



WESTMINSTER

2025

Proposed

Pay Plan

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

City of Westminster
2025 Proposed Pay Plan
Table of Contents

Section	Page
Full Time Equivalent Staffing Summary	3-42
Benefited Position Titles	43-64
Department Director and Division Manager Pay Plan	65
Exempt Pay Plan	66
Non-Exempt General Pay Plan	67-74
Fire Commissioned Position Titles and Pay Plan	75-77
Non-Exempt Police Sworn Position Titles and Pay Plan	78-79
Hourly and Seasonal Position Titles and Pay Plan	80-85

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Summary by Fund	2023	2024	2025
	Authorized	Authorized	Proposed
General Fund	895.25	919.00	924.70
Water Fund	99.50	87.00	87.00
Wastewater Fund	36.50	35.00	35.00
Golf Fund	18.00	18.00	18.00
Storm Drainage Fund	7.25	6.00	6.00
Parking Management Fund	5.00	4.00	5.00
Fleet Maintenance Fund	11.00	11.00	11.00
Insurance Funds	5.50	4.50	4.50
Parks, Open Space, and Trails Fund	30.00	30.00	33.00
Community Development Block Grant Fund	1.50	1.00	1.00
All Fund Total	1,109.50	1,115.50	1,125.20

Summary by Department	2023	2024	2025
	Authorized	Authorized	Proposed
Chief of Staff's Office	0.00	0.00	43.60
City Attorney's Office	16.80	16.80	17.00
City Manager's Office	25.00	59.60	16.00
Community Development Department	77.50	56.50	0.00
Community Services Department	0.00	0.00	71.00
Economic Development Department	13.50	14.50	0.00
Finance Department	38.50	29.50	29.50
Fire Department	147.00	153.00	153.00
General Services Department	63.60	0.00	0.00
Human Resources Department	26.00	27.50	28.00
Information Technology Department	40.00	40.00	41.00
Parks, Recreation, and Libraries Department	213.30	213.30	219.30
Police Department	293.80	293.80	295.80
Public Works and Utilities Department	154.50	211.00	211.00
All Departments Total	1,109.50	1,115.50	1,125.20

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Chief of Staff's Office				
10012050	Administrative Section			
	<i>Assistant City Manager/Chief of Staff</i>	0.00	0.00	1.00
	<i>Diversity and Inclusion Administrator</i>	0.00	0.00	1.00
	<i>Executive Assistant</i>	0.00	0.00	1.00
	Administrative Section Total	0.00	0.00	3.00
10012070 City Clerk's Office				
10012070	<i>Assistant City Clerk</i>	0.00	0.00	2.00
	<i>City Clerk</i>	0.00	0.00	1.00
	<i>Deputy City Clerk</i>	0.00	0.00	1.00
	<i>Executive Assistant</i>	0.00	0.00	2.00
	<i>Information/Records Management Coordinator</i>	0.00	0.00	1.00
	City Clerk's Office Total	0.00	0.00	7.00
10012140 City Hall Operations Office				
10012140	<i>Administrative Assistant I/II</i>	0.00	0.00	1.60
	<i>Business Operations Manager</i>	0.00	0.00	1.00
	<i>Facilities Security Coordinator</i>	0.00	0.00	1.00
	<i>Facilities Security Technician</i>	0.00	0.00	1.00
	City Hall Operations Office Total	0.00	0.00	4.60
100121400522 City Hall Operations Office - Environmental Section				
100121400522	<i>Environmental Compliance Analyst</i>	0.00	0.00	1.00
	City Hall Operations Office - Environmental Section Total	0.00	0.00	1.00
100121400135 City Hall Operations Office - Print Shop Section				
100121400135	<i>Print Shop Coordinator</i>	0.00	0.00	1.00
	<i>Printing Technician</i>	0.00	0.00	1.00
	City Hall Operations Office - Print Shop Total	0.00	0.00	2.00
City Hall Operations Office Total				
	City Hall Operations Office Total	0.00	0.00	7.60
10012130 Municipal Court Division				
10012130	<i>Associate Municipal Court Judge</i>	0.00	0.00	1.00
	<i>Court Administrator</i>	0.00	0.00	1.00
	<i>Deputy Court Administrator</i>	0.00	0.00	2.00
	<i>Deputy Court Clerk I/II</i>	0.00	0.00	8.50
	<i>Lead Deputy Court Clerk</i>	0.00	0.00	1.00
	<i>Presiding Municipal Court Judge</i>	0.00	0.00	1.00
	Municipal Court Division Total	0.00	0.00	14.50

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Chief of Staff's Office				
100121300130	Municipal Court Division - Probation Section			
	<i>Deputy Court Clerk I/II</i>	0.00	0.00	1.00
	<i>Probation Officer</i>	0.00	0.00	1.50
	<i>Probation Supervisor</i>	0.00	0.00	1.00
	Municipal Court Division - Probation Section Total	0.00	0.00	3.50
100121300911	Municipal Court Division - Public Safety Section			
	<i>Deputy Court Clerk I/II</i>	0.00	0.00	1.50
	<i>Probation Officer</i>	0.00	0.00	0.50
	Municipal Court Division - Public Safety Section Total	0.00	0.00	2.00
	Municipal Court Division Total	0.00	0.00	20.00
10012080	Policy and Budget Office			
	<i>Business Operations Administrator</i>	0.00	0.00	1.00
	<i>Policy and Budget Administrator</i>	0.00	0.00	1.00
	<i>Policy and Budget Coordinator</i>	0.00	0.00	3.00
	<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
	Policy and Budget Office Total	0.00	0.00	6.00
Chief of Staff's Office Total		0.00	0.00	43.60

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
City Attorney's Office				
10003120	City Attorney's Office			
	<i>Administrative Assistant I/II</i>	0.80	0.80	1.00
	Assistant City Attorney I/II	3.00	3.00	3.00
	City Attorney	1.00	1.00	1.00
	Deputy City Attorney	1.00	1.00	1.00
	Legal Administrator	1.00	1.00	1.00
	Legal Assistant	1.00	1.00	1.00
	Senior Assistant City Attorney	0.75	0.75	0.75
	City Attorney's Office Total	8.55	8.55	8.75
100031200125	City Attorney's Office - Prosecuting Section			
	<i>Administrative Assistant I/II</i>	1.00	1.00	1.00
	Assistant Prosecuting Attorney I/II	1.70	1.70	1.70
	Lead Prosecuting Attorney	0.75	0.75	0.75
	Legal Assistant	1.00	1.00	1.00
	Legal Coordinator	0.50	0.50	0.50
	City Attorney's Office - Prosecuting Section Total	4.95	4.95	4.95
100031200911	City Attorney's Office - Public Safety Section			
	Assistant City Attorney I/II	1.00	1.00	1.00
	Assistant Prosecuting Attorney I/II	1.30	1.30	1.30
	Lead Prosecuting Attorney	0.25	0.25	0.25
	Legal Coordinator	0.50	0.50	0.50
	Senior Assistant City Attorney	0.25	0.25	0.25
	City Attorney's Office - Public Safety Section Total	3.30	3.30	3.30
	City Attorney's Office Total	16.80	16.80	17.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
City Manager's Office				
10005050	Administrative Section			
	<i>Assistant City Manager/Chief of Staff</i>	0.00	1.00	0.00
	<i>Assistant to the City Manager</i>	1.00	1.00	1.00
	<i>Chief Sustainability Officer</i>	1.00	0.00	0.00
	<i>City Manager</i>	1.00	1.00	1.00
	<i>Community Outreach Liaison</i>	1.00	0.00	0.00
	<i>Deputy City Manager</i>	2.00	2.00	2.00
	<i>Deputy City Manager/Chief Financial Officer</i>	1.00	1.00	0.00
	<i>Executive Aide</i>	2.00	2.00	2.00
	<i>Executive Assistant</i>	0.00	1.00	0.00
	Administrative Section Total	9.00	9.00	6.00
10005070	City Clerk's Office			
	<i>Assistant City Clerk</i>	0.00	2.00	0.00
	<i>City Clerk</i>	1.00	1.00	0.00
	<i>City Clerk Coordinator</i>	1.00	0.00	0.00
	<i>Deputy City Clerk</i>	2.00	1.00	0.00
	<i>Executive Assistant</i>	2.00	2.00	0.00
	<i>Information/Records Management Coordinator</i>	1.00	1.00	0.00
	City Clerk's Office Total	7.00	7.00	0.00
10005140	City Hall Operations Office			
	<i>Administrative Assistant</i>	0.00	1.60	0.00
	<i>Business Operations Manager</i>	0.00	1.00	0.00
	<i>Facilities Security Analyst</i>	0.00	1.00	0.00
	City Hall Operations Office Total	0.00	3.60	0.00
100051400552	City Hall Operations Office - Environmental Section			
	<i>Environmental Compliance Analyst</i>	0.00	1.00	0.00
	<i>Environmental Compliance Technician</i>	0.00	1.00	0.00
	City Hall Operations Office - Environmental Section Total	0.00	2.00	0.00
100051400135	City Hall Operations Office - Print Shop Section			
	<i>Print Shop Coordinator</i>	0.00	1.00	0.00
	<i>Printing Technician</i>	0.00	1.00	0.00
	City Hall Operations Office - Print Shop Total	0.00	2.00	0.00
	City Hall Operations Office Total	0.00	7.60	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
City Manager's Office				
10005387	Communications Division			
	<i>Communications Coordinator</i>	3.00	4.00	5.00
	Communications Manager	1.00	1.00	1.00
	Digital Communications Supervisor	1.00	1.00	1.00
	<i>Digital Media Specialist</i>	1.00	1.00	0.00
	Engagement Coordinator	0.00	1.00	1.00
	Graphic Designer/Senior Graphic Designer	1.00	1.00	1.00
	Organizational Communications Supervisor	1.00	1.00	1.00
	Videography Specialist	1.00	0.00	0.00
	Communications Division Total	9.00	10.00	10.00
10005130	Municipal Court Division			
	<i>Associate Municipal Court Judge</i>	0.00	1.00	0.00
	<i>Court Administrator</i>	0.00	1.00	0.00
	<i>Deputy Court Administrator</i>	0.00	2.00	0.00
	<i>Deputy Court Clerk I/II</i>	0.00	8.50	0.00
	<i>Lead Deputy Court Clerk</i>	0.00	1.00	0.00
	<i>Presiding Municipal Court Judge</i>	0.00	1.00	0.00
	Municipal Court Division Total	0.00	14.50	0.00
100051300130	Municipal Court Division - Probation Section			
	<i>Deputy Court Clerk I/II</i>	0.00	1.00	0.00
	<i>Probation Officer</i>	0.00	1.50	0.00
	<i>Probation Supervisor</i>	0.00	1.00	0.00
	Municipal Court Division - Probation Section Total	0.00	3.50	0.00
100051300911	Municipal Court Division - Public Safety Section			
	<i>Deputy Court Clerk I/II</i>	0.00	1.50	0.00
	<i>Probation Officer</i>	0.00	0.50	0.00
	Municipal Court Division - Public Safety Section Total	0.00	2.00	0.00
	Municipal Court Division Total	0.00	20.00	0.00
10005080	Policy and Budget Office			
	<i>Business Operations Administrator</i>	0.00	1.00	0.00
	<i>Policy and Budget Administrator</i>	0.00	1.00	0.00
	<i>Policy and Budget Coordinator</i>	0.00	3.00	0.00
	<i>Management Analyst/Senior Management Analyst</i>	0.00	1.00	0.00
	Policy and Budget Office Total	0.00	6.00	0.00
City Manager's Office Total		25.00	59.60	16.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Community Development Department				
10030050	Administrative Section			
	<i>Administrative Assistant</i>	0.50	2.00	0.00
	<i>Associate Planner</i>	0.00	2.00	0.00
	<i>Community Development Director</i>	1.00	1.00	0.00
	<i>Development Services Coordinator</i>	0.00	1.00	0.00
	<i>Executive Assistant</i>	1.00	1.00	0.00
	<i>Management Analyst/Senior Management Analyst</i>	1.00	1.00	0.00
	Senior Transportation and Mobility Planner	1.00	0.00	0.00
	Administrative Section Total	4.50	8.00	0.00
10030370	Building Division			
	<i>Building Inspection Supervisor</i>	1.00	1.00	0.00
	<i>Building Permit Supervisor</i>	1.00	1.00	0.00
	<i>Building Permit Technician</i>	3.00	3.00	0.00
	<i>Chief Building Official</i>	1.00	1.00	0.00
	<i>Electrical Inspector/Senior Electrical Inspector</i>	2.00	3.00	0.00
	<i>General Building Inspector</i>	4.00	4.00	0.00
	Housing Inspector	3.00	0.00	0.00
	<i>Plans Examiner/Senior Plans Examiner</i>	2.00	2.00	0.00
	Building Division Total	17.00	15.00	0.00
100303700911	Building Division - Public Safety Section			
	<i>Plans Examiner/Senior Plans Examiner</i>	1.00	1.00	0.00
	Building Division - Public Safety Section Total	1.00	1.00	0.00
	Building Division Total	18.00	16.00	0.00
10030380	Engineering Division			
	Administrative Assistant	1.00	0.00	0.00
	Capital and Development Projects Inspector	2.00	0.00	0.00
	Capital Projects Administrator	1.00	0.00	0.00
	City Engineer	0.75	0.00	0.00
	Construction Inspector	1.00	0.00	0.00
	Engineer/Senior Engineer/Principal Engineer	3.50	0.00	0.00
	Engineering Projects Specialist	1.00	0.00	0.00
	Traffic Technician	1.00	0.00	0.00
	Transportation Engineer	1.00	0.00	0.00
	Transportation Systems Coordinator	1.00	0.00	0.00
	Engineering Division Total	13.25	0.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Community Development Department				
27030380	Engineering Division - Parking Management Program Section			
	Maintenanceworker/Senior Maintenanceworker	1.00	0.00	0.00
	Parking and Transportation Demand Management Coordinator	1.00	0.00	0.00
	Parking Enforcement Officer	2.00	0.00	0.00
	Parking Operations Supervisor	1.00	0.00	0.00
	Engineering Division - Parking Management Program Section Total	5.00	0.00	0.00
25030380	Engineering Division - Storm Drainage Fund			
	Administrative Assistant	0.50	0.00	0.00
	City Engineer	0.25	0.00	0.00
	Engineer/Senior Engineer/Principal Engineer	1.50	0.00	0.00
	Stormwater Analyst	1.00	0.00	0.00
	Stormwater Coordinator	1.00	0.00	0.00
	Stormwater Inspector	2.00	0.00	0.00
	Stormwater Utility Administrator	1.00	0.00	0.00
	Engineering Division - Storm Drainage Fund Total	7.25	0.00	0.00
	Engineering Division Total	25.50	0.00	0.00
10030400	Operations Division			
	<i>Applications Specialist</i>	1.00	1.00	0.00
	<i>Code Compliance Coordinator</i>	1.00	1.00	0.00
	<i>Code Enforcement Officer/Senior Code Enforcement Officer</i>	7.50	7.50	0.00
	<i>Code Enforcement Supervisor</i>	1.00	1.00	0.00
	<i>Community Development Operations Manager</i>	1.00	1.00	0.00
	<i>Construction Inspector</i>	1.00	1.00	0.00
	GIS Coordinator	1.00	0.00	0.00
	GIS Specialist	2.00	0.00	0.00
	<i>Housing Inspector</i>	0.00	3.00	0.00
	<i>Maintenanceworker/Senior Maintenanceworker</i>	0.00	1.00	0.00
	<i>Management Analyst/Senior Management Analyst</i>	1.00	1.00	0.00
	<i>Records Management Technician</i>	1.00	1.00	0.00
	Operations Division Total	17.50	18.50	0.00
27030400	Operations Division - Parking Management Program Section			
	<i>Parking and Transportation Demand Management Coordinator</i>	0.00	1.00	0.00
	<i>Parking Enforcement Officer</i>	0.00	2.00	0.00
	<i>Parking Operations Supervisor</i>	0.00	1.00	0.00
	Operations Division - Parking Management Program Section Total	0.00	4.00	0.00
	Operations Division Total	17.50	22.50	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Community Development Department				
10030360	Planning Division			
	<i>Associate Planner</i>	2.00	0.00	0.00
	<i>Planner/Senior Planner</i>	6.00	5.00	0.00
	<i>Planning Manager</i>	1.00	1.00	0.00
	<i>Principal Planner</i>	2.00	2.00	0.00
	<i>Program Planner/Designer</i>	1.00	1.00	0.00
	<i>Senior Transportation and Mobility Planner</i>	0.00	1.00	0.00
	Planning Division Total	12.00	10.00	0.00
Community Development Department Total		77.50	56.50	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Community Services Department				
10030050	Administrative Section			
	<i>Community Services Director</i>	0.00	0.00	1.00
	<i>Executive Assistant</i>	0.00	0.00	1.00
	<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
	Administrative Section Total	0.00	0.00	3.00
10030370	Building Division			
	<i>Administrative Assistant I/II</i>	0.00	0.00	1.00
	<i>Building Inspector Supervisor</i>	0.00	0.00	1.00
	<i>Building Permit Supervisor</i>	0.00	0.00	1.00
	<i>Building Permit Technician</i>	0.00	0.00	3.00
	<i>Chief Building Official</i>	0.00	0.00	1.00
	<i>Electrical Inspector/Senior Electrical Inspector</i>	0.00	0.00	2.00
	<i>Electrical Inspector Supervisor</i>	0.00	0.00	1.00
	<i>General Building Inspector</i>	0.00	0.00	3.00
	<i>Plans Examiner/Senior Plans Examiner</i>	0.00	0.00	1.00
	<i>Plans Examiner Supervisor</i>	0.00	0.00	1.00
	Building Division Total	0.00	0.00	15.00
100303700911	Building Division - Public Safety Section			
	<i>Plans Examiner/Senior Plans Examiner</i>	0.00	0.00	1.00
	Building Division - Public Safety Section Total	0.00	0.00	1.00
	Building Division Total	0.00	0.00	16.00
10030400	Community Preservation Division			
	<i>Administrative Assistant I/II</i>	0.00	0.00	1.00
	<i>Applications Specialist</i>	0.00	0.00	1.00
	<i>Code Compliance Coordinator</i>	0.00	0.00	1.00
	<i>Code Enforcement Officer/Senior Code Enforcement Officer</i>	0.00	0.00	6.00
	<i>Code Enforcement Supervisor</i>	0.00	0.00	1.00
	<i>Community Preservation Manager</i>	0.00	0.00	1.00
	<i>Executive Assistant</i>	0.00	0.00	1.00
	<i>Housing Inspector</i>	0.00	0.00	4.00
	<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
	<i>Records Management Technician</i>	0.00	0.00	1.50
	Community Preservation Division Total	0.00	0.00	18.50
27030400	Community Preservation Division - Parking Management Program Section			
	<i>Parking and Transportation Demand Management Coordinator</i>	0.00	0.00	1.00
	<i>Parking Enforcement Officer</i>	0.00	0.00	3.00
	<i>Parking Operations Supervisor</i>	0.00	0.00	1.00
	Community Preservation Division - Parking Management Program Section Total	0.00	0.00	5.00
	Community Preservation Division Total	0.00	0.00	23.50

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Community Services Department				
10030320	Economic Development Division			
	<i>Business Navigator</i>	0.00	0.00	2.00
	<i>Economic Development Manager</i>	0.00	0.00	1.00
	<i>Economic Development Officer</i>	0.00	0.00	1.00
	<i>Housing Administrator</i>	0.00	0.00	1.00
	<i>Housing and Redevelopment Specialist</i>	0.00	0.00	0.50
	<i>Housing Coordinator</i>	0.00	0.00	1.00
	Economic Development Division Total	0.00	0.00	6.50
80576030722	Economic Development Division CDBG Fund			
	<i>CDBG Technician</i>	0.00	0.00	1.00
	Economic Development Division CDBG Fund Total	0.00	0.00	1.00
	Economic Development Division Total	0.00	0.00	7.50
10030360	Planning Division			
	<i>Associate Planner</i>	0.00	0.00	2.00
	<i>Development Services Coordinator</i>	0.00	0.00	1.00
	<i>Planner/Senior Planner</i>	0.00	0.00	5.00
	<i>Planning Aide</i>	0.00	0.00	1.00
	<i>Planning Manager</i>	0.00	0.00	1.00
	<i>Principal Planner</i>	0.00	0.00	2.00
	<i>Senior Transportation and Mobility Planner</i>	0.00	0.00	1.00
	Planning Division Total	0.00	0.00	13.00
10030324	Real Estate Development and Sustainability Division			
	<i>Community Vibrancy Administrator</i>	0.00	0.00	1.00
	<i>Focus Area Administrator</i>	0.00	0.00	1.00
	<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
	<i>Program Planner/Designer</i>	0.00	0.00	1.00
	<i>Real Estate and Development Administrator</i>	0.00	0.00	1.00
	<i>Real Estate Development and Sustainability Manager</i>	0.00	0.00	1.00
	<i>Real Estate Technician</i>	0.00	0.00	1.00
	<i>Sustainability Administrator</i>	0.00	0.00	1.00
	Real Estate Development and Sustainability Division Total	0.00	0.00	8.00
Community Services Department Total		0.00	0.00	71.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Economic Development Department				
10040050	Administrative Section			
	<i>Economic Development Director</i>	1.00	1.00	0.00
	<i>Executive Assistant</i>	1.00	1.00	0.00
	<i>Sustainability Administrator</i>	0.00	1.00	0.00
	Administrative Section Total	2.00	3.00	0.00
10040050	Economic Resilience Division			
	<i>Business Navigator</i>	1.00	1.00	0.00
	<i>Economic Development Officer</i>	1.00	1.00	0.00
	<i>Economic Resilience Manager</i>	1.00	1.00	0.00
	<i>Housing and Redevelopment Specialist</i>	0.00	0.50	0.00
	<i>Housing Coordinator</i>	1.00	1.00	0.00
	<i>Management Analyst/Senior Management Analyst</i>	1.00	1.00	0.00
	Economic Resilience Division Total	5.00	5.50	0.00
80576030722	Economic Resilience Division CDBG Fund			
	<i>CDBG Technician</i>	1.00	1.00	0.00
	<i>Housing and Redevelopment Specialist</i>	0.50	0.00	0.00
	Economic Resilience Division CDBG Fund Total	1.50	1.00	0.00
	Economic Resilience Division Total	6.50	6.50	0.00
10040050	Economic Vibrancy Division			
	<i>Capital Projects Administrator</i>	1.00	1.00	0.00
	<i>Economic Vibrancy Manager</i>	1.00	1.00	0.00
	<i>Management Analyst/Senior Management Analyst</i>	2.00	2.00	0.00
	<i>Real Estate and Development Administrator</i>	1.00	1.00	0.00
	Economic Vibrancy Division Total	5.00	5.00	0.00
Economic Development Department Total		13.50	14.50	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Finance Department				
10015220	Accounting Division			
	Accountant	3.50	3.50	3.50
	<i>Accounting and Grants Coordinator</i>	0.00	0.00	1.00
	Accounting Manager	1.00	1.00	1.00
	Accounting Specialist	1.00	1.00	1.00
	Accounting Technician	3.00	3.00	3.00
	Business Operations Administrator	1.00	1.00	1.00
	Business Operations Analyst	1.00	1.00	1.00
	<i>Finance Director/Chief Financial Officer</i>	0.00	0.00	1.00
	Finance Specialist	1.00	1.00	1.00
	Payroll Specialist	1.00	0.00	0.00
	Payroll Supervisor	0.00	1.00	1.00
	Accounting Division Total	12.50	12.50	14.50
100152200911	Accounting Division - Public Safety Section			
	Accountant	1.00	1.00	1.00
	Accounting Technician	1.00	1.00	1.00
	Accounting Division - Public Safety Section Total	2.00	2.00	2.00
	Accounting Division Total	14.50	14.50	16.50
10015800	Procurement Office			
	Procurement Analyst/Senior Procurement Analyst	0.00	2.00	2.00
	Procurement Manager	0.00	1.00	1.00
	<i>Senior Contracts and Grants Coordinator</i>	0.00	1.00	0.00
	Procurement Office Total	0.00	4.00	3.00
10015250	Sales Tax Division			
	Accounting Specialist	1.00	1.00	1.00
	Revenue Agent	1.00	1.00	1.00
	Sales Tax Audit Supervisor	1.00	1.00	1.00
	Sales Tax Auditor	4.00	4.00	4.00
	Sales Tax Manager	1.00	1.00	1.00
	Sales Tax Division Total	8.00	8.00	8.00
10015240	Treasury Division			
	Accounting Technician/Retirement	0.50	0.00	0.00
	Customer Service Representative I/II	1.00	0.00	0.00
	Financial Analyst/Senior Financial Analyst	2.00	2.00	2.00
	Retirement Administrator	1.00	0.00	0.00
	<i>Treasury Manager</i>	1.00	1.00	0.00
	Treasury Division Total	5.50	3.00	2.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Finance Department				
20015240	Treasury Division - Utility Fund			
	Applications Specialist	1.00	0.00	0.00
	Customer Service Coordinator	2.00	0.00	0.00
	Customer Service Representative I/II	5.50	0.00	0.00
	Utility Billing Applications Analyst	1.00	0.00	0.00
	Utility Billing Supervisor	1.00	0.00	0.00
	Treasury Division - Utility Fund Total	10.50	0.00	0.00
	Treasury Division Total	16.00	3.00	2.00
Finance Department Total		38.50	29.50	29.50

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Fire Department				
10025260	Administration Division			
	<i>Administrative Assistant I/II</i>	1.00	1.00	2.00
	<i>Administrative Technician</i>	1.00	1.00	0.00
	Deputy Fire Chief	1.00	1.00	1.00
	Fire Lieutenant - Logistics Officer	1.00	1.00	1.00
	Fire Lieutenant - Technical Services Coordinator	1.00	1.00	1.00
	Administration Division Total	5.00	5.00	5.00
100252600547	Administration Division - Fire Prevention Section			
	Fire Inspector	2.00	2.00	2.00
	Fire Lieutenant - Fire Investigator	1.00	1.00	1.00
	Fire Lieutenant - Fire Plans Examiner/Inspector	2.00	2.00	2.00
	Fire Marshal	1.00	1.00	1.00
	Public Information Specialist	1.00	1.00	1.00
	Administration Division - Fire Prevention Section Total	7.00	7.00	7.00
	Administration Division Total	12.00	12.00	12.00
10025260	Administrative Section			
	Executive Assistant	1.00	1.00	1.00
	Fire Chief	1.00	1.00	1.00
	Administrative Section Total	2.00	2.00	2.00
100252600545	Administrative Section - Emergency Management Section			
	Emergency Management Coordinator	1.00	1.00	1.00
	Administrative Section - Emergency Management Section Total	1.00	1.00	1.00
100252600547	Administrative Section - Fire Prevention Section			
	Management Analyst/Senior Management Analyst	1.00	1.00	1.00
	Administrative Section - Fire Prevention Section Total	1.00	1.00	1.00
	Administrative Section Total	4.00	4.00	4.00
10025260	Operations Division			
	<i>Administrative Assistant I/II</i>	0.00	0.00	1.00
	<i>Administrative Technician</i>	1.00	1.00	0.00
	Deputy Fire Chief	1.00	1.00	1.00
	Fire Battalion Chief	3.00	3.00	3.00
	Fire Captain	6.00	6.00	6.00
	Fire Engineer	21.00	21.00	21.00
	Fire Lieutenant	15.00	15.00	15.00
	Fire Lieutenant - Field Training Officer	2.00	2.00	2.00
	Fire Training Chief	1.00	1.00	1.00
	<i>Fire Trainee/Firefighter I-IV/Fire Paramedic</i>	42.00	48.00	48.00
	Operations Division Total	92.00	98.00	98.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Fire Department				
100252600546	Operations Division - EMS Section			
	Fire EMS Chief	1.00	1.00	1.00
	Fire Lieutenant - EMS Field Coordinator	2.00	2.00	2.00
	Fire Lieutenant - Safety and Medical Officer	3.00	3.00	3.00
	<i>Fire Trainee/Firefighter I-IV/Fire Paramedic</i>	<i>33.00</i>	<i>33.00</i>	<i>33.00</i>
	Operations Division - EMS Section Total	39.00	39.00	39.00
	Operations Division Total	131.00	137.00	137.00
Fire Department Total		147.00	153.00	153.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
General Services Department				
10012050	Administration Division			
	Administrative Assistant	1.60	0.00	0.00
	Assistant City Manager	1.00	0.00	0.00
	Business Operations Manager	1.00	0.00	0.00
	Executive Assistant	1.00	0.00	0.00
	Facilities and Projects Coordinator	1.00	0.00	0.00
	Facilities Security Analyst	1.00	0.00	0.00
	Administration Division Total	6.60	0.00	0.00
100120500552	Administration Division - Environmental Section			
	Environmental Compliance Analyst	1.00	0.00	0.00
	Environmental Compliance Technician	1.00	0.00	0.00
	Administration Division - Environmental Section Total	2.00	0.00	0.00
100120500135	Administration Division - Print Shop Section			
	Print Shop Coordinator	1.00	0.00	0.00
	Printing Technician	1.00	0.00	0.00
	Administration Division - Print Shop Section Total	2.00	0.00	0.00
	Administration Division Total	10.60	0.00	0.00
10012390	Facilities Management Division			
	Access Control and Hardware Technician	1.00	0.00	0.00
	Administrative Assistant	1.00	0.00	0.00
	Construction Projects Specialist	2.00	0.00	0.00
	Contract Services Coordinator	1.00	0.00	0.00
	Electrician I-III	1.00	0.00	0.00
	Facilities Maintenance Technician I/II	3.00	0.00	0.00
	Facilities Manager	1.00	0.00	0.00
	Facilities Superintendent	1.00	0.00	0.00
	Facilities Supervisor	1.00	0.00	0.00
	HVAC Specialist	2.00	0.00	0.00
	Facilities Management Division Total	14.00	0.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
General Services Department				
30012460	Fleet Management Division			
	Administrative Assistant	1.00	0.00	0.00
	Applications Specialist	1.00	0.00	0.00
	Crewleader	1.00	0.00	0.00
	Fleet Manager	1.00	0.00	0.00
	Fleet Supervisor	1.00	0.00	0.00
	Mechanic I/II	4.00	0.00	0.00
	Mechanic II/Emergency Vehicle Technician I	1.00	0.00	0.00
	Fleet Management Division Total	10.00	0.00	0.00
300124600911	Fleet Management Division - Public Safety Section			
	Emergency Vehicle Technician I-III	1.00	0.00	0.00
	Fleet Management Division - Public Safety Section Total	1.00	0.00	0.00
	Fleet Management Division Total	11.00	0.00	0.00
10012130	Municipal Court Division			
	Associate Municipal Court Judge	1.00	0.00	0.00
	Court Administrator	1.00	0.00	0.00
	Deputy Court Administrator	2.00	0.00	0.00
	Deputy Court Clerk I/II	8.50	0.00	0.00
	Lead Deputy Court Clerk	1.00	0.00	0.00
	Presiding Municipal Court Judge	1.00	0.00	0.00
	Municipal Court Division Total	14.50	0.00	0.00
100121300130	Municipal Court Division - Probation Section			
	Deputy Court Clerk I/II	1.00	0.00	0.00
	Probation Officer	1.50	0.00	0.00
	Probation Supervisor	1.00	0.00	0.00
	Municipal Court Division - Probation Section Total	3.50	0.00	0.00
100121300911	Municipal Court Division - Public Safety Section			
	Deputy Court Clerk I/II	1.50	0.00	0.00
	Probation Officer	0.50	0.00	0.00
	Municipal Court Division - Public Safety Section Total	2.00	0.00	0.00
	Municipal Court Division Total	20.00	0.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
General Services Department				
10012080	Policy and Budget Division			
	Policy and Budget Coordinator	3.00	0.00	0.00
	Policy and Budget Manager	1.00	0.00	0.00
	Policy and Budget Division Total	4.00	0.00	0.00
10012800	Procurement Division			
	Procurement Analyst/Senior Procurement Analyst	2.00	0.00	0.00
	Procurement Manager	1.00	0.00	0.00
	Senior Contracts and Grants Coordinator	1.00	0.00	0.00
	Procurement Division Total	4.00	0.00	0.00
General Services Department Total		63.60	0.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Human Resources Department				
10045170	Administration Division			
	<i>Accounting Technician/Retirement</i>	0.00	0.50	0.00
	Human Resources Administrator - Retirement	0.00	1.00	1.00
	Human Resources Manager	0.00	1.00	1.00
	<i>Human Resources Specialist</i>	0.00	0.00	0.50
	Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator	0.00	0.50	0.50
	Administration Division Total	0.00	3.00	3.00
100451700612	Administration Division - Employee Development Section			
	Employee Development Coordinator	0.00	1.00	1.00
	<i>Training and Instructional Designer</i>	0.00	0.50	1.00
	Administration Division - Employee Development Section Total	0.00	1.50	2.00
49010900	Administration Division - Medical and Dental Fund			
	Benefits Specialist	1.00	1.00	1.00
	Human Resources Administrator - Benefits	1.00	1.00	1.00
	Human Resources Specialist	1.00	1.00	1.00
	Administration Division - Medical and Dental Fund Total	3.00	3.00	3.00
100451700015	Administration Division - Volunteer Section			
	Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator	0.00	0.50	0.50
	Administration Division - Volunteer Section Total	0.00	0.50	0.50
100451700544	Administration Division - Wellness Section			
	Employee Wellness Coordinator	0.00	1.00	1.00
	Administration Division - Wellness Section Total	0.00	1.00	1.00
	Administration Division Total	3.00	9.00	9.50
10045050	Administrative Section			
	Administrative Assistant	1.00	0.00	0.00
	Executive Assistant	1.00	1.00	1.00
	Executive Talent Developer	1.00	1.00	1.00
	Human Resources Administrator II	1.00	0.00	0.00
	Human Resources Analyst/Senior Human Resources Analyst	1.00	0.00	0.00
	Human Resources Business Partner/Senior Human Resources Business Partner	5.00	0.00	0.00
	Human Resources Director	1.00	1.00	1.00
	Human Resources Manager	1.00	0.00	0.00
	Human Resources Specialist	2.00	0.00	0.00
	Human Resources Technician	1.00	0.00	0.00
	Management Analyst/Senior Management Analyst	1.00	0.00	0.00
	Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator	0.50	0.00	0.00
	Administrative Section Total	16.50	3.00	3.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Human Resources Department				
100450500612	Administrative Section - Employee Development Section			
	Employee Development Coordinator	1.00	0.00	0.00
	Training and Instructional Designer	0.50	0.00	0.00
	Administrative Section - Employee Development Section Total	1.50	0.00	0.00
100450500911	Administrative Section - Public Safety Section			
	Human Resources Analyst/Senior Human Resources Analyst	1.00	0.00	0.00
	Administrative Section - Public Safety Section Total	1.00	0.00	0.00
100450500015	Administrative Section - Volunteer Section			
	Workforce Outreach Coordinator/Senior Workforce Outreach Coordinator	0.50	0.00	0.00
	Administrative Section - Volunteer Section Total	0.50	0.00	0.00
100450500544	Administrative Section - Wellness Section			
	Employee Wellness Coordinator	1.00	0.00	0.00
	Administrative Section - Wellness Section Total	1.00	0.00	0.00
Administrative Section Total		20.50	3.00	3.00
10045160	Operations Division			
	<i>Administrative Assistant</i>	0.00	1.00	0.00
	Human Resources Administrator - Workforce	0.00	1.00	1.00
	<i>Human Resources Analyst/Senior Human Resources Analyst</i>	0.00	1.00	0.00
	Human Resources Business Partner/Senior Human Resources Business Partner	0.00	5.00	5.00
	Human Resources Manager	0.00	1.00	1.00
	Human Resources Specialist	0.00	2.00	2.00
	<i>Human Resources Supervisor</i>	0.00	0.00	1.00
	<i>Human Resources Technician</i>	0.00	1.00	2.00
	Management Analyst/Senior Management Analyst	0.00	1.00	1.00
	Operations Division Total	0.00	13.00	13.00
46010900	Operations Division - Property Liability Fund			
	Human Resources Manager	0.50	0.00	0.00
	Safety Analyst/Senior Safety Analyst	0.25	0.25	0.25
	Operations Division - Property Liability Fund Total	0.75	0.25	0.25
460109000911	Operations Division - Property Liability Fund - Public Safety			
	Human Resources Administrator - Risk	0.00	0.50	0.50
	Risk/Claims Analyst/Senior Risk/Claims Analyst	0.50	0.00	0.00
	Operations Division - Property Liability Fund - Public Safety Total	0.50	0.50	0.50

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Human Resources Department				
100451600911	Operations Division - Public Safety Section			
	Human Resources Analyst/Senior Human Resources Analyst	0.00	1.00	1.00
	Operations Division - Public Safety Section Total	0.00	1.00	1.00
48010900	Operations Division - Workers' Compensation Fund			
	Human Resources Administrator - Risk	0.00	0.50	0.50
	Human Resources Manager	0.50	0.00	0.00
	Risk/Claims Analyst/Senior Risk/Claims Analyst	0.50	0.00	0.00
	Safety Analyst/Senior Safety Analyst	0.25	0.25	0.25
	Operations Division - Workers' Compensation Fund Total	1.25	0.75	0.75
Operations Division Total		2.50	15.50	15.50
Human Resources Department Total		26.00	27.50	28.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Information Technology Department				
10060050	Administrative Section			
	Executive Assistant	0.00	1.00	1.00
	Information Technology Director	0.00	1.00	1.00
	<i>IT Project Manager</i>	0.00	0.00	1.00
	<i>IT Services Administrator</i>	0.00	1.00	0.00
	<i>Management Analyst/Senior Management Analyst</i>	0.00	0.00	1.00
	Technology Procurement Specialist	0.00	1.00	1.00
	Administrative Section Total	0.00	4.00	5.00
100600500787	Administrative Section - Cybersecurity Section			
	Chief Information Security Officer	0.00	1.00	1.00
	<i>Information Security Analyst</i>	0.00	1.00	2.00
	Administrative Section - Cybersecurity Section Total	0.00	2.00	3.00
	Administrative Section Total	0.00	6.00	8.00
10060230	IT Operations Division			
	A/V Technician/Senior A/V Technician	1.00	1.00	1.00
	Business Intelligence Analyst	1.00	0.00	0.00
	Chief Information Security Officer	1.00	0.00	0.00
	Database Administrator	1.00	0.00	0.00
	ERP Software Engineer	2.00	0.00	0.00
	Executive Assistant	1.00	0.00	0.00
	Information Security Analyst	1.00	0.00	0.00
	<i>Information Systems Manager</i>	1.00	1.00	0.00
	Information Technology Director	1.00	0.00	0.00
	Internet Software Engineer	2.00	0.00	0.00
	<i>IT Operations Manager</i>	0.00	0.00	1.00
	IT Services Administrator	1.00	0.00	0.00
	IT Systems Supervisor	2.00	2.00	2.00
	Lead Software Engineer	3.00	0.00	0.00
	<i>Network Administrator</i>	1.00	1.00	2.00
	Network Engineer	0.60	0.60	0.60
	Network Technician/Senior Network Technician	1.00	1.00	1.00
	<i>Senior Telecommunications Administrator</i>	1.00	1.00	0.00
	Software Engineer I/II	7.70	0.00	0.00
	Software Engineering Manager	1.00	0.00	0.00
	Systems Administrator	2.70	2.70	2.70
	<i>Technical Support Specialist/Senior Technical Support Specialist</i>	5.00	5.00	4.00
	Technology Procurement Specialist	1.00	0.00	0.00
	<i>VOIP Engineer</i>	0.00	0.00	1.00
	IT Operations Division Total	39.00	15.30	15.30

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Information Technology Department				
100602300911	IT Operations Division - Public Safety Section			
	Network Engineer	0.40	0.40	0.40
	Software Engineer I/II	0.30	0.00	0.00
	Systems Administrator	0.30	0.30	0.30
	IT Operations Division - Public Safety Section Total	1.00	0.70	0.70
	IT Operations Division Total	40.00	16.00	16.00
10060820	Software Engineering Division			
	Business Intelligence Analyst	0.00	1.00	1.00
	Database Administrator	0.00	1.00	1.00
	<i>Enterprise Applications Administrator/Senior Enterprise Applications Administrator</i>	<i>0.00</i>	<i>0.00</i>	<i>3.00</i>
	<i>Enterprise Applications Supervisor</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
	<i>Enterprise Solutions Architect</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
	<i>ERP Applications Engineer</i>	<i>0.00</i>	<i>0.00</i>	<i>2.00</i>
	<i>ERP Software Engineer</i>	<i>0.00</i>	<i>2.00</i>	<i>0.00</i>
	<i>Lead Software Engineer</i>	<i>0.00</i>	<i>3.00</i>	<i>1.00</i>
	<i>Software Engineer I/II</i>	<i>0.00</i>	<i>9.70</i>	<i>5.70</i>
	Software Engineering Manager	0.00	1.00	1.00
	Software Engineering Division Total	0.00	17.70	16.70
100608200911	Software Engineering Division - Public Safety Section			
	Software Engineer I/II	0.00	0.30	0.30
	Software Engineering Division - Public Safety Section Total	0.00	0.30	0.30
	Software Engineering Division Total	0.00	18.00	17.00
Information Technology Department Total		40.00	40.00	41.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Parks, Recreation and Libraries Department				
10050050	Administrative Section			
	Administrative Assistant	1.00	0.00	0.00
	Executive Assistant	1.00	1.00	1.00
	Homeless Navigator	2.00	0.00	0.00
	Management Analyst/Senior Management Analyst	2.00	0.00	0.00
	Parks, Recreation and Libraries Director	1.00	1.00	1.00
	Parks, Recreation and Libraries Operations Manager	1.00	0.00	0.00
	Administrative Section Total	8.00	2.00	2.00
10050780	Cultural Affairs Division			
	Cultural Affairs Coordinator	1.00	0.00	0.00
	Cultural Affairs Manager	1.00	0.00	0.00
	Event Planner/Senior Event Planner	2.00	0.00	0.00
	Graphic Designer/Senior Graphic Designer	1.00	0.00	0.00
	Marketing Supervisor	1.00	0.00	0.00
	Cultural Affairs Division Total	6.00	0.00	0.00
10050620	Library Services Division			
	<i>Administrative Assistant I/II</i>	<i>1.00</i>	<i>1.00</i>	<i>1.00</i>
	Applications Specialist	2.00	2.00	2.00
	<i>Collection Management Processing Clerk</i>	<i>1.90</i>	<i>1.90</i>	<i>0.00</i>
	<i>Collection Management Specialist</i>	<i>0.00</i>	<i>0.00</i>	<i>1.90</i>
	Librarian I	9.60	10.10	10.10
	Librarian II	0.50	0.00	0.00
	Library Assistant Supervisor	1.00	1.00	1.00
	Library Associate I/II	5.50	6.00	6.00
	Library Clerk I/II	8.00	8.00	8.00
	Library Network Specialist	1.00	1.00	1.00
	Library Services Coordinator	4.00	4.00	4.00
	Library Services Manager	1.00	1.00	1.00
	Library Shelver	4.60	4.10	4.10
	Library Supervisor	2.00	2.00	2.00
	Library Services Division Total	42.10	42.10	42.10

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Parks, Recreation and Libraries Department				
10050580	Operations Division			
	<i>Administrative Assistant I/II</i>	0.00	1.00	1.00
	Cultural Affairs Coordinator	0.00	1.00	1.00
	<i>Event Planner</i>	0.00	0.00	1.00
	<i>Event Planner/Senior Event Planner</i>	0.00	2.00	0.00
	Graphic Designer/Senior Graphic Designer	0.00	1.00	1.00
	Homeless Navigator	0.00	2.00	4.00
	Landscape Designer/Landscape Architect	0.00	2.00	2.00
	Management Analyst/Senior Management Analyst	0.00	2.00	2.00
	Marketing Analyst	0.00	1.00	1.00
	<i>Marketing and Cultural Affairs Administrator</i>	0.00	0.00	1.00
	<i>Marketing Supervisor</i>	0.00	1.00	0.00
	Parks, Recreation and Libraries Operations Manager	0.00	1.00	1.00
	<i>Senior Event Planner</i>	0.00	0.00	1.00
	Operations Division Total	0.00	14.00	16.00
54050580	Operations Division - POST Fund			
	<i>GIS Analyst/Senior GIS Analyst</i>	0.00	0.00	1.00
	<i>GIS Specialist</i>	0.00	1.00	0.00
	<i>Parks, Recreation and Libraries Planning and Design Administrator</i>	0.00	0.00	1.00
	<i>Parks, Recreation and Libraries Planning and Design Supervisor</i>	0.00	1.00	0.00
	Operations Division - POST Fund Total	0.00	2.00	2.00
Operations Division Total		0.00	16.00	18.00
10050550	Parks, Golf and Open Space Division			
	<i>Administrative Assistant I/II</i>	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
	<i>Equipment Mechanic I/II</i>	0.00	0.00	2.00
	Foreperson	4.00	4.00	4.00
	Hydro Systems Specialist	1.00	0.00	0.00
	Landscape Designer/Senior Landscape Architect	2.00	0.00	0.00
	<i>Mechanic I</i>	2.00	2.00	0.00
	Parks and Golf Superintendent	1.00	1.00	1.00
	Parks Specialist	6.00	6.00	6.00
	Parks, Golf and Open Space Manager	1.00	1.00	1.00
	Parksworker I/II	6.00	6.00	6.00
	Playground Safety Specialist	1.00	1.00	1.00
	Parks, Golf and Open Space Division Total	30.00	27.00	27.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Parks, Recreation and Libraries Department				
220507200249	Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section			
	Assistant Golf Professional	1.00	1.00	1.00
	Golf Professional	1.00	1.00	1.00
	Golf Shop Associate	0.50	1.00	1.00
	Player Development Programs Coordinator	0.50	0.00	0.00
	Second Assistant Golf Professional	1.00	1.00	1.00
	Parks, Golf and Open Space Division - Legacy Ridge Golf Course Club House Section	4.00	4.00	4.00
	Total			
22050720	Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section			
	Assistant Golf Course Superintendent	1.00	1.00	1.00
	<i>Equipment Mechanic I/II</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
	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
	<i>Mechanic I</i>	<i>1.00</i>	<i>1.00</i>	<i>0.00</i>
	Parks, Golf and Open Space Division - Legacy Ridge Golf Course Maintenance Section	5.00	5.00	5.00
	Total			
	Parks, Golf and Open Space Division - Legacy Ridge Golf Course Total	9.00	9.00	9.00
54050550	Parks, Golf and Open Space Division - Open Space Section			
	Arborist Technician	2.00	2.00	2.00
	Assistant City Forester	1.00	1.00	1.00
	City Forester	1.00	1.00	1.00
	<i>Crewleader</i>	<i>0.00</i>	<i>0.00</i>	<i>1.00</i>
	Foreperson	1.00	1.00	1.00
	GIS Specialist	1.00	0.00	0.00
	<i>Natural Resources Specialist</i>	<i>0.00</i>	<i>0.00</i>	<i>2.00</i>
	Open Space Specialist	3.00	3.00	3.00
	<i>Open Space Specialist - Natural Resources</i>	<i>1.00</i>	<i>1.00</i>	<i>0.00</i>
	<i>Open Space Steward I/II</i>	<i>3.00</i>	<i>3.00</i>	<i>4.00</i>
	Open Space Superintendent	1.00	1.00	1.00
	Open Space Supervisor	1.00	1.00	1.00
	Parks, Golf and Open Space Division - Open Space Section Total	15.00	14.00	17.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Parks, Recreation and Libraries Department				
540505500542	Parks, Golf and Open Space Division - POST Fund			
	Crewleader	2.00	2.00	2.00
	<i>Equipment Mechanic I/II</i>	0.00	0.00	1.00
	Foreperson	1.00	1.00	1.00
	Landscape Designer/Senior Landscape Architect	1.00	0.00	0.00
	<i>Mechanic I</i>	1.00	1.00	0.00
	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
	Parks, Golf and Open Space Division - POST Fund Total	15.00	14.00	14.00
100505500106	Parks, Golf and Open Space Division - Promenade Section			
	Parksworker I/II	2.00	2.00	2.00
	Parks, Golf and Open Space Division - Promenade Section Total	2.00	2.00	2.00
10050660	Parks, Golf and Open Space Division - Standley Lake Section			
	<i>Open Space Superintendent</i>	1.00	1.00	0.00
	<i>Park Ranger</i>	6.00	6.00	6.00
	<i>Senior Park Ranger</i>	1.00	1.00	2.00
	<i>Standley Lake Superintendent</i>	0.00	0.00	1.00
	Parks, Golf and Open Space Division - Standley Lake Section Total	8.00	8.00	9.00
230507200249	Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Club House Section			
	Assistant Golf Professional	1.00	1.00	1.00
	Golf Professional	1.00	1.00	1.00
	Golf Shop Associate	0.50	1.00	1.00
	Player Development Programs Coordinator	0.50	0.00	0.00
	Second Assistant Golf Professional	1.00	1.00	1.00
	Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Club House Section Total	4.00	4.00	4.00
23050720	Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance Section			
	Assistant Golf Course Superintendent	1.00	1.00	1.00
	<i>Equipment Mechanic I/II</i>	0.00	0.00	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
	<i>Mechanic I</i>	1.00	1.00	0.00
	Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Maintenance Section Total	5.00	5.00	5.00
	Parks, Golf and Open Space Division - Walnut Creek Golf Preserve Total	9.00	9.00	9.00
	Parks, Golf and Open Space Division Total	88.00	83.00	87.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Parks, Recreation and Libraries Department				
10050720	Recreation Services Division - Recreation Facilities Section			
	<i>Administrative Assistant I/II</i>	0.50	0.50	0.50
	Assistant Hydro Systems Specialist	0.50	0.50	0.50
	Assistant Recreation Facility Supervisor	10.00	10.20	10.20
	<i>Assistant Recreation Specialist</i>	2.00	2.00	3.60
	Custodian	2.50	2.50	2.50
	<i>Guest Relations Clerk I/II</i>	20.50	20.30	20.20
	<i>Head Lifeguard</i>	6.40	6.40	4.80
	Hydro Systems Specialist	1.00	2.00	2.00
	<i>Recreation Aide</i>	1.70	1.70	1.80
	Recreation Facilities Superintendent	1.00	1.00	1.00
	Recreation Services Manager	0.50	0.50	0.50
	Recreation Specialist	3.00	3.00	3.00
	Recreation Supervisor I	1.00	1.00	1.00
	Recreation Supervisor II	3.00	3.00	3.00
	Recreation Services Division - Recreation Facilities Section Total	53.60	54.60	54.60
10050760	Recreation Services Division - Recreation Programs Section			
	<i>Administrative Assistant I/II</i>	0.50	0.50	0.50
	Applications Specialist	1.50	1.50	1.50
	Assistant Recreation Coordinator	2.50	2.50	2.50
	Assistant Recreation Facility Supervisor	1.00	1.00	1.00
	Assistant Recreation Specialist	0.50	0.50	0.50
	Guest Relations Clerk I/II	1.00	1.00	1.00
	Pottery Studio Coordinator	0.50	0.50	0.50
	Recreation Coordinator	3.00	3.00	3.00
	Recreation Programs Superintendent	1.00	1.00	1.00
	Recreation Services Manager	0.50	0.50	0.50
	Recreation Specialist	1.60	1.60	1.60
	Recreation Supervisor I	2.00	2.00	2.00
	Recreation Services Division - Recreation Programs Section Total	15.60	15.60	15.60
	Recreation Services Division Total	69.20	70.20	70.20
Parks, Recreation and Libraries Department Total		213.30	213.30	219.30

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Police Department				
10020050	Administrative Section			
	Business Operations Coordinator	1.00	1.00	1.00
	Contracts and Grants Coordinator	1.00	1.00	1.00
	Crime Analyst	1.00	0.00	0.00
	<i>Data Analyst</i>	1.00	1.00	0.00
	Executive Assistant	1.00	1.00	1.00
	Police Chief	1.00	1.00	1.00
	<i>Police Data Analyst</i>	0.00	0.00	1.00
	<i>Public Affairs Coordinator</i>	0.00	0.00	1.00
	<i>Public Information Specialist</i>	0.00	0.00	1.00
	Administrative Section Total	6.00	5.00	7.00
100200500341	Administrative Section - Professional Services Section			
	<i>Administrative Assistant</i>	0.00	0.80	0.00
	<i>Police Commander</i>	0.00	1.00	0.00
	<i>Police Officer/Senior Police Officer</i>	0.00	5.00	0.00
	<i>Police Sergeant</i>	0.00	3.00	0.00
	<i>Public Information Specialist</i>	0.00	1.00	0.00
	Administrative Section - Professional Services Section	0.00	10.80	0.00
	Administrative Section Total	6.00	15.80	7.00
10020500	Operations Division - Administrative Section			
	<i>Administrative Assistant I/II</i>	1.00	1.00	1.00
	Deputy Police Chief	1.00	1.00	1.00
	Equipment Services Assistant	1.00	1.00	1.00
	Operations Division - Administrative Section Total	3.00	3.00	3.00
100205000352	Operations Division - Co-Responder Section			
	Case Management Coordinator	1.00	1.00	1.00
	Co-Responder	4.00	4.00	4.00
	Co-Responder Supervisor	1.00	1.00	1.00
	Operations Division - Co-Responder Section Total	6.00	6.00	6.00
100205000349	Operations Division - Patrol Section			
	Police Commander	4.00	4.00	4.00
	<i>Police Officer Trainee/Police Officer/Senior Police Officer</i>	99.00	98.00	98.00
	Police Sergeant	14.00	14.00	14.00
	Report Specialist	0.00	3.00	3.00
	Operations Division - Patrol Section Total	117.00	119.00	119.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Police Department				
100205000348	Operations Division - Special Events Section			
	<i>Animal Management Officer/Senior Animal Management Officer</i>	0.00	5.00	5.00
	Animal Management Supervisor	0.00	1.00	1.00
	Graffiti Enforcement Specialist	0.00	1.00	1.00
	Police Commander	0.00	1.00	1.00
	<i>Police Officer Trainee/Police Officer/Senior Police Officer</i>	0.00	22.00	23.00
	Police Sergeant	0.00	4.00	4.00
	Traffic Accident Investigator	0.00	5.00	5.00
	Operations Division - Special Events Section Total	0.00	39.00	40.00
	Operations Division Total	126.00	167.00	168.00
10020300	Specialized Services Division- Administrative Section			
	<i>Administrative Assistant I/II</i>	1.00	2.00	2.00
	Deputy Police Chief	1.00	1.00	1.00
	Specialized Services Division - Administrative Section Total	2.00	3.00	3.00
100203000351	Specialized Services Division - Communications Section			
	<i>Public Safety Telecommunicator I-III</i>	0.00	22.00	22.00
	Public Safety Telecommunicator Administrator	0.00	1.00	1.00
	Public Safety Telecommunicator Supervisor	0.00	4.00	4.00
	Specialized Services Division - Communications Section Total	0.00	27.00	27.00
100203000344	Specialized Services Division - Investigations Section			
	<i>Administrative Assistant I/II</i>	1.00	1.00	1.00
	Court Security	2.00	2.00	2.00
	Crime Analyst	0.00	1.00	1.00
	Criminalist/Senior Criminalist	4.00	4.00	4.00
	Police Commander	1.00	1.00	1.00
	<i>Police Officer Trainee/Police Officer/Senior Police Officer</i>	35.00	36.00	36.00
	Police Sergeant	4.00	4.00	4.00
	<i>Victim Advocate</i>	5.00	5.00	7.00
	Victim Services Coordinator	1.00	1.00	1.00
	Specialized Services Division - Investigations Section Total	53.00	55.00	57.00
100203000341	Specialized Services Division - Professional Services Section			
	<i>Administrative Assistant I/II</i>	0.80	0.00	0.80
	<i>Police Commander</i>	1.00	0.00	1.00
	<i>Police Officer Trainee/Police Officer/Senior Police Officer</i>	4.00	0.00	4.00
	<i>Police Sergeant</i>	3.00	0.00	2.00
	Specialized Services Division - Professional Services Section Total	8.80	0.00	7.80

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Police Department				
100203000343	Specialized Services Division - Records and Property Section			
	Police Records Supervisor	2.00	2.00	2.00
	Police Records Technician I/II	11.00	11.00	11.00
	Property Evidence Technician	3.00	3.00	3.00
	Report Specialist	3.00	0.00	0.00
	Support Services Administrator	1.00	1.00	1.00
	Specialized Services Division - Records and Property Section Total	20.00	17.00	17.00
100203000342	Specialized Services Division - Technology Section			
	Applications Specialist	0.00	2.00	2.00
	Body Worn Camera Technician	0.00	4.00	4.00
	Police Commander	0.00	1.00	1.00
	Technical Services Coordinator	0.00	1.00	1.00
	Technical Services Supervisor	0.00	1.00	1.00
	Specialized Services Division - Technology Section Total	0.00	9.00	9.00
	Specialized Services Division Total	83.80	111.00	120.80
10020700	Technical Services Division - Administration Section			
	Administrative Assistant	1.00	0.00	0.00
	Deputy Police Chief	1.00	0.00	0.00
	Technical Services Division - Administration Section Total	2.00	0.00	0.00
100207000351	Technical Services Division - E911 Section			
	Applications Specialist	2.00	0.00	0.00
	Public Safety Telecommunicator I/II	22.00	0.00	0.00
	Public Safety Telecommunicator Administrator	1.00	0.00	0.00
	Public Safety Telecommunicator Supervisor	4.00	0.00	0.00
	Technical Services Division - E911 Section Total	29.00	0.00	0.00
100207000348	Technical Services Division - Special Events Section			
	Police Commander	1.00	0.00	0.00
	Police Officer/Senior Police Officer	24.00	0.00	0.00
	Sergeant	4.00	0.00	0.00
	Traffic Accident Investigator	5.00	0.00	0.00
	Technical Services Division - Special Events Section Total	34.00	0.00	0.00
100207000342	Technical Services Division - Technical Section			
	Animal Management Officer	5.00	0.00	0.00
	Animal Management Supervisor	1.00	0.00	0.00
	Body Worn Camera Technician	4.00	0.00	0.00
	Graffiti Enforcement Specialist	1.00	0.00	0.00
	Police Commander	1.00	0.00	0.00
	Technical Services Coordinator	1.00	0.00	0.00
	Technical Services Division - Technical Section Total	13.00	0.00	0.00
	Technical Services Division Total	78.00	0.00	0.00
Police Department Total		293.80	293.80	295.80

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
20035050	Administration Division			
	Business Operations Administrator	1.00	0.00	0.00
	Executive Assistant	1.00	0.00	0.00
	Management Analyst/Senior Management Analyst	1.00	0.00	0.00
	Public Works and Utilities Director	1.00	0.00	0.00
	Water Resources Analyst/Senior Water Resources Analyst	2.00	0.00	0.00
	Administration Division Total	6.00	0.00	0.00
10035050	Administrative Section			
	Executive Assistant	0.00	1.00	1.00
	Management Analyst/Senior Management Analyst	0.00	1.00	1.00
	Public Works and Utilities Director	0.00	1.00	1.00
	Administrative Section Total	0.00	3.00	3.00
10035050	Engineering Division - Administrative Section			
	<i>Administrative Assistant I/II</i>	0.00	1.00	1.00
	City Engineer	0.00	1.00	1.00
	Engineering Division - Administrative Section Total	0.00	2.00	2.00
100353800972	Engineering Division - Civil - Capital Construction Section			
	<i>Capital and Development Projects Inspector</i>	0.00	1.00	0.00
	<i>Capital Projects Administrator</i>	0.00	1.00	0.00
	<i>Engineer/Senior Engineer/Principal Engineer</i>	0.00	1.00	0.00
	<i>Engineering Projects Specialist</i>	0.00	1.00	0.00
	Engineering Division - Civil - Capital Construction Section Total	0.00	4.00	0.00
100353800992	Engineering Division - Civil - Facilities Section			
	<i>Construction Projects Specialist</i>	0.00	2.00	0.00
	<i>Facilities and Projects Coordinator</i>	0.00	1.00	0.00
	Engineering Division - Civil - Facilities Section Total	0.00	3.00	0.00
100353800983	Engineering Division - Civil - Pavement Section			
	<i>Pavement Management Coordinator</i>	0.00	1.00	0.00
	<i>Street Inspector</i>	0.00	4.00	0.00
	<i>Street Projects Specialist</i>	0.00	1.00	0.00
	Engineering Division - Civil - Pavement Section Total	0.00	6.00	0.00
100353800987	Engineering Division - Civil - Transportation Section			
	<i>Engineer/Senior Engineer/Principal Engineer</i>	0.00	1.00	0.00
	<i>Traffic Technician</i>	0.00	1.00	0.00
	<i>Transportation Engineer</i>	0.00	1.00	0.00
	<i>Transportation Systems Coordinator</i>	0.00	1.00	0.00
	Engineering Division - Civil - Transportation Section - Total	0.00	4.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
10035380	Engineering Division - Development and Mobility Section			
	Assistant City Engineer	0.00	1.00	1.00
	Capital and Development Projects Inspector	0.00	1.00	0.00
	Construction Inspector	0.00	1.00	0.00
	Development Engineering Administrator	0.00	1.00	1.00
	Engineer/Senior Engineer/Principal Engineer	0.00	1.00	2.00
	Traffic Technician	0.00	0.00	1.00
	Transportation Engineer	0.00	0.00	1.00
	Transportation Systems Supervisor	0.00	0.00	1.00
	Street Inspector	0.00	0.00	1.00
	Engineering Division - Development and Mobility Section Total	0.00	5.00	8.00
10035440	Engineering Division - GIS Section			
	Asset Management and GIS Administrator	0.00	0.00	1.00
	Asset Management Specialist	0.00	0.00	1.00
	GIS Analyst/Senior GIS Analyst	0.00	0.00	3.00
	GIS Coordinator	0.00	1.00	0.00
	GIS Specialist	0.00	3.00	0.00
	Infrastructure Asset Management Coordinator	0.00	1.00	1.00
	Utilities Asset Management Planner/Scheduler	0.00	1.00	0.00
	Utilities Locator I/II	0.00	0.00	2.00
	Utilities Specialist I/II	0.00	2.00	0.00
	Engineering Division - GIS Section Total	0.00	8.00	8.00
10035972	Engineering Division - Roadway, Facilities, and Construction Section			
	Assistant City Engineer	0.00	0.00	1.00
	Construction Coordinator	0.00	0.00	1.00
	Construction Inspector/Senior Construction Inspector	0.00	0.00	4.00
	Construction Project Manager/Senior Construction Project Manager	0.00	0.00	2.00
	Engineer/Senior Engineer/Principal Engineer	0.00	0.00	1.00
	Facilities Projects Administrator	0.00	0.00	1.00
	Lead Construction Inspector	0.00	0.00	2.00
	Pavement Management Coordinator	0.00	0.00	1.00
	Street Projects Specialist	0.00	0.00	1.00
	Engineering Division - Roadway, Facilities, and Construction Section	0.00	0.00	14.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
20035380	Engineering Division - Utilities Section			
	Assistant City Engineer	0.00	1.00	1.00
	<i>Capital Projects Administrator</i>	0.00	0.00	1.00
	<i>Engineer/Senior Engineer/Principal Engineer</i>	0.00	6.00	5.00
	Utilities Engineering Administrator	0.00	1.00	1.00
	Engineering Division - Utilities Section Total	0.00	8.00	8.00
25035380	Engineering Division - Utilities - Storm Drainage Fund			
	Engineer/Senior Engineer/Principal Engineer	0.00	1.00	1.00
	Stormwater Analyst	0.00	1.00	1.00
	Stormwater Coordinator	0.00	1.00	1.00
	Stormwater Inspector	0.00	2.00	2.00
	Stormwater Utility Administrator	0.00	1.00	1.00
	Engineering Division - Utilities - Storm Drainage Fund Total	0.00	6.00	6.00
200353800943	Engineering Division - Utilities - Water Quality Section			
	Water Quality Administrator	0.00	1.00	1.00
	Water Quality Analyst/Senior Water Quality Analyst	0.00	4.00	4.00
	<i>Water Quality Program Supervisor</i>	0.00	0.00	2.00
	<i>Water Quality Supervisor</i>	0.00	2.00	0.00
	Engineering Division - Utilities - Water Quality Section Total	0.00	7.00	7.00
21035380	Engineering Division - Utilities - Water Quality Wastewater Section			
	Water Quality Analyst/Senior Water Quality Analyst	0.00	3.00	3.00
	<i>Water Quality Program Supervisor</i>	0.00	0.00	1.00
	<i>Water Quality Supervisor</i>	0.00	1.00	0.00
	Engineering Division - Utilities - Water Quality Wastewater Section Total	0.00	4.00	4.00
200353800947	Engineering Division - Utilities - Water Resources Section			
	Engineer/Senior Engineer/Principal Engineer	0.00	2.00	2.00
	Water Resources Administrator	0.00	1.00	1.00
	Water Resources Analyst/Senior Water Resources Analyst	0.00	1.00	1.00
	Water Resources Technician	0.00	1.00	1.00
	Engineering Division - Utilities - Water Resources Section Total	0.00	5.00	5.00
	Engineering Division Total	0.00	62.00	62.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
10035050	Operations Division - Administrative Section			
	Public Works and Utilities Operations Manager	0.00	1.00	1.00
	Operations Division - Administrative Section Total	0.00	1.00	1.00
10035390	Operations Division - Facilities Section			
	Access Control and Hardware Technician	0.00	1.00	1.00
	Assistant Facilities Superintendent	0.00	1.00	1.00
	Contract Services Coordinator	0.00	1.00	1.00
	Electrician I-III	0.00	1.00	1.00
	Facilities Maintenance Technician I/II	0.00	3.00	3.00
	Facilities Superintendent	0.00	1.00	1.00
	Facilities Supervisor	0.00	1.00	1.00
	HVAC Specialist	0.00	2.00	2.00
	Operations Division - Facilities Section Total	0.00	11.00	11.00
30035460	Operations Division - Fleet Section			
	Administrative Assistant I/II	0.00	1.00	1.00
	Applications Specialist	0.00	1.00	1.00
	Crewleader	0.00	1.00	0.00
	Fleet Crewleader	0.00	0.00	1.00
	Fleet Manager	0.00	1.00	0.00
	Fleet Superintendent	0.00	0.00	1.00
	Fleet Supervisor	0.00	1.00	1.00
	Fleet Technician I-III/Emergency Vehicle Technician I-III	0.00	0.00	5.00
	Mechanic I/II	0.00	4.00	0.00
	Mechanic II/Emergency Vehicle Technician I	0.00	1.00	0.00
	Operations Division - Fleet Section Total	0.00	10.00	10.00
300354600911	Operations Division - Fleet Section - Public Safety Section			
	Emergency Vehicle Technician I-III	0.00	1.00	0.00
	Fleet Technician I-III/Emergency Vehicle Technician I-III	0.00	0.00	1.00
	Operations Division - Fleet Section - Public Safety Section Total	0.00	1.00	1.00
	Operations Division - Fleet Section Total	0.00	11.00	11.00
10035450	Operations Division - Street Section			
	Administrative Assistant I/II	1.00	1.00	1.00
	Crewleader	2.00	2.00	2.00
	Equipment Operator I/II	5.00	5.00	5.00
	Pavement Management Coordinator	1.00	0.00	0.00
	Street Inspector	4.00	0.00	0.00
	Street Maintenance Worker I/II	10.00	10.00	9.00
	Street Operations Superintendent	1.00	1.00	1.00
	Street Operations Supervisor	2.00	2.00	2.00
	Street Projects Specialist	1.00	0.00	0.00
	Traffic Signs Technician	2.00	2.00	3.00
	Operations Division - Street Section Total	29.00	23.00	23.00
	Operations Division Total	29.00	46.00	46.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
10035050	Utilities Division - Administrative Section			
	<i>Administrative Assistant I/II</i>	0.00	1.00	1.00
	Utilities Manager	0.00	1.00	1.00
	Utilities Division - Administrative Section Total	0.00	2.00	2.00
210354900401	Utilities Division - Biosolids Section			
	Biosolids Operator I/II	3.00	3.00	3.00
	Utilities Division - Biosolids Section Total	3.00	3.00	3.00
200354700402	Utilities Division - Meter Shop Section			
	<i>Utilities Operations Supervisor</i>	1.00	1.00	0.00
	Utilities Operator-In-Training/Utilities Operator I	3.00	3.00	3.00
	Utilities Specialist I/II	5.00	5.00	5.00
	Utilities Specialist III	2.00	2.00	2.00
	<i>Utilities Supervisor</i>	0.00	0.00	1.00
	Utilities Division - Meter Shop Section Total	11.00	11.00	11.00
20035280	Utilities Division - Utility Billing Section			
	Applications Specialist	0.00	1.00	1.00
	Customer Service Coordinator	0.00	2.00	2.00
	Customer Service Representative I/II	0.00	6.50	6.50
	Utility Billing Applications Analyst	0.00	1.00	1.00
	Utility Billing Supervisor	0.00	1.00	1.00
	Utilities Division - Utility Billing Section Total	0.00	11.50	11.50
21035470	Utilities Division - Wastewater Field Operations Section			
	<i>Administrative Assistant I/II</i>	0.50	0.50	0.50
	Utilities Inspector/Senior Utilities Inspector	1.00	1.00	1.00
	<i>Utilities Operations Supervisor</i>	1.00	1.00	0.00
	Utilities Operator II/III	2.00	2.00	2.00
	<i>Utilities Operator-In-Training/Utilities Operator I</i>	3.00	3.00	2.00
	<i>Utilities Projects Specialist</i>	0.00	0.00	1.00
	Utilities Specialist I/II	4.00	4.00	4.00
	Utilities Specialist III	1.00	1.00	1.00
	<i>Utilities Supervisor</i>	0.00	0.00	1.00
	Wastewater Superintendent	1.00	1.00	1.00
	Utilities Division - Wastewater Field Operations Section Total	13.50	13.50	13.50

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
21035490	Utilities Division - Wastewater Plant Section			
	<i>Administrative Assistant I/II</i>	0.50	0.50	0.50
	Chief Plant Operator	1.00	1.00	1.00
	Control Systems Engineer	1.00	0.00	0.00
	Control Systems Specialist	0.50	0.00	0.00
	Electrician I-III	1.00	1.00	1.00
	Lead Plant Operator	1.00	1.00	1.00
	Plant Maintenance Supervisor	1.00	1.00	1.00
	Plant Mechanic	1.00	1.00	1.00
	<i>Plant Operator Trainee/Plant Operator I-V</i>	8.00	8.00	8.00
	Plant Superintendent	1.00	1.00	1.00
	Utilities Division - Wastewater Plant Section Total	16.00	14.50	14.50
20035470	Utilities Division - Water Field Operations Section			
	Administrative Assistant	0.50	0.00	0.00
	Community Assistant	1.00	1.00	1.00
	Crewleader	2.00	2.00	2.00
	Utilities Inspector/Senior Utilities Inspector	1.00	1.00	1.00
	Utilities Operations Manager	1.00	0.00	0.00
	<i>Utilities Operations Supervisor</i>	1.00	1.00	0.00
	Utilities Operator II/III	1.00	1.00	1.00
	Utilities Operator-In-Training/Utilities Operator I	4.00	4.00	4.00
	<i>Utilities Supervisor</i>	0.00	0.00	1.00
	Water Superintendent	1.00	1.00	1.00
	Utilities Division - Water Field Operations Section Total	12.50	11.00	11.00
200354700498	Utilities Division - Water Field Operations - Infrastructure Support Services Section			
	Administrative Assistant	0.50	0.00	0.00
	GIS Specialist	1.00	0.00	0.00
	Infrastructure Asset Management Coordinator	1.00	0.00	0.00
	Utilities Asset Management Planner/Scheduler	1.00	0.00	0.00
	Utilities Inventory Specialist	1.00	0.00	0.00
	Utilities Specialist I/II	2.00	0.00	0.00
	Utilities Division - Water Field Operations - Infrastructure Support Services Section Total	6.50	0.00	0.00
200354700023	Utilities Division - Water Field Operations - Reclaimed Section			
	<i>Reclaimed System Analyst</i>	1.00	1.00	0.00
	<i>Reclaimed System Coordinator</i>	1.00	1.00	0.00
	Utilities Division - Water Field Operations - Reclaimed Section Total	2.00	2.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

	Position Title	2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
20035023	Utilities Division - Water Field Operations - Reclaimed Section			
	<i>Reclaimed System Analyst</i>	0.00	0.00	1.00
	<i>Reclaimed System Coordinator</i>	0.00	0.00	1.00
	Utilities Division - Water Field Operations - Reclaimed Section Total	0.00	0.00	2.00
200354700497	Utilities Division - Water Field Operations - Water Line Replacement Section			
	Crewleader	2.00	2.00	2.00
	<i>Utilities Operations Supervisor</i>	1.00	1.00	0.00
	Utilities Operator II/III	2.00	2.00	2.00
	Utilities Operator-In-Training/Utilities Operator I	5.00	5.00	5.00
	<i>Utilities Supervisor</i>	0.00	0.00	1.00
	Utilities Division - Water Field Operations - Water Line Replacement Section Total	10.00	10.00	10.00
20035490	Utilities Division - Water Plant Section			
	<i>Administrative Assistant I/II</i>	0.50	0.50	0.50
	Chief Plant Operator	1.00	1.00	1.00
	Control Systems Engineer	1.00	2.00	2.00
	Control Systems Specialist	0.50	1.00	1.00
	Electrician I-III	3.00	3.00	3.00
	Engineer/Senior Engineer/Principal Engineer	1.00	0.00	0.00
	Lead Plant Operator	1.00	1.00	1.00
	<i>Maintenance Worker/Senior Maintenance Worker</i>	1.00	1.00	1.00
	Plant Maintenance Supervisor	1.00	1.00	1.00
	Plant Mechanic	1.00	1.00	1.00
	<i>Plant Operator Trainee/Plant Operator I-V</i>	8.00	8.00	8.00
	Plant Superintendent	1.00	1.00	1.00
	Utilities Division - Water Plant Section Total	20.00	20.50	20.50
200354900023	Utilities Division - Water Plant - Reclaimed Section			
	Electrician I-III	1.00	1.00	1.00
	Utilities Division - Water Plant - Reclaimed Section Total	1.00	1.00	1.00
	Utilities Division Total	95.50	100.00	100.00
20035430	Utilities Engineering Division			
	Engineer/Senior Engineer/Principal Engineer	6.00	0.00	0.00
	Utilities Engineering Manager	1.00	0.00	0.00
	Utilities Engineering Division Total	7.00	0.00	0.00

City of Westminster
2025 Proposed Pay Plan
Full Time Equivalent Staffing Summary

Position Title		2023 Authorized	2024 Authorized	2025 Proposed
Public Works and Utilities Department				
20035480	Water Resources and Quality Division			
	Administrative Assistant	1.00	0.00	0.00
	Engineer/Senior Engineer/Principal Engineer	3.00	0.00	0.00
	Water Resources and Quality Manager	1.00	0.00	0.00
	Water Resources Technician	1.00	0.00	0.00
	Water Resources and Quality Division Total	6.00	0.00	0.00
210354800943	Water Resources and Quality Division - Laboratory Services Section			
	Water Quality Analyst/Senior Water Quality Analyst	3.00	0.00	0.00
	Water Quality Supervisor	1.00	0.00	0.00
	Water Resources and Quality Division - Laboratory Services Section Total	4.00	0.00	0.00
200354800943	Water Resources and Quality Division - Water Quality Section			
	Water Quality Administrator	1.00	0.00	0.00
	Water Quality Analyst/Senior Water Quality Analyst	4.00	0.00	0.00
	Water Quality Supervisor	2.00	0.00	0.00
	Water Resources and Quality Division - Water Quality Section Total	7.00	0.00	0.00
	Water Resources and Quality Division Total	17.00	0.00	0.00
Public Works and Utilities Department Total		154.50	211.00	211.00
Grand Total		1,109.50	1,115.50	1,125.20

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
A/V Technician	N15	3238	Non-Exempt	Non-Exempt General
A/V Technician, Senior	N17	3240	Non-Exempt	Non-Exempt General
Access Control and Hardware Technician	N17	5123	Non-Exempt	Non-Exempt General
Accountant	E10	3107	Exempt	Exempt
Accounting and Grants Coordinator	E11	3122	Exempt	Exempt
Accounting Manager	D4	3102	Exempt	Department Director and Division Manager
Accounting Specialist	N15	4513	Non-Exempt	Non-Exempt General
Accounting Technician	N13	4515	Non-Exempt	Non-Exempt General
Administrative Assistant I	N13	4221	Non-Exempt	Non-Exempt General
Administrative Assistant II	N14	4222	Non-Exempt	Non-Exempt General
Animal Management Officer	N13	6229	Non-Exempt	Non-Exempt General
Animal Management Officer, Senior	N14	6237	Non-Exempt	Non-Exempt General
Animal Management Supervisor	N17	6230	Non-Exempt	Non-Exempt General
Applications Specialist	N17	4312	Non-Exempt	Non-Exempt General
Arborist Technician	N13	5336	Non-Exempt	Non-Exempt General
Asset Management and GIS Administrator	E13	4322	Exempt	Exempt
Asset Management Specialist	N17	4324	Non-Exempt	Non-Exempt General
Assistant City Attorney I	E10	3502	Exempt	Exempt
Assistant City Attorney II	E14	3501	Exempt	Exempt
Assistant City Attorney, Senior	E15	3522	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Assistant City Clerk	N17	4426	Non-Exempt	Non-Exempt General
Assistant City Engineer	E16	3303	Exempt	Exempt
Assistant City Forester	N16	5337	Non-Exempt	Non-Exempt General
Assistant City Manager/Chief of Staff	D9	2319	Exempt	Department Director and Division Manager
Assistant Facilities Superintendent	E10	5102	Exempt	Exempt
Assistant Golf Course Superintendent	N16	3932	Non-Exempt	Non-Exempt General
Assistant Golf Professional	E6	3912	Exempt	Exempt
Assistant Hydro Systems Specialist	N9	5734	Non-Exempt	Non-Exempt General
Assistant Prosecuting Attorney I	E10	3507	Exempt	Exempt
Assistant Prosecuting Attorney II	E12	3523	Exempt	Exempt
Assistant Recreation Coordinator	N10	5422	Non-Exempt	Non-Exempt General
Assistant Recreation Facility Supervisor	N13	5417	Non-Exempt	Non-Exempt General
Assistant Recreation Specialist	N9	5421	Non-Exempt	Non-Exempt General
Assistant to the City Manager	E14	4610	Exempt	Exempt
Associate Municipal Court Judge	E15	2202	Exempt	Exempt
Associate Planner	E7	3818	Exempt	Exempt
Benefits Specialist	N16	3711	Non-Exempt	Non-Exempt General
Biosolids Operator I	N15	5632	Non-Exempt	Non-Exempt General
Biosolids Operator II	N16	5634	Non-Exempt	Non-Exempt General
Body Worn Camera Technician	N14	6236	Non-Exempt	Non-Exempt General

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Building Inspector Supervisor	N18	3447	Non-Exempt	Non-Exempt General
Building Permit Supervisor	N18	3427	Non-Exempt	Non-Exempt General
Building Permit Technician	N13	3425	Non-Exempt	Non-Exempt General
Business Intelligence 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 Projects Administrator	E15	3375	Exempt	Exempt
Case Management Coordinator	N15	6238	Non-Exempt	Non-Exempt General
CDBG Technician	N15	3813	Non-Exempt	Non-Exempt General
Chief Building Official	D4	3401	Exempt	Department Director and Division Manager
Chief Information Security Officer	E16	3234	Exempt	Exempt
Chief Plant Operator	N20	3367	Non-Exempt	Non-Exempt General
City Clerk	D4	2303	Exempt	Department Director and Division Manager
City Engineer	D8	3301	Exempt	Department Director and Division Manager
City Forester	E10	5304	Exempt	Exempt
City Management Intern (Temporary)	N15	7162	Non-Exempt	Non-Exempt General

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Code Compliance Coordinator	E10	3436	Exempt	Exempt
Code Enforcement Officer	N14	3410	Non-Exempt	Non-Exempt General
Code Enforcement Officer, Senior	N15	3415	Non-Exempt	Non-Exempt General
Code Enforcement Supervisor	E10	3426	Exempt	Exempt
Collection Management Specialist	N9	3622	Non-Exempt	Non-Exempt General
Communications Coordinator	E9	7202	Exempt	Exempt
Communications Manager	D4	7180	Exempt	Department Director and Division Manager
Community Assistant	N9	4218	Non-Exempt	Non-Exempt General
Community Preservation Manager	D4	3444	Exempt	Department Director and Division Manager
Community Services Director	D9	2320	Exempt	Department Director and Division Manager
Community Vibrancy Administrator	E15	7219	Exempt	Exempt
Construction Coordinator	E10	3439	Exempt	Exempt
Construction Inspector	N16	3428	Non-Exempt	Non-Exempt General
Construction Inspector, Senior	N17	3445	Non-Exempt	Non-Exempt General
Construction Project Manager	E9	3450	Exempt	Exempt
Construction Project Manager, Senior	E11	3451	Exempt	Exempt
Contract Services Coordinator	N17	5104	Non-Exempt	Non-Exempt General
Contract Services Technician	N15	5118	Non-Exempt	Non-Exempt General
Contracts and Grants Coordinator	E10	7187	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Control Systems Engineer	E12	3348	Exempt	Exempt
Control Systems Specialist	N19	5703	Non-Exempt	Non-Exempt General
Co-Responder	N17	6239	Non-Exempt	Non-Exempt General
Co-Responder Supervisor	E9	6240	Exempt	Exempt
Court Administrator	D4	4401	Exempt	Department Director and Division Manager
Court Security	N15	6235	Non-Exempt	Non-Exempt General
Crewleader	N16	5716	Non-Exempt	Non-Exempt General
Crime Analyst	E8	6233	Exempt	Exempt
Criminalist	N15	6209	Non-Exempt	Non-Exempt General
Criminalist, Senior	N18	6205	Non-Exempt	Non-Exempt General
Cultural Affairs Coordinator	E7	7188	Exempt	Exempt
Custodian	N8	5111	Non-Exempt	Non-Exempt General
Customer Service Coordinator	N15	4521	Non-Exempt	Non-Exempt General
Customer Service Representative I	N12	4518	Non-Exempt	Non-Exempt General
Customer Service Representative II	N13	4519	Non-Exempt	Non-Exempt General
Database Administrator	E14	3235	Exempt	Exempt
Department Intern (Temporary)	N13	7164	Non-Exempt	Non-Exempt General
Deputy City Attorney	D7	3517	Exempt	Department Director and Division Manager
Deputy City Clerk	E14	4407	Exempt	Exempt
Deputy City Manager	D10	2313	Exempt	Department Director and Division Manager

City of Westminster
2025 Proposed Pay Plan
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
Development Engineering Administrator	E15	3308	Exempt	Exempt
Development Services Coordinator	E10	3831	Exempt	Exempt
Digital Communications Supervisor	E11	7209	Exempt	Exempt
Diversity and Inclusion Administrator	E14	7222	Exempt	Exempt
Economic Development Manager	D5	7104	Exempt	Department Director and Division Manager
Economic Development Officer	E11	7140	Exempt	Exempt
Electrical Inspector	N17	3440	Non-Exempt	Non-Exempt General
Electrical Inspector, Senior	N18	3442	Non-Exempt	Non-Exempt General
Electrical Inspector Supervisor	N19	3405	Non-Exempt	Non-Exempt General
Electrician I	N16	5725	Non-Exempt	Non-Exempt General
Electrician II	N17	5726	Non-Exempt	Non-Exempt General
Electrician III	N18	5727	Non-Exempt	Non-Exempt General
Emergency Management Coordinator	E13	6116	Exempt	Exempt
Emergency Vehicle Technician I	N17	5731	Non-Exempt	Non-Exempt General
Emergency Vehicle Technician II	N18	5732	Non-Exempt	Non-Exempt General
Emergency Vehicle Technician III	N19	5733	Non-Exempt	Non-Exempt General
Employee Development Coordinator	E10	7146	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Employee Wellness Coordinator	E10	3729	Exempt	Exempt
Engagement Coordinator	E9	7213	Exempt	Exempt
Engineer	E9	3342	Exempt	Exempt
Engineer, Principal	E14	3364	Exempt	Exempt
Engineer, Senior	E12	3345	Exempt	Exempt
Enterprise Applications Administrator	E10	3250	Exempt	Exempt
Enterprise Applications Administrator, Senior	E12	3252	Exempt	Exempt
Enterprise Applications Supervisor	E14	3256	Exempt	Exempt
Enterprise Solutions Architect	E13	3255	Exempt	Exempt
Environmental Compliance Analyst	E10	7177	Exempt	Exempt
Equipment Mechanic I	N13	5312	Non-Exempt	Non-Exempt General
Equipment Mechanic II	N14	5313	Non-Exempt	Non-Exempt General
Equipment Operator I	N14	5717	Non-Exempt	Non-Exempt General
Equipment Operator II	N15	5718	Non-Exempt	Non-Exempt General
Equipment Services Assistant	N11	6212	Non-Exempt	Non-Exempt General
ERP Applications Engineer	E13	3254	Exempt	Exempt
Event Planner	E7	7168	Exempt	Exempt
Event Planner, Senior	E8	7169	Exempt	Exempt
Executive Aide	N16	4609	Non-Exempt	Non-Exempt General
Executive Assistant	N15	4607	Non-Exempt	Non-Exempt General

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Executive Talent Developer	E14	3736	Exempt	Exempt
Facilities Apprentice (Temporary)	N8	5740	Non-Exempt	Non-Exempt General
Facilities Maintenance Technician I	N11	5119	Non-Exempt	Non-Exempt General
Facilities Maintenance Technician II	N13	5120	Non-Exempt	Non-Exempt General
Facilities Projects Administrator	E14	3452	Exempt	Exempt
Facilities Security Coordinator	E10	7217	Exempt	Exempt
Facilities Security Technician	N17	7220	Non-Exempt	Non-Exempt General
Facilities Superintendent	E13	5121	Exempt	Exempt
Facilities Supervisor	N19	5122	Non-Exempt	Non-Exempt General
Finance Director/Chief Financial Officer	D9	2321	Exempt	Department Director and Division Manager
Finance Specialist	N14	3121	Non-Exempt	Non-Exempt General
Financial Analyst	E10	3109	Exempt	Exempt
Financial Analyst, Senior	E11	3115	Exempt	Exempt
Fire Battalion Chief - Non Shift	BC1	6161	Non-Exempt	Non-Exempt Fire Commissioned
Fire Battalion Chief - Shift	BCS1	6160	Non-Exempt	Non-Exempt Fire Commissioned
Fire Captain - Non Shift	F5	6147	Non-Exempt	Non-Exempt Fire Commissioned
Fire Captain - Shift	FS5	6148	Non-Exempt	Non-Exempt Fire Commissioned
Fire Chief	D9	6101	Exempt	Department Director and Division Manager
Fire Deputy Chief	D7	6146	Exempt	Department Director and Division Manager
Fire EMS Chief	ABC1	6140	Exempt	Exempt Fire Commissioned

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Fire Engineer - Non Shift	F3	6134	Non-Exempt	Non-Exempt Fire Commissioned
Fire Engineer - Shift	FS3	6109	Non-Exempt	Non-Exempt Fire Commissioned
Fire Inspector	N17	6139	Non-Exempt	Non-Exempt General
Fire Lieutenant - EMS Field Coordinator - Non Shift	F4	6133	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Field Training Officer - Non Shift	F4	6131	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Fire Investigator - Non Shift	F4	6121	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Fire Plans Examiner/Inspector - Non Shift	F4	6132	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Logistics Officer - Non Shift	F4	6143	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Non Shift	F4	6142	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Safety and Medical Officer - Non Shift	F4S	6144	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Safety and Medical Officer - Shift	FS4S	6145	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Shift	FS4	6108	Non-Exempt	Non-Exempt Fire Commissioned
Fire Lieutenant - Technical Services Coordinator - Non Shift	F4	6120	Non-Exempt	Non-Exempt Fire Commissioned
Fire Marshal	ABC1	6124	Exempt	Exempt Fire Commissioned
Fire Paramedic - Non Shift	F3P	6135	Non-Exempt	Non-Exempt Fire Commissioned
Fire Paramedic - Shift	FS3P	6110	Non-Exempt	Non-Exempt Fire Commissioned
Fire Trainee	FT1	6149	Non-Exempt	Non-Exempt Fire Commissioned
Fire Training Chief	ABC1	6141	Exempt	Exempt Fire Commissioned

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Firefighter I - Non Shift	F2-1	6136	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter I - Shift	FS2-1	6112	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter II - Non Shift	F2-2	6137	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter II - Shift	FS2-2	6111	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter III - Non Shift	F2-3	6157	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter III - Shift	FS2-3	6155	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter IV - Non Shift	F2-4	6158	Non-Exempt	Non-Exempt Fire Commissioned
Firefighter IV - Shift	FS2-4	6156	Non-Exempt	Non-Exempt Fire Commissioned
Fleet Apprentice (Temporary)	N9	5205	Non-Exempt	Non-Exempt General
Fleet Crewleader	N18	5213	Non-Exempt	Non-Exempt General
Fleet Technician I	N14	5207	Non-Exempt	Non-Exempt General
Fleet Technician II	N15	5209	Non-Exempt	Non-Exempt General
Fleet Technician III	N16	5211	Non-Exempt	Non-Exempt General
Fleet Superintendent	E13	5203	Exempt	Exempt
Fleet Supervisor	N21	5202	Non-Exempt	Non-Exempt General
Focus Area Administrator	E12	7218	Exempt	Exempt
Foreperson	N18	5729	Non-Exempt	Non-Exempt General
General Building Inspector	N17	3407	Non-Exempt	Non-Exempt General
GIS Analyst	N18	4325	Non-Exempt	Non-Exempt General
GIS Analyst, Senior	N19	4326	Non-Exempt	Non-Exempt General

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
GIS Technician (Temporary)	N14	4313	Non-Exempt	Non-Exempt General
Golf Course Superintendent	E9	3909	Exempt	Exempt
Golf Irrigator	N13	3919	Non-Exempt	Non-Exempt General
Golf Professional	E9	3911	Exempt	Exempt
Golf Shop Associate	N9	3940	Non-Exempt	Non-Exempt General
Golf Worker I	N10	3937	Non-Exempt	Non-Exempt General
Golf Worker II	N12	3938	Non-Exempt	Non-Exempt General
Graffiti Enforcement Specialist	N14	5525	Non-Exempt	Non-Exempt General
Graphic Designer	E6	7171	Exempt	Exempt
Graphic Designer, Senior	E7	7211	Exempt	Exempt
Guest Relations Clerk I	N7	4206	Non-Exempt	Non-Exempt General
Guest Relations Clerk II	N9	4209	Non-Exempt	Non-Exempt General
Head Lifeguard	N7	5420	Non-Exempt	Non-Exempt General
Homeless Navigator	N13	3944	Non-Exempt	Non-Exempt General
Housing Administrator	E13	3833	Exempt	Exempt
Housing and Redevelopment Specialist	E8	3828	Exempt	Exempt
Housing Coordinator	E10	7173	Exempt	Exempt
Housing Inspector	N17	3417	Non-Exempt	Non-Exempt General

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Human Resources Administrator - Benefits	E13	3737	Exempt	Exempt
Human Resources Administrator - Retirement	E13	3740	Exempt	Exempt
Human Resources Administrator - Risk	E13	3738	Exempt	Exempt
Human Resources Administrator - Workforce	E14	3739	Exempt	Exempt
Human Resources Analyst	E8	3703	Exempt	Exempt
Human Resources Analyst, Senior	E10	3710	Exempt	Exempt
Human Resources Business Partner	E8	3730	Exempt	Exempt
Human Resources Business Partner, Senior	E10	3731	Exempt	Exempt
Human Resources Director	D9	2315	Exempt	Department Director and Division Manager
Human Resources Manager	D4	3701	Exempt	Department Director and Division Manager
Human Resources Specialist	N15	3725	Non-Exempt	Non-Exempt General
Human Resources Supervisor	E11	3741	Exempt	Exempt
Human Resources Technician	N14	3706	Non-Exempt	Non-Exempt General
HVAC Specialist	N18	5708	Non-Exempt	Non-Exempt General
Hydro Systems Specialist	N16	5724	Non-Exempt	Non-Exempt General
Information Security Analyst	E13	3236	Exempt	Exempt
Information Technology Director	D9	2310	Exempt	Department Director and Division Manager
Information/Records Management Coordinator	E13	4419	Exempt	Exempt
Infrastructure Asset Management Coordinator	E11	4321	Exempt	Exempt
IT Operations Manager	D5	3257	Exempt	Department Director and Division Manager

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
IT Project Manager	E12	3237	Exempt	Exempt
IT Systems Supervisor	E14	3225	Exempt	Exempt
Judge Pro Tem	E15	2203	Exempt	Exempt
Landscape Architect	E9	5325	Exempt	Exempt
Landscape Designer	E8	5334	Exempt	Exempt
Lead Construction Inspector	N18	3446	Non-Exempt	Non-Exempt General
Lead Deputy Court Clerk	N14	4421	Non-Exempt	Non-Exempt General
Lead Plant Operator	N18	3314	Non-Exempt	Non-Exempt General
Lead 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
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

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Library Services Coordinator	E8	3615	Exempt	Exempt
Library Services Manager	D4	3601	Exempt	Department Director and Division Manager
Library Shelver	N7	3617	Non-Exempt	Non-Exempt General
Library Supervisor	E6	3604	Exempt	Exempt
Maintenance Worker	N10	5511	Non-Exempt	Non-Exempt General
Maintenance Worker, Senior	N12	5510	Non-Exempt	Non-Exempt General
Management Analyst	E8	7130	Exempt	Exempt
Management Analyst, Senior	E10	7131	Exempt	Exempt
Marketing Analyst	E7	7153	Exempt	Exempt
Marketing and Cultural Affairs Administrator	E12	7182	Exempt	Exempt
Natural Resources Specialist	N13	5345	Non-Exempt	Non-Exempt General
Network Administrator	E10	3210	Exempt	Exempt
Network Engineer	E13	3228	Exempt	Exempt
Network Technician	N15	4309	Non-Exempt	Non-Exempt General
Network Technician, Senior	N17	4323	Non-Exempt	Non-Exempt General
Open Space Specialist	E5	7157	Exempt	Exempt
Open Space Steward I	N10	5341	Non-Exempt	Non-Exempt General
Open Space Steward II	N12	5342	Non-Exempt	Non-Exempt General
Open Space Superintendent	E11	7156	Exempt	Exempt
Open Space Supervisor	E7	7158	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Organizational Communications Supervisor	E12	7210	Exempt	Exempt
Park Ranger	N13	5330	Non-Exempt	Non-Exempt General
Park Ranger, Senior	N16	5318	Non-Exempt	Non-Exempt General
Parking and Transportation Demand Management Coordinator	E11	3370	Exempt	Exempt
Parking Enforcement Officer	N13	3379	Non-Exempt	Non-Exempt General
Parking Operations Supervisor	N16	3380	Non-Exempt	Non-Exempt General
Parks and Golf Superintendent	E12	3936	Exempt	Exempt
Parks and Horticulture Superintendent	E11	5338	Exempt	Exempt
Parks Specialist	N13	5310	Non-Exempt	Non-Exempt General
Parks, Golf and Open Space Manager	D4	3900	Exempt	Department Director and Division Manager
Parks, Recreation and Libraries Director	D9	2307	Exempt	Department Director and Division Manager
Parks, Recreation and Libraries Operations Manager	D4	3934	Exempt	Department Director and Division Manager
Parks, Recreation and Libraries Planning and Design Administrator	E12	5346	Exempt	Exempt
Parkswoker I	N10	5311	Non-Exempt	Non-Exempt General
Parkswoker II	N12	5308	Non-Exempt	Non-Exempt General
Pavement Management Coordinator	E10	5523	Exempt	Exempt
Payroll Supervisor	E10	4526	Exempt	Exempt
Planner	E8	3819	Exempt	Exempt
Planner, Principal	E13	3816	Exempt	Exempt
Planner, Senior	E10	3820	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Planning Aide	N14	3815	Non-Exempt	Non-Exempt General
Planning Manager	D5	3801	Exempt	Department Director and Division Manager
Plans Examiner	N17	3431	Non-Exempt	Non-Exempt General
Plans Examiner, Senior	N18	3434	Non-Exempt	Non-Exempt General
Plans Examiner Supervisor	N19	3448	Non-Exempt	Non-Exempt General
Plant Maintenance Supervisor	N19	3378	Non-Exempt	Non-Exempt General
Plant Mechanic	N14	5622	Non-Exempt	Non-Exempt General
Plant Operator I	N13	3324	Non-Exempt	Non-Exempt General
Plant Operator II	N14	3322	Non-Exempt	Non-Exempt General
Plant Operator III	N15	3320	Non-Exempt	Non-Exempt General
Plant Operator IV	N16	3316	Non-Exempt	Non-Exempt General
Plant Operator V	N17	3323	Non-Exempt	Non-Exempt General
Plant Operator Trainee	N11	3346	Non-Exempt	Non-Exempt General
Plant Superintendent	E14	3340	Exempt	Exempt
Playground Safety Specialist	N15	5728	Non-Exempt	Non-Exempt General
Police Chief	D10	6201	Exempt	Department Director and Division Manager
Police Commander	E15	6228	Exempt	Exempt
Police Data Analyst	E8	7201	Exempt	Exempt
Police Deputy Chief	D7	6225	Exempt	Department Director and Division Manager

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Police Officer	P2	6207	Non-Exempt	Non-Exempt Police - Sworn
Police Officer Trainee	P1	6218	Non-Exempt	Non-Exempt Police - Sworn
Police Officer, Senior	P3	6206	Non-Exempt	Non-Exempt Police - Sworn
Police Records Supervisor	N17	4416	Non-Exempt	Non-Exempt General
Police Records Technician I	N12	4428	Non-Exempt	Non-Exempt General
Police Records Technician II	N14	4429	Non-Exempt	Non-Exempt General
Police Sergeant	P4	6204	Non-Exempt	Non-Exempt Police - Sworn
Policy and Budget Administrator	E15	7214	Exempt	Exempt
Policy and Budget Coordinator	E12	7161	Exempt	Exempt
Pottery Studio Coordinator	N11	5423	Non-Exempt	Non-Exempt General
Print Shop Coordinator	N15	5721	Non-Exempt	Non-Exempt General
Printing Technician	N11	5713	Non-Exempt	Non-Exempt General
Probation Officer	N15	3509	Non-Exempt	Non-Exempt General
Probation Supervisor	E8	3504	Exempt	Exempt
Procurement Analyst	E10	7100	Exempt	Exempt
Procurement Analyst, Senior	E11	7212	Exempt	Exempt
Procurement Specialist (Temporary)	N15	7215	Non-Exempt	Non-Exempt General
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

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Public Affairs Coordinator	E11	7099	Exempt	Exempt
Public Information Specialist	E8	7109	Exempt	Exempt
Public Safety Telecommunicator I	N14	4107	Non-Exempt	Non-Exempt General
Public Safety Telecommunicator II	N16	4109	Non-Exempt	Non-Exempt General
Public Safety Telecommunicator III	N17	4111	Non-Exempt	Non-Exempt General
Public Safety Telecommunicator Administrator	E14	4115	Exempt	Exempt
Public Safety Telecommunicator Supervisor	N19	4113	Non-Exempt	Non-Exempt General
Public Works and Utilities Director	D9	2306	Exempt	Department Director and Division Manager
Public Works and Utilities Operations Manager	D4	5175	Exempt	Department Director and Division Manager
Real Estate and Development Administrator	E13	7194	Exempt	Exempt
Real Estate Development and Sustainability Manager	D5	7216	Exempt	Department Director and Division Manager
Real Estate Technician	N15	7221	Non-Exempt	Non-Exempt General
Reclaimed System Analyst	E7	3350	Exempt	Exempt
Reclaimed System Coordinator	E9	3352	Exempt	Exempt
Records Management Technician	N15	3333	Non-Exempt	Non-Exempt General
Recreation Aide	N7	5407	Non-Exempt	Non-Exempt General
Recreation Coordinator	E6	3942	Exempt	Exempt
Recreation Facilities Superintendent	E12	3931	Exempt	Exempt
Recreation Programs Superintendent	E12	3929	Exempt	Exempt
Recreation Services Manager	D4	3924	Exempt	Department Director and Division Manager

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
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
Revenue Agent	E7	3111	Exempt	Exempt
Safety Analyst	E8	3732	Exempt	Exempt
Safety Analyst, Senior	E10	3733	Exempt	Exempt
Sales Tax Audit Supervisor	E11	3112	Exempt	Exempt
Sales Tax Auditor	E9	3108	Exempt	Exempt
Sales Tax Manager	D4	3101	Exempt	Department Director and Division Manager
Second Assistant Golf Professional	N14	3913	Non-Exempt	Non-Exempt General
Senior Transportation and Mobility Planner	E14	3822	Exempt	Exempt
Software Engineer I	E10	3204	Exempt	Exempt
Software Engineer II	E12	3203	Exempt	Exempt
Software Engineering Manager	D5	4318	Exempt	Department Director and Division Manager
Standley Lake Superintendent	E10	5347	Exempt	Exempt
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

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Street Inspector	N16	5517	Non-Exempt	Non-Exempt General
Street Maintenance Worker I	N10	5527	Non-Exempt	Non-Exempt General
Street Maintenance Worker II	N12	5526	Non-Exempt	Non-Exempt General
Street Operations Superintendent	E13	5504	Exempt	Exempt
Street Operations Supervisor	N18	5502	Non-Exempt	Non-Exempt General
Street Projects Specialist	N19	5524	Non-Exempt	Non-Exempt General
Student Apprentice (Temporary)	N7	5737	Non-Exempt	Non-Exempt General
Support Services Administrator	E14	4422	Exempt	Exempt
Sustainability Administrator	E12	3832	Exempt	Exempt
Sustainability Intern (Temporary)	E8	3829	Exempt	Exempt
Systems Administrator	E11	3224	Exempt	Exempt
Technical Services Coordinator	E11	6227	Exempt	Exempt
Technical Services Supervisor	E10	6242	Exempt	Exempt
Technical Support Specialist	N15	3226	Non-Exempt	Non-Exempt General
Technical Support Specialist, Senior	N17	3227	Non-Exempt	Non-Exempt General
Technology Procurement Specialist	N15	3233	Non-Exempt	Non-Exempt General
Traffic Accident Investigator	N16	6215	Non-Exempt	Non-Exempt General
Traffic Signs Technician	N13	5528	Non-Exempt	Non-Exempt General
Traffic Technician	N15	3357	Non-Exempt	Non-Exempt General
Training and Instructional Designer	E8	7204	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Transportation Engineer	E15	3377	Exempt	Exempt
Transportation Systems Supervisor	E10	3325	Exempt	Exempt
Utilities Apprentice (Temporary)	N8	5642	Non-Exempt	Non-Exempt General
Utilities Engineering Administrator	E15	3313	Exempt	Exempt
Utilities Inspector	N16	5623	Non-Exempt	Non-Exempt General
Utilities Inspector, Senior	N17	5631	Non-Exempt	Non-Exempt General
Utilities Locator I	N15	5644	Non-Exempt	Non-Exempt General
Utilities Locator II	N16	5645	Non-Exempt	Non-Exempt General
Utilities Manager	D6	5601	Exempt	Department Director and Division Manager
Utilities Operator I	N12	5625	Non-Exempt	Non-Exempt General
Utilities Operator II	N14	5626	Non-Exempt	Non-Exempt General
Utilities Operator III	N15	5627	Non-Exempt	Non-Exempt General
Utilities Operator-In-Training	N10	5624	Non-Exempt	Non-Exempt General
Utilities Projects Specialist	E9	5609	Exempt	Exempt
Utilities Specialist I	N15	5628	Non-Exempt	Non-Exempt General
Utilities Specialist II	N16	5629	Non-Exempt	Non-Exempt General
Utilities Specialist III	N17	5630	Non-Exempt	Non-Exempt General
Utilities Supervisor	N18	5641	Non-Exempt	Non-Exempt General
Utility Billing Applications Analyst	E10	4523	Exempt	Exempt
Utility Billing Supervisor	E9	4525	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Benefited Position Titles

Position	Pay Grade	Class Code	Exemption Status	Pay Plan
Victim Advocate	N15	3506	Non-Exempt	Non-Exempt General
Victim Services Coordinator	E8	3503	Exempt	Exempt
VOIP Engineer	E13	3260	Exempt	Exempt
Wastewater Superintendent	E14	3361	Exempt	Exempt
Water Quality Administrator	E14	3339	Exempt	Exempt
Water Quality Analyst	E6	3311	Exempt	Exempt
Water Quality Analyst, Senior	E8	3321	Exempt	Exempt
Water Quality Program Supervisor	E12	3381	Exempt	Exempt
Water Resources Administrator	E15	3326	Exempt	Exempt
Water Resources Analyst	E9	3317	Exempt	Exempt
Water Resources Analyst, Senior	E10	3368	Exempt	Exempt
Water Resources Technician	N15	3334	Non-Exempt	Non-Exempt General
Water Superintendent	E14	5620	Exempt	Exempt
Wellness Court/Resource Navigator (Temporary)	E5	4425	Exempt	Exempt
Westminster Community Foundation Executive Director (Temporary)	E7	7223	Exempt	Exempt
Workforce Outreach Coordinator	E8	3734	Exempt	Exempt
Workforce Outreach Coordinator, Senior	E10	3735	Exempt	Exempt

City of Westminster
2025 Proposed Pay Plan
Department Director and Division Manager Pay Plan

Grade	Minimum Salary	Maximum Salary
D3	\$126,254.00	\$157,811.00
D4	\$135,705.00	\$169,649.00
D5	\$145,882.00	\$182,351.00
D6	\$156,830.00	\$196,037.00
D7	\$168,597.00	\$210,751.00
D8	\$181,230.00	\$226,543.00
D9	\$194,820.00	\$243,525.00
D10	\$209,433.00	\$261,791.00

City of Westminster
2025 Proposed Pay Plan
Exempt Pay Plan

Grade	Minimum Salary	Maximum Salary
E5	\$68,731.00	\$85,925.00
E6	\$73,900.00	\$92,358.00
E7	\$79,421.00	\$99,283.00
E8	\$85,386.00	\$106,721.00
E9	\$91,797.00	\$114,744.00
E10	\$98,674.00	\$123,330.00
E11	\$106,066.00	\$132,594.00
E12	\$114,020.00	\$142,537.00
E13	\$122,582.00	\$153,227.00
E14	\$131,775.00	\$164,713.00
E15	\$141,647.00	\$177,065.00
E16	\$152,270.00	\$190,345.00

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N7	1	\$18.57	\$38,625.60
	2	\$19.02	\$39,561.60
	3	\$19.51	\$40,580.80
	4	\$20.00	\$41,600.00
	5	\$20.49	\$42,619.20
	6	\$21.01	\$43,700.80
	7	\$21.54	\$44,803.20
	8	\$22.06	\$45,884.80
	9	\$22.62	\$47,049.60
	10	\$23.19	\$48,235.20
	11	\$23.76	\$49,420.80

N8	1	\$19.97	\$41,537.60
	2	\$20.46	\$42,556.80
	3	\$20.98	\$43,638.40
	4	\$21.50	\$44,720.00
	5	\$22.03	\$45,822.40
	6	\$22.58	\$46,966.40
	7	\$23.14	\$48,131.20
	8	\$23.73	\$49,358.40
	9	\$24.32	\$50,585.60
	10	\$24.93	\$51,854.40
	11	\$25.55	\$53,144.00

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N9	1	\$21.45	\$44,616.00
	2	\$21.99	\$45,739.20
	3	\$22.54	\$46,883.20
	4	\$23.10	\$48,048.00
	5	\$23.69	\$49,275.20
	6	\$24.28	\$50,502.40
	7	\$24.88	\$51,750.40
	8	\$25.51	\$53,060.80
	9	\$26.14	\$54,371.20
	10	\$26.79	\$55,723.20
	11	\$27.46	\$57,116.80

N10	1	\$23.07	\$47,985.60
	2	\$23.65	\$49,192.00
	3	\$24.25	\$50,440.00
	4	\$24.84	\$51,667.20
	5	\$25.47	\$52,977.60
	6	\$26.10	\$54,288.00
	7	\$26.75	\$55,640.00
	8	\$27.42	\$57,033.60
	9	\$28.10	\$58,448.00
	10	\$28.81	\$59,924.80
	11	\$29.52	\$61,401.60

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N11	1	\$24.79	\$51,563.20
	2	\$25.41	\$52,852.80
	3	\$26.05	\$54,184.00
	4	\$26.71	\$55,556.80
	5	\$27.37	\$56,929.60
	6	\$28.05	\$58,344.00
	7	\$28.76	\$59,820.80
	8	\$29.48	\$61,318.40
	9	\$30.21	\$62,836.80
	10	\$30.96	\$64,396.80
	11	\$31.73	\$65,998.40

N12	1	\$26.64	\$55,411.20
	2	\$27.33	\$56,846.40
	3	\$28.01	\$58,260.80
	4	\$28.70	\$59,696.00
	5	\$29.43	\$61,214.40
	6	\$30.15	\$62,712.00
	7	\$30.90	\$64,272.00
	8	\$31.68	\$65,894.40
	9	\$32.48	\$67,558.40
	10	\$33.29	\$69,243.20
	11	\$34.12	\$70,969.60

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N13	1	\$28.65	\$59,592.00
	2	\$29.37	\$61,089.60
	3	\$30.11	\$62,628.80
	4	\$30.85	\$64,168.00
	5	\$31.63	\$65,790.40
	6	\$32.41	\$67,412.80
	7	\$33.22	\$69,097.60
	8	\$34.06	\$70,844.80
	9	\$34.92	\$72,633.60
	10	\$35.78	\$74,422.40
	11	\$36.67	\$76,273.60

N14	1	\$30.81	\$64,084.80
	2	\$31.57	\$65,665.60
	3	\$32.35	\$67,288.00
	4	\$33.17	\$68,993.60
	5	\$34.00	\$70,720.00
	6	\$34.84	\$72,467.20
	7	\$35.72	\$74,297.60
	8	\$36.61	\$76,148.80
	9	\$37.53	\$78,062.40
	10	\$38.46	\$79,996.80
	11	\$39.42	\$81,993.60

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N15	1	\$33.11	\$68,868.80
	2	\$33.94	\$70,595.20
	3	\$34.78	\$72,342.40
	4	\$35.65	\$74,152.00
	5	\$36.55	\$76,024.00
	6	\$37.46	\$77,916.80
	7	\$38.40	\$79,872.00
	8	\$39.35	\$81,848.00
	9	\$40.33	\$83,886.40
	10	\$41.35	\$86,008.00
	11	\$42.37	\$88,129.60

N16	1	\$35.60	\$74,048.00
	2	\$36.48	\$75,878.40
	3	\$37.40	\$77,792.00
	4	\$38.33	\$79,726.40
	5	\$39.28	\$81,702.40
	6	\$40.27	\$83,761.60
	7	\$41.28	\$85,862.40
	8	\$42.31	\$88,004.80
	9	\$43.36	\$90,188.80
	10	\$44.44	\$92,435.20
	11	\$45.57	\$94,785.60

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N17	1	\$38.26	\$79,580.80
	2	\$39.22	\$81,577.60
	3	\$40.20	\$83,616.00
	4	\$41.21	\$85,716.80
	5	\$42.24	\$87,859.20
	6	\$43.29	\$90,043.20
	7	\$44.37	\$92,289.60
	8	\$45.47	\$94,577.60
	9	\$46.62	\$96,969.60
	10	\$47.79	\$99,403.20
	11	\$48.99	\$101,899.20

N18	1	\$41.13	\$85,550.40
	2	\$42.16	\$87,692.80
	3	\$43.21	\$89,876.80
	4	\$44.29	\$92,123.20
	5	\$45.40	\$94,432.00
	6	\$46.55	\$96,824.00
	7	\$47.70	\$99,216.00
	8	\$48.89	\$101,691.20
	9	\$50.12	\$104,249.60
	10	\$51.37	\$106,849.60
	11	\$52.64	\$109,491.20

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N19	1	\$44.22	\$91,977.60
	2	\$45.33	\$94,286.40
	3	\$46.46	\$96,636.80
	4	\$47.62	\$99,049.60
	5	\$48.81	\$101,524.80
	6	\$50.03	\$104,062.40
	7	\$51.27	\$106,641.60
	8	\$52.56	\$109,324.80
	9	\$53.87	\$112,049.60
	10	\$55.22	\$114,857.60
	11	\$56.61	\$117,748.80

N20	1	\$47.52	\$98,841.60
	2	\$48.72	\$101,337.60
	3	\$49.93	\$103,854.40
	4	\$51.18	\$106,454.40
	5	\$52.47	\$109,137.60
	6	\$53.79	\$111,883.20
	7	\$55.13	\$114,670.40
	8	\$56.51	\$117,540.80
	9	\$57.91	\$120,452.80
	10	\$59.36	\$123,468.80
	11	\$60.85	\$126,568.00

City of Westminster
2025 Proposed Pay Plan
Non-Exempt General Pay Plan

Grade	Step	Hourly Rate	Annual Rate
N21	1	\$51.09	\$106,267.20
	2	\$52.38	\$108,950.40
	3	\$53.67	\$111,633.60
	4	\$55.02	\$114,441.60
	5	\$56.40	\$117,312.00
	6	\$57.81	\$120,244.80
	7	\$59.27	\$123,281.60
	8	\$60.74	\$126,339.20
	9	\$62.24	\$129,459.20
	10	\$63.82	\$132,745.60
	11	\$65.42	\$136,073.60

City of Westminster
2025 Proposed Pay Plan
Non-Exempt Fire Union Commissioned Position Titles

Non Shift Positions	Pay Grade	Class Code
Fire Trainee - Non Shift	FT1	6149
Firefighter I - Non Shift	F2-1	6136
Firefighter II - Non Shift	F2-2	6137
Firefighter III - Non Shift	F2-3	6157
Firefighter IV - Non Shift	F2-4	6158
Fire Engineer - Non Shift	F3	6134
Fire Paramedic - Non Shift	F3P	6135
Fire Lieutenant - EMS Field Coordinator - Non Shift	F4	6133
Fire Lieutenant - Field Training Officer - Non Shift	F4	6131
Fire Lieutenant - Fire Investigator - Non Shift	F4	6121
Fire Lieutenant - Fire Plans Examiner/Inspector - Non Shift	F4	6132
Fire Lieutenant - Logistics Officer - Non Shift	F4	6143
Fire Lieutenant - Non Shift	F4	6142
Fire Lieutenant - Safety and Medical Officer - Non Shift	F4S	6144
Fire Lieutenant - Technical Services Coordinator - Non Shift	F4	6120
Fire Captain - Non Shift	F5	6147

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

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

City of Westminster
2025 Proposed Pay Plan
Non-Exempt Fire Union Commissioned Pay Plan

Non Shift				
Grade	Step	Hourly Rate	Annual Rate	Percentage of F2-4
FT1	1	\$36.24	\$75,379.20	70%
F2	1	\$36.24	\$75,379.20	70%
	2	\$38.83	\$80,766.40	75%
	3	\$44.00	\$91,520.00	85%
	4	\$51.77	\$107,681.60	100%
F3	1	\$56.95	\$118,456.00	110%
F3P	1	\$57.98	\$120,598.40	112%
F4	1	\$62.64	\$130,291.20	121%
F4S	1	\$65.75	\$136,760.00	127%
F5	1	\$69.37	\$144,289.60	134%

Shift				
Grade	Step	Hourly Rate	Annual Rate	Percentage of FS2-4
FS2	1	\$25.88	\$75,362.56	70%
	2	\$27.73	\$80,749.76	75%
	3	\$31.42	\$91,495.04	85%
	4	\$36.97	\$107,656.64	100%
FS3	1	\$40.67	\$118,431.04	110%
FS3P	1	\$41.41	\$120,585.92	112%
FS4	1	\$44.73	\$130,253.76	121%
FS4S	1	\$46.95	\$136,718.40	127%
FS5	1	\$49.54	\$144,260.48	134%

City of Westminster
2025 Proposed Pay Plan
Non-Exempt and Exempt Non-Union Fire Commissioned Pay Plan

Non-Exempt Non Shift			
Grade	Step	Hourly Rate	Annual Rate
BC1	1	\$66.50	\$138,320.00
	2	\$68.17	\$141,793.60
	3	\$69.87	\$145,329.60
	4	\$71.62	\$148,969.60
	5	\$73.42	\$152,713.60
	6	\$75.25	\$156,520.00
	7	\$77.13	\$160,430.40
	8	\$79.06	\$164,444.80
	9	\$81.03	\$168,542.40
	10	\$83.06	\$172,764.80
	11	\$85.13	\$177,070.40

Non-Exempt Shift			
Grade	Step	Hourly Rate	Annual Rate
BCS1	1	\$47.50	\$138,320.00
	2	\$48.69	\$141,785.28
	3	\$49.91	\$145,337.92
	4	\$51.16	\$148,977.92
	5	\$52.44	\$152,705.28
	6	\$53.75	\$156,520.00
	7	\$55.09	\$160,422.08
	8	\$56.47	\$164,440.64
	9	\$57.88	\$168,546.56
	10	\$59.33	\$172,768.96
	11	\$60.81	\$177,078.72

Exempt Non Shift		
Grade	Minimum Salary	Maximum Salary
ABC1	\$157,980.18	\$197,482.97

City of Westminster
2025 Proposed Pay Plan
Non-Exempt Police Sworn Position Titles

Position	Pay Grade	Class Code
Police Officer Trainee	P1	6218
Police Officer	P2	6207
Senior Police Officer	P3	6206
Police Sergeant	P4	6204

**POLICE PAY PLAN APPROVED PER THE CITY COLLECTIVE BARGAINING
AGREEMENT
BETWEEN THE CITY OF WESTMINSTER AND WESTMINSTER FRATERNAL
ORDER OF POLICE, LODGE 25
JANUARY 13, 2025 - JANUARY 10, 2027**

City of Westminster
2025 Proposed Pay Plan
Non-Exempt Police Sworn Pay Plan

Grade	Step	Hourly Rate	Annual Rate
P1	1	\$37.33	\$77,646.40
P2	1	\$37.33	\$77,646.40
	2	\$40.09	\$83,387.20
	3	\$42.86	\$89,148.80
P3	1	\$47.01	\$97,780.80
	2	\$49.77	\$103,521.60
	3	\$55.30	\$115,024.00
P4	1	\$59.25	\$123,240.00
	2	\$62.73	\$130,478.40
	3	\$66.22	\$137,737.60
	4	\$69.70	\$144,976.00

City of Westminster
2025 Proposed Pay Plan
Hourly and Seasonal Titles

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

City of Westminster
2025 Proposed Pay Plan
Hourly and Seasonal Titles

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

City of Westminster
2025 Proposed Pay Plan
Hourly and Seasonal Titles

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

City of Westminster
2025 Proposed Pay Plan
Hourly and Seasonal Titles

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

City of Westminster
2025 Proposed Pay Plan
Hourly and Seasonal Pay Plan

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
H1	\$16.87	\$17.71	\$18.57	\$19.47	\$20.42	\$21.42
H2	\$17.37	\$18.21	\$19.10	\$20.04	\$21.02	\$22.05
H3	\$17.86	\$18.75	\$19.66	\$20.62	\$21.63	\$22.68
H4	\$18.38	\$19.27	\$20.22	\$21.23	\$22.26	\$23.35
H5	\$18.92	\$19.84	\$20.82	\$21.84	\$22.90	\$24.02
H6	\$19.46	\$20.41	\$21.41	\$22.47	\$23.56	\$24.72
H7	\$20.03	\$21.01	\$22.03	\$23.11	\$24.26	\$25.44
H8	\$20.61	\$21.62	\$22.67	\$23.78	\$24.96	\$26.17
H9	\$21.21	\$22.25	\$23.34	\$24.47	\$25.68	\$26.93
H10	\$21.83	\$22.89	\$24.01	\$25.19	\$26.42	\$27.72
H11	\$22.45	\$23.55	\$24.71	\$25.91	\$27.18	\$28.52
H12	\$23.10	\$24.25	\$25.42	\$26.67	\$27.97	\$29.33
H13	\$23.77	\$24.94	\$26.16	\$27.44	\$28.80	\$30.20
H14	\$24.46	\$25.67	\$26.92	\$28.24	\$29.62	\$31.08
H15	\$25.17	\$26.41	\$27.70	\$29.06	\$30.48	\$31.97
H16	\$25.90	\$27.17	\$28.50	\$29.90	\$31.36	\$32.90
H17	\$26.66	\$27.96	\$29.32	\$30.77	\$32.28	\$33.86
H18	\$27.43	\$28.77	\$30.19	\$31.66	\$33.21	\$34.83
H19	\$28.22	\$29.60	\$31.05	\$32.58	\$34.18	\$35.84
H20	\$29.04	\$30.47	\$31.95	\$33.53	\$35.16	\$36.88
H21	\$29.88	\$31.34	\$32.89	\$34.49	\$36.18	\$37.97
H22	\$30.75	\$32.26	\$33.84	\$35.50	\$37.23	\$39.06
H23	\$31.64	\$33.19	\$34.81	\$36.53	\$38.32	\$40.20
H24	\$32.56	\$34.15	\$35.83	\$37.58	\$39.42	\$41.35
H25	\$33.51	\$35.14	\$36.86	\$38.68	\$40.56	\$42.56
H26	\$34.47	\$36.17	\$37.95	\$39.80	\$41.75	\$43.80
H27	\$35.46	\$37.21	\$39.04	\$40.94	\$42.95	\$45.06
H60	Min Wage					\$229.43

City of Westminster
2025 Proposed Pay Plan
Hourly and Seasonal Pay Plan

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
S1	\$16.87	\$17.71	\$18.57	\$19.47	\$20.42	\$21.42
S2	\$17.37	\$18.21	\$19.10	\$20.04	\$21.02	\$22.05
S3	\$17.86	\$18.75	\$19.66	\$20.62	\$21.63	\$22.68
S4	\$18.38	\$19.27	\$20.22	\$21.23	\$22.26	\$23.35
S5	\$18.92	\$19.84	\$20.82	\$21.84	\$22.90	\$24.02
G1	\$22.50					\$28.68
G2	\$50.61					\$57.36
G3	\$61.86					\$68.83
G4	\$73.11					\$80.31
E1**	Min Wage					\$229.43

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.