

**HUMAN RESOURCES MEMORANDUM  
#4-2025**

**DATE:** Oct. 13, 2025  
**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-96 – 2026 Pay Plan and Personnel Summary

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**PURPOSE**

To consider CR-96, a resolution adopting the 2026 Pay Plan and Personnel Summary.

**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 2026 Pay Plan was developed by staff and the City compensation consultant Graves Consulting, LLC.

The 2026 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. There are no new positions added to the pay plan or personnel summary for 2026.

**BUDGET/TIME IMPLICATIONS**

The 2026 Pay Plan would be effective with the first pay period of 2026, which is Dec. 12, 2025. Currently, there are no budget implications.

**STAFF RECOMMENDATION**

Staff recommends approval of CR-96.

**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-96 – 2026 Pay Plan and Personnel Summary

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-96  
Series of 2025

\_\_\_\_\_  
Series of 2025

A RESOLUTION ADOPTING THE CITY OF NORTHGLENN 2026 PAY PLAN AND 2026 PERSONNEL SUMMARY

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

Section 1. The City of Northglenn 2026 Pay Plan, attached hereto as Exhibit 1, and the 2026 Personnel Summary, attached hereto as Exhibit 2, are hereby adopted, effective December 12, 2025.

Section 2. The 2026 Pay Plan and 2026 Personnel Summary supersede and replace all pay plans and personnel summaries which have previously been adopted.

DATED at Northglenn, Colorado, this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
MEREDITH LEIGHTY  
Mayor

ATTEST:

\_\_\_\_\_  
JOHANNA SMALL, MMC  
City Clerk

APPROVED AS TO FORM:

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

A	B	C	D	E	F	G	H
1							
2							
3	<b>City of Northglenn - Classification Listing 2026</b>						
4	<b>Position</b>	<b>Dept</b>	<b>Grade</b>	<b>FLSA</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
5	Cashier	Parks & Rec	100	NE	\$32,569	\$37,454	\$42,340
6	Day Camp Aide	Parks & Rec	100	NE	\$32,569	\$37,454	\$42,340
7	Pedal Boat Attendant	Parks & Rec	100	NE	\$32,569	\$37,454	\$42,340
8	Scorekeeper	Parks & Rec	100	NE	\$32,569	\$37,454	\$42,340
9	Slide Attendant	Parks & Rec	100	NE	\$32,569	\$37,454	\$42,340
10	Aquatics Instructor - Non Certified	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
11	Drop in Sports Supervisor	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
12	Fitness Instructor - Non Certified	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
13	Guest Relations Specialist	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
14	Lifeguard	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
15	Preschool Aide	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
16	Seasonal Trainee	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
17	Youth Sports Supervisor	Parks & Rec	110	NE	\$35,826	\$41,200	\$46,574
18	Administrative Clerk	Multiple	120	NE	\$39,409	\$45,320	\$51,231
19	Custodian	Multiple	120	NE	\$39,409	\$45,320	\$51,231
20	Day Camp Leader	Parks & Rec	120	NE	\$39,409	\$45,320	\$51,231
21	Lifeguard/Swim Instructor	Parks & Rec	120	NE	\$39,409	\$45,320	\$51,231
22	Seasonal Laborer	Parks & Rec	120	NE	\$39,409	\$45,320	\$51,231
23	Administrative Specialist	Multiple	130	NE	\$43,349	\$49,852	\$56,354
24	Day Camp Director	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
25	Head Lifeguard	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
26	MSW Lead - Sanitation	PW - Sanitation	130	NE	\$43,349	\$49,852	\$56,354
27	Preschool Instructor	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
28	Production Stage Manager (proposed)	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
29	Recreation Assistant	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
30	Seasonal Park Ranger	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
31	Special Events Assistant	Communications	130	NE	\$43,349	\$49,852	\$56,354
32	Theatre Instructor	Parks & Rec	130	NE	\$43,349	\$49,852	\$56,354
33	Aquatics Instructor - Certified	Parks & Rec	140	NE	\$47,684	\$54,837	\$61,990
34	Environmental Tech	PW - Water	140	NE	\$47,684	\$54,837	\$61,990
35	FISS Customer Service Representative	Finance	140	NE	\$47,684	\$54,837	\$61,990
36	Fitness Instructor - Certified	Parks & Rec	140	NE	\$47,684	\$54,837	\$61,990
37	Head Swim Coach	Parks & Rec	140	NE	\$47,684	\$54,837	\$61,990
38	Municipal Services Worker I - Sanitation	PW - Sanitation	140	NE	\$47,684	\$54,837	\$61,990
39	Municipal Services Worker I - Streets	PW - Streets	140	NE	\$47,684	\$54,837	\$61,990
40	Municipal Services Worker I - Utilities	PW - Utilities	140	NE	\$47,684	\$54,837	\$61,990
41	Parks Maintenance Worker I	Parks & Rec	140	NE	\$47,684	\$54,837	\$61,990
42	Parks Ranger I	Parks & Rec	140	NE	\$47,684	\$54,837	\$61,990
43	Police Records Specialist	Police - Non-Sworn	140	NE	\$47,684	\$54,837	\$61,990
44	Sales Tax Specialist	Finance	140	NE	\$47,684	\$54,837	\$61,990
45	Seasonal Specialist	Parks & Rec	140	NE	\$47,684	\$54,837	\$61,990
46	Utility Plant Operator D	PW - Water & Wastewater	140	NE	\$47,684	\$54,837	\$61,990
47	Accounting Specialist	Finance	150	NE	\$52,453	\$60,321	\$68,189
48	Administrative Assistant	Multiple	150	NE	\$52,453	\$60,321	\$68,189
49	Arborist	Parks & Rec	150	NE	\$52,453	\$60,321	\$68,189
50	Court Clerk	City Manager - Mun Court	150	NE	\$52,453	\$60,321	\$68,189
51	Fleet Mechanic I	PW - Fleet	150	NE	\$52,453	\$60,321	\$68,189
52	Lab Technician	PW - Lab Operations	150	NE	\$52,453	\$60,321	\$68,189
53	Lead Police Records Specialist	Police - Non-Sworn	150	NE	\$52,453	\$60,321	\$68,189
54	Maint Tech I	PW - Facilities	150	NE	\$52,453	\$60,321	\$68,189
55	Meter Technician	PW - Distribution Collection	150	NE	\$52,453	\$60,321	\$68,189
56	Municipal Services Worker II - Sanitation	PW - Sanitation	150	NE	\$52,453	\$60,321	\$68,189
57	Municipal Services Worker II - Streets	PW - Streets	150	NE	\$52,453	\$60,321	\$68,189
58	Municipal Services Worker II - Utilities	PW - Utilities	150	NE	\$52,453	\$60,321	\$68,189
59	Parks Maintenance Worker II	Parks & Rec	150	NE	\$52,453	\$60,321	\$68,189
60	Parks Ranger II	Parks & Rec	150	NE	\$52,453	\$60,321	\$68,189
61	Planning Technician	Planning	150	NE	\$52,453	\$60,321	\$68,189
62	Signs Coordinator/Designer	PW - Streets	150	NE	\$52,453	\$60,321	\$68,189
63	Tech Support Specialist I	Information Technology	150	NE	\$52,453	\$60,321	\$68,189
64	Theatre Ass't Technical Director	Parks & Rec	150	NE	\$52,453	\$60,321	\$68,189
65	Traffic Tech I	PW - Streets	150	NE	\$52,453	\$60,321	\$68,189
66	Utility Locate Maintenance Worker	PW - Utilities	150	NE	\$52,453	\$60,321	\$68,189
67	Utility Plant Operator C	PW - Water & Wastewater	150	NE	\$52,453	\$60,321	\$68,189
68	Utility Technician	PW - Elec, Mech, Dist, Colletion	150	NE	\$52,453	\$60,321	\$68,189
69	Administrative Technician	Multiple	160	NE	\$55,294	\$66,353	\$77,412
70	Animal Control Officer	Police - Non-Sworn	160	NE	\$55,294	\$66,353	\$77,412

A	B	C	D	E	F	G	H
71	Arborist Technician Senior	Parks & Rec	160	NE	\$55,294	\$66,353	\$77,412
72	Central Records Coordinator	City Clerk	160	NE	\$55,294	\$66,353	\$77,412
73	Community Resource Navigator	City Manager - Crisis Response	160	NE	\$55,294	\$66,353	\$77,412
74	Community Services Coordinator	City Manager - Mun Court	160	NE	\$55,294	\$66,353	\$77,412
75	Development Review Coordinator	Planning	160	NE	\$55,294	\$66,353	\$77,412
76	Digital Technician	Police - Non-Sworn	160	NE	\$55,294	\$66,353	\$77,412
77	Fleet Mechanic II	PW - Fleet	160	NE	\$55,294	\$66,353	\$77,412
78	Heavy Equipment Operator	PW - Streets	160	NE	\$55,294	\$66,353	\$77,412
79	Maint Tech II	PW - Facilities	160	NE	\$55,294	\$66,353	\$77,412
80	Municipal Services Worker III - Sanitation	PW - Sanitation	160	NE	\$55,294	\$66,353	\$77,412
81	Municipal Services Worker III - Streets	PW - Streets	160	NE	\$55,294	\$66,353	\$77,412
82	Municipal Services Worker III - Utilities	PW - Utilities	160	NE	\$55,294	\$66,353	\$77,412
83	Neighborhood Services Officer I	Planning	160	NE	\$55,294	\$66,353	\$77,412
84	Parks Coordinator	Parks & Rec	160	NE	\$55,294	\$66,353	\$77,412
85	Parks Maintenance Worker III	Parks & Rec	160	NE	\$55,294	\$66,353	\$77,412
86	Planner I	Planning	160	NE	\$55,294	\$66,353	\$77,412
87	Probation Officer	Court	160	NE	\$55,294	\$66,353	\$77,412
88	Property Evidence Custodian	Police - Non-Sworn	160	NE	\$55,294	\$66,353	\$77,412
89	Recreation Coordinator I	Parks & Rec	160	E	\$55,294	\$66,353	\$77,412
90	Tech Support Specialist II	Information Technology	160	NE	\$55,294	\$66,353	\$77,412
91	Traffic Tech II	PW - Engineering	160	NE	\$55,294	\$66,353	\$77,412
92	Utility Plant Operator B	PW - Water & Wastewater	160	NE	\$55,294	\$66,353	\$77,412
93	Accountant I	Finance	170	E	\$60,823	\$72,988	\$85,153
94	Construction Inspector	PW - Engineering	170	NE	\$60,823	\$72,988	\$85,153
95	Crisis Response Co-Responder	City Manager - Crisis Response	170	E	\$60,823	\$72,988	\$85,153
96	Economic Development Coordinator	City Manager - Econ Dev	170	E	\$60,823	\$72,988	\$85,153
97	Industrial Pretreatment Specialist	PW - Industrial Pre-Tx	170	NE	\$60,823	\$72,988	\$85,153
98	Lead Facilities Maintenance Technician	PW - Facilities	170	NE	\$60,823	\$72,988	\$85,153
99	Maint Tech III	PW - Elec, Mech, Dist, Colletion	170	NE	\$60,823	\$72,988	\$85,153
100	MSW Lead - Streets	PW - Streets	170	NE	\$60,823	\$72,988	\$85,153
101	MSW Lead - Utilities	PW - Utilities	170	NE	\$60,823	\$72,988	\$85,153
102	Municipal Services Worker IV - Utilities	PW - Utilities	170	NE	\$60,823	\$72,988	\$85,153
103	Neighborhood Services Officer II	Planning	170	NE	\$60,823	\$72,988	\$85,153
104	Public Communications Specialist	Communications	170	NE	\$60,823	\$72,988	\$85,153
105	Recreation Coordinator II	Parks & Rec	170	E	\$60,823	\$72,988	\$85,153
106	Sales Tax Auditor I	Finance	170	E	\$60,823	\$72,988	\$85,153
107	Specialized Fitness Instructor	Parks & Rec	170	NE	\$60,823	\$72,988	\$85,153
108	Utility Plant Operator A	PW - Water & Wastewater	170	NE	\$60,823	\$72,988	\$85,153
109	Accountant II	Finance	180	E	\$66,906	\$80,287	\$93,668
110	Agenda and Licensing Coordinator	City Clerk	180	NE	\$66,906	\$80,287	\$93,668
111	Community Outreach Coordinator	Communications	180	E	\$66,906	\$80,287	\$93,668
112	HR Business Partner	Human Resources	180	E	\$66,906	\$80,287	\$93,668
113	Lead Operator	PW -Water & Wastewater	180	NE	\$66,906	\$80,287	\$93,668
114	Planner II	Planning	180	E	\$66,906	\$80,287	\$93,668
115	Sales Tax Auditor II	Finance	180	E	\$66,906	\$80,287	\$93,668
116	Special Events Specialist	Communications	180	E	\$66,906	\$80,287	\$93,668
117	Theatre Technical Director	Parks & Rec	180	NE	\$66,906	\$80,287	\$93,668
118	Crime Analyst	Police - Non-Sworn	190	NE	\$73,596	\$88,316	\$103,035
119	Deputy City Clerk	City Clerk	190	E	\$73,596	\$88,316	\$103,035
120	Executive Assistant	City Manager	190	E	\$73,596	\$88,316	\$103,035
121	Fleet Services Supervisor	PW - Fleet	190	NE	\$73,596	\$88,316	\$103,035
122	Lab Analyst	PW - Lab Operations	190	E	\$73,596	\$88,316	\$103,035
123	Municipal Services Supervisor - Sanitation	PW - Sanitation	190	NE	\$73,596	\$88,316	\$103,035
124	Municipal Services Supervisor - Streets	PW - Streets	190	NE	\$73,596	\$88,316	\$103,035
125	Municipal Services Supervisor - Utilities	PW - Distribution Collection	190	NE	\$73,596	\$88,316	\$103,035
126	Neighborhood Services Supervisor	Planning	190	E	\$73,596	\$88,316	\$103,035
127	Optimization Specialist - Lab	PW - Water	190	NE	\$73,596	\$88,316	\$103,035
128	Parks Supervisor	Parks & Rec	190	NE	\$73,596	\$88,316	\$103,035
129	Project Manager	Parks & Rec	190	NE	\$73,596	\$88,316	\$103,035
130	Project Manager Public Works	PW -	190	NE	\$73,596	\$88,316	\$103,035
131	Records Supervisor	Police - Non-Sworn	190	NE	\$73,596	\$88,316	\$103,035
132	Recreation Programs Supervisor	Parks & Rec	190	E	\$73,596	\$88,316	\$103,035
133	Revenue Supervisor	Finance	190	E	\$73,596	\$88,316	\$103,035
134	Sr. Public Communications Specialist	Communications	190	E	\$73,596	\$88,316	\$103,035
135	Stormwater Coordinator	PW - Stormwater	190	E	\$73,596	\$88,316	\$103,035
136	Sustainability Coordinator	Planning	190	E	\$73,596	\$88,316	\$103,035
137	Water Quality Coordinator	PW - Lab Operations	190	E	\$73,596	\$88,316	\$103,035
138	Water Resources Analyst	PW - Water	190	E	\$73,596	\$88,316	\$103,035
139	Chief Plant Operator	PW - WW and Water	200	NE	\$80,956	\$97,147	\$113,338
140	Civil Engineer I	PW - Engineering	200	E	\$80,956	\$97,147	\$113,338
141	Criminalist	Police - Non-Sworn	200	E	\$80,956	\$97,147	\$113,338
142	Crisis Response Program Manager	City Manager - Crisis Response	200	E	\$80,956	\$97,147	\$113,338

	A	B	C	D	E	F	G	H
143		Economic Development Specialist	City Manager - Econ Dev	200	E	\$80,956	\$97,147	\$113,338
144		Maintenance Supervisor	PW - Facilities	200	E	\$80,956	\$97,147	\$113,338
145		GIS Specialist	PW - Engineering	200	E	\$80,956	\$97,147	\$113,338
146		IT Resource Coordinator	Information Technology	200	E	\$80,956	\$97,147	\$113,338
147		Lab Supervisor	PW - Lab Operations	200	E	\$80,956	\$97,147	\$113,338
148		Maintenance Supervisor	PW - Elec, Mech, Dist, Colletion	200	E	\$80,956	\$97,147	\$113,338
149		PIO/Marketing/Social Media Specialist	Police - Non-Sworn	200	E	\$80,956	\$97,147	\$113,338
150		Risk Manager	Human Resources	200	E	\$80,956	\$97,147	\$113,338
151		SR HR Business Partner	Human Resources	200	E	\$80,956	\$97,147	\$113,338
152		Sr. Deputy City Clerk	City Clerk	200	E	\$80,956	\$97,147	\$113,338
153		Civil Engineer II	PW - Engineering	210	E	\$89,051	\$106,862	\$124,672
154		Criminal Information Systems Coordinator	Information Technology	210	E	\$89,051	\$106,862	\$124,672
155		Municipal Court Supervisor	City Manager - Mun Court	210	E	\$89,051	\$106,862	\$124,672
156		Senior DEI/HRBP	Human Resources	210	E	\$89,051	\$106,862	\$124,672
157		Sales Tax Manager	Finance	220	E	\$97,957	\$117,548	\$137,139
158		Water Resources Administrator	PW - Water	220	E	\$97,957	\$117,548	\$137,139
159		Accounting Manager	Finance	230	E	\$103,442	\$129,303	\$155,163
160		Environmental Manager	PW - Water	230	E	\$103,442	\$129,303	\$155,163
161		Ops Manager - Maintenance & Operations	PW - Water	230	E	\$103,442	\$129,303	\$155,163
162		Ops Manager - Utilities	PW - Water	230	E	\$103,442	\$129,303	\$155,163
163		Parks Manager	Parks & Rec	230	E	\$103,442	\$129,303	\$155,163
164		Planning Manager	Planning	230	E	\$103,442	\$129,303	\$155,163
165		Recreation Manager	Parks & Rec	230	E	\$103,442	\$129,303	\$155,163
166		Senior Engineer	PW - Engineering	230	E	\$103,442	\$129,303	\$155,163
167		Senior Network Administrator	Information Technology	230	E	\$103,442	\$129,303	\$155,163
168		Software Engineer	Information Technology	230	E	\$103,442	\$129,303	\$155,163
169		Deputy Director of Finance	Finance	240	E	\$113,786	\$142,233	\$170,680
170		Police Lieutenant	Police - Sworn	240	E	\$113,786	\$142,233	\$170,680
171		City Clerk	City Clerk	250	E	\$125,165	\$156,456	\$187,748
172		Director of Communications	Communications	250	E	\$125,165	\$156,456	\$187,748
173		Director of Economic Development	City Manager - Econ Dev	250	E	\$125,165	\$156,456	\$187,748
174		Engineering Manager	PW - Engineering	250	E	\$125,165	\$156,456	\$187,748
175		Police Commander	Police - Sworn	250	E	\$125,165	\$156,456	\$187,748
176		Deputy Police Chief	Police - Sworn	260	E	\$137,682	\$172,102	\$206,522
177		Director of Finance	Finance	260	E	\$137,682	\$172,102	\$206,522
178		Director of Human Resources/Chief Diversity Officer	Human Resources	260	E	\$137,682	\$172,102	\$206,522
179		Director of Parks, Recreation, and Culture	Parks & Rec	260	E	\$137,682	\$172,102	\$206,522
180		Director of Planning and Development	Planning	260	E	\$137,682	\$172,102	\$206,522
181		Director of Technology	Information Technology	260	E	\$137,682	\$172,102	\$206,522
182		Director of Public Works	PW -	270	E	\$151,450	\$189,312	\$227,175
183		Police Chief	Police - Sworn	270	E	\$151,450	\$189,312	\$227,175
184		Deputy City Manager	City Manager	280	E	\$166,595	\$208,243	\$249,892
185		City Manager	City Manager	300	E	\$201,850	\$251,974	\$302,369

City of Northglenn 2026 Step Plan for Sworn Police						
<b>Police Cadet</b>	<b>33.70</b>					
	<u>Entry</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
	<b>77,876</b>	<b>83,328</b>	<b>89,161</b>	<b>95,402</b>	<b>102,080</b>	<b>109,225</b>
<b>Police Officer</b>	<b>37.44</b>	<b>40.06</b>	<b>42.87</b>	<b>45.87</b>	<b>49.08</b>	<b>52.51</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>	
	<b>115,779</b>	<b>122,726</b>	<b>130,089</b>	<b>137,895</b>	<b>146,168</b>	
<b>Police Sergeant</b>	<b>55.66</b>	<b>59.00</b>	<b>62.54</b>	<b>66.30</b>	<b>70.28</b>	
		6.00%	6.00%	6.01%	6.00%	

*\*add Detective differential of 5% to Police Officer range*

## 2026 Personnel Summary

Department/Position	2024 Audited	2025 Budget	2025 Year- End Forecast	2026 Budget
<b><u>City Manager</u></b>				
City Manager	1.00	1.00	1.00	1.00
Administrative Clerk	0.50	0.50	0.50	0.50
Communications Director	1.00	1.00	1.00	1.00
Community Outreach Coordinator	1.00	1.00	1.00	1.00
Community Resource Navigator	-	-	-	-
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	4.00	4.00	4.00	4.00
Deputy City Manager	1.00	1.00	1.00	1.00
Economic Development Coordinator	1.00	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	1.00	1.00	1.00	1.00
Public Communications Specialist	1.00	1.00	1.00	1.00
Sr. Public Communications Specialist	1.00	1.00	1.00	1.00
Special Events Assistant	0.50	0.50	0.50	0.50
Special Events Specialist	2.00	2.00	2.00	2.00
<b>Total</b>	<b>24.30</b>	<b>24.30</b>	<b>24.30</b>	<b>24.30</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	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>5.00</b>	<b>5.00</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	1.00	1.00	1.00
Sr. Human Resources Business Partner	2.00	2.00	2.00	2.00
<b>Total</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</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>
<b><u>Finance</u></b>				
Director of Finance	1.00	1.00	1.00	1.00
Deputy Finance Director	-	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>12.60</b>	<b>12.60</b>	<b>12.60</b>	<b>12.60</b>

## 2026 Personnel Summary

Department/Position	2024 Audited	2025 Budget	2025 Year- End Forecast	2026 Budget
<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	4.00	4.00	4.00	4.00
Neighborhood Services Supervisor	1.00	1.00	1.00	1.00
Planner (Technician, I, II)	1.00	3.00	3.00	3.00
Planning Manager	1.00	1.00	1.00	1.00
Sr. Planner	2.00	-	-	-
Sustainability Coordinator	1.00	1.00	1.00	1.00
<b>Total</b>	<b>12.00</b>	<b>12.00</b>	<b>12.00</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	1.00	1.00	1.00
Arborist Technician Sr.	1.00	1.00	1.00	1.00
Custodian	4.48	4.48	4.48	4.48
Day Camp Aide	1.20	1.20	1.20	1.20
Day Camp Assistant Director	0.46	0.46	0.46	0.46
Drop-In Sports Supervisor	3.10	3.10	3.10	3.10
Fitness (Certified/Special) Instructor	3.65	3.65	3.65	3.65
Guest Relations Specialist	7.75	7.75	7.75	7.75
Head Swim Coach	1.00	1.00	1.00	1.00
Horticulture Technician Sr.	1.00	1.00	1.00	1.00
Lifeguard (LGI, WSI, Slide Attendant)	12.39	12.39	12.39	12.39
Parks Operations Manager	1.00	1.00	1.00	1.00
Parks Maintenance Coordinator	2.00	2.00	2.00	2.00
Parks Maintenance Worker (I,II,III)	14.00	14.00	14.00	14.00
Parks Ranger	1.50	1.50	1.50	1.50
Parks Supervisor	1.00	1.00	1.00	1.00
Preschool Instructor	2.50	2.50	2.50	2.50
Project Manager - Parks & Recreation	1.00	1.00	1.00	1.00
Recreation Assistant	2.00	2.00	2.00	2.00
Recreation Coordinator (I, II)	11.00	11.00	11.00	11.00
Recreation Manager	2.00	2.00	2.00	2.00
Recreation Programs Supervisor	3.00	3.00	3.00	3.00
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	2.00
Stage Manager	1.00	1.00	1.00	1.00
Technical Assistant	1.00	1.00	1.00	1.00
Theatre Technician	1.00	1.00	1.00	1.00
<b>Total</b>	<b>91.50</b>	<b>91.50</b>	<b>91.50</b>	<b>91.50</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

## 2026 Personnel Summary

Department/Position	2025 Year-			
	2024 Audited	2025 Budget	End Forecast	2026 Budget
Custodian	2.00	2.00	2.00	2.00
Deputy Chief	1.00	1.00	1.00	1.00
Digital Technician	2.00	2.00	2.00	2.00
Division Commander	3.00	3.00	3.00	3.00
Lead Police Records Specialist	1.00	1.00	1.00	1.00
Lieutenant	2.00	2.00	2.00	2.00
Police Officer	63.00	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	1.00
Records Unit Supervisor	1.00	1.00	1.00	1.00
Sergeant	9.00	9.00	9.00	9.00
<b>Total</b>	<b>103.50</b>	<b>103.50</b>	<b>103.50</b>	<b>103.50</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	6.00	5.00	5.00
Construction Inspector	1.00	1.00	1.00	1.00
Custodian	0.80	0.80	0.80	0.80
Engineering Intern	0.23	0.23	0.23	0.23
Engineering Manager	0.00	0.00	1.00	1.00
Environmental Manager	1.00	1.00	1.00	1.00
Environmental Technician	1.00	1.00	1.00	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
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)	5.00	5.00	5.00	5.00
Maintenance Technician III	4.00	4.00	4.00	4.00
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)	9.00	9.00	9.00	9.00
MSW/Streets (I, II, III, Lead)	9.00	9.00	9.00	9.00
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
Optimization Specialist	1.00	1.00	1.00	1.00
Project Manager - Public Works	1.00	1.00	1.00	1.00
Seasonal Specialist	0.23	0.23	0.23	0.23
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)	12.00	12.00	12.00	12.00
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>85.26</b>	<b>85.26</b>	<b>85.26</b>	<b>85.26</b>
<b>City-Wide Total</b>	<b>346.16</b>	<b>346.16</b>	<b>346.16</b>	<b>346.16</b>