

**CITY OF MOAB
PUBLIC HEARING
PROPOSED ORDINANCE 2024-02**

The City of Moab will hold a Public Hearing on Tuesday, April 23, 2024, at approximately 6:00 p.m. in the Council Chambers of the Moab City Offices at 217 East Center Street, Moab, Utah.

The purpose of this hearing is to solicit public input on Proposed Ordinance 2024-02 – An Ordinance Adopting the City of Moab Pay Plan Schedule and Adopting the Exempt and Elected Officials Salaries for Fiscal Year 2024-2025.

In compliance with the Americans with Disabilities Act, individuals needing special accommodations during this meeting should notify the Recorder's Office at 217 East Center Street, Moab, Utah 84532; or phone (435) 259-5121 at least three (3) working days prior to the meeting.

/s/ Sommar Johnson
City Recorder

Posted in the Moab City Offices at 217 E. Center St., Moab, Utah, on April 11, 2024.

Posted on the Moab City's website – www.moabcity.org on April 11, 2024.

Published on State of Utah's Public Meeting Notice Website – www.utah.gov/pmn on April 11, 2024.

ORDINANCE NO. 2024-02

AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2024-2025

WHEREAS, the Moab City Policies Manual allows that pay ranges may be adjusted periodically for comparable work in other municipalities; and

WHEREAS, the Moab City Polices Manual calls for biannual surveys of salaries; and

WHEREAS, in 2022 the City conducted a comprehensive salary survey through the utilization of Personnel Systems Inc.; and

WHEREAS, positions within the City are rated and ranked according to four factors: Job Knowledge, Responsibility, Difficulty, and Work Environment and salaries are calculated based on those ratings and rankings and incorporated into the pay plan schedule; and

WHEREAS, the proposed “City of Moab 2024-2025 Pay Plans” are attached to this Ordinance as Attachment A, B, and C, respectively; and

WHEREAS, the proposed “Exempt and Elected Officials Salaries” is attached to this ordinance as Attachment D, respectively; and

WHEREAS, Moab Municipal Code Section 2.44.010 states that all salaries of the elective and appointive officers of the City and the other employees of the City shall be fixed by a motion of the City Council as in accordance with existing law.

NOW, THEREFORE, WE, THE GOVERNING BODY OF THE CITY OF MOAB RESOLVE TO ADOPT The City of Moab 2024-2025 Pay Plans (Attachment A, B, and C) and the Exempt and Elected Officials Salaries (Attachment D) as referred herein.

DATED this 23rd day of April 2024.

SIGNED

Joette Langianese
Mayor

ATTEST:

Sommar Johnson
City Recorder



City of Moab

Proposed Pay Plan FY 24-25 (3.2% COLA)



Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

▶ 3.2%

JOB TITLE	Pay Range			Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
City Manager	\$84.14	\$105.17	\$126.21	\$14,584	\$18,230	\$21,876	\$175,007	\$218,758	\$262,510
Assistant City Manager	\$63.03	\$78.79	\$94.55	\$10,926	\$13,657	\$16,389	\$131,110	\$163,887	\$196,665
Chief Operating Officer (COO)	\$61.41	\$76.76	\$92.11	\$10,644	\$13,305	\$15,966	\$127,728	\$159,660	\$191,592
Community Development Director	\$57.91	\$72.38	\$86.86	\$10,037	\$12,546	\$15,056	\$120,445	\$150,556	\$180,668
Human Resource Director	\$56.93	\$71.16	\$85.39	\$9,867	\$12,334	\$14,801	\$118,408	\$148,010	\$177,612
City Engineer	\$50.44	\$63.05	\$75.67	\$8,744	\$10,929	\$13,115	\$104,923	\$131,154	\$157,385
Planning Director	\$49.70	\$62.12	\$74.55	\$8,614	\$10,768	\$12,922	\$103,373	\$129,216	\$155,059
Parks, Recreation & Trails Director	\$43.57	\$54.46	\$65.35	\$7,552	\$9,440	\$11,328	\$90,622	\$113,278	\$135,933
City Recorder	\$42.34	\$52.92	\$63.50	\$7,338	\$9,173	\$11,007	\$88,059	\$110,073	\$132,088
City Treasurer	\$41.22	\$51.53	\$61.84	\$7,146	\$8,932	\$10,718	\$85,746	\$107,183	\$128,619
Housing Director	\$41.01	\$51.26	\$61.52	\$7,108	\$8,886	\$10,663	\$85,301	\$106,626	\$127,952
Building Official	\$40.55	\$50.69	\$60.83	\$7,029	\$8,787	\$10,544	\$84,351	\$105,439	\$126,526
Communications and Engagement	\$40.27	\$50.34	\$60.41	\$6,980	\$8,725	\$10,471	\$83,764	\$104,705	\$125,646
Assistant Parks, Recreation & Trails Director	\$38.08	\$47.60	\$57.13	\$6,601	\$8,251	\$9,902	\$79,213	\$99,017	\$118,820
Construction Inspector	\$36.20	\$45.25	\$54.30	\$6,275	\$7,844	\$9,413	\$75,301	\$94,126	\$112,951
Sustainability Director	\$33.28	\$41.60	\$49.93	\$5,769	\$7,211	\$8,654	\$69,229	\$86,537	\$103,844
Assistant City Engineer	\$33.05	\$41.31	\$49.57	\$5,729	\$7,161	\$8,593	\$68,743	\$85,929	\$103,115
Arts Director	\$32.84	\$41.05	\$49.26	\$5,692	\$7,115	\$8,538	\$68,306	\$85,383	\$102,459
Assistant City Engineer - GIS	\$31.50	\$39.37	\$47.25	\$5,460	\$6,824	\$8,189	\$65,515	\$81,893	\$98,272
Aquatics Manager	\$31.01	\$38.77	\$46.52	\$5,376	\$6,720	\$8,064	\$64,510	\$80,638	\$96,766
Zoning Administrator	\$30.69	\$38.36	\$46.03	\$5,319	\$6,649	\$7,979	\$63,834	\$79,792	\$95,750
Aquatic Mechanical Manager	\$30.27	\$37.84	\$45.41	\$5,247	\$6,559	\$7,871	\$62,965	\$78,706	\$94,447
Victim Assistance Unit Manager	\$30.18	\$37.73	\$45.27	\$5,231	\$6,539	\$7,847	\$62,777	\$78,472	\$94,166
Human Resource Assistant	\$29.55	\$36.94	\$44.33	\$5,122	\$6,403	\$7,684	\$61,469	\$76,836	\$92,203
Safety Specialist	\$29.34	\$36.68	\$44.01	\$5,086	\$6,357	\$7,629	\$61,031	\$76,288	\$91,546
Assistant City Planner	\$28.78	\$35.97	\$43.17	\$4,988	\$6,235	\$7,482	\$59,858	\$74,822	\$89,786
Building Inspector	\$28.39	\$35.48	\$42.58	\$4,920	\$6,150	\$7,380	\$59,043	\$73,803	\$88,564
Transit Coordinator	\$27.71	\$34.63	\$41.56	\$4,802	\$6,003	\$7,204	\$57,628	\$72,035	\$86,442
Deputy Recorder II	\$27.68	\$34.60	\$41.52	\$4,798	\$5,998	\$7,198	\$57,580	\$71,975	\$86,370
Deputy Treasurer II	\$27.25	\$34.06	\$40.87	\$4,723	\$5,904	\$7,084	\$56,675	\$70,844	\$85,012
Sports Program Assistant - PT	\$22.47	\$28.09	\$33.71	\$3,895	\$4,869	\$5,843	\$46,744	\$58,430	\$70,116
Associate Sports Director	\$26.37	\$32.96	\$39.55	\$4,570	\$5,713	\$6,856	\$54,846	\$68,557	\$82,269
Executive Administrative Assistant	\$26.23	\$32.79	\$39.35	\$4,547	\$5,684	\$6,821	\$54,568	\$68,210	\$81,852
Administrative Assistant II - Evidence	\$26.13	\$32.67	\$39.20	\$4,530	\$5,662	\$6,795	\$54,357	\$67,947	\$81,536
Fitness Instructor - PT	\$30.69	\$38.36	\$46.03	\$5,319	\$6,649	\$7,979	\$63,834	\$79,792	\$95,750
Victim Advocate	\$24.45	\$30.57	\$36.68	\$4,238	\$5,298	\$6,358	\$50,860	\$63,576	\$76,291
Administrative Assistant II - Spillman	\$25.65	\$32.06	\$38.47	\$4,446	\$5,557	\$6,668	\$53,347	\$66,684	\$80,020
Associate Arts Director	\$25.02	\$31.28	\$37.54	\$4,337	\$5,422	\$6,506	\$52,049	\$65,062	\$78,074
Lifeguard III - PT	\$24.20	\$30.26	\$36.31	\$4,195	\$5,244	\$6,293	\$50,345	\$62,931	\$75,518
Permit Technician	\$24.14	\$30.17	\$36.21	\$4,184	\$5,230	\$6,276	\$50,206	\$62,757	\$75,309
Deputy Recorder I	\$23.73	\$29.66	\$35.60	\$4,113	\$5,142	\$6,170	\$49,360	\$61,700	\$74,040
Deputy Treasurer I	\$23.63	\$29.54	\$35.45	\$4,096	\$5,121	\$6,145	\$49,158	\$61,447	\$73,737
Administrative Assistant - Public Works	\$23.50	\$29.37	\$35.25	\$4,073	\$5,091	\$6,110	\$48,877	\$61,097	\$73,316
Administrative Assistant I - Police	\$22.78	\$28.47	\$34.17	\$3,948	\$4,936	\$5,923	\$47,382	\$59,227	\$71,072
Assistant Aquatic Manager - PT	\$22.48	\$28.10	\$33.72	\$3,897	\$4,871	\$5,845	\$46,762	\$58,452	\$70,143
Lifeguard II - PT	\$22.39	\$27.98	\$33.58	\$3,880	\$4,850	\$5,820	\$46,564	\$58,205	\$69,846
Administrative Assistant - Planning	\$23.61	\$29.51	\$35.41	\$4,092	\$5,115	\$6,138	\$49,100	\$61,375	\$73,651
Field Maint Supervisor - PT	\$22.50	\$28.13	\$33.75	\$3,900	\$4,875	\$5,850	\$46,801	\$58,501	\$70,201
Front Desk Manager	\$22.00	\$27.50	\$33.00	\$3,813	\$4,767	\$5,720	\$45,761	\$57,201	\$68,642
Umpire - PT	\$21.36	\$26.69	\$32.03	\$3,702	\$4,627	\$5,553	\$44,420	\$55,525	\$66,630
Soccer Referee - PT	\$21.36	\$26.69	\$32.03	\$3,702	\$4,627	\$5,553	\$44,420	\$55,525	\$66,630
Football Referee - PT	\$21.36	\$26.69	\$32.03	\$3,702	\$4,627	\$5,553	\$44,420	\$55,525	\$66,630
Lifeguard I - PT	\$21.35	\$26.68	\$32.02	\$3,700	\$4,625	\$5,550	\$44,400	\$55,500	\$66,601
Animal Shelter Technician - PT	\$21.34	\$26.68	\$32.01	\$3,699	\$4,624	\$5,549	\$44,390	\$55,487	\$66,585
Camp Instructor - PT	\$21.30	\$26.62	\$31.95	\$3,692	\$4,615	\$5,538	\$44,302	\$55,377	\$66,453
Maintenance Worker - PT	\$20.88	\$26.10	\$31.32	\$3,620	\$4,525	\$5,430	\$43,437	\$54,296	\$65,155
Front Desk - PT	\$20.74	\$25.93	\$31.11	\$3,595	\$4,494	\$5,393	\$43,142	\$53,927	\$64,713
Field Maintenance - PT	\$20.64	\$25.80	\$30.96	\$3,578	\$4,472	\$5,367	\$42,934	\$53,668	\$64,401



City of Moab

Proposed Pay Plan FY24-25 (3.2% COLA)



Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Police Chief	\$59.56	\$74.45	\$89.34	\$10,323	\$12,904	\$15,485	\$123,881	\$154,851	\$185,822
Assistant Police Chief	\$45.91	\$57.39	\$68.87	\$7,958	\$9,948	\$11,937	\$95,500	\$119,375	\$143,250
Administrative Sergeant	\$44.08	\$55.10	\$66.12	\$7,641	\$9,551	\$11,461	\$91,690	\$114,612	\$137,535
Investigations Sergeant	\$42.41	\$53.01	\$63.61	\$7,350	\$9,188	\$11,025	\$88,203	\$110,254	\$132,305
Patrol Sergeant	\$41.37	\$51.71	\$62.05	\$7,171	\$8,963	\$10,756	\$86,047	\$107,559	\$129,071
Detective - Community Engagement/SRO	\$38.25	\$47.81	\$57.37	\$6,630	\$8,287	\$9,944	\$79,554	\$99,443	\$119,331
Detective - Domestic Violence Specialist	\$37.32	\$46.66	\$55.99	\$6,470	\$8,087	\$9,704	\$77,636	\$97,045	\$116,454
Code Compliance	\$33.15	\$41.44	\$49.73	\$5,747	\$7,183	\$8,620	\$68,961	\$86,201	\$103,441
Detective	\$35.17	\$43.96	\$52.75	\$6,096	\$7,620	\$9,144	\$73,148	\$91,435	\$109,722
Animal Shelter Manager	\$31.37	\$39.21	\$47.06	\$5,438	\$6,797	\$8,156	\$65,251	\$81,564	\$97,877
Code Enforcement	\$29.10	\$36.37	\$43.65	\$5,044	\$6,305	\$7,566	\$60,526	\$75,657	\$90,789
Police Officer	\$30.87	\$38.59	\$46.31	\$5,351	\$6,689	\$8,027	\$64,217	\$80,271	\$96,325



City of Moab

Proposed Pay Plan FY24-25 (3.2% COLA)



Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Public Works Director	\$65.81	\$82.27	\$98.72	\$11,408	\$14,259	\$17,111	\$136,891	\$171,113	\$205,336
Utilities Director	\$54.78	\$68.48	\$82.18	\$9,496	\$11,870	\$14,244	\$113,951	\$142,439	\$170,927
Water Lead	\$44.66	\$55.82	\$66.99	\$7,741	\$9,676	\$11,611	\$92,886	\$116,108	\$139,329
Parks Lead	\$42.39	\$52.99	\$63.58	\$7,347	\$9,184	\$11,021	\$88,169	\$110,211	\$132,253
Streets Lead	\$40.43	\$50.53	\$60.64	\$7,007	\$8,759	\$10,511	\$84,090	\$105,112	\$126,135
Fleet Mechanic Lead	\$38.59	\$48.24	\$57.89	\$6,689	\$8,361	\$10,034	\$80,269	\$100,336	\$120,403
Facilities Lead	\$38.59	\$48.24	\$57.89	\$6,689	\$8,361	\$10,034	\$80,269	\$100,336	\$120,403
Fleet Mechanic III	\$33.14	\$41.42	\$49.71	\$5,744	\$7,180	\$8,616	\$68,925	\$86,156	\$103,387
Water Worker III	\$31.98	\$39.97	\$47.97	\$5,543	\$6,929	\$8,315	\$66,518	\$83,148	\$99,777
Streets Worker III	\$31.98	\$39.97	\$47.97	\$5,543	\$6,929	\$8,315	\$66,518	\$83,148	\$99,777
Sewer Collections III	\$31.79	\$39.73	\$47.68	\$5,509	\$6,887	\$8,264	\$66,114	\$82,642	\$99,171
Parks Worker III	\$30.54	\$38.18	\$45.81	\$5,294	\$6,617	\$7,941	\$63,527	\$79,409	\$95,290
WRF Worker II	\$27.71	\$34.64	\$41.56	\$4,803	\$6,004	\$7,204	\$57,635	\$72,044	\$86,452
Water Worker II	\$27.62	\$34.52	\$41.43	\$4,787	\$5,984	\$7,180	\$57,444	\$71,805	\$86,166
Fleet Mechanic II	\$27.62	\$34.52	\$41.43	\$4,787	\$5,984	\$7,180	\$57,444	\$71,805	\$86,166
Sewer Collections II	\$27.40	\$34.25	\$41.09	\$4,749	\$5,936	\$7,123	\$56,984	\$71,230	\$85,476
Streets Worker II	\$27.29	\$34.11	\$40.93	\$4,730	\$5,912	\$7,095	\$56,759	\$70,949	\$85,138
Facilities Worker III	\$27.27	\$34.09	\$40.91	\$4,728	\$5,910	\$7,091	\$56,731	\$70,914	\$85,097
Facilities Mechanical Technician	\$26.94	\$33.67	\$40.40	\$4,669	\$5,836	\$7,004	\$56,028	\$70,035	\$84,042
Water Worker I	\$26.36	\$32.95	\$39.54	\$4,569	\$5,711	\$6,854	\$54,828	\$68,536	\$82,243
Facilities/Grounds Maintenance	\$26.24	\$32.80	\$39.36	\$4,548	\$5,685	\$6,822	\$54,572	\$68,216	\$81,859
Parks Worker II	\$26.24	\$32.80	\$39.36	\$4,548	\$5,685	\$6,822	\$54,572	\$68,216	\$81,859
Sewer Collections I	\$25.91	\$32.39	\$38.86	\$4,491	\$5,613	\$6,736	\$53,889	\$67,361	\$80,833
Streets Worker I	\$24.88	\$31.10	\$37.32	\$4,313	\$5,391	\$6,470	\$51,757	\$64,696	\$77,636
Parks Worker I	\$24.51	\$30.63	\$36.76	\$4,248	\$5,310	\$6,372	\$50,974	\$63,718	\$76,461
Facilities Worker II	\$23.31	\$29.14	\$34.97	\$4,041	\$5,051	\$6,062	\$48,492	\$60,615	\$72,738
Facilities Worker I	\$22.87	\$28.59	\$34.31	\$3,964	\$4,955	\$5,946	\$47,570	\$59,463	\$71,356

ATTACHMENT D

Exempt and Elected Officials Salaries

Section 1. The following are exempt positions:

City Manager	See approved pay plan
Assistant City Manager	See approved pay plan
Assistant Police Chief	See approved pay plan
City Engineer	See approved pay plan
City Recorder	See approved pay plan
City Treasurer	See approved pay plan
Community Development Director	See approved pay plan
COO/Finance Director	See approved pay plan
Human Resource Director	See approved pay plan
Parks, Recreation & Trails Director	See approved pay plan
Planning Director	See approved pay plan
Police Chief	See approved pay plan
Public Utilities Director	See approved pay plan
Public Works Director	See approved pay plan

Section 2. Yearly salary rates for the following elected official positions:

Mayor	\$44,490
Councilmembers	\$36,644
Planning Commission Members	\$75 per meeting

Information about all Moab City financial transactions can be found at:

<http://www.utah.gov/transparency>