

**HUMAN RESOURCES MEMORANDUM  
#8-2021**

**DATE:** Oct. 24, 2022  
**TO:** Honorable Mayor Meredith Leighty and City Council Members  
**THROUGH:** Heather Geyer, City Manager *hmg*  
**FROM:** Tamara Dixon, Human Resources Director and Chief Diversity Officer *TD*  
**SUBJECT:** CR-150 – 2023 Pay Plan and Personnel Summary

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**PURPOSE**

To consider CR-150, a resolution adopting the 2023 Pay Plan and Personnel Summary specific to the City Manager’s office, the Human Resources Department, the Planning & Development Department, the Parks, Recreation & Cultural Department, and the Public Works Department.

**BACKGROUND**

City Council adopts the Pay Plan annually, which establishes salary ranges for each position that are competitive with similar positions in the labor market. The 2023 Pay Plan was developed by staff and the City compensation consultant, Graves Consulting, LLC.

The 2023 Pay Plan studied salary survey data from Denver/Boulder employers that reflect the labor markets the City competes within. Pay rates in both the public and private sectors are considered. New positions have been added to the pay plan, and additional positions already on the current pay plan have been added to the personnel summary.

The following positions have been added to the 2023 Pay Plan:

- Deputy City Manager
- Sr. DEI HR Business Partner
- Sustainability Coordinator

**2023 Pay Plan**

**City Manager Department**

**Reclassification to Deputy City Manager**

This position would provide support to the City Manager and is replacing the position of Assistant to the City Manager that is being removed from the pay plan. The budget impact of the reclassification is estimated at \$90,000.

**0.25 Full-Time Equivalent (FTE) Events Assistant**

The position would provide support to community events staff during the peak event season and additional programming. The budget impact is estimated at \$15,000.

**0.75 FTE Probation Officer**

Additional hours are being added to the current position to implement new programs in the Municipal Court. The budget impact is estimated at \$83,000.

**Human Resources Department**

**1.0 FTE Sr. DE&I HR Business Partner**

The position would support the recruiting and Diversity, Equity & Inclusion (DE&I) efforts led by the department. The budget impact is estimated at \$121,000.

**Planning & Development Department**

**1.0 FTE Sustainability Coordinator**

The position would serve to centralize the sustainability efforts of the various departmental efforts and act as a liaison to the community on sustainable programs. The hire date is being held until July 1, 2023. The budget impact is estimated at \$60,000.

**Parks, Recreation & Culture Department**

**1.5 FTE Preschool Instructor**

To support current programming, the additional hours would allow the programming to operate effectively. The budget impact is estimated at \$80,000.

**0.5 FTE Park Ranger**

The position would be responsible for daily interaction with park-goers by providing educational programs and connecting individuals with various resources. This position would provide an increased level of service in City parks. The budget impact is estimated at \$30,000.

**Public Works Department**

**1.0 FTE Environmental Technician**

The additional staff is being added to support various water quality efforts. The budget impact is estimated at \$75,000.

**BUDGET/TIME IMPLICATIONS**

The total budget to reclassify and add these seven FTE is \$554,000. The 2023 Pay Plan would be effective with the first pay period of 2023, which is Dec. 17, 2022.

**STAFF RECOMMENDATION**

Staff recommends approval of CR-150.

**STAFF REFERENCE**

If Council members have any questions, please contact Tamara Dixon, Human Resources Director and Chief Diversity Officer, at [tdixon@northglenn.org](mailto:tdixon@northglenn.org) or 303.450.8877.

CR-150 – 2023 Pay Plan and Personnel Summary

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-150  
Series of 2022

\_\_\_\_\_  
Series of 2022

A RESOLUTION ADOPTING THE CITY OF NORTHGLENN 2023 PAY PLAN AND 2023 PERSONNEL SUMMARY

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City of Northglenn 2023 Pay Plan, attached hereto as Exhibit 1, and the 2023 Personnel Summary, attached hereto as Exhibit 2, are hereby adopted, effective December 17, 2022. The 2023 Pay Plan and 2023 Personnel Summary supersede and replace all pay plans and personnel summaries which have previously been adopted.

DATED at Northglenn, Colorado, this \_\_\_\_ day of \_\_\_\_\_, 2022.

\_\_\_\_\_  
JENNY WILLFORD  
Mayor Pro Tem

ATTEST:

\_\_\_\_\_  
JOHANNA SMALL, CMC  
City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
COREY Y. HOFFMANN  
City Attorney

City of Northglenn - Proposed Classification Listing - 2023									
Position	Dept	Grade	Min	Mid	Max	Min	Mid	Max	
Cashier	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57	
Day Camp Aide	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57	
Pedal Boat Attendant	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57	
Scorekeeper	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57	
Slide Attendant	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57	
Aquatics Instructor - Non Certified	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Drop in Sports Supervisor	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Fitness Instructor - Non Certified	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Guest Relations Specialist	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Lifeguard	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Preschool Aide	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Seasonal Trainee	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Youth Sports Supervisor	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52	
Administrative Clerk	Multiple	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67	
Custodian	Multiple	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67	
Day Camp Leader	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67	
Environmental Technician	PW - Water	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67	
Lifeguard/Swim Instructor	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67	
Seasonal Laborer	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67	
Administrative Specialist	Multiple	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Day Camp Director	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Head Lifeguard	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Municipal Services Worker I - Sanitation	PW - Sanitation	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Municipal Services Worker I - Streets	PW - Streets	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Municipal Services Worker I - Utilities	PW - Utilities	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Parks Maintenance Worker I	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Preschool Instructor	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Recreation Assistant	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Seasonal Park Ranger	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Special Events Assistant	Communications	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Theatre Instructor (Tech)	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04	
Aquatics Instructor - Certified	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Arborist Technician	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
FISS Customer Service Representative	Finance	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Fitness Instructor - Certified	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Horticulture Technician	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Municipal Services Worker II - Sanitation	PW - Sanitation	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Municipal Services Worker II - Streets	PW - Streets	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Municipal Services Worker II - Utilities	PW - Utilities	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Parks Maintenance Worker II	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Parks Ranger	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Police Records Specialist	Police - Non-Sworn	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Sales Tax Specialist	Finance	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Utility Plant Operator D	PW - Wastewater	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65	
Administrative Assistant	Multiple	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Accounting Specialist	Finance	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Arborist Technician Sr	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Court Clerk	City Manager - Mun Court	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Fleet Mechanic I	PW - Fleet	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Horticulture Technician Sr	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Lab Technician	PW - Lab Operations	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Lead Police Records Specialist	Police - Non-Sworn	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Maint Tech I	PW - Facilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Meter Technician	PW - Distribution Collection	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Municipal Services Worker III - Sanitation	PW - Sanitation	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Municipal Services Worker III - Streets	PW - Streets	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Municipal Services Worker III - Utilities	PW - Utilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Parks Maintenance Worker III	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Planning Technician	Planning	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Signs Coordinator/Designer	PW - Streets	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Tech Support Specialist I	Information Technology	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Theatre Ass't Technical Director	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Utility Locate Maintenance Worker	PW - Utilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Utility Plant Operator C	PW - Wastewater	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Utility Technician	PW - Elec, Mech, Dist, Colletion	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51	
Administrative Technician	Multiple	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	
Animal Control Officer	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	
Central Records Coordinator	City Clerk	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	
Community Resource Navigator	City Manager - Crisis Response	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	
Community Services Coordinator	City Manager - Mun Court	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	
Digital Specialist (Technician)	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	
Fleet Mechanic II	PW - Fleet	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77	

Heavy Equipment Operator	PW - Streets	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Maintenance Technician II	PW - Facilities	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Municipal Services Worker IV - Utilities	PW - Utilities	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Neighborhood Services Officer	Planning	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Parks Coordinator	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Planner I	Planning	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Probation Officer	Court	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Property Evidence Custodian	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Recreation Coordinator	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Tech Support Specialist II	Information Technology	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Theatre Technical Director	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Traffic Operations Technician	PW - Engineering	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Utility Plant Operator B	PW - Wastewater	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Accountant I	Finance	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Community Outreach Coordinator	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Construction Inspector	PW - Engineering	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Crisis Response Co-Responder	City Manager - Crisis Response	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Economic Development Coordinator	City Manager - Econ Dev	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Industrial Pretreatment Specialist	PW - Industrial Pre-Tx	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Lead Facilities Maintenance Technician	PW - Facilities	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Lead Municipal Services Worker	PW - Sanitation	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Maintenance Technician III	PW - Elec, Mech, Dist, Colletion	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Sanitation	PW - Sanitation	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Streets	PW - Streets	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Utilities	PW - Utilities	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Optimization Specialist - Lab	PW - Water	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Public Communications Specialist	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Recreation Coordinator II	Parks & Rec	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Sales Tax Auditor I	Finance	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Special Events Coordinator	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Specialized Fitness Instructor	Parks & Rec	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Utility Plant Operator A	PW - Wastewater	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Accountant II	Finance	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Agenda and Licensing Coordinator	City Clerk	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
HR Business Partner	Human Resources	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Lead Operator	PW -	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Planner II	Planning	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Sales Tax Auditor II	Finance	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Special Events Specialist	Communications	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Crime Analyst	Police - Non-Sworn	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Deputy City Clerk	City Clerk	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Executive Assistant	City Manager/PD	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Facility Maintenance Supervisor	PW - Facilities	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Fleet Services Supervisor	PW - Fleet	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
GIS Specialist (Developer)	PW - Engineering	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Lab Analyst	PW - Lab Operations	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Master Electrician	PW - Facilities	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Sanitation	PW - Sanitation	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Streets	PW - Streets	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Utilities	PW - Distribution Collection	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Neighborhood Services Supervisor	Planning	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Parks Supervisor	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Project Manager	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Records Supervisor	Police - Non-Sworn	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Recreation Programs Supervisor	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Revenue Supervisor	Finance	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Special Events Supervisor	Communications	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Sr. Public Communications Specialist	Communications	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Stormwater Coordinator	PW - Stormwater	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Sustainability Coordinator	Planning	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Water Quality Coordinator	PW - Lab Operations	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Water Resources Analyst	PW - Water	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Chief Plant Operator	PW - WW and Water	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Civil Engineer I	PW - Engineering	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Criminalist	Police - Non-Sworn	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Crisis Response Program Manager	City Manager - Crisis Response	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Economic Development Specialist	City Manager - Econ Dev	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Electrical/Mechanical Supervisor	PW - Elec, Mech, Dist, Colletion	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
IT Resource Coordinator	Information Technology	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Lab Supervisor	PW - Lab Operations	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
PIO/Marketing/Social Media Specialist	Police - Non-Sworn	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Risk Manager	Human Resources	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Senior Planner	Planning	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Sr HR Business Partner	Human Resources	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Sr. Deputy City Clerk	City Clerk	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Civil Engineer II	PW - Engineering	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61

Criminal Information Systems Coordinator	Information Technology	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Municipal Court Supervisor	City Manager - Mun Court	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Sales Tax Manager	Finance	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Senior DEI/HR Business Partner	Human Resources	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Water Resources Administrator	PW - Water	220	\$94,153	\$112,983	\$131,814	\$45.27	\$54.32	\$63.37
Accounting Manager	Finance	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Environmental Manager	PW - Water	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Ops Manager - Maintenance & Operations	PW - Water	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Ops Manager - Utilities	PW - Utilities	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Planning Manager	Planning	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Recreation Manager	Parks & Rec	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Senior Engineer	PW - Engineering	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Senior Network Administrator	Information Technology	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Software Engineer	Information Technology	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Police Lieutenant	Police - Sworn	240	\$109,368	\$136,710	\$164,052	\$52.58	\$65.73	\$78.87
City Clerk	City Clerk	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Director of Communications	Communications	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Director of Economic Development	City Manager - Econ Dev	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Engineering Manager	PW - Engineering	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Police Commander	Police - Sworn	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Deputy Police Chief	Police - Sworn	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Finance	Finance	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Human Resources/Chief Diversity Officer	Human Resources	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Parks, Recreation, and Culture	Parks & Rec	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Planning and Development	Planning	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Technology	Information Technology	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Public Works	PW -	270	\$145,569	\$181,961	\$218,353	\$69.99	\$87.48	\$104.98
Police Chief	Police - Sworn	270	\$145,569	\$181,961	\$218,353	\$69.99	\$87.48	\$104.98
Deputy City Manager	City Manager	280	\$160,126	\$200,157	\$240,188	\$76.98	\$96.23	\$115.48
City Manager	City Manager	300	\$193,752	\$242,190	\$290,628	\$93.15	\$116.44	\$139.73

City of Northglenn								
Step Plan for Sworn, Non-Exempt Police								
<u>Position</u>								
<b>Police Cadet</b>	<b>31.16</b>							
		<u>Entry</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	
		72,010	77,050	82,444	88,215	94,390	100,997	
<b>Police Officer</b>	<b>34.62</b>	<b>37.04</b>	<b>39.64</b>	<b>42.41</b>	<b>45.38</b>	<b>48.56</b>		
			7.00%	7.00%	7.00%	7.00%	7.00%	
		<u>Entry</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>		
		107,058	113,481	120,290	127,507	135,158		
<b>Police Sergeant</b>	<b>51.47</b>	<b>54.56</b>	<b>57.83</b>	<b>61.30</b>	<b>64.98</b>			
			6.00%	6.00%	6.00%	6.00%		

## 2023 Personnel Summary

EXHIBIT 2

<b>Department/Position</b>	<b>2021 Audited Amount</b>	<b>2022 Adopted Budget</b>	<b>2022 Year End Estimate</b>	<b>2023 Budget</b>
<b><u>City Manager</u></b>				
City Manager	1.00	1.00	1.00	1.00
Assistant to the City Manager	1.00	1.00	1.00	-
Clerical Assistant	0.30	0.30	0.30	0.30
Communications Director	1.00	1.00	1.00	1.00
Community Outreach Coordinator	1.00	1.00	1.00	1.00
Community Resource Navigator	1.00	1.00	1.00	1.00
Community Services Coordinator	0.30	0.30	0.30	0.30
Court Clerk	4.00	4.00	4.00	4.00
Crisis Response Unit Manager	1.00	1.00	1.00	1.00
Crisis Response Unit Co-Responder	2.50	2.50	2.50	2.50
Deputy City Manager	-	-	-	1.00
Economic Development Coordinator	-	1.00	1.00	1.00
Economic Development Director	1.00	1.00	1.00	1.00
Economic Development Specialist	1.00	1.00	1.00	1.00
Executive Assistant to City Manager	1.00	1.00	1.00	1.00
Municipal Court Supervisor	1.00	1.00	1.00	1.00
Probation Officer	0.40	0.25	0.25	1.00
Public Communications Specialist	2.00	1.00	1.00	1.00
Sr. Public Communications Specialist	-	1.00	1.00	1.00
Special Events Assistant	-	0.50	0.50	0.50
Special Events Specialist	1.00	1.00	1.00	2.00
Special Events Supervisor	1.00	1.00	1.00	-
<b>Total</b>	<b>21.50</b>	<b>22.85</b>	<b>22.85</b>	<b>23.60</b>
<b><u>City Clerk</u></b>				
City Clerk	1.00	1.00	1.00	1.00
Admin (I,II,III)	1.00	1.00	1.00	1.00
Agenda & Licensing Coordinator	-	-	1.00	1.00
Central Records Coordinator	1.00	1.00	1.00	1.00
Sr. Deputy City Clerk/Licensing Specialist	1.00	1.00	1.00	1.00
<b>Total</b>	<b>4.00</b>	<b>4.00</b>	<b>5.00</b>	<b>5.00</b>
<b><u>Human Resources</u></b>				
Director of Human Resources/Chief Diversity Officer	1.00	1.00	1.00	1.00
Human Resources Business Partner	1.00	1.00	1.00	1.00
Risk Manager	1.00	1.00	1.00	1.00
Sr. DE&I Human Resources Business Partner	-	-	-	1.00
Sr. Human Resources Business Partner	2.00	2.00	2.00	2.00
<b>Total</b>	<b>5.00</b>	<b>5.00</b>	<b>5.00</b>	<b>6.00</b>
<b><u>Technology</u></b>				
Director of Technology	1.00	1.00	1.00	1.00
Criminal Information Systems Coordinator	1.00	1.00	1.00	1.00
Information Technology Resource Coordinator	1.00	1.00	1.00	1.00
Software Engineer	1.00	1.00	1.00	1.00
Sr. Network Administrator	1.00	1.00	1.00	1.00
Technical Support Specialist II	1.00	1.00	1.00	1.00
<b>Total</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>



## 2023 Personnel Summary

Department/Position	2021 Audited Amount	2022 Adopted Budget	2022 Year End Estimate	2023 Budget
<b><u>Finance</u></b>				
Director of Finance	1.00	1.00	1.00	1.00
Accountant II	1.00	1.00	1.00	1.00
Accounting Specialist	3.00	3.00	3.00	3.00
Controller/Accounting Manager	1.00	1.00	1.00	1.00
Customer Service Representative	1.60	1.60	1.60	1.60
Revenue Supervisor	1.00	1.00	1.00	1.00
Sales Tax Auditor II	1.00	1.00	1.00	1.00
Sales Tax Manager	1.00	1.00	1.00	1.00
Sales Tax Specialist	1.00	1.00	1.00	1.00
<b>Total</b>	<b>11.60</b>	<b>11.60</b>	<b>11.60</b>	<b>11.60</b>
<b><u>Planning &amp; Development</u></b>				
Director of Planning & Development	1.00	1.00	1.00	1.00
Admin (I,II,III)	1.00	1.00	1.00	1.00
Neighborhood Services officer	5.00	4.00	4.00	4.00
Neighborhood Services Supervisor	1.00	1.00	1.00	1.00
Planner (Technician, I, II)	1.00	1.00	1.00	1.00
Planning Manager	1.00	1.00	1.00	1.00
Sr. Planner	2.00	2.00	2.00	2.00
Sustainability Coordinator	-	-	-	1.00
<b>Total</b>	<b>12.00</b>	<b>11.00</b>	<b>11.00</b>	<b>12.00</b>
<b><u>Parks, Recreation, &amp; Culture</u></b>				
Director of Parks And Recreation	1.00	1.00	1.00	1.00
Admin (I,II,III)	1.00	1.00	1.00	1.00
Aquafit Instructor	0.51	0.51	0.51	0.51
Arborist Technician	-	-	-	1.00
Arborist Technician Sr.	-	-	-	1.00
Custodian	2.80	6.48	6.48	4.48
Day Camp Aide	0.10	1.20	1.20	1.20
Day Camp Assistant Director	0.20	0.46	0.46	0.46
Drop-In Sports Supervisor	1.60	3.10	3.10	3.10
Fitness (Certified/Special) Instructor	1.02	3.65	3.65	3.65
Guest Relations Specialist	4.03	7.75	7.75	7.75
Head Swim Coach	-	1.00	1.00	1.00
Horticulture Technician Sr.	-	-	-	1.00
Lifeguard (LGI, WSI, Slide Attendant)	6.39	12.39	12.39	12.39
Parks Maintenance Coordinator	2.00	2.00	2.00	2.00
Parks Maintenance Worker (I,II,III)	14.00	17.00	17.00	14.00
Parks Ranger	-	1.00	1.00	1.50
Parks Supervisor	1.00	1.00	1.00	1.00
Preschool Aide	0.39	-	-	-
Preschool Instructor	1.50	1.50	1.50	2.50
Project Manager - Parks & Recreation	1.00	1.00	1.00	1.00
Recreation Assistant	0.50	2.00	2.00	2.00
Recreation Coordinator (I, II)	8.05	11.00	11.00	11.00
Recreation Manager	-	2.00	2.00	2.00
Recreation Programs Supervisor	3.00	3.00	3.00	3.00

## 2023 Personnel Summary

<b>Department/Position</b>	<b>2021 Audited Amount</b>	<b>2022 Adopted Budget</b>	<b>2022 Year End Estimate</b>	<b>2023 Budget</b>
Seasonal Cashier	0.51	0.51	0.51	0.51
Seasonal Head Lifeguard	0.41	0.41	0.41	0.41
Seasonal Laborer	0.08	0.08	0.08	0.08
Seasonal Lifeguard	1.98	1.98	1.98	1.98
Seasonal Park Ranger	0.58	0.58	0.58	0.58
Seasonal Pedal Boat	1.08	1.08	1.08	1.08
Seasonal Specialist	0.61	0.61	0.61	0.61
Seasonal Trainee	0.31	0.31	0.31	0.31
Seasonal Youth Sports Instructor	0.40	0.40	0.40	0.40
Specialized Fitness Instructor	-	2.00	2.00	2.00
Technical Assistant	-	1.00	1.00	1.00
Theatre Technician	1.00	1.00	1.00	1.00
Weight Training Instructor	0.30	-	-	-
<b>Total</b>	<b>57.35</b>	<b>90.00</b>	<b>90.00</b>	<b>89.50</b>
<b><u>Police</u></b>				
Chief of Police	1.00	1.00	1.00	1.00
Admin (I,II,III)	2.00	2.00	2.00	2.00
Administrative Clerk	1.00	1.00	1.00	1.00
Animal Control Officer	2.00	2.00	2.00	2.00
Crime Analyst	1.00	1.00	1.00	1.00
Criminalist	1.00	1.00	1.00	1.00
Custodian	1.00	2.00	2.00	2.00
Deputy Chief	-	1.00	1.00	1.00
Digital Technician	-	1.00	1.00	1.00
Division Commander	4.00	2.00	2.00	2.00
Lead Police Records Specialist	1.00	1.00	1.00	1.00
Lieutenant	-	3.00	3.00	3.00
Police Officer	59.00	63.00	63.00	63.00
Police Records Specialist	9.00	9.00	9.00	9.00
Property/Evidence Custodian	1.50	1.50	1.50	1.50
Public Information Officer	-	1.00	1.00	1.00
Records Unit Supervisor	1.00	1.00	1.00	1.00
Sergeant	9.00	8.00	8.00	8.00
<b>Total</b>	<b>93.50</b>	<b>101.50</b>	<b>101.50</b>	<b>101.50</b>
<b><u>Public Works</u></b>				
Director of Public Works/Utilities	1.00	1.00	1.00	1.00
Admin (I,II,III)	4.00	4.00	4.00	4.00
Chief Plant Operator	2.00	2.00	2.00	2.00
Civil Engineer (EIT, PE, Sr.)	6.00	7.00	7.00	7.00
Construction Inspector	1.00	1.00	1.00	1.00
Custodian	0.80	0.80	0.80	0.80
Electrical/Mechanical Supervisor	1.00	1.00	1.00	-
Environmental Manager	1.00	1.00	1.00	1.00
Environmental Technician	-	-	-	1.00
Fleet Services Supervisor	1.00	1.00	1.00	1.00
Fleet Services Technician	2.00	2.00	2.00	2.00
Geographic Information Systems Specialist	1.00	1.00	1.00	1.00

## 2023 Personnel Summary

<b>Department/Position</b>	<b>2021 Audited Amount</b>	<b>2022 Adopted Budget</b>	<b>2022 Year End Estimate</b>	<b>2023 Budget</b>
Heavy Equipment Operator	1.00	1.00	1.00	1.00
Industrial Pretreatment/Backflow Prevention Specialist	1.00	1.00	1.00	1.00
Lab Analyst	2.00	2.00	2.00	2.00
Lab Supervisor	1.00	1.00	1.00	1.00
Lab Technician	1.00	1.00	1.00	1.00
Maintenance Supervisor	1.00	1.00	1.00	1.00
Maintenance Technician (I, II)	4.00	4.00	4.00	5.00
Maintenance Technician III	3.00	3.00	3.00	3.00
Master Electrician	-	-	-	1.00
Meter Technician	1.00	1.00	1.00	1.00
MSW/Collection & Distribution (I, II, III, Lead)	6.00	6.00	6.00	6.00
MSW/Sanitation (I, II, III, Lead)	7.00	9.00	9.00	9.00
MSW/Streets (I, II, III, Lead)	7.00	8.00	8.00	8.00
Municipal Services Supervisor - Streets	1.00	1.00	1.00	1.00
Municipal Services Supervisor - Sanitation	1.00	1.00	1.00	1.00
Municipal Supervisor - Utilities	1.00	1.00	1.00	1.00
Operations Manager	2.00	2.00	2.00	2.00
Stormwater Coordinator	1.00	1.00	1.00	1.00
Traffic Technician	1.00	1.00	1.00	1.00
Utility Plant Operator (A, B, C, D)	11.00	12.00	12.00	12.00
Utility Technician	1.00	1.00	1.00	-
Water Quality Coordinator	1.00	1.00	1.00	1.00
Water Resources Administrator	1.00	1.00	1.00	1.00
Water Resources Analyst	1.00	1.00	1.00	1.00
<b>Total</b>	<b>77.80</b>	<b>82.80</b>	<b>82.80</b>	<b>83.80</b>
<b>City-Wide Total</b>	<b>288.75</b>	<b>334.75</b>	<b>335.75</b>	<b>339.00</b>