>  | <b>1.00</b>  | <b>1.00</b>     | <b>0.00</b>        |
| <b>Utilities Operations Division - Water Plants - Reclaimed Section Total</b>                        | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
| <b>Utilities Operations Division Total</b>   | <b>95.50</b>   | <b>94.50</b>    | <b>95.50</b>       |

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year  | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>Utility Fund</b>   |   |                 |                    |
| <b>Public Works and Utilities Department</b>                                    |   |                 |                    |
| <b>20035480</b>   | <b>Water Resources and Quality Division</b>                               |                 |                    |
| Administrative Assistant  | 1.00  | 1.00            | 1.00               |
| <b>Engineer/Senior Engineer/Principal Engineer</b>                              | <b>3.00</b>   | <b>3.00</b>     | <b>3.00</b>        |
| Water Resources and Quality Manager   | 1.00  | 1.00            | 1.00               |
| Water Resources Technician  | 1.00  | 1.00            | 1.00               |
| <b>Water Resources and Quality Division Section Total</b>                       | <b>6.00</b>   | <b>6.00</b>     | <b>6.00</b>        |
| <b>210354800943</b>   | <b>Water Resources and Quality Division - Laboratory Services Section</b> |                 |                    |
| <b>Water Quality Analyst/Senior Water Quality Analyst</b>                       | <b>3.00</b>   | <b>3.00</b>     | <b>3.00</b>        |
| <b>Water Quality Supervisor</b>   | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| <b>Water Resources and Quality Division - Laboratory Services Section Total</b> | <b>4.00</b>   | <b>4.00</b>     | <b>4.00</b>        |
| <b>200354800943</b>   | <b>Water Resources and Quality Division - Water Quality Section</b>       |                 |                    |
| Water Quality Administrator   | 1.00  | 1.00            | 1.00               |
| <b>Water Quality Analyst/Senior Water Quality Analyst</b>                       | <b>4.00</b>   | <b>4.00</b>     | <b>4.00</b>        |
| <b>Water Quality Supervisor</b>   | <b>2.00</b>   | <b>2.00</b>     | <b>2.00</b>        |
| <b>Water Resources and Quality Division - Water Quality Section Total</b>       | <b>7.00</b>   | <b>7.00</b>     | <b>7.00</b>        |
| <b>Water Resources and Quality Division Total</b>                               | <b>17.00</b>  | <b>17.00</b>    | <b>17.00</b>       |
| <b>Public Works and Utilities Department Total</b>                              | <b>126.50</b>   | <b>125.50</b>   | <b>125.50</b>      |
| <b>Utility Fund Total</b>   | <b>143.65</b>   | <b>142.25</b>   | <b>143.25</b>      |

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title   | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>Other Funds</b>   |  |                 |                    |
| <b>Community Development Department</b>                                    |  |                 |                    |
| <b>27030380</b>  | <b>Engineering Division - Parking Management Program Section</b>     |                 |                    |
| Maintenanceworker/Senior Maintenanceworker                                 | 0.00   | 1.00            | 1.00               |
| Parking and Transportation Demand Management Coordinator                   | 1.00   | 1.00            | 1.00               |
| <b>Parking Enforcement Officer</b>   | <b>0.00</b>  | <b>1.00</b>     | <b>2.00</b>        |
| Parking Operations Supervisor  | 0.00   | 1.00            | 1.00               |
| <b>Engineering Division - Parking Management Program Section Total</b>     | <b>1.00</b>  | <b>4.00</b>     | <b>5.00</b>        |
| <b>Community Development Department Total</b>                              | <b>1.00</b>  | <b>4.00</b>     | <b>5.00</b>        |
| <b>Economic Development Department</b>                                     |  |                 |                    |
| <b>80576030722</b>   | <b>Administration Division - Economic Development (CDBG) Section</b> |                 |                    |
| CDBG Technician  | 1.00   | 1.00            | 1.00               |
| Housing and Redevelopment Specialist                                       | 0.50   | 0.50            | 0.50               |
| <b>Administration Division - Economic Development (CDBG) Section Total</b> | <b>1.50</b>  | <b>1.50</b>     | <b>1.50</b>        |
| <b>Economic Development Department Total</b>                               | <b>1.50</b>  | <b>1.50</b>     | <b>1.50</b>        |
| <b>General Services Department</b>   |  |                 |                    |
| <b>30012460</b>  | <b>Fleet Management Division</b>                                     |                 |                    |
| Administrative Assistant   | 1.00   | 1.00            | 1.00               |
| Applications Specialist  | 1.00   | 1.00            | 1.00               |
| Crewleader   | 1.00   | 1.00            | 1.00               |
| Fleet Manager  | 1.00   | 1.00            | 1.00               |
| Fleet Supervisor   | 1.00   | 1.00            | 1.00               |
| Mechanic I/II  | 3.00   | 4.00            | 4.00               |
| Mechanic II/Emergency Vehicle Technician I                                 | 1.00   | 1.00            | 1.00               |
| <b>Fleet Management Division Section Total</b>                             | <b>9.00</b>  | <b>10.00</b>    | <b>10.00</b>       |
| <b>300124600911</b>  | <b>Fleet Management Division - Public Safety Section</b>             |                 |                    |
| Emergency Vehicle Technician I/II/III                                      | 1.00   | 1.00            | 1.00               |
| <b>Fleet Management Division - Public Safety Section Total</b>             | <b>1.00</b>  | <b>1.00</b>     | <b>1.00</b>        |
| <b>Fleet Management Division Total</b>                                     | <b>10.00</b>   | <b>11.00</b>    | <b>11.00</b>       |
| <b>General Services Department Total</b>                                   | <b>10.00</b>   | <b>11.00</b>    | <b>11.00</b>       |

**City of Westminster**  
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| Position Title   | 2021<br>Mid-Year   | 2022<br>Amended | 2023<br>Authorized |
|--|--|-----------------|--------------------|
| <b>Other Funds</b>   |  |                 |                    |
| <b>Human Resources Department</b>  |  |                 |                    |
| <b>49010900</b>  | <b>Administration Division - Medical and Dental Fund</b>                 |                 |                    |
| Benefits Specialist  | 1.00   | 1.00            | 1.00               |
| Human Resources Administrator I  | 1.00   | 1.00            | 1.00               |
| Human Resources Specialist   | 1.00   | 1.00            | 1.00               |
| <b>Administration Division - Medical and Dental Fund Total</b>                 | <b>3.00</b>  | <b>3.00</b>     | <b>3.00</b>        |
| <b>46010900</b>  | <b>Administration Division - Property Liability Fund</b>                 |                 |                    |
| Human Resources Manager  | 0.50   | 0.50            | 0.50               |
| Safety Analyst/Senior Safety Analyst   | 0.25   | 0.25            | 0.25               |
| <b>Administration Division - Property Liability Fund Total</b>                 | <b>0.75</b>  | <b>0.75</b>     | <b>0.75</b>        |
| <b>460109000911</b>  | <b>Administration Division - Property Liability Fund - Public Safety</b> |                 |                    |
| Risk/Claims Analyst/Senior Risk/Claims Analyst                                 | 0.50   | 0.50            | 0.50               |
| <b>Administration Division - Property Liability Fund - Public Safety Total</b> | <b>0.50</b>  | <b>0.50</b>     | <b>0.50</b>        |
| <b>Administration Division - Property Liability Fund Total</b>                 | <b>1.25</b>  | <b>1.25</b>     | <b>1.25</b>        |
| <b>48010900</b>  | <b>Administration Division - Workers Compensation Fund</b>               |                 |                    |
| Human Resources Manager  | 0.50   | 0.50            | 0.50               |
| Risk/Claims Analyst/Senior Risk/Claims Analyst                                 | 0.50   | 0.50            | 0.50               |
| Safety Analyst/Senior Safety Analyst   | 0.25   | 0.25            | 0.25               |
| <b>Administration Division - Workers Compensation Fund Total</b>               | <b>1.25</b>  | <b>1.25</b>     | <b>1.25</b>        |
| <b>Human Resources Department Total</b>  | <b>5.50</b>  | <b>5.50</b>     | <b>5.50</b>        |

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year  | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>Other Funds</b>  |   |                 |                    |
| <b>Parks, Recreation and Libraries Department</b>   |   |                 |                    |
| <b>220507200249</b>   | <b>Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section</b>    |                 |                    |
| Assistant Golf Professional   | 1.00  | 1.00            | 1.00               |
| Golf Professional   | 1.00  | 1.00            | 1.00               |
| Golf Shop Associate   | 0.50  | 0.50            | 0.50               |
| Player Development Programs Coordinator   | 0.00  | 0.50            | 0.50               |
| Second Assistant Golf Professional  | 1.00  | 1.00            | 1.00               |
| <b>Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section Total</b>    | <b>3.50</b>   | <b>4.00</b>     | <b>4.00</b>        |
| <b>22050720</b>   | <b>Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section</b>   |                 |                    |
| Assistant Golf Course Superintendent  | 1.00  | 1.00            | 1.00               |
| Golf Course Superintendent  | 1.00  | 1.00            | 1.00               |
| Golf Irrigator  | 1.00  | 1.00            | 1.00               |
| Golf Worker I/II  | 1.00  | 1.00            | 1.00               |
| Mechanic I  | 1.00  | 1.00            | 1.00               |
| <b>Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section Total</b>   | <b>5.00</b>   | <b>5.00</b>     | <b>5.00</b>        |
|   | <b>8.50</b>   | <b>9.00</b>     | <b>9.00</b>        |
| <b>230507200249</b>   | <b>Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Club House Section</b>  |                 |                    |
| Assistant Golf Professional   | 1.00  | 1.00            | 1.00               |
| Golf Professional   | 1.00  | 1.00            | 1.00               |
| Golf Shop Associate   | 0.50  | 0.50            | 0.50               |
| Player Development Programs Coordinator   | 0.00  | 0.50            | 0.50               |
| Second Assistant Golf Professional  | 1.00  | 1.00            | 1.00               |
| <b>Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Club House Section Total</b>  | <b>3.50</b>   | <b>4.00</b>     | <b>4.00</b>        |
| <b>23050720</b>   | <b>Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance Section</b> |                 |                    |
| Assistant Golf Course Superintendent  | 1.00  | 1.00            | 1.00               |
| Golf Course Superintendent  | 1.00  | 1.00            | 1.00               |
| Golf Irrigator  | 1.00  | 1.00            | 1.00               |
| Golf Worker I/II  | 1.00  | 1.00            | 1.00               |
| Mechanic I  | 1.00  | 1.00            | 1.00               |
| <b>Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance Section Total</b> | <b>5.00</b>   | <b>5.00</b>     | <b>5.00</b>        |
|   | <b>8.50</b>   | <b>9.00</b>     | <b>9.00</b>        |

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Full Time Equivalent Staffing Summary**

| Position Title  | 2021<br>Mid-Year  | 2022<br>Amended | 2023<br>Authorized |
|---|---|-----------------|--------------------|
| <b>Other Funds</b>  |   |                 |                    |
| <b>Parks, Recreation and Libraries Department</b>                     |   |                 |                    |
| <b>540505500542</b>   | <b>Parks, Golf and Open Space Division</b>                      |                 |                    |
| Crewleader  | 2.00  | 2.00            | 2.00               |
| Foreperson  | 1.00  | 1.00            | 1.00               |
| Landscape Designer/Senior Landscape Architect                         | 1.00  | 1.00            | 1.00               |
| Mechanic I  | 0.00  | 1.00            | 1.00               |
| Parks and Horticulture Superintendent                                 | 1.00  | 1.00            | 1.00               |
| Parks Specialist  | 4.00  | 4.00            | 4.00               |
| Parksworker I/II  | 5.00  | 5.00            | 5.00               |
| <b>Parks, Golf and Open Space Division Section Total</b>              | <b>14.00</b>  | <b>15.00</b>    | <b>15.00</b>       |
| <b>54050550</b>   | <b>Parks, Golf and Open Space Division - Open Space Section</b> |                 |                    |
| Arborist Technician   | 2.00  | 2.00            | 2.00               |
| Assistant City Forester   | 1.00  | 1.00            | 1.00               |
| City Forester   | 1.00  | 1.00            | 1.00               |
| Foreperson  | 1.00  | 1.00            | 1.00               |
| GIS Specialist  | 0.00  | 1.00            | 1.00               |
| Open Space Manager  | 1.00  | 0.00            | 0.00               |
| Open Space Specialist   | 2.00  | 3.00            | 3.00               |
| <b>Open Space Specialist - Natural Resources</b>                      | <b>1.00</b>   | <b>1.00</b>     | <b>1.00</b>        |
| Open Space Steward I/II   | 3.00  | 3.00            | 3.00               |
| Open Space Superintendent   | 1.00  | 1.00            | 1.00               |
| Open Space Supervisor   | 1.00  | 1.00            | 1.00               |
| Open Space Technician   | 1.00  | 0.00            | 0.00               |
| Park Naturalist   | 1.00  | 0.00            | 0.00               |
| <b>Parks, Golf and Open Space Division - Open Space Section Total</b> | <b>16.00</b>  | <b>15.00</b>    | <b>15.00</b>       |
| <b>Parks, Golf and Open Space Division Total</b>                      | <b>30.00</b>  | <b>30.00</b>    | <b>30.00</b>       |
| <b>Parks, Recreation and Libraries Department Total</b>               | <b>47.00</b>  | <b>48.00</b>    | <b>48.00</b>       |
| <b>Other Fund Total</b>   | <b>65.00</b>  | <b>70.00</b>    | <b>71.00</b>       |
| <b>Grand Total</b>  | <b>1074.77</b>  | <b>1,092.60</b> | <b>1,109.50</b>    |

City of Westminster  
2023 Authorized Pay Plan  
Benefited Position Titles

| <b>Position</b>                        | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                          |
|--|------------------|-------------------|-------------------------|--|
| A/V Technician                         | N15              | 3238              | Non-Exempt              | Non-Exempt General                       |
| Access Control and Hardware Technician | N17              | 5123              | Non-Exempt              | Non-Exempt General                       |
| Accountant                             | E10              | 3107              | Exempt                  | Exempt                                   |
| Accounting Manager                     | D4               | 3102              | Exempt                  | Department Director and Division Manager |
| Accounting Specialist                  | N15              | 4513              | Non-Exempt              | Non-Exempt General                       |
| Accounting Technician                  | N13              | 4515              | Non-Exempt              | Non-Exempt General                       |
| Accounting Technician/Retirement       | N13              | 4516              | Non-Exempt              | Non-Exempt General                       |
| Administrative Assistant               | N13              | 4215              | Non-Exempt              | Non-Exempt General                       |
| Administrative Technician              | N14              | 4219              | Non-Exempt              | Non-Exempt General                       |
| Animal Management Officer              | N13              | 6229              | Non-Exempt              | Non-Exempt General                       |
| Animal Management Supervisor           | N17              | 6230              | Non-Exempt              | Non-Exempt General                       |
| Applications Specialist                | N17              | 4312              | Non-Exempt              | Non-Exempt General                       |
| Apprentice (Temporary)                 | N8               | 7163              | Non-Exempt              | Non-Exempt General                       |
| Arborist Technician                    | N13              | 5336              | Non-Exempt              | Non-Exempt General                       |
| Assistant City Attorney I              | E10              | 3502              | Exempt                  | Exempt                                   |
| Assistant City Attorney II             | E14              | 3501              | Exempt                  | Exempt                                   |
| Assistant City Forester                | N16              | 5337              | Non-Exempt              | Non-Exempt General                       |
| Assistant City Manager                 | D9               | 2305              | Exempt                  | Department Director and Division Manager |
| 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                                   |

City of Westminster  
2023 Authorized Pay Plan  
Benefited Position Titles

| <b>Position</b>                            | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                          |
|--|------------------|-------------------|-------------------------|--|
| 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                                   |
| Battalion Chief                            | E15              | 6129              | Exempt                  | Exempt                                   |
| Benefits Specialist                        | N16              | 3711              | Non-Exempt              | Non-Exempt General                       |
| Biosolids Operator I                       | N15              | 5632              | Non-Exempt              | Non-Exempt General                       |
| Biosolids Operator II                      | N16              | 5634              | Non-Exempt              | Non-Exempt General                       |
| Body Worn Camera Technician                | N14              | 6236              | Non-Exempt              | Non-Exempt General                       |
| Building Inspection Supervisor             | N21              | 3403              | Non-Exempt              | Non-Exempt General                       |
| Building Permit Supervisor                 | N18              | 3427              | Non-Exempt              | Non-Exempt General                       |
| Building Permit Technician                 | N13              | 3425              | Non-Exempt              | Non-Exempt General                       |
| Business Intelligence Analyst              | E12              | 3242              | Exempt                  | Exempt                                   |
| Business Navigator                         | E10              | 7207              | Exempt                  | Exempt                                   |
| Business Operations Administrator          | E14              | 7195              | Exempt                  | Exempt                                   |
| Business Operations Analyst                | E10              | 3105              | Exempt                  | Exempt                                   |
| Business Operations Coordinator            | E12              | 7148              | Exempt                  | Exempt                                   |
| Business Operations Manager                | D3               | 7208              | Exempt                  | Department Director and Division Manager |
| Capital and Development Projects Inspector | N17              | 3433              | Non-Exempt              | Non-Exempt General                       |
| Capital Projects Administrator             | E15              | 3375              | Exempt                  | Exempt                                   |
| Case Management Coordinator                | N15              | 6238              | Non-Exempt              | Non-Exempt General                       |



City of Westminster  
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Benefited Position Titles

| Position                               | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|--|-----------|------------|------------------|--|
| CDBG Technician                        | N15       | 3813       | Non-Exempt       | Non-Exempt General                       |
| Chief Building Official                | D3        | 3401       | Exempt           | Department Director and Division Manager |
| Chief Information Security Officer     | E16       | 3234       | Exempt           | Exempt                                   |
| Chief Plant Operator                   | N19       | 3367       | Non-Exempt       | Non-Exempt General                       |
| Chief Sustainability Officer           | E14       | 3827       | Exempt           | Exempt                                   |
| City Clerk                             | D4        | 2303       | Exempt           | Department Director and Division Manager |
| City Clerk Coordinator                 | E14       | 4424       | Exempt           | Exempt                                   |
| City Engineer                          | D5        | 3301       | Exempt           | Department Director and Division Manager |
| City Forester                          | N18       | 5304       | Non-Exempt       | Non-Exempt General                       |
| City Management Intern (Temporary)     | N15       | 7162       | Non-Exempt       | Non-Exempt General                       |
| Code Compliance Coordinator            | E9        | 3436       | Exempt           | Exempt                                   |
| Code Enforcement Officer               | N14       | 3410       | Non-Exempt       | Non-Exempt General                       |
| Code Enforcement Supervisor            | N18       | 3426       | Non-Exempt       | Non-Exempt General                       |
| Collection Management Processing Clerk | N9        | 3621       | Non-Exempt       | Non-Exempt General                       |
| Communications Coordinator             | E9        | 7202       | Exempt           | Exempt                                   |
| Communications Manager                 | D3        | 7180       | Exempt           | Department Director and Division Manager |
| Community Assistant                    | N9        | 4218       | Non-Exempt       | Non-Exempt General                       |
| Community Development Director         | D9        | 2308       | Exempt           | Department Director and Division Manager |
| Community Outreach Liaison             | E14       | 7196       | Exempt           | Exempt                                   |
| Construction Inspector                 | N16       | 3428       | Non-Exempt       | Non-Exempt General                       |
| Construction Projects Specialist       | E9        | 3435       | Exempt           | Exempt                                   |
| Contract Services Coordinator          | N17       | 5104       | Non-Exempt       | Non-Exempt General                       |
| Contract Services Technician           | N15       | 5118       | Non-Exempt       | Non-Exempt General                       |

City of Westminster  
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| <b>Position</b>                             | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                          |
|---|------------------|-------------------|-------------------------|--|
| 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                                | E7               | 6239              | Exempt                  | Exempt                                   |
| Co-Responder Supervisor                     | E9               | 6240              | Exempt                  | Exempt                                   |
| Court Administrator                         | D3               | 4401              | Exempt                  | Department Director and Division Manager |
| Court Security                              | N15              | 6235              | Non-Exempt              | Non-Exempt Police - Sworn                |
| Crewleader                                  | N16              | 5716              | Non-Exempt              | Non-Exempt General                       |
| Crime Analyst                               | E8               | 6233              | Exempt                  | Exempt                                   |
| Criminalist                                 | N15              | 6209              | Non-Exempt              | Non-Exempt General                       |
| Cultural Affairs Coordinator                | E6               | 7188              | Exempt                  | Exempt                                   |
| Cultural Affairs Manager                    | D3               | 3946              | Exempt                  | Department Director and Division Manager |
| Custodian                                   | N8               | 5111              | Non-Exempt              | Non-Exempt General                       |
| Customer Service Coordinator                | N15              | 4521              | Non-Exempt              | Non-Exempt General                       |
| Customer Service Representative I           | N12              | 4518              | Non-Exempt              | Non-Exempt General                       |
| Customer Service Representative II          | N13              | 4519              | Non-Exempt              | Non-Exempt General                       |
| Data Analyst                                | E8               | 7201              | Exempt                  | Exempt                                   |
| Database Administrator                      | E14              | 3235              | Exempt                  | Exempt                                   |
| Department Intern (Temporary)               | N13              | 7164              | Non-Exempt              | Non-Exempt General                       |
| Deputy City Attorney                        | D7               | 3517              | Exempt                  | Department Director and Division Manager |
| Deputy City Clerk                           | N17              | 4407              | Non-Exempt              | Non-Exempt General                       |
| Deputy City Manager                         | D10              | 2313              | Exempt                  | Department Director and Division Manager |
| Deputy City Manager/Chief Financial Officer | D10              | 2318              | Exempt                  | Department Director and Division Manager |

City of Westminster  
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Benefited Position Titles

| Position                          | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|-----------------------------------|-----------|------------|------------------|--|
| 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                       |
| Deputy Fire Chief                 | D6        | 6146       | Exempt           | Department Director and Division Manager |
| Deputy Police Chief               | D6        | 6225       | Exempt           | Department Director and Division Manager |
| Digital Communications Supervisor | E11       | 7209       | Exempt           | Exempt                                   |
| Digital Media Specialist          | E6        | 7183       | Exempt           | Exempt                                   |
| Economic Development Director     | D9        | 2316       | Exempt           | Department Director and Division Manager |
| Economic Development Officer      | E11       | 7140       | Exempt           | Exempt                                   |
| Economic Resilience Manager       | D5        | 7206       | Exempt           | Department Director and Division Manager |
| Economic Vibrancy Manger          | D5        | 7205       | Exempt           | Department Director and Division Manager |
| Electrical Inspector              | N17       | 3440       | Non-Exempt       | Non-Exempt General                       |
| Electrician I                     | N16       | 5725       | Non-Exempt       | Non-Exempt General                       |
| Electrician II                    | N17       | 5726       | Non-Exempt       | Non-Exempt General                       |
| Electrician III                   | N18       | 5727       | Non-Exempt       | Non-Exempt General                       |
| Emergency Management Coordinator  | E13       | 6116       | Exempt           | Exempt                                   |
| Emergency Vehicle Technician I    | N15       | 5731       | Non-Exempt       | Non-Exempt General                       |
| Emergency Vehicle Technician II   | N16       | 5732       | Non-Exempt       | Non-Exempt General                       |
| Emergency Vehicle Technician III  | N17       | 5733       | Non-Exempt       | Non-Exempt General                       |
| Employee Development Coordinator  | E10       | 7146       | Exempt           | Exempt                                   |
| Employee Wellness Coordinator     | E10       | 3729       | Exempt           | Exempt                                   |
| EMS Chief                         | E15       | 6140       | Exempt           | Exempt                                   |
| Engineer                          | E9        | 3342       | Exempt           | Exempt                                   |

City of Westminster  
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| <b>Position</b>                           | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                             |
|---|------------------|-------------------|-------------------------|---|
| Engineering Projects Specialist           | N18              | 3429              | Non-Exempt              | Non-Exempt General                          |
| Environmental Compliance Analyst          | E10              | 7177              | Exempt                  | Exempt                                      |
| Environmental Compliance Technician       | N14              | 7203              | Non-Exempt              | Non-Exempt General                          |
| Equipment Operator I                      | N14              | 5717              | Non-Exempt              | Non-Exempt General                          |
| Equipment Operator II                     | N15              | 5718              | Non-Exempt              | Non-Exempt General                          |
| Equipment Services Assistant              | N10              | 6212              | Non-Exempt              | Non-Exempt General                          |
| Equitable Process Coordinator (Temporary) | E12              | 7199              | Exempt                  | Exempt                                      |
| ERP Software Engineer                     | E13              | 3223              | Exempt                  | Exempt                                      |
| Event Planner                             | E6               | 7168              | Exempt                  | Exempt                                      |
| Executive Aide                            | N16              | 4609              | Non-Exempt              | Non-Exempt General                          |
| Executive Assistant                       | N15              | 4607              | Non-Exempt              | Non-Exempt General                          |
| Executive Talent Developer                | E14              | 3736              | Exempt                  | Exempt                                      |
| Facilities and Projects Coordinator       | E12              | 5124              | Exempt                  | Exempt                                      |
| Facilities Maintenance Technician I       | N11              | 5119              | Non-Exempt              | Non-Exempt General                          |
| Facilities Maintenance Technician II      | N13              | 5120              | Non-Exempt              | Non-Exempt General                          |
| Facilities Manager                        | D3               | 5117              | Exempt                  | Department Director and<br>Division Manager |
| Facilities Security Analyst               | E10              | 7111              | Exempt                  | Exempt                                      |
| Facilities Superintendent                 | E11              | 5121              | Exempt                  | Exempt                                      |
| Facilities Supervisor                     | N19              | 5122              | Non-Exempt              | Non-Exempt General                          |
| Finance Specialist                        | N14              | 3121              | Non-Exempt              | Non-Exempt General                          |
| Financial Analyst                         | E10              | 3109              | Exempt                  | Exempt                                      |
| Fire Captain - Non Shift                  | F5               | 6147              | Non-Exempt              | Non-Exempt<br>Fire Commissioned             |
| Fire Captain - Shift                      | FS5              | 6148              | Non-Exempt              | Non-Exempt<br>Fire Commissioned             |
| Fire Chief                                | D9               | 6101              | Exempt                  | Department Director and<br>Division Manager |

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

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| <b>Position</b>                      | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                             |
|--------------------------------------|------------------|-------------------|-------------------------|---|
| GIS Coordinator                      | E12              | 3347              | Exempt                  | Exempt                                      |
| GIS Specialist                       | N18              | 4308              | Non-Exempt              | Non-Exempt General                          |
| Golf Course Superintendent           | E9               | 3909              | Exempt                  | Exempt                                      |
| Golf Irrigator                       | N13              | 3919              | Non-Exempt              | Non-Exempt General                          |
| Golf Professional                    | E9               | 3911              | Exempt                  | Exempt                                      |
| Golf Shop Associate                  | N9               | 3940              | Non-Exempt              | Non-Exempt General                          |
| Golf Worker I                        | N10              | 3937              | Non-Exempt              | Non-Exempt General                          |
| Golf Worker II                       | N12              | 3938              | Non-Exempt              | Non-Exempt General                          |
| Graffiti Enforcement Specialist      | N14              | 5525              | Non-Exempt              | Non-Exempt General                          |
| Graphic Designer                     | E6               | 7171              | Exempt                  | Exempt                                      |
| Guest Relations Clerk I              | N7               | 4206              | Non-Exempt              | Non-Exempt General                          |
| Guest Relations Clerk II             | N9               | 4209              | Non-Exempt              | Non-Exempt General                          |
| Head Lifeguard                       | N7               | 5420              | Non-Exempt              | Non-Exempt General                          |
| Homeless Navigator                   | N13              | 3944              | Non-Exempt              | Non-Exempt General                          |
| Housing and Redevelopment Specialist | E8               | 3828              | Exempt                  | Exempt                                      |
| Housing Coordinator                  | E10              | 7173              | Exempt                  | Exempt                                      |
| Housing Inspector                    | N17              | 3417              | Non-Exempt              | Non-Exempt General                          |
| Human Resources Administrator I      | E13              | 3727              | Exempt                  | Exempt                                      |
| Human Resources Administrator II     | E14              | 3728              | Exempt                  | Exempt                                      |
| Human Resources Analyst              | E8               | 3703              | Exempt                  | Exempt                                      |
| Human Resources Business Partner     | E8               | 3730              | Exempt                  | Exempt                                      |
| Human Resources Director             | D9               | 2315              | Exempt                  | Department Director and<br>Division Manager |
| Human Resources Manager              | D4               | 3701              | Exempt                  | Department Director and<br>Division Manager |

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Benefited Position Titles

| Position                                    | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|---|-----------|------------|------------------|--|
| Human Resources Specialist                  | N15       | 3725       | Non-Exempt       | Non-Exempt General                       |
| Human Resources Technician                  | N14       | 3706       | Non-Exempt       | Non-Exempt General                       |
| HVAC Specialist                             | N18       | 5708       | Non-Exempt       | Non-Exempt General                       |
| Hydro Systems Specialist                    | N16       | 5724       | Non-Exempt       | Non-Exempt General                       |
| Information Security Analyst                | E13       | 3236       | Exempt           | Exempt                                   |
| Information Systems Manager                 | D5        | 4317       | Exempt           | Department Director and Division Manager |
| Information Technology Director             | D9        | 2310       | Exempt           | Department Director and Division Manager |
| Information/Records Management Coordinator  | E13       | 4419       | Exempt           | Exempt                                   |
| Infrastructure Asset Management Coordinator | E11       | 4321       | Exempt           | Exempt                                   |
| Internet Software Engineer                  | E12       | 3202       | Exempt           | Exempt                                   |
| IT Services Administrator                   | E15       | 3231       | Exempt           | Exempt                                   |
| IT Systems Supervisor                       | E14       | 3225       | Exempt           | Exempt                                   |
| Judge Pro Tem                               | E15       | 2203       | Exempt           | Exempt                                   |
| Landscape Designer                          | E8        | 5334       | Exempt           | Exempt                                   |
| Lead Deputy Court Clerk                     | N14       | 4421       | Non-Exempt       | Non-Exempt General                       |
| Lead Plant Operator                         | N17       | 3314       | Non-Exempt       | Non-Exempt General                       |
| Lead Prosecuting Attorney                   | E14       | 3513       | Exempt           | Exempt                                   |
| Lead Software Engineer                      | E14       | 3201       | Exempt           | Exempt                                   |
| Legal Administrator                         | E10       | 3516       | Exempt           | Exempt                                   |
| Legal Assistant                             | N14       | 3521       | Non-Exempt       | Non-Exempt General                       |
| Legal Coordinator                           | E7        | 3518       | Exempt           | Exempt                                   |
| Librarian I                                 | E5        | 3603       | Exempt           | Exempt                                   |
| Librarian II                                | E6        | 3602       | Exempt           | Exempt                                   |

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| Position                                  | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|---|-----------|------------|------------------|--|
| Library Assistant Supervisor              | N13       | 3619       | Non-Exempt       | Non-Exempt General                       |
| Library Associate I                       | N10       | 3606       | Non-Exempt       | Non-Exempt General                       |
| Library Associate II                      | N12       | 3609       | Non-Exempt       | Non-Exempt General                       |
| Library Clerk I                           | N7        | 3607       | Non-Exempt       | Non-Exempt General                       |
| Library Clerk II                          | N8        | 3610       | Non-Exempt       | Non-Exempt General                       |
| Library Network Specialist                | E6        | 4314       | Exempt           | Exempt                                   |
| Library Services Coordinator              | E8        | 3615       | Exempt           | Exempt                                   |
| Library Services Manager                  | D3        | 3601       | Exempt           | Department Director and Division Manager |
| Library Shelver                           | N7        | 3617       | Non-Exempt       | Non-Exempt General                       |
| Library Supervisor                        | E6        | 3604       | Exempt           | Exempt                                   |
| Maintenanceworker                         | N10       | 5511       | Non-Exempt       | Non-Exempt General                       |
| Management Analyst                        | E8        | 7130       | Exempt           | Exempt                                   |
| Marketing Analyst (Temporary)             | E7        | 7153       | Exempt           | Exempt                                   |
| Marketing Supervisor                      | E11       | 7185       | Exempt           | Exempt                                   |
| Mechanic I                                | N13       | 5709       | Non-Exempt       | Non-Exempt General                       |
| Mechanic II                               | N14       | 5707       | Non-Exempt       | Non-Exempt General                       |
| Network Administrator                     | E10       | 3210       | Exempt           | Exempt                                   |
| Network Engineer                          | E13       | 3228       | Exempt           | Exempt                                   |
| Network Technician                        | N15       | 4309       | Non-Exempt       | Non-Exempt General                       |
| Open Space Specialist                     | E5        | 7157       | Exempt           | Exempt                                   |
| Open Space Specialist - Natural Resources | N13       | 5343       | Non-Exempt       | Non-Exempt General                       |
| Open Space Steward I                      | N10       | 5341       | Non-Exempt       | Non-Exempt General                       |
| Open Space Steward II                     | N12       | 5342       | Non-Exempt       | Non-Exempt General                       |



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| Position   | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|--|-----------|------------|------------------|--|
| Open Space Superintendent                                | E10       | 7156       | Exempt           | Exempt                                   |
| Open Space Supervisor                                    | E7        | 7158       | Exempt           | Exempt                                   |
| Operations and Community Preservation Manager            | D3        | 7189       | Exempt           | Department Director and Division Manager |
| Organizational Communications Supervisor                 | E11       | 7210       | Exempt           | Exempt                                   |
| Park Ranger  | N13       | 5330       | Non-Exempt       | Non-Exempt General                       |
| Parking and Transportation Demand Management Coordinator | E9        | 3370       | Exempt           | Exempt                                   |
| Parking Enforcement Officer                              | N13       | 3379       | Non-Exempt       | Non-Exempt General                       |
| Parking Operations Supervisor                            | N16       | 3380       | Non-Exempt       | Non-Exempt General                       |
| Parks and Golf Superintendent                            | E11       | 3936       | Exempt           | Exempt                                   |
| Parks and Horticulture Superintendent                    | E11       | 5338       | Exempt           | Exempt                                   |
| Parks Specialist   | N13       | 5310       | Non-Exempt       | Non-Exempt General                       |
| Parks, Golf and Open Space Manager                       | D3        | 3900       | Exempt           | Department Director and Division Manager |
| Parks, Recreation and Libraries Director                 | D9        | 2307       | Exempt           | Department Director and Division Manager |
| Parks, Recreation and Libraries Operations Manager       | D3        | 3934       | Exempt           | Department Director and Division Manager |
| 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                                       | N14       | 4517       | Non-Exempt       | Non-Exempt General                       |
| Planner  | E8        | 3819       | Exempt           | Exempt                                   |
| Planning Manager   | D5        | 3801       | Exempt           | Department Director and Division Manager |
| Plans Examiner   | N17       | 3431       | Non-Exempt       | Non-Exempt General                       |
| Plant Maintenance Supervisor                             | N19       | 3378       | Non-Exempt       | Non-Exempt General                       |
| Plant Mechanic   | N14       | 5622       | Non-Exempt       | Non-Exempt General                       |

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| Position                                | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|---|-----------|------------|------------------|--|
| Plant Operator I                        | N13       | 3324       | Non-Exempt       | Non-Exempt General                       |
| Plant Operator II                       | N14       | 3322       | Non-Exempt       | Non-Exempt General                       |
| Plant Operator III                      | N15       | 3320       | Non-Exempt       | Non-Exempt General                       |
| Plant Operator IV                       | N16       | 3316       | Non-Exempt       | Non-Exempt General                       |
| Plant Operator Trainee                  | N11       | 3346       | Non-Exempt       | Non-Exempt General                       |
| Plant Superintendent                    | E14       | 3340       | Exempt           | Exempt                                   |
| Player Development Programs Coordinator | N12       | 3941       | Non-Exempt       | Non-Exempt General                       |
| Playground Safety Specialist            | N15       | 5728       | Non-Exempt       | Non-Exempt General                       |
| Police Chief                            | D9        | 6201       | Exempt           | Department Director and Division Manager |
| Police Commander                        | E15       | 6228       | Exempt           | Exempt                                   |
| Police Officer                          | P2        | 6207       | Non-Exempt       | Non-Exempt Police - Sworn                |
| Police Officer Trainee (Temporary)      | P1        | 6218       | Non-Exempt       | Non-Exempt Police - Sworn                |
| Police Records Supervisor               | N17       | 4416       | Non-Exempt       | Non-Exempt General                       |
| Police Records Technician               | N12       | 4417       | Non-Exempt       | Non-Exempt General                       |
| Policy and Budget Coordinator           | E12       | 7161       | Exempt           | Exempt                                   |
| Policy and Budget Manager               | D4        | 7160       | Exempt           | Department Director and Division Manager |
| Pottery Studio Coordinator              | N11       | 5423       | Non-Exempt       | Non-Exempt General                       |
| Principal Engineer                      | E14       | 3364       | Exempt           | Exempt                                   |
| Principal Planner                       | E13       | 3816       | Exempt           | Exempt                                   |
| 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                                   |

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| <b>Position</b>                              | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                          |
|--|------------------|-------------------|-------------------------|--|
| Procurement Analyst                          | E10              | 7100              | Exempt                  | Exempt                                   |
| Procurement Manager                          | D3               | 7197              | Exempt                  | Department Director and Division Manager |
| Program Planner/Designer                     | E11              | 3830              | Exempt                  | Exempt                                   |
| Property Evidence Technician                 | N14              | 6226              | Non-Exempt              | Non-Exempt General                       |
| Public Information Specialist                | E8               | 7109              | Exempt                  | Exempt                                   |
| Public Safety Telecommunicator Administrator | E14              | 4115              | 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 Supervisor    | N19              | 4113              | Non-Exempt              | Non-Exempt General                       |
| Public Works and Utilities Director          | D9               | 2306              | Exempt                  | Department Director and Division Manager |
| Real Estate and Development Administrator    | E13              | 7194              | Exempt                  | Exempt                                   |
| Reclaimed System Analyst                     | E7               | 3350              | Exempt                  | Exempt                                   |
| Reclaimed System Coordinator                 | E9               | 3352              | Exempt                  | Exempt                                   |
| Records Management Technician                | N15              | 3333              | Non-Exempt              | Non-Exempt General                       |
| Recreation Aide                              | N7               | 5407              | Non-Exempt              | Non-Exempt General                       |
| Recreation Coordinator                       | E6               | 3942              | Exempt                  | Exempt                                   |
| Recreation Facilities Superintendent         | E12              | 3931              | Exempt                  | Exempt                                   |
| Recreation Programs Superintendent           | E12              | 3929              | Exempt                  | Exempt                                   |
| Recreation Services Manager                  | D3               | 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                                   |
| Report Specialist                            | N13              | 6213              | Non-Exempt              | Non-Exempt General                       |

City of Westminster  
2023 Authorized Pay Plan  
Benefited Position Titles

| Position                                | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|---|-----------|------------|------------------|--|
| Retirement Administrator                | E12       | 3116       | Exempt           | Exempt                                   |
| Revenue Agent                           | E7        | 3111       | Exempt           | Exempt                                   |
| Risk/Claims Analyst                     | E8        | 3717       | Exempt           | Exempt                                   |
| Safety Analyst                          | E8        | 3732       | Exempt           | Exempt                                   |
| Sales Tax Audit Supervisor              | E11       | 3112       | Exempt           | Exempt                                   |
| Sales Tax Auditor                       | E9        | 3108       | Exempt           | Exempt                                   |
| Sales Tax Manager                       | D3        | 3101       | Exempt           | Department Director and Division Manager |
| Second Assistant Golf Professional      | N14       | 3913       | Non-Exempt       | Non-Exempt General                       |
| Senior A/V Technician                   | N17       | 3240       | Non-Exempt       | Non-Exempt General                       |
| Senior Assistant City Attorney          | E15       | 3522       | Exempt           | Exempt                                   |
| Senior Code Enforcement Officer         | N15       | 3415       | Non-Exempt       | Non-Exempt General                       |
| Senior Contracts and Grants Coordinator | E11       | 7198       | Exempt           | Exempt                                   |
| Senior Criminalist                      | N18       | 6205       | Non-Exempt       | Non-Exempt General                       |
| Senior Electrical Inspector             | N18       | 3442       | Non-Exempt       | Non-Exempt General                       |
| Senior Engineer                         | E12       | 3345       | Exempt           | Exempt                                   |
| Senior Event Planner                    | E7        | 7169       | Exempt           | Exempt                                   |
| Senior Financial Analyst                | E11       | 3115       | Exempt           | Exempt                                   |
| Senior Graphic Designer                 | E7        | 7211       | Exempt           | Exempt                                   |
| Senior Human Resources Analyst          | E10       | 3710       | Exempt           | Exempt                                   |
| Senior Human Resources Business Partner | E10       | 3731       | Exempt           | Exempt                                   |
| Senior Landscape Architect              | E10       | 5335       | Exempt           | Exempt                                   |
| Senior Maintenanceworker                | N12       | 5510       | Non-Exempt       | Non-Exempt General                       |
| Senior Management Analyst               | E10       | 7131       | Exempt           | Exempt                                   |

City of Westminster  
2023 Authorized Pay Plan  
Benefited Position Titles

| <b>Position</b>                            | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                          |
|--|------------------|-------------------|-------------------------|--|
| Senior Network Technician                  | N17              | 4323              | Non-Exempt              | Non-Exempt General                       |
| Senior Park Ranger                         | N16              | 5318              | Non-Exempt              | Non-Exempt General                       |
| Senior Planner                             | E10              | 3820              | Exempt                  | Exempt                                   |
| Senior Plans Examiner                      | N18              | 3434              | Non-Exempt              | Non-Exempt General                       |
| Senior Police Officer                      | P3               | 6206              | Non-Exempt              | Non-Exempt Police - Sworn                |
| Senior Procurement Analyst                 | E11              | 7212              | Exempt                  | Exempt                                   |
| Senior Risk/Claims Analyst                 | E10              | 3724              | Exempt                  | Exempt                                   |
| Senior Safety Analyst                      | E10              | 3733              | Exempt                  | Exempt                                   |
| Senior Technical Support Specialist        | N17              | 3227              | Non-Exempt              | Non-Exempt General                       |
| Senior Telecommunications Administrator    | E14              | 7122              | Exempt                  | Exempt                                   |
| Senior Transportation and Mobility Planner | E14              | 3822              | Exempt                  | Exempt                                   |
| Senior Water Quality Analyst               | E8               | 3321              | Exempt                  | Exempt                                   |
| Senior Water Resources Analyst             | E10              | 3368              | Exempt                  | Exempt                                   |
| Senior Workforce Outreach Coordinator      | E10              | 3735              | Exempt                  | Exempt                                   |
| Sergeant                                   | P4               | 6204              | Non-Exempt              | Non-Exempt Police - Sworn                |
| Software Engineer I                        | E10              | 3204              | Exempt                  | Exempt                                   |
| Software Engineer II                       | E12              | 3203              | Exempt                  | Exempt                                   |
| Software Engineering Manager               | D5               | 4318              | Exempt                  | Department Director and Division Manager |
| Stormwater Analyst                         | E7               | 3372              | Exempt                  | Exempt                                   |
| Stormwater Coordinator                     | E10              | 3373              | Exempt                  | Exempt                                   |
| Stormwater Inspector                       | N16              | 3374              | Non-Exempt              | Non-Exempt General                       |
| Stormwater Utility Administrator           | E15              | 3376              | Exempt                  | Exempt                                   |
| Street Inspector                           | N16              | 5517              | Non-Exempt              | Non-Exempt General                       |

City of Westminster  
2023 Authorized Pay Plan  
Benefited Position Titles

| <b>Position</b>                              | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> | <b>Pay Plan</b>                          |
|--|------------------|-------------------|-------------------------|--|
| Street Maintenance Worker I                  | N10              | 5527              | Non-Exempt              | Non-Exempt General                       |
| Street Maintenance Worker II                 | N12              | 5526              | Non-Exempt              | Non-Exempt General                       |
| Street Operations Manager                    | D3               | 5501              | Exempt                  | Department Director and Division Manager |
| Street Operations Supervisor                 | N18              | 5502              | Non-Exempt              | Non-Exempt General                       |
| Street Projects Specialist                   | N19              | 5524              | Non-Exempt              | Non-Exempt General                       |
| Support Services Administrator               | E14              | 4422              | Exempt                  | Exempt                                   |
| Sustainability Intern (Temporary)            | E8               | 3829              | Exempt                  | Exempt                                   |
| Systems Administrator                        | E11              | 3224              | Exempt                  | Exempt                                   |
| Technical Services Coordinator               | E11              | 6227              | Exempt                  | Exempt                                   |
| Technical Support Specialist                 | N15              | 3226              | Non-Exempt              | Non-Exempt General                       |
| Technology Procurement Specialist            | N15              | 3233              | Non-Exempt              | Non-Exempt General                       |
| Traffic Accident Investigator                | N16              | 6215              | Non-Exempt              | Non-Exempt General                       |
| Traffic Signs Technician                     | N13              | 5528              | Non-Exempt              | Non-Exempt General                       |
| Traffic Technician                           | N15              | 3357              | Non-Exempt              | Non-Exempt General                       |
| Training and Instructional Designer          | E8               | 7204              | Exempt                  | Exempt                                   |
| Training Chief                               | E15              | 6141              | Exempt                  | Exempt                                   |
| Transportation Engineer                      | E15              | 3377              | Exempt                  | Exempt                                   |
| Transportation Systems Coordinator           | E9               | 3315              | Exempt                  | Exempt                                   |
| Treasury Manager                             | D3               | 3103              | Exempt                  | Department Director and Division Manager |
| Utilities Asset Management Planner/Scheduler | N17              | 5636              | Non-Exempt              | Non-Exempt General                       |
| Utilities Engineering Manager                | D5               | 3362              | Exempt                  | Department Director and Division Manager |
| Utilities Inspector                          | N16              | 5623              | Non-Exempt              | Non-Exempt General                       |
| Utilities Inventory Specialist               | N14              | 5638              | Non-Exempt              | Non-Exempt General                       |

City of Westminster  
2023 Authorized Pay Plan  
Benefited Position Titles

| Position   | Pay Grade | Class Code | Exemption Status | Pay Plan                                 |
|--|-----------|------------|------------------|--|
| Utilities Operations Manager                                 | D5        | 5601       | Exempt           | Department Director and Division Manager |
| Utilities Operations Supervisor                              | N18       | 5640       | Non-Exempt       | Non-Exempt General                       |
| Utilities Operator I   | N12       | 5625       | Non-Exempt       | Non-Exempt General                       |
| Utilities Operator II  | N14       | 5626       | Non-Exempt       | Non-Exempt General                       |
| Utilities Operator III                                       | N15       | 5627       | Non-Exempt       | Non-Exempt General                       |
| Utilities Operator-In-Training                               | N10       | 5624       | Non-Exempt       | Non-Exempt General                       |
| Utilities Specialist I                                       | N15       | 5628       | Non-Exempt       | Non-Exempt General                       |
| Utilities Specialist II                                      | N16       | 5629       | Non-Exempt       | Non-Exempt General                       |
| Utilities Specialist III                                     | N17       | 5630       | Non-Exempt       | Non-Exempt General                       |
| 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                                   |
| Videography Specialist                                       | E6        | 7186       | Exempt           | Exempt                                   |
| Wastewater Superintendent                                    | E14       | 3361       | Exempt           | Exempt                                   |
| Water Quality Administrator                                  | E14       | 3339       | Exempt           | Exempt                                   |
| Water Quality Analyst  | E6        | 3311       | Exempt           | Exempt                                   |
| Water Quality Supervisor                                     | E10       | 3338       | Exempt           | Exempt                                   |
| Water Resources Analyst                                      | E9        | 3317       | Exempt           | Exempt                                   |
| Water Resources and Quality Manager                          | D5        | 3363       | Exempt           | Department Director and Division Manager |
| Water Resources Technician                                   | N15       | 3334       | Non-Exempt       | Non-Exempt General                       |
| Water Superintendent   | E14       | 5620       | Exempt           | Exempt                                   |
| Westminster Legacy Foundation Executive Director (Temporary) | E7        | 7178       | Exempt           | Exempt                                   |
| Workforce Outreach Coordinator                               | E8        | 3734       | Exempt           | Exempt                                   |

City of Westminster  
 2023 Authorized Pay Plan  
 Department Director and Division Manager Pay Plan

| Grade | Minimum Salary | Maximum Salary |
|-------|----------------|----------------|
| D3    | \$118,432.00   | \$148,034.00   |
| D4    | \$127,297.00   | \$159,138.00   |
| D5    | \$136,843.00   | \$171,053.00   |
| D6    | \$147,113.00   | \$183,891.00   |
| D7    | \$158,151.00   | \$197,694.00   |
| D8    | \$170,001.00   | \$212,507.00   |
| D9    | \$182,750.00   | \$228,437.00   |
| D10   | \$196,457.00   | \$245,571.00   |



City of Westminster  
 2023 Authorized Pay Plan  
 Exempt Pay Plan

| Grade | Minimum Salary | Maximum Salary |
|-------|----------------|----------------|
| E5    | \$64,472.00    | \$80,601.00    |
| E6    | \$69,322.00    | \$86,636.00    |
| E7    | \$74,500.00    | \$93,131.00    |
| E8    | \$80,096.00    | \$100,109.00   |
| E9    | \$86,109.00    | \$107,635.00   |
| E10   | \$92,560.00    | \$115,689.00   |
| E11   | \$99,495.00    | \$124,379.00   |
| E12   | \$106,956.00   | \$133,705.00   |
| E13   | \$114,987.00   | \$143,733.00   |
| E14   | \$123,611.00   | \$154,508.00   |
| E15   | \$132,871.00   | \$166,095.00   |
| E16   | \$142,836.00   | \$178,552.00   |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade     | Step      | Hourly Rate | Annual Rate |
|-----------|-----------|-------------|-------------|
| <b>N7</b> | <b>1</b>  | \$17.42     | \$36,233.60 |
|           | <b>2</b>  | \$17.85     | \$37,128.00 |
|           | <b>3</b>  | \$18.30     | \$38,064.00 |
|           | <b>4</b>  | \$18.76     | \$39,020.80 |
|           | <b>5</b>  | \$19.22     | \$39,977.60 |
|           | <b>6</b>  | \$19.71     | \$40,996.80 |
|           | <b>7</b>  | \$20.20     | \$42,016.00 |
|           | <b>8</b>  | \$20.70     | \$43,056.00 |
|           | <b>9</b>  | \$21.22     | \$44,137.60 |
|           | <b>10</b> | \$21.75     | \$45,240.00 |
|           | <b>11</b> | \$22.29     | \$46,363.20 |

|           |           |         |             |
|-----------|-----------|---------|-------------|
| <b>N8</b> | <b>1</b>  | \$18.73 | \$38,958.40 |
|           | <b>2</b>  | \$19.19 | \$39,915.20 |
|           | <b>3</b>  | \$19.68 | \$40,934.40 |
|           | <b>4</b>  | \$20.16 | \$41,932.80 |
|           | <b>5</b>  | \$20.67 | \$42,993.60 |
|           | <b>6</b>  | \$21.18 | \$44,054.40 |
|           | <b>7</b>  | \$21.71 | \$45,156.80 |
|           | <b>8</b>  | \$22.26 | \$46,300.80 |
|           | <b>9</b>  | \$22.81 | \$47,444.80 |
|           | <b>10</b> | \$23.38 | \$48,630.40 |
|           | <b>11</b> | \$23.97 | \$49,857.60 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade     | Step      | Hourly Rate | Annual Rate |
|-----------|-----------|-------------|-------------|
| <b>N9</b> | <b>1</b>  | \$20.13     | \$41,870.40 |
|           | <b>2</b>  | \$20.63     | \$42,910.40 |
|           | <b>3</b>  | \$21.14     | \$43,971.20 |
|           | <b>4</b>  | \$21.67     | \$45,073.60 |
|           | <b>5</b>  | \$22.22     | \$46,217.60 |
|           | <b>6</b>  | \$22.77     | \$47,361.60 |
|           | <b>7</b>  | \$23.34     | \$48,547.20 |
|           | <b>8</b>  | \$23.93     | \$49,774.40 |
|           | <b>9</b>  | \$24.52     | \$51,001.60 |
|           | <b>10</b> | \$25.13     | \$52,270.40 |
|           | <b>11</b> | \$25.76     | \$53,580.80 |

|            |           |         |             |
|------------|-----------|---------|-------------|
| <b>N10</b> | <b>1</b>  | \$21.64 | \$45,011.20 |
|            | <b>2</b>  | \$22.18 | \$46,134.40 |
|            | <b>3</b>  | \$22.74 | \$47,299.20 |
|            | <b>4</b>  | \$23.30 | \$48,464.00 |
|            | <b>5</b>  | \$23.89 | \$49,691.20 |
|            | <b>6</b>  | \$24.48 | \$50,918.40 |
|            | <b>7</b>  | \$25.09 | \$52,187.20 |
|            | <b>8</b>  | \$25.72 | \$53,497.60 |
|            | <b>9</b>  | \$26.36 | \$54,828.80 |
|            | <b>10</b> | \$27.02 | \$56,201.60 |
|            | <b>11</b> | \$27.69 | \$57,595.20 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade      | Step      | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| <b>N11</b> | <b>1</b>  | \$23.26     | \$48,380.80 |
|            | <b>2</b>  | \$23.84     | \$49,587.20 |
|            | <b>3</b>  | \$24.43     | \$50,814.40 |
|            | <b>4</b>  | \$25.05     | \$52,104.00 |
|            | <b>5</b>  | \$25.67     | \$53,393.60 |
|            | <b>6</b>  | \$26.31     | \$54,724.80 |
|            | <b>7</b>  | \$26.98     | \$56,118.40 |
|            | <b>8</b>  | \$27.65     | \$57,512.00 |
|            | <b>9</b>  | \$28.34     | \$58,947.20 |
|            | <b>10</b> | \$29.04     | \$60,403.20 |
|            | <b>11</b> | \$29.77     | \$61,921.60 |

|            |           |         |             |
|------------|-----------|---------|-------------|
| <b>N12</b> | <b>1</b>  | \$24.99 | \$51,979.20 |
|            | <b>2</b>  | \$25.63 | \$53,310.40 |
|            | <b>3</b>  | \$26.27 | \$54,641.60 |
|            | <b>4</b>  | \$26.92 | \$55,993.60 |
|            | <b>5</b>  | \$27.60 | \$57,408.00 |
|            | <b>6</b>  | \$28.28 | \$58,822.40 |
|            | <b>7</b>  | \$28.99 | \$60,299.20 |
|            | <b>8</b>  | \$29.72 | \$61,817.60 |
|            | <b>9</b>  | \$30.46 | \$63,356.80 |
|            | <b>10</b> | \$31.23 | \$64,958.40 |
|            | <b>11</b> | \$32.01 | \$66,580.80 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade      | Step      | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| <b>N13</b> | <b>1</b>  | \$26.88     | \$55,910.40 |
|            | <b>2</b>  | \$27.55     | \$57,304.00 |
|            | <b>3</b>  | \$28.24     | \$58,739.20 |
|            | <b>4</b>  | \$28.94     | \$60,195.20 |
|            | <b>5</b>  | \$29.67     | \$61,713.60 |
|            | <b>6</b>  | \$30.41     | \$63,252.80 |
|            | <b>7</b>  | \$31.16     | \$64,812.80 |
|            | <b>8</b>  | \$31.95     | \$66,456.00 |
|            | <b>9</b>  | \$32.75     | \$68,120.00 |
|            | <b>10</b> | \$33.57     | \$69,825.60 |
|            | <b>11</b> | \$34.40     | \$71,552.00 |

|            |           |         |             |
|------------|-----------|---------|-------------|
| <b>N14</b> | <b>1</b>  | \$28.90 | \$60,112.00 |
|            | <b>2</b>  | \$29.61 | \$61,588.80 |
|            | <b>3</b>  | \$30.35 | \$63,128.00 |
|            | <b>4</b>  | \$31.11 | \$64,708.80 |
|            | <b>5</b>  | \$31.89 | \$66,331.20 |
|            | <b>6</b>  | \$32.69 | \$67,995.20 |
|            | <b>7</b>  | \$33.51 | \$69,700.80 |
|            | <b>8</b>  | \$34.34 | \$71,427.20 |
|            | <b>9</b>  | \$35.21 | \$73,236.80 |
|            | <b>10</b> | \$36.08 | \$75,046.40 |
|            | <b>11</b> | \$36.98 | \$76,918.40 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade      | Step      | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| <b>N15</b> | <b>1</b>  | \$31.06     | \$64,604.80 |
|            | <b>2</b>  | \$31.84     | \$66,227.20 |
|            | <b>3</b>  | \$32.63     | \$67,870.40 |
|            | <b>4</b>  | \$33.44     | \$69,555.20 |
|            | <b>5</b>  | \$34.29     | \$71,323.20 |
|            | <b>6</b>  | \$35.14     | \$73,091.20 |
|            | <b>7</b>  | \$36.02     | \$74,921.60 |
|            | <b>8</b>  | \$36.91     | \$76,772.80 |
|            | <b>9</b>  | \$37.84     | \$78,707.20 |
|            | <b>10</b> | \$38.79     | \$80,683.20 |
|            | <b>11</b> | \$39.75     | \$82,680.00 |

|            |           |         |             |
|------------|-----------|---------|-------------|
| <b>N16</b> | <b>1</b>  | \$33.39 | \$69,451.20 |
|            | <b>2</b>  | \$34.22 | \$71,177.60 |
|            | <b>3</b>  | \$35.08 | \$72,966.40 |
|            | <b>4</b>  | \$35.95 | \$74,776.00 |
|            | <b>5</b>  | \$36.85 | \$76,648.00 |
|            | <b>6</b>  | \$37.78 | \$78,582.40 |
|            | <b>7</b>  | \$38.72 | \$80,537.60 |
|            | <b>8</b>  | \$39.69 | \$82,555.20 |
|            | <b>9</b>  | \$40.68 | \$84,614.40 |
|            | <b>10</b> | \$41.69 | \$86,715.20 |
|            | <b>11</b> | \$42.74 | \$88,899.20 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade      | Step      | Hourly Rate | Annual Rate |
|------------|-----------|-------------|-------------|
| <b>N17</b> | <b>1</b>  | \$35.89     | \$74,651.20 |
|            | <b>2</b>  | \$36.79     | \$76,523.20 |
|            | <b>3</b>  | \$37.71     | \$78,436.80 |
|            | <b>4</b>  | \$38.66     | \$80,412.80 |
|            | <b>5</b>  | \$39.62     | \$82,409.60 |
|            | <b>6</b>  | \$40.61     | \$84,468.80 |
|            | <b>7</b>  | \$41.62     | \$86,569.60 |
|            | <b>8</b>  | \$42.66     | \$88,732.80 |
|            | <b>9</b>  | \$43.73     | \$90,958.40 |
|            | <b>10</b> | \$44.83     | \$93,246.40 |
|            | <b>11</b> | \$45.95     | \$95,576.00 |

|            |           |         |              |
|------------|-----------|---------|--------------|
| <b>N18</b> | <b>1</b>  | \$38.58 | \$80,246.40  |
|            | <b>2</b>  | \$39.55 | \$82,264.00  |
|            | <b>3</b>  | \$40.53 | \$84,302.40  |
|            | <b>4</b>  | \$41.55 | \$86,424.00  |
|            | <b>5</b>  | \$42.59 | \$88,587.20  |
|            | <b>6</b>  | \$43.66 | \$90,812.80  |
|            | <b>7</b>  | \$44.74 | \$93,059.20  |
|            | <b>8</b>  | \$45.86 | \$95,388.80  |
|            | <b>9</b>  | \$47.01 | \$97,780.80  |
|            | <b>10</b> | \$48.18 | \$100,214.40 |
|            | <b>11</b> | \$49.38 | \$102,710.40 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade      | Step      | Hourly Rate | Annual Rate  |
|------------|-----------|-------------|--------------|
| <b>N19</b> | <b>1</b>  | \$41.48     | \$86,278.40  |
|            | <b>2</b>  | \$42.52     | \$88,441.60  |
|            | <b>3</b>  | \$43.58     | \$90,646.40  |
|            | <b>4</b>  | \$44.67     | \$92,913.60  |
|            | <b>5</b>  | \$45.79     | \$95,243.20  |
|            | <b>6</b>  | \$46.93     | \$97,614.40  |
|            | <b>7</b>  | \$48.10     | \$100,048.00 |
|            | <b>8</b>  | \$49.30     | \$102,544.00 |
|            | <b>9</b>  | \$50.53     | \$105,102.40 |
|            | <b>10</b> | \$51.80     | \$107,744.00 |
|            | <b>11</b> | \$53.10     | \$110,448.00 |

|            |           |         |              |
|------------|-----------|---------|--------------|
| <b>N20</b> | <b>1</b>  | \$44.58 | \$92,726.40  |
|            | <b>2</b>  | \$45.70 | \$95,056.00  |
|            | <b>3</b>  | \$46.84 | \$97,427.20  |
|            | <b>4</b>  | \$48.01 | \$99,860.80  |
|            | <b>5</b>  | \$49.22 | \$102,377.60 |
|            | <b>6</b>  | \$50.45 | \$104,936.00 |
|            | <b>7</b>  | \$51.71 | \$107,556.80 |
|            | <b>8</b>  | \$53.00 | \$110,240.00 |
|            | <b>9</b>  | \$54.32 | \$112,985.60 |
|            | <b>10</b> | \$55.68 | \$115,814.40 |
|            | <b>11</b> | \$57.08 | \$118,726.40 |



City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt General Pay Plan

| Grade      | Step      | Hourly Rate | Annual Rate  |
|------------|-----------|-------------|--------------|
| <b>N21</b> | <b>1</b>  | \$47.92     | \$99,673.60  |
|            | <b>2</b>  | \$49.13     | \$102,190.40 |
|            | <b>3</b>  | \$50.35     | \$104,728.00 |
|            | <b>4</b>  | \$51.61     | \$107,348.80 |
|            | <b>5</b>  | \$52.91     | \$110,052.80 |
|            | <b>6</b>  | \$54.23     | \$112,798.40 |
|            | <b>7</b>  | \$55.59     | \$115,627.20 |
|            | <b>8</b>  | \$56.98     | \$118,518.40 |
|            | <b>9</b>  | \$58.39     | \$121,451.20 |
|            | <b>10</b> | \$59.86     | \$124,508.80 |
|            | <b>11</b> | \$61.36     | \$127,628.80 |

City of Westminster  
 2023 Authorized Pay Plan  
 Non-Exempt Fire Commissioned Position Titles

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

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

**BETWEEN THE CITY OF WESTMINSTER AND WESTMINSTER PROFESSIONAL  
 FIREFIGHTERS, IAFF, LOCAL 2889  
 JANUARY 3, 2023 - JANUARY 12, 2025  
 PAY CHANGES ARE EFFECTIVE JANUARY 2, 2023**

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Non-Exempt Fire Commissioned Pay Plan**

| <b>Non Shift</b> |             |                    |                    |
|------------------|-------------|--------------------|--------------------|
| <b>Grade</b>     | <b>Step</b> | <b>Hourly Rate</b> | <b>Annual Rate</b> |
| FTI              | 1           | \$31.0043          | \$64,488.94        |
| F2               | 1           | \$31.0043          | \$64,488.94        |
|                  | 2           | \$34.8692          | \$72,527.94        |
|                  | 3           | \$38.7352          | \$80,569.22        |
|                  | 4           | \$42.5990          | \$88,605.92        |
|                  | 5           | \$46.4640          | \$96,645.12        |
| F3               | 1           | \$51.1268          | \$106,343.74       |
| F3P              | 1           | \$51.8937          | \$107,938.90       |
| F4               | 1           | \$56.8356          | \$118,218.05       |
| F5               | 1           | \$62.8333          | \$130,693.26       |

| <b>Shift</b> |             |                    |                    |
|--------------|-------------|--------------------|--------------------|
| <b>Grade</b> | <b>Step</b> | <b>Hourly Rate</b> | <b>Annual Rate</b> |
| FS2          | 1           | \$22.1459          | \$64,488.86        |
|              | 2           | \$24.9066          | \$72,528.02        |
|              | 3           | \$27.6680          | \$80,569.22        |
|              | 4           | \$30.4279          | \$88,606.04        |
|              | 5           | \$33.1886          | \$96,645.20        |
| FS3          | 1           | \$36.5191          | \$106,343.62       |
| FS3P         | 1           | \$37.0669          | \$107,938.81       |
| FS4          | 1           | \$40.5968          | \$118,217.88       |
| FS5          | 1           | \$44.8810          | \$130,693.47       |

**PLEASE NOTE: Annual salaries are rounded according to Excel rounding formula and may have slight rounding differences from actual payroll data base formula.**

**City of Westminster  
2023 Authorized Pay Plan  
Non-Exempt Police Sworn Position Titles**

| <b>Position</b>                    | <b>Pay Grade</b> | <b>Class Code</b> |
|------------------------------------|------------------|-------------------|
| Police Officer Trainee (Temporary) | P1               | 6218              |
| Police Officer                     | P2               | 6207              |
| Senior Police Officer              | P3               | 6206              |
| 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 2, 2023 - DECEMBER 31, 2023**

**City of Westminster**  
**2023 Authorized Pay Plan**  
**Non-Exempt Police Sworn Pay Plan**

| <b>Grade</b> | <b>Step</b> | <b>Hourly Rate</b> | <b>Annual Rate</b> |
|--------------|-------------|--------------------|--------------------|
| P1           | 1           | \$34.07            | \$70,865.60        |
| P2           | 1           | \$34.07            | \$70,865.60        |
|              | 2           | \$37.34            | \$77,667.20        |
|              | 3           | \$40.60            | \$84,448.00        |
| P3           | 1           | \$43.87            | \$91,249.60        |
|              | 2           | \$47.13            | \$98,030.40        |
|              | 3           | \$50.41            | \$104,852.80       |
| P4           | 1           | \$54.78            | \$113,942.40       |
|              | 2           | \$57.55            | \$119,704.00       |
|              | 3           | \$60.47            | \$125,777.60       |
|              | 4           | \$63.53            | \$132,142.40       |

City of Westminster  
 2023 Authorized Pay Plan  
 Hourly and Seasonal Titles

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

City of Westminster  
 2023 Authorized Pay Plan  
 Hourly and Seasonal Titles

| <b>Position</b>               | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> |
|-------------------------------|------------------|-------------------|-------------------------|
| 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              |
| Instructor IV                 | H8               | 9043              | Non-Exempt              |
| Instructor V                  | H15              | 9044              | Non-Exempt              |
| Intern I                      | H5               | 9180              | Non-Exempt              |
| Intern II                     | H6               | 9181              | Non-Exempt              |
| Intern III                    | H16              | 9182              | Non-Exempt              |
| Lifeguard (Hourly)            | H1               | 9119              | Non-Exempt              |

City of Westminster  
 2023 Authorized Pay Plan  
 Hourly and Seasonal Titles

| <b>Position</b>                | <b>Pay Grade</b> | <b>Class Code</b> | <b>Exemption Status</b> |
|--------------------------------|------------------|-------------------|-------------------------|
| Massage Therapist I            | H26              | 9122              | Non-Exempt              |
| Massage Therapist II           | H27              | 9186              | Non-Exempt              |
| Messenger                      | H9               | 9189              | Non-Exempt              |
| Park Ranger Trainee            | S1               | 9066              | Non-Exempt              |
| Personal Trainer               | H16              | 9124              | Non-Exempt              |
| Pilates Instructor             | H21              | 9125              | Non-Exempt              |
| Private Swim Lesson Instructor | H9               | 9131              | Non-Exempt              |
| Program Coordinator I          | H5               | 9172              | Non-Exempt              |
| Program Coordinator II         | H7               | 9173              | Non-Exempt              |
| Scorekeeper                    | H1               | 9144              | Non-Exempt              |
| Seasonal Park Ranger           | S5               | 9004              | Non-Exempt              |
| Seasonal Specialist            | S1               | 9003              | Non-Exempt              |
| Special Projects Employee      | H60              | 9174              | Non-Exempt              |
| Sport Coach                    | H5               | 9146              | Non-Exempt              |
| Sport Official                 | H12              | 9147              | Non-Exempt              |



City of Westminster  
 2023 Authorized Pay Plan  
 Hourly and Seasonal Titles

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

City of Westminster  
 2023 Authorized Pay Plan  
 Hourly and Seasonal Pay Plan

| Grade | Step 1   | Step 2  | Step 3  | Step 4  | Step 5  | Step 6   |
|-------|----------|---------|---------|---------|---------|----------|
| H1    | \$15.83  | \$16.61 | \$17.42 | \$18.26 | \$19.16 | \$20.10  |
| H2    | \$16.29  | \$17.08 | \$17.91 | \$18.80 | \$19.72 | \$20.69  |
| H3    | \$16.75  | \$17.58 | \$18.44 | \$19.34 | \$20.29 | \$21.28  |
| H4    | \$17.24  | \$18.08 | \$18.97 | \$19.91 | \$20.88 | \$21.90  |
| H5    | \$17.75  | \$18.61 | \$19.53 | \$20.48 | \$21.48 | \$22.53  |
| H6    | \$18.25  | \$19.15 | \$20.09 | \$21.08 | \$22.10 | \$23.19  |
| H7    | \$18.79  | \$19.71 | \$20.67 | \$21.68 | \$22.75 | \$23.86  |
| H8    | \$19.33  | \$20.28 | \$21.27 | \$22.31 | \$23.41 | \$24.55  |
| H9    | \$19.89  | \$20.87 | \$21.89 | \$22.96 | \$24.09 | \$25.27  |
| H10   | \$20.47  | \$21.47 | \$22.52 | \$23.63 | \$24.78 | \$26.00  |
| H11   | \$21.06  | \$22.09 | \$23.18 | \$24.31 | \$25.50 | \$26.75  |
| H12   | \$21.67  | \$22.74 | \$23.85 | \$25.01 | \$26.24 | \$27.52  |
| H13   | \$22.30  | \$23.39 | \$24.54 | \$25.74 | \$27.01 | \$28.33  |
| H14   | \$22.95  | \$24.08 | \$25.26 | \$26.49 | \$27.79 | \$29.15  |
| H15   | \$23.61  | \$24.77 | \$25.98 | \$27.26 | \$28.59 | \$29.99  |
| H16   | \$24.30  | \$25.49 | \$26.73 | \$28.05 | \$29.42 | \$30.86  |
| H17   | \$25.00  | \$26.23 | \$27.51 | \$28.86 | \$30.28 | \$31.76  |
| H18   | \$25.73  | \$26.99 | \$28.32 | \$29.70 | \$31.15 | \$32.68  |
| H19   | \$26.47  | \$27.77 | \$29.13 | \$30.56 | \$32.06 | \$33.62  |
| H20   | \$27.24  | \$28.58 | \$29.97 | \$31.45 | \$32.99 | \$34.60  |
| H21   | \$28.03  | \$29.40 | \$30.85 | \$32.36 | \$33.94 | \$35.61  |
| H22   | \$28.84  | \$30.26 | \$31.74 | \$33.30 | \$34.93 | \$36.64  |
| H23   | \$29.68  | \$31.13 | \$32.66 | \$34.27 | \$35.94 | \$37.71  |
| H24   | \$30.54  | \$32.04 | \$33.61 | \$35.26 | \$36.98 | \$38.79  |
| H25   | \$31.43  | \$32.97 | \$34.58 | \$36.28 | \$38.05 | \$39.92  |
| H26   | \$32.34  | \$33.93 | \$35.59 | \$37.33 | \$39.16 | \$41.08  |
| H27   | \$33.27  | \$34.91 | \$36.62 | \$38.41 | \$40.29 | \$42.27  |
| H60   | Min Wage |         |         |         |         | \$215.22 |

City of Westminster  
 2023 Authorized Pay Plan  
 Hourly and Seasonal Pay Plan

| Grade | Step 1   | Step 2  | Step 3  | Step 4  | Step 5  | Step 6   |
|-------|----------|---------|---------|---------|---------|----------|
| S1    | \$15.83  | \$16.61 | \$17.42 | \$18.26 | \$19.16 | \$20.10  |
| S2    | \$16.29  | \$17.08 | \$17.91 | \$18.80 | \$19.72 | \$20.69  |
| S3    | \$16.75  | \$17.58 | \$18.44 | \$19.34 | \$20.29 | \$21.28  |
| S4    | \$17.24  | \$18.08 | \$18.97 | \$19.91 | \$20.88 | \$21.90  |
| S5    | \$17.75  | \$18.61 | \$19.53 | \$20.48 | \$21.48 | \$22.53  |
| G1    | \$21.10  |         |         |         |         | \$26.90  |
| G2    | \$47.48  |         |         |         |         | \$53.81  |
| G3    | \$58.03  |         |         |         |         | \$64.57  |
| G4    | \$68.58  |         |         |         |         | \$75.33  |
| E1**  | Min Wage |         |         |         |         | \$215.22 |

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

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