

HUMAN RESOURCES MEMORANDUM
#10-2024

DATE: Dec. 9, 2024

TO: Honorable Mayor Meredith Leighty and City Council Members

THROUGH: Heather Geyer, City Manager *Hmg*
Jason Loveland, Deputy City Manager *AL2*

FROM: Tamara Dixon, Human Resources Director and Chief Diversity Officer *TDX*

SUBJECT: CR-189 – 2025 Pay Plan and Personnel Summary Amendments

PURPOSE

To consider CR-189, a resolution adopting an amended 2025 Pay Plan and Personnel Summary.

BACKGROUND

The Planning & Development Department is requesting reclassification of two vacant Senior Planner positions to 1 FTE Planner I and 1 FTE Planner II. Based on the City's buildout, the department is not anticipating many new large-scale developments. These reclassified positions would take the lead on smaller-scale new development requests as well as support the review of larger development and redevelopment requests. In the coming years, the department will need support for the implementation and maintenance of long-range plans including the Comprehensive Plan, Sustainability Plan, and Climate Action and Resilience Plan, as well as reviewing development applications. These duties do not require the level of knowledge and experience that was needed for previous planning projects, and the department believes it is more appropriate to hire staff with entry-level and mid-level experience.

BUDGET/TIME IMPLICATIONS

There are no financial impacts to reclassifying the positions as the Planner I and Planner II positions are in a lower pay grade than the Senior Planner.

STAFF RECOMMENDATION

Staff recommends approval of CR-189.

STAFF REFERENCE

If Council Members have any questions, please contact Tamara Dixon, Human Resources Director and Chief Diversity Officer, at tdixon@northglenn.org or 303.450.8877.

CR-189 – 2025 Pay Plan and Personnel Summary Amendments

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-189
Series of 2024

Series of 2024

A RESOLUTION ADOPTING THE CITY OF NORTHGLENN 2025 PAY PLAN, AS AMENDED, AND AMENDING THE CITY OF NORTHGLENN 2025 PERSONNEL SUMMARY

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

Section 1. The City of Northglenn 2025 Pay Plan, attached hereto as **Exhibit 1**, is hereby adopted as amended, effective December 14, 2024, with the deletion of the Senior Planner position in Salary Grade 200.

Section 2. The 2025 Pay Plan, as amended, supersedes, and replaces all pay plans that have previously been adopted.

Section 3. The City of Northglenn 2025 Personnel Summary is hereby amended, as more particularly described in the attachment hereto marked as **Exhibit 2**, effective December 14, 2024.

Section 4. The previous 2025 Personnel Summary is hereby repealed.

DATED at Northglenn, Colorado, this ____ day of _____, 2024.

MEREDITH LEIGHTY
Mayor

ATTEST:

JOHANNA SMALL, MMC
City Clerk

APPROVED AS TO FORM:

COREY Y. HOFFMANN
City Attorney

| City of Northglenn - Classification Listing 2025 | | | | | | |
|--|----------------------------------|-------|------|----------|----------|----------|
| Position | Dept | Grade | FLSA | Min | Mid | Max |
| Cashier | Parks & Rec | 100 | NE | \$32,569 | \$37,454 | \$42,340 |
| Day Camp Aide | Parks & Rec | 100 | NE | \$32,569 | \$37,454 | \$42,340 |
| Pedal Boat Attendant | Parks & Rec | 100 | NE | \$32,569 | \$37,454 | \$42,340 |
| Scorekeeper | Parks & Rec | 100 | NE | \$32,569 | \$37,454 | \$42,340 |
| Slide Attendant | Parks & Rec | 100 | NE | \$32,569 | \$37,454 | \$42,340 |
| Aquatics Instructor - Non Certified | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Drop in Sports Supervisor | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Fitness Instructor - Non Certified | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Guest Relations Specialist | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Lifeguard | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Preschool Aide | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Seasonal Trainee | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Youth Sports Supervisor | Parks & Rec | 110 | NE | \$35,826 | \$41,200 | \$46,574 |
| Administrative Clerk | Multiple | 120 | NE | \$39,409 | \$45,320 | \$51,231 |
| Custodian | Multiple | 120 | NE | \$39,409 | \$45,320 | \$51,231 |
| Day Camp Leader | Parks & Rec | 120 | NE | \$39,409 | \$45,320 | \$51,231 |
| Lifeguard/Swim Instructor | Parks & Rec | 120 | NE | \$39,409 | \$45,320 | \$51,231 |
| Seasonal Laborer | Parks & Rec | 120 | NE | \$39,409 | \$45,320 | \$51,231 |
| Administrative Specialist | Multiple | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Day Camp Director | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Head Lifeguard | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| MSW Lead - Sanitation | PW - Sanitation | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Preschool Instructor | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Production Stage Manager (proposed) | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Recreation Assistant | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Seasonal Park Ranger | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Special Events Assistant | Communications | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Theatre Instructor | Parks & Rec | 130 | NE | \$43,349 | \$49,852 | \$56,354 |
| Aquatics Instructor - Certified | Parks & Rec | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Environmental Tech | PW - Water | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| FISS Customer Service Representative | Finance | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Fitness Instructor - Certified | Parks & Rec | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Head Swim Coach | Parks & Rec | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Municipal Services Worker I - Sanitation | PW - Sanitation | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Municipal Services Worker I - Streets | PW - Streets | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Municipal Services Worker I - Utilities | PW - Utilities | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Parks Maintenance Worker I | Parks & Rec | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Parks Ranger I | Parks & Rec | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Police Records Specialist | Police - Non-Sworn | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Sales Tax Specialist | Finance | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Seasonal Specialist | Parks & Rec | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Utility Plant Operator D | PW - Wastewater | 140 | NE | \$47,684 | \$54,837 | \$61,990 |
| Accounting Specialist | Finance | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Administrative Assistant | Multiple | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Court Clerk | City Manager - Mun Court | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Fleet Mechanic I | PW - Fleet | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Lab Technician | PW - Lab Operations | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Lead Police Records Specialist | Police - Non-Sworn | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Maint Tech I | PW - Facilities | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Meter Technician | PW - Distribution Collection | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Municipal Services Worker II - Sanitation | PW - Sanitation | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Municipal Services Worker II - Streets | PW - Streets | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Municipal Services Worker II - Utilities | PW - Utilities | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Parks Maintenance Worker II | Parks & Rec | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Parks Ranger II | Parks & Rec | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Planning Technician | Planning | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Signs Coordinator/Designer | PW - Streets | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Tech Support Specialist I | Information Technology | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Theatre Ass't Technical Director | Parks & Rec | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Traffic Tech I | PW - Streets | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Utility Locate Maintenance Worker | PW - Utilities | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Utility Plant Operator C | PW - Wastewater | 150 | NE | \$52,453 | \$60,321 | \$68,189 |
| Utility Technician | PW - Elec, Mech, Dist, Colletion | 150 | NE | \$52,453 | \$60,321 | \$68,189 |

| | | | | | | |
|--|----------------------------------|-----|----|----------|----------|-----------|
| Administrative Technician | Multiple | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Animal Control Officer | Police - Non-Sworn | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Central Records Coordinator | City Clerk | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Community Resource Navigator | City Manager - Crisis Response | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Community Services Coordinator | City Manager - Mun Court | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Development Review Coordinator | Planning | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Digital Specialist | Police - Non-Sworn | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Fleet Mechanic II | PW - Fleet | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Heavy Equipment Operator | PW - Streets | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Maint Tech II | PW - Facilities | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Municipal Services Worker III - Sanitation | PW - Sanitation | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Municipal Services Worker III - Streets | PW - Streets | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Municipal Services Worker III - Utilities | PW - Utilities | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Neighborhood Services Officer I | Planning | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Parks Coordinator | Parks & Rec | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Parks Maintenance Worker III | Parks & Rec | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Planner I | Planning | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Probation Officer | Court | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Property Evidence Custodian | Police - Non-Sworn | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Recreation Coordinator I | Parks & Rec | 160 | E | \$55,294 | \$66,353 | \$77,412 |
| Tech Support Specialist II | Information Technology | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Traffic Tech II | PW - Engineering | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Utility Plant Operator B | PW - Wastewater | 160 | NE | \$55,294 | \$66,353 | \$77,412 |
| Accountant I | Finance | 170 | E | \$60,823 | \$72,988 | \$85,153 |
| Construction Inspector | PW - Engineering | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Crisis Response Co-Responder | City Manager - Crisis Response | 170 | E | \$60,823 | \$72,988 | \$85,153 |
| Economic Development Coordinator | City Manager - Econ Dev | 170 | E | \$60,823 | \$72,988 | \$85,153 |
| Industrial Pretreatment Specialist | PW - Industrial Pre-Tx | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Lead Facilities Maintenance Technician | PW - Facilities | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Lead Municipal Services Worker | PW - Sanitation | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Maint Tech III | PW - Elec, Mech, Dist, Colletion | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Municipal Services Worker IV - Utilities | PW - Utilities | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Neighborhood Services Officer II | Planning | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Public Communications Specialist | Communications | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Recreation Coordinator II | Parks & Rec | 170 | E | \$60,823 | \$72,988 | \$85,153 |
| Sales Tax Auditor I | Finance | 170 | E | \$60,823 | \$72,988 | \$85,153 |
| Specialized Fitness Instructor | Parks & Rec | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Utility Plant Operator A | PW - Wastewater | 170 | NE | \$60,823 | \$72,988 | \$85,153 |
| Accountant II | Finance | 180 | E | \$66,906 | \$80,287 | \$93,668 |
| Agenda and Licensing Coordinator | City Clerk | 180 | NE | \$66,906 | \$80,287 | \$93,668 |
| Community Outreach Coordinator | Communications | 180 | E | \$66,906 | \$80,287 | \$93,668 |
| HR Business Partner | Human Resources | 180 | E | \$66,906 | \$80,287 | \$93,668 |
| Lead Operator | PW - | 180 | NE | \$66,906 | \$80,287 | \$93,668 |
| Planner II | Planning | 180 | E | \$66,906 | \$80,287 | \$93,668 |
| Sales Tax Auditor II | Finance | 180 | E | \$66,906 | \$80,287 | \$93,668 |
| Special Events Specialist | Communications | 180 | E | \$66,906 | \$80,287 | \$93,668 |
| Theatre Technical Director | Parks & Rec | 180 | NE | \$66,906 | \$80,287 | \$93,668 |
| Crime Analyst | Police - Non-Sworn | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Deputy City Clerk | City Clerk | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Executive Assistant | City Manager | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Facility Maintenance Supervisor | PW - Facilities | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Fleet Services Supervisor | PW - Fleet | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Lab Analyst | PW - Lab Operations | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| MSW Lead - Streets | PW - Streets | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| MSW Lead - Utilities | PW - Utilities | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Municipal Services Supervisor - Sanitation | PW - Sanitation | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Municipal Services Supervisor - Streets | PW - Streets | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Municipal Services Supervisor - Utilities | PW - Distribution Collection | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Neighborhood Services Supervisor | Planning | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Optimization Specialist - Lab | PW - Water | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Parks Supervisor | Parks & Rec | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Project Manager | Parks & Rec | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Project Manager Public Works | PW - | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Records Supervisor | Police - Non-Sworn | 190 | NE | \$73,596 | \$88,316 | \$103,035 |
| Recreation Programs Supervisor | Parks & Rec | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Revenue Supervisor | Finance | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Sr. Public Communications Specialist | Communications | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Stormwater Coordinator | PW - Stormwater | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Sustainability Coordinator | Planning | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Water Quality Coordinator | PW - Lab Operations | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Water Resources Analyst | PW - Water | 190 | E | \$73,596 | \$88,316 | \$103,035 |
| Chief Plant Operator | PW - WW and Water | 200 | NE | \$80,956 | \$97,147 | \$113,338 |

| | | | | | | |
|---|----------------------------------|-----|---|-----------|-----------|-----------|
| Civil Engineer I | PW - Engineering | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Criminalist | Police - Non-Sworn | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Crisis Response Program Manager | City Manager - Crisis Response | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Economic Development Specialist | City Manager - Econ Dev | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| GIS Specialist | PW - Engineering | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| IT Resource Coordinator | Information Technology | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Lab Supervisor | PW - Lab Operations | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Maintenance Supervisor | PW - Elec, Mech, Dist, Colletion | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| PIO/Marketing/Social Media Specialist | Police - Non-Sworn | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Risk Manager | Human Resources | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Senior Planner | Planning | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| SR HR Business Partner | Human Resources | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Sr. Deputy City Clerk | City Clerk | 200 | E | \$80,956 | \$97,147 | \$113,338 |
| Civil Engineer II | PW - Engineering | 210 | E | \$89,051 | \$106,862 | \$124,672 |
| Criminal Information Systems Coordinator | Information Technology | 210 | E | \$89,051 | \$106,862 | \$124,672 |
| Municipal Court Supervisor | City Manager - Mun Court | 210 | E | \$89,051 | \$106,862 | \$124,672 |
| Senior DEI/HRBP | Human Resources | 210 | E | \$89,051 | \$106,862 | \$124,672 |
| Sales Tax Manager | Finance | 220 | E | \$97,957 | \$117,548 | \$137,139 |
| Water Resources Administrator | PW - Water | 220 | E | \$97,957 | \$117,548 | \$137,139 |
| Accounting Manager | Finance | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Environmental Manager | PW - Water | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Ops Manager - Maintenance & Operations | PW - Water | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Ops Manager - Utilities | PW - Water | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Parks Manager | Parks & Rec | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Planning Manager | Planning | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Recreation Manager | Parks & Rec | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Senior Engineer | PW - Engineering | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Senior Network Administrator | Information Technology | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Software Engineer | Information Technology | 230 | E | \$103,442 | \$129,303 | \$155,163 |
| Deputy Director of Finance | Finance | 240 | E | \$113,786 | \$142,233 | \$170,680 |
| Police Lieutenant | Police - Sworn | 240 | E | \$113,786 | \$142,233 | \$170,680 |
| City Clerk | City Clerk | 250 | E | \$125,165 | \$156,456 | \$187,748 |
| Director of Communications | Communications | 250 | E | \$125,165 | \$156,456 | \$187,748 |
| Director of Economic Development | City Manager - Econ Dev | 250 | E | \$125,165 | \$156,456 | \$187,748 |
| Engineering Manager | PW - Engineering | 250 | E | \$125,165 | \$156,456 | \$187,748 |
| Police Commander | Police - Sworn | 250 | E | \$125,165 | \$156,456 | \$187,748 |
| Deputy Police Chief | Police - Sworn | 260 | E | \$137,682 | \$172,102 | \$206,522 |
| Director of Finance | Finance | 260 | E | \$137,682 | \$172,102 | \$206,522 |
| Director of Human Resources/Chief Diversity Officer | Human Resources | 260 | E | \$137,682 | \$172,102 | \$206,522 |
| Director of Parks, Recreation, and Culture | Parks & Rec | 260 | E | \$137,682 | \$172,102 | \$206,522 |
| Director of Planning and Development | Planning | 260 | E | \$137,682 | \$172,102 | \$206,522 |
| Director of Technology | Information Technology | 260 | E | \$137,682 | \$172,102 | \$206,522 |
| Director of Public Works | PW - | 270 | E | \$151,450 | \$189,312 | \$227,175 |
| Police Chief | Police - Sworn | 270 | E | \$151,450 | \$189,312 | \$227,175 |
| Deputy City Manager | City Manager | 280 | E | \$166,595 | \$208,243 | \$249,892 |
| City Manager | City Manager | 300 | E | \$201,850 | \$251,974 | \$302,369 |

| City of Northglenn 2025 Proposed Step Plan for Sworn Police | | | | | | |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| Police Cadet | 33.70 | | | | | |
| | <u>Entry</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| | 77,876 | 83,328 | 89,161 | 95,402 | 102,080 | 109,225 |
| Police Officer | 37.44 | 40.06 | 42.87 | 45.87 | 49.08 | 52.51 |
| | | 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> | |
| | 115,779 | 122,726 | 130,089 | 137,895 | 146,168 | |
| Police Sergeant | 55.66 | 59.00 | 62.54 | 66.30 | 70.28 | |
| | | 6.00% | 6.00% | 6.01% | 6.00% | |

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

EXHIBIT 2

| Department/Position | 2023 Year Audited Amount | 2024 Budget | 2024 Audited Amount | Year Budget | 2025 Budget |
|---|---|------------------------|--------------------------------|------------------------|------------------------|
| <u>City Manager</u> | | | | | |
| City Manager | 1.00 | 1.00 | 1.00 | | 1.00 |
| Assistant to the City Manager | - | - | - | | - |
| 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 |
| Special Events Supervisor | - | - | - | | - |
| Total | 24.30 | 24.30 | 24.30 | | 24.30 |
| <u>City Clerk</u> | | | | | |
| 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 |
| Total | 5.00 | 5.00 | 5.00 | | 5.00 |
| <u>Human Resources</u> | | | | | |
| 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 |
| Total | 6.00 | 6.00 | 6.00 | | 6.00 |
| <u>Technology</u> | | | | | |
| 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 |
| Total | 6.00 | 6.00 | 6.00 | | 6.00 |
| <u>Finance</u> | | | | | |
| 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 |
| Total | 11.60 | 12.60 | 12.60 | | 12.60 |
| <u>Planning & Development</u> | | | | | |
| 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 | 1.00 | 1.00 | | 3.00 |
| Planning Manager | 1.00 | 1.00 | 1.00 | | 1.00 |
| Sr. Planner | 2.00 | 2.00 | 2.00 | | - |
| Sustainability Coordinator | 1.00 | 1.00 | 1.00 | | 1.00 |

| | | | | |
|--|---------------|---------------|---------------|---------------|
| Total | 12.00 | 12.00 | 12.00 | 12.00 |
| <u>Parks, Recreation, & Culture</u> | | | | |
| 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 |
| 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 Aide | - | - | - | - |
| 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 |
| Technical Assistant | 1.00 | 1.00 | 1.00 | 1.00 |
| Theatre Technician | 1.00 | 1.00 | 1.00 | 1.00 |
| Weight Training Instructor | - | - | - | - |
| Total | 90.00 | 91.50 | 91.50 | 91.50 |
| <u>Police</u> | | | | |
| Chief of Police | 1.00 | 1.00 | 1.00 | 1.00 |
| Administrative Specialist | 1.00 | 1.00 | 1.00 | 1.00 |
| Administrative Technician | 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 | 2.00 | 2.00 | 2.00 | 2.00 |
| Deputy Chief | 1.00 | 1.00 | 1.00 | 1.00 |
| Digital Technician | 1.00 | 2.00 | 2.00 | 2.00 |
| Division Commander | 3.00 | 3.00 | 3.00 | 3.00 |
| Executive Assistant to Police Chief | 1.00 | 1.00 | 1.00 | 1.00 |
| 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 | 8.00 | 9.00 | 9.00 | 9.00 |
| Total | 101.50 | 103.50 | 103.50 | 103.50 |
| <u>Public Works</u> | | | | |
| 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 | 6.00 | 5.00 |
| Construction Inspector | 1.00 | 1.00 | 1.00 | 1.00 |
| Custodian | 0.80 | 0.80 | 0.80 | 0.80 |

| | | | | |
|--|---------------|---------------|---------------|---------------|
| Electrical/Mechanical Supervisor | - | - | - | - |
| Engineering Intern | - | 0.23 | 0.23 | 0.23 |
| Engineering Manager | - | - | - | 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 |
| Heavy Equipment Operator | - | - | - | - |
| 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 |
| 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, Lead) | 12.00 | 12.00 | 12.00 | 12.00 |
| Utility Technician | - | - | - | - |
| 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 |
| Total | 84.80 | 85.26 | 85.26 | 85.26 |
| City-Wide Total | 338.00 | 346.16 | 346.16 | 346.16 |