*Blue highlighted programs moved up 1 Quartile after including Equity in the scoring (better aligned)

Community Programs		*Blue highlighted programs moved up 1 Quartile after including Equity in the scoring (better aligned) *Green highlighted programs moved down 1 Quartile after including Equity in the scoring (less aligned)		
Program	Quartile	Department	Division	
Comprehensive Planning	1	External Services	Planning and Development Services	
Development Review	1	External Services	Planning and Development Services	
lectric Service Provision	1	Power and Communications	Electric Administration	
evelopment Review and Project Management of public infrastructure installation	1	Public Works and Natural Resources	Engineering Services	
otable and Raw Water Service	1	Public Works and Natural Resources	Operations	
ewer Collection and Wastewater Treatment	1	Public Works and Natural Resources	Operations	
ustainability	1	Public Works and Natural Resources	Business Services	
Development Services	1	External Services	Planning and Development Services	
ransportation Planning	1	External Services	Transportation Planning	
roject Management of Capital Projects	1	Public Works and Natural Resources	Engineering Services	
ransportation Maintenance and Repair	1	Public Works and Natural Resources	Operations	
ield Training and Evaluation	1	Public Safety	Police Services	
utton Rock Preserve and Ralph Price Reservoir Management	1 1	Public Works and Natural Resources	Natural Resources	
ode Amendments		External Services	Planning and Development Services	
tormwater Operations & Maintenance	1	Public Works and Natural Resources	Operations	
roactive Patrol	1	Public Safety	Police Services	
uisance Codes Enforcement	1	External Services	Code Enforcement	
andscape and hardscape maintenance for parks, greenways, right-of-ways, and city facilities	1	Public Works and Natural Resources	Natural Resources	
ersonnel	1	Public Safety	Support Services	
ealth and Safety Codes Enforcement	1	External Services	Code Enforcement	
uilding Inspection	1	External Services	Building Services	
ata and report Generation	1	External Services	Planning and Development Services	
/ater Rights Administration and Accounting, and Raw Water System Administration	1	Public Works and Natural Resources	Natural Resources	
lood Plain Management and Permitting	1	Public Works and Natural Resources	Engineering Services	
mergency & Non Emergency Calls for Service	1	Public Safety	Police Services	
egulatory Compliance	1	External Services	Airport	
atural Land Maintenance and Management	1	Public Works and Natural Resources	Natural Resources	
uilding Permit Issuance	1	External Services	Building Services	
irport Management	1	External Services	Airport	
ntergovernmental Activities	1	External Services	Planning and Development Services	
1S4 permit/program	1	Public Works and Natural Resources	Business Services	
evelopment Review - Fire	1	Public Safety	Fire Services	
oulder Regional Emergency Telephone Service Authority (BRETSA)	1	Public Safety	Police Services	
pecial Operations - Traffic Unit	1	Public Safety	Police Services	
udicial Process	1	Judicial Department	Municipal Court	
esidential waste diversion and collection	1	Public Works and Natural Resources	Operations	
Inderground Utility Locates	1	Public Works and Natural Resources	Operations	
Naintenance for Ditch Companies	1	Public Works and Natural Resources	Natural Resources	
tilities Calls for Services	1	Public Safety	Police Services	
raining	1	Public Safety	Support Services	
oil and Gas Coordination	1	Public Works and Natural Resources	Natural Resources	
mergency Management	1	Public Safety	Community Health & Resilience	
eactive Services (All Hazard)	1	Public Safety	Fire Services	
raffic Signal Operations, Maintenance, and Studies	1	Public Works and Natural Resources	Engineering Services	
echnical/Regulatory Support	1	Public Works and Natural Resources	Business Services	
roactive Public Information, Education and Marketing - CMO	1	City Manager	City Manager	
lood Related Work	1	Community Services	Housing and Community Investmen	
pecial Operations - Gang Intervention and Prevention	1	Public Safety	Police Services	
ity Produced Special Events - Police	1	Public Safety	Police Services	
evelopment Services - Redevelopment	1	External Services	Redevelopment	
ermit Review and Approval	1	Public Works and Natural Resources	Engineering Services	
mergency Notification System	1	Public Safety	Police Services	
eadership & Supervision - CS	2	Community Services	CS Director	
roject Management of Capital Projects - PDS	2	External Services	Building Services	
lajor Maintenance	2	External Services	Airport	
odes and Planning Inspections/Permits	2	Public Safety	Fire Services	
pecial Operations - School Resource Officer Unit	2	Public Safety	Police Services	
digent Counsel Representation	2	Judicial Department	Municipal Court	
eighborhood Improvement Grants	2	Community Services	CNR	
erson Crimes	2	Public Safety	Police Services	
ommunity Problem Solving (Gang Response & Intervention) and Violence Reduction	2	Community Services	Children, Youth and Families	
rime Analysis	2	Public Safety	Public Safety Administration	
eadership & Supervision - PS	2	Public Safety	Public Safety Administration	
azardous Materials Training and Response	2	Public Safety	Fire Services	
ultural Competency	2	Community Services	CNR	
eactive Public Information Media Relations - CM	2	City Manager	City Manager	
	2	, •	City Manager	
arking Enforcement		Community Services		
nion Reservoir Management	2	Public Works and Natural Resources	Natural Resources	
nvironmental Codes Enforcement	2	External Services	Code Enforcement	
istoric Preservation	2	External Services	Planning and Development Services	
		Public Works and Natural Resources	Business Services	
dustrial pretreatment	2			
ndustrial pretreatment Iuman Service Agency Contracts	2	Community Services	CS Director	
ndustrial pretreatment Human Service Agency Contracts udicial Education Programs and Training	2 2	Community Services Judicial Department	Municipal Court	
ndustrial pretreatment Human Service Agency Contracts Iudicial Education Programs and Training Museum Facility Rentals	2	Community Services		

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Community Programs	*Green highligh	nted programs moved down 1 Quartile afte	r including Equity in the scoring (less align
Program	Quartile	Department	Division
evelopment & Redevelopment Projects - Finance	2	Finance	Finance Administration
treet Lighting	2	Power and Communications	Electric Operations
ermanent Public Art Installations	2	Community Services	Museum - Art in Public Places
evelopment Review - LPC	2	Power and Communications	Electric Engineering
ermanent Exhibition	2	Community Services	Museum
censing and PermittingLiquor Licensing	2	Shared Services	City Clerk
eighborhood Group Leaders Association	2	Community Services	CNR
operty Crimes	2	Public Safety	Police Services
azardous Material Inspection and Compliance	2	Public Safety	Fire Services
ongmont Liquor Licensing Authority	2	Judicial Department	Municipal Court
ewind - CS	2	Community Services	Children, Youth and Families
raffiti Vandalism	2	Public Works and Natural Resources	Natural Resources
outh Development	2	Community Services	Children, Youth and Families
ecreation Center - Programs, Events and Services	2	Community Services	Recreation
iblic Airport Development	2	External Services	Airport
ecial Operations - Extra Duty Employment Program	2	Public Safety	Police Services
ecial Enforcement Unit	2	Public Safety	Police Services
ban Renewal Projects - Finance	2	Finance	Finance Administration
mporary Exhibitions	2	Community Services	Museum
inflict Resolution Facilitation Direct services to the Community	2	Community Services	CNR
	2	•	
sining - Fire E Administration / Youth Contar / Lashley/Macker Contar Management		Public Safety	Fire Services
F Administration / Youth Center / Lashley/Meeker Center Management	2	Community Services	Children, Youth and Families
AD and CO-Responder	2	Public Safety	Community Health & Resilience
useum Permanent Collection	2	Community Services	Museum
ty Meetings Special events - Rec	2	Community Services	Recreation
on-Traffic Violations	2	City Attorney	City Attorney
ighborhood Activity Grants	2	Community Services	CNR
nancial Analysis, and Rate and Fee Setting	2	Public Works and Natural Resources	Business Services
olice Patrol - Animal Control	2	Public Safety	Police Services
gistics	2	Public Safety	Support Services
ecial Projects	2	Community Services	CNR
hool Safety	2	Public Works and Natural Resources	Engineering Services
rtal Gallery Exhibitions	2	Community Services	Museum
useum Events	2	Community Services	Museum
iblic Art Maintenance and Conservation	2	Community Services	Museum - Art in Public Places
censing and PermittingSpecialty Business Licenses	2	Shared Services	City Clerk
emorial Building - General Programs - In-house	2	Community Services	Recreation
oluntary Curbside Organics Collection	2	Public Works and Natural Resources	Operations
t on the Move	2	Community Services	Museum - Art in Public Places
quatics - Centennial Pool - Operation/Repair and Maintenance	2		Recreation
	2	Community Services Community Services	
ecreation Center - Operation/Repair and Maintenance	2	•	Recreation
utdoor Program		Community Services	Recreation
lemorial Building - General Programs Operation/Repair and Maintenance	2	Community Services	Recreation
quatics - Sunset Pool - Operation/Repair and Maintenance	2	Community Services	Recreation
ingmont Marijuana Licensing Authority	2	Judicial Department	Municipal Court
ublic Art Outreach and Education	2	Community Services	Museum - Art in Public Places
oactive Public Information, Education and Marketing - PS	2	Public Safety	Public Safety Administration
ommunity-based Artwork	2	Community Services	Museum - Art in Public Places
quatics - Centennial Pool - Programs and Services	2	Community Services	Recreation
evelopment and Redevelopment Projects	2	External Services	Redevelopment
ban Renewal Projects	2	External Services	Redevelopment
ucational Programs	2	Community Services	Museum
y Produced Special Events	2	Shared Services	City Clerk
emorial Building - General Programs - Contracted	2	Community Services	Recreation
rly Childhood Collaboration and Alignment	2	Community Services	Children, Youth and Families
mily Success and Parenting	2	Community Services	Children, Youth and Families
regiver Information, Education, & Support	2	Community Services	Senior Services
ecial Operations - SWAT	2	Public Safety	Police Services
anslations/Interpretation	2	Community Services	CNR
tim Services	2	Public Safety	Community Health & Resilience
sic Needs Information, Referral, & Assistance	2	Community Services	Senior Services
	2		
e Safety Outreach/Education/Special Events		Public Safety	Fire Services
ngmont EDP Contract	2	External Services	Economic Development Programs
utine Maintenance	2	External Services	Airport
gional Air Quality Council	2	City Council	City Council
source Referral & Education	2	Community Services	CNR
DDA Support	2	External Services	Planning and Development Services
ernal Support for Conflict Resolution Facilitation and Community Involvement	2	Community Services	CNR
uatics - Sunset Pool - Programs, Events and Services	2	Community Services	Recreation
ime Scene Investigator	3	Public Safety	Police Services
re Crew Inspections/Target Hazards/Pre Plans	3	Public Safety	Fire Services
A CONTRACTOR OF THE CONTRACTOR	3	Community Services	Recreation
nuatics - Roosevelt Pool - Operation//Repair and Maintenance	5		
		•	Support Services
quatics - Roosevelt Pool - Operation//Repair and Maintenance rofessional Standards Iuseum Archives	3 3	Public Safety Community Services	Support Services Museum

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Community Programs		ted programs moved up 1 Quartile after incl hted programs moved down 1 Quartile afte	r including Equity in the scoring (less aligned)
Program	Quartile	Department	Division
Community Engagement	3	Public Safety	Community Health & Resilience
Children/Teen Programs	3	Community Services	Library
Contractor Licensing	3 3	External Services External Services	Building Services
Elevator Inspections Adult Reference Assistance	3	Community Services	Building Services Library
Adult Computer Lab	3	Community Services	Library
Children/Teen Outreach	3	Community Services	Library
Liquor Licensing Inspections	3	External Services	Building Services
Records	3	Public Safety	Support Services
Private Special Events - City Clerk	3	Shared Services	City Clerk
Dia de los Muertos	3	Community Services	Museum
Probation Supervision and Case Management	3	Judicial Department	Probation
Research and Development	3	Public Safety	Public Safety Administration
Administrative Duties - Police	3	Public Safety	Police Services
Longmont Area Economic Council (LAEC) Membership/Economic Development Wildland Fire Training and Response	3 3	Power and Communications Public Safety	Electric Administration Fire Services
Mosquito Control	3	Public Works and Natural Resources	Natural Resources
Childrens and Teens Computer Lab	3	Community Services	Library
Adult Collection	3	Community Services	Library
LDDA Support - Redevelopment	3	External Services	Redevelopment
Rental Housing Programs	3	Community Services	Housing and Community Investment
K-9	3	Public Safety	Police Services
Primary Employment Incentives	3	External Services	Redevelopment
Facility and Grounds Maintenance	3	Community Services	Recreation - Callahan House
Counseling	3	Community Services	Children, Youth and Families
Health & Physical Wellbeing	3	Community Services	Senior Services
Adult Programs	3	Community Services	Library
Pre-sentence investigations and Direct Sentence to Probation Intakes	3	Judicial Department	Probation
Children/Teen Reference Assistance	3	Community Services	Library
Firing Range	3	Public Safety	Support Services
Summer Camps	3 3	Community Services	Museum
City-wide Projects - Museum Latino Chamber of Boulder County	3	Community Services External Services	Museum Economic Development Programs
Visit Longmont Contract	3	External Services	Economic Development Programs
Rewind - Municipal Court	3	Judicial Department	Probation
Information Technology	3	Public Safety	Support Services
Collaborative Service Coordination-Internal	3	Community Services	CS Director
Reactive Public Information Media Relations - PS	3	Public Safety	Public Safety Administration
Children/Teen Collection	3	Community Services	Library
Aquatics - Kanemoto Pool - Operation/Repair and Maintenance	3	Community Services	Recreation
Recreation & Leisure	3	Community Services	Senior Services
Property and Evidence	3	Public Safety	Police Services
Special events - Airport	3	External Services	Airport
Elections	3	Shared Services	City Clerk
Field Maintenance - Off Seasonal	3	Community Services	Recreation
Field Maintenance	3	Community Services	Recreation
Twin Peaks Golf Course - Golf and Clubhouse Operations Sunset Golf Course - Golf and Clubhouse Operations	3 3	Community Services Community Services	Recreation Golf Recreation Golf
Ute Creek Golf Course - Golf and Clubhouse Operations	3	Community Services	Recreation Golf
Special Operations - SWAT - Bomb Squad	3	Public Safety	Police Services
Technical Rescue Training and Response	3	Public Safety	Fire Services
Community Investment Programs	3	Community Services	Housing and Community Investment
Police Patrol - Report Taker Unit	3	Public Safety	Police Services
Customer Requests	3	City Manager	City Manager
Twin Peaks Golf Course - Turf Maintenance and Irrigation	3	Community Services	Recreation Golf
Twin Peaks Golf Course - Building and Equipment Maintenance	3	Community Services	Recreation Golf
Sunset Golf Course - Turf Maintenance and Irrigation	3	Community Services	Recreation Golf
Sunset Golf Course - Building and Equipment Maintenance	3	Community Services	Recreation Golf
Ute Creek Golf Course - Building and Equipment Maintenance	3	Community Services	Recreation Golf
Ute Creek Golf Course - Turf Maintenance and Irrigation	3	Community Services	Recreation Golf
Therapeutics - Recreation Programs	3	Community Services	Recreation
Counseling - Senior Strots Lisaful Bublic Service Work Program and Specialized Offender Programs	3	Community Services	Senior Services
Useful Public Service Work Program and Specialized Offender Programs Adult Outreach	3 3	Judicial Department Community Services	Probation Library
Colorado Enterprise Fund	3	External Services	Economic Development Programs
Aquatics - Kanemoto Pool - Programs, Events and Services	3	Community Services	Recreation
Athletics - Youth	3	Community Services	Recreation
Athletics - Adults	3	Community Services	Recreation
Leadership & Homeowners Association Training	3	Community Services	CNR
Collaborative Service Coordination-Community	3	Community Services	CS Director
Recreation Center - Rentals	3	Community Services	Recreation
Tax Rebates	3	Finance	Finance Administration
Seasonal Ice Rink	3	Community Services	Recreation
Radio Programming and Maintenance	3	Public Safety	Police Services
Home Ownership Programs	3	Community Services	Housing and Community Investment

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Community Programs	*Green highligh	nted programs moved down 1 Quartile afte	r including Equity in the scoring (less aligned
Program	Quartile	Department	Division
Aquatics - Roosevelt Pool - Programs, Events and Services	3	Community Services	Recreation
City Produced Special Events - PWNR	3	Public Works and Natural Resources	Business Services
Recreation Center - Support of Union Reservoir Swim Beach and Events	3	Community Services	Recreation
Fire Services Maintenance	3	Public Safety	Fire Services
Renewable Energy Services	3	Power and Communications	Electric Administration
Traffic Violations	3	City Attorney	City Attorney
Discovery Days Longmont Economic Development Partnership (LEDP) Membership	3	Community Services Public Works and Natural Resources	Museum Business Services
Public Information Sponsorship and Support	3	External Services	Airport
Longmont Council for Arts	3	City Council	City Council
Home Buyer Programs	3	Community Services	Housing and Community Investment
Volunteer Management	3	Public Safety	Community Health & Resilience
Airport Lighting	3	Public Works and Natural Resources	Operations
Sister Cities	3	City Council	City Council
Boulder Small Business Development Center	3	External Services	Economic Development Programs
Youth Programs - Intramurals	3	Community Services	Recreation
Private Airport Development	3	External Services	Airport
Old Firehouse Arts Studio	3	City Council	City Council
RTD EcoPass Program	3	Public Works and Natural Resources	Engineering Services
Business Grants and Loan Program	3	External Services	Redevelopment
Restorative Justice	3	Public Safety	Public Safety Administration
Reactive Public Info Media Relations	3	External Services	Airport
Athletics - Rentals Hamalass Assistance Programs	3	Community Services	Recreation
Homeless Assistance Programs Proactive Public Information, Education and Marketing, Rec	3	Community Services	Housing and Community Investment
Proactive Public Information, Education and Marketing - Rec	3	Community Services	Recreation
Public Information Event Sponsorship and Support Court Security	3	City Manager Judicial Department	City Manager Municipal Court
Longmont Ending Violence Initiative	3	Public Safety	Community Health & Resilience
Electric Rate Discount Programs	3	Power and Communications	Electric Administration
Marijuana Licensing	3	Shared Services	City Clerk
Serve on the Board of Directors for Ditch and Reservoir Companies	3	Public Works and Natural Resources	Natural Resources
Genesis	3	Community Services	Children, Youth and Families
Volunteer Management - CS	3	Community Services	Senior Services
Reactive Public Information Media Relations - Rec	3	Community Services	Recreation
Memorial Building - General Programs - Rentals	3	Community Services	Recreation
Liquor License Violations	3	City Attorney	City Attorney
Volunteer Parking Patrol	3	Community Services	CNR
Senior Center Management	3	Community Services	Senior Services
Aquatics - Centennial Pool - Rentals	3	Community Services	Recreation
Senior Refunds	3	City Manager	Non Departmental
Cost-of-service Studies and Rate and Impact Fee Development	3	Power and Communications	Electric Administration
Video Services/Channel 8 Cable Trust	3	City Manager	Non Departmental
Private Special Events	3	Public Works and Natural Resources	Engineering Services
Electric Vehicle Infrastructure	3	Power and Communications	Electric Administration
Private Special Events - CS	3	Community Services	Recreation
Proactive Public Education and Marketing - Airport	3	External Services	Airport
Administrative Duties - Fire	3	Public Safety	Fire Services
Outdoor Programs - Outdoor Programs and Adventure Camps	3	Community Services	Recreation
Meeting Rooms	3	Community Services	Library
Community Special Events	3	Community Services	Recreation - Callahan House
Other Events City Produced Special Fronts Public Information Specesship and Support. Box	3 3	External Services	Airport
City Produced Special Events Public Information Sponsorship and Support - Rec Senior Led Activities	3	Community Services Community Services	Recreation Senior Services
Aquatics - Sunset Pool - Rentals	3	Community Services	Recreation
Car Seat Installation/Inspection	3	Public Safety	Fire Services
Economic Development Programs	3	Community Services	Housing and Community Investment
Aquatics - Centennial Pool - Special Events	3	Community Services	Recreation
LSO 4th of July Concert	3	Community Services	Recreation
Homebound Service	3	Community Services	Library
Fire Cause Investigations	4	Public Safety	Fire Services
Public Information Event Sponsorship and Support - City Council	4	City Council	City Council
Residential Energy Efficiency Program	4	Power and Communications	Electric Administration
Commercial Energy Efficiency Programs	4	Power and Communications	Electric Administration
Budgeting - Power and Communications	4	Power and Communications	Electric Administration
Museum Store	4	Community Services	Museum
Wellness - Fire	4	Public Safety	Fire Services
Proactive Public Information, Education and Marketing - CS	4	Community Services	CS Director
City Produced Special Events Public Information Sponsorship and Support - LPC	4	Power and Communications	Electric Administration
Direct Customer Services	4	Shared Services	City Clerk
Private Special Events - Airport	4	External Services	Airport
Clubs	4	Community Services	Recreation - Callahan House
Longmont Symphony Orchestra	4	Community Services	Recreation
· · · · ·			me a company of the c
Proactive Public Education and Marketing	4	Power and Communications	Electric Administration
· · · · ·	4	Power and Communications Community Services	Recreation - Callahan House

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Community Programs		*Green highlighted programs moved down 1 Quartile after including Equity in the scoring (less aligned)		
Program	Quartile	Department	Division	
ElectionsLFCPA	4	Shared Services	City Clerk	
Commercial Benchmarking	4	Power and Communications	Electric Administration	
Government Reporting	4	Power and Communications	Electric Administration	
Analysis and Coordination with Other Entities	4	Power and Communications	Electric Administration	
Contract and Legal Coordination	4	Power and Communications	Electric Administration	
Financial Monitoring and Analysis	4	Power and Communications	Electric Administration	
Project Analysis	4	Power and Communications	Electric Engineering	
Concessions - Sunset Pool	4	Community Services	Recreation	
Customer Acquisition and Retention	4	Broadband	Broadband - Network Services	
Customer Experience and Process	4	Broadband	Broadband - Network Services	
Social Equity	4	Community Services	CNR	
Project Management of Capital Projects - Facilities	4	External Services	Facilities Maintenance	
AMI Implementation	4	Power and Communications	Electric Administration	
Network - Fiber Enablements	4	Broadband	Broadband - Network Services	
Network Reliability, Capacity Management - Inside plant	4	Broadband	Broadband - Network Services	
Network - Customer installations, repair	4	Broadband	Broadband - Network Services	
Network Reliability - Outside Plant	4	Broadband	Broadband - Network Services	
Honor Guard	4	Public Safety	Fire Services	
City Meetings Special events - CS Director	4	Community Services	Recreation - Callahan House	
Commercial Energy Efficiency Program	4	Power and Communications	Electric Customer Service	