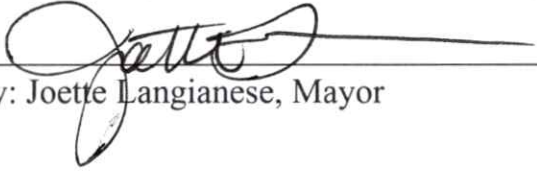


SUMMARY OF
MOAB CITY
ORDINANCE NO. 2025-05

On May 13, 2025, the Moab City Council enacted Ordinance No. 2025-05, An Ordinance Adopting Pay Plan Schedules for the City of Moab for Fiscal Year 2025-2026.


By: Joette Langianese, Mayor

ATTEST


Sommar Johnson, Recorder

Voting:

Council Member Wojciechowski voting AYE
Council Member Topper voting AYE
Council Member Knuteson-Boyd voting AYE
Council Member Myers voting AYE
Council Member Taylor voting AYE

A complete copy of Ordinance No. 2025-05 is available in the Moab City offices located at 217 E. Center Street, Moab, UT 84532.

ORDINANCE NO. 2025-05

AN ORDINANCE ADOPTING PAY PLAN SCHEUDLES FOR THE CITY OF MOAB FOR FISCAL YEAR 2025-2026:

WHEREAS, the City of Moab Personnel Policies and Procedures Manual allows that pay plans may be adjusted periodically for comparable work in other municipalities and to accommodate increases in the cost of living; and

WHEREAS, the City of Moab Personnel Policies and Procedures Manual calls for periodic surveys of salaries and using standard state and national measures to determine cost of living adjustments; 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 schedules; and

WHEREAS, the 2025-2026 Fiscal Year pay plan schedules show a 3.5% Cost of Living increase for all employees; and

WHEREAS, the proposed "City of Moab Pay Plan Schedules" are attached to this Ordinance as Attachment A, B, and C, respectively; and

NOW, THEREFORE, WE, THE GOVERNING BODY OF THE CITY OF MOAB RESOLVE TO ADOPT The City of Moab Pay Plan Schedules (Attachments A, B, and C) as referred herein.

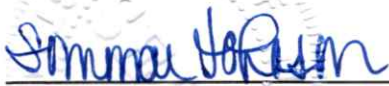
DATED this 13 day of MAY.

SIGNED:



Joette Langianese
Mayor

ATTEST:



Sommar Johnson
City Recorder

(Complete As Applicable)

Summary of ordinance posted to Moab City Website, the Utah Public Notice Website, and in a public location within the City boundaries pursuant to U.C.A 10-3-711 and 63G-30-102 on

MAY 29, 2025

Effective date of ordinance:

JULY 1, 2025



Job Descripton Grade Charts



General

Job Title	Grade
Administrative Assistant - Public Works	8
Administrative Assistant I - Arts	8
Administrative Assistant I - Police	7
Administrative Assistant II - Arts	9
Administrative Assistant II - Police Evidence	10
Administrative Assistant II -Police	10
Animal Shelter Technician - PT	6
Aquatics Manager	11
Art Instructor - PT	6
Arts Director	14
Assistant Aquatic Manager - PT	7
Assistant City Engineer	14
Assistant City Treasurer	12
Associate Engineer	12
Associate Planner (Planner II-III)	13
Building Inspector	14
Building Official	18
Camp Instructor - PT	6
City Engineer	22
City Manager	30
City Recorder	19
City Treasurer	19
Communications and Engagement	18
Community Development Director	25
Construction Inspector	14
Construction Manager	18
Crossing Guard - PT	6
Deputy Recorder I	8
Deputy Recorder II	11
Deputy Treasurer I	8
Executive Administrative Assistant	10
Field Maint Supervisor - PT	7
Field Maintenance - PT	5
Fitness Instructor - PT	9
Football Referee - PT	6
Front Desk - PT	5
Front Desk Manager	9
GIS Specialist	10

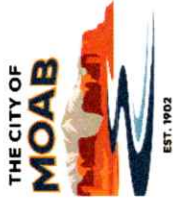
Police

Administrative Sergeant	15
Animal Shelter Manager	10
Assistant Police Chief	18
Code Compliance	11
Code Enforcement	9
Detective	11
Detective - Community Engagement/SRO	12
Detective - Domestic Violence Specialist	12
Investigations Sergeant	14
Patrol Sergeant	14
Police Chief	25
Police Officer	8
Police Officer II	9
Police Officer III	12

Job Title	Grade
Human Resource Director	25
Human Resource Generalist	13
Junior Planner (Planner I-II)	10
Lifeguard I - PT	6
Lifeguard II - PT	7
Lifeguard III - PT	9
Maintenance Worker - PT	5
Parks, Recreation & Trails Director	19
Permit Technician	10
Planning Director	21
Planning Technician	9
Program Instructor - PT	6
Recorder Assistant - PT	6
Soccer Referee - PT	6
Sports Assistant	10
Sports Manager	14
Sports Program Assistant - PT	7
Strategic Initiatives & Sustainability Director	17
Sustainability & Grants Coordinator	9
Swim Instructor - PT	7
Umpire - PT	6
Victim Advocate	10
Victim Assistance Unit Manager	14

Public Service

Facilities Mechanical Technician	9
Facilities Superintendent	15
Facilities Worker I	6
Facilities Worker II	7
Facilities Worker III	10
Facilities/Grounds Maintenance	9
Fleet Mechanic II	8
Fleet Mechanic III	11
Fleet Superintendent	15
Parks Superintendent	15
Parks Worker I	7
Parks Worker II	9
Parks Worker III	10
Public Works Director	22
Sewer Collections I	7
Sewer Collections II	9
Sewer Collections III	11
Streets Superintendent	15
Streets Worker I	7
Streets Worker II	9
Streets Worker III	11
Utilities Director	22
Water Superintendent	15
Water Worker I	7
Water Worker II	9
Water Worker III	11
WRF Worker I	7
WRF Worker II	9
WRF Worker III	11



City of Moab CORRECTED General FY25-26 (3.5% COLA)

Hourly Pay Rates

Grade	Pay Range											
	1	2	3	4	5	6	7	8	9	10	11	12
30	\$85.51	\$88.73	\$92.06	\$95.53	\$99.12	\$102.85	\$106.71	\$110.72	\$114.89	\$119.21	\$123.69	\$128.34
29	\$80.81	\$83.85	\$87.00	\$90.27	\$93.67	\$97.19	\$100.84	\$104.63	\$108.57	\$112.65	\$116.89	\$121.28
28	\$76.36	\$79.24	\$82.21	\$85.31	\$88.51	\$91.84	\$95.30	\$98.88	\$102.60	\$106.45	\$110.46	\$114.61
27	\$72.16	\$74.88	\$77.69	\$80.61	\$83.64	\$86.79	\$90.05	\$93.44	\$96.95	\$100.60	\$104.38	\$108.31
26	\$68.19	\$70.76	\$73.42	\$76.18	\$79.04	\$82.02	\$85.10	\$88.30	\$91.62	\$95.06	\$98.64	\$102.35
25	\$64.44	\$66.87	\$69.38	\$71.99	\$74.70	\$77.50	\$80.42	\$83.44	\$86.58	\$89.84	\$93.21	\$96.72
24	\$60.90	\$63.19	\$65.56	\$68.03	\$70.59	\$73.24	\$75.99	\$78.85	\$81.82	\$84.89	\$88.09	\$91.40
23	\$57.55	\$59.71	\$61.96	\$64.29	\$66.70	\$69.21	\$71.81	\$74.51	\$77.32	\$80.22	\$83.24	\$86.37
22	\$54.38	\$56.43	\$58.55	\$60.75	\$63.04	\$65.41	\$67.86	\$70.42	\$73.06	\$75.81	\$78.66	\$81.62
21	\$51.39	\$53.32	\$55.33	\$57.41	\$59.57	\$61.81	\$64.13	\$66.54	\$69.04	\$71.64	\$74.33	\$77.13
20	\$48.56	\$50.39	\$52.29	\$54.25	\$56.29	\$58.41	\$60.60	\$62.88	\$65.25	\$67.70	\$70.25	\$72.89
19	\$45.89	\$47.62	\$49.41	\$51.27	\$53.19	\$55.19	\$57.27	\$59.42	\$61.66	\$63.98	\$66.38	\$68.88
18	\$43.37	\$45.00	\$46.69	\$48.45	\$50.27	\$52.16	\$54.12	\$56.15	\$58.27	\$60.46	\$62.73	\$65.09
17	\$40.98	\$42.52	\$44.12	\$45.78	\$47.50	\$49.29	\$51.14	\$53.07	\$55.06	\$57.13	\$59.28	\$61.51
16	\$38.73	\$40.18	\$41.70	\$43.26	\$44.89	\$46.58	\$48.33	\$50.15	\$52.03	\$53.99	\$56.02	\$58.12
15	\$36.60	\$37.97	\$39.40	\$40.88	\$42.42	\$44.02	\$45.67	\$47.39	\$49.17	\$51.02	\$52.94	\$54.93
14	\$34.59	\$35.89	\$37.23	\$38.63	\$40.09	\$41.59	\$43.16	\$44.78	\$46.47	\$48.21	\$50.03	\$51.91
13	\$32.68	\$33.91	\$35.19	\$36.51	\$37.88	\$39.31	\$40.78	\$42.32	\$43.91	\$45.56	\$47.27	\$49.05
12	\$30.88	\$32.05	\$33.25	\$34.50	\$35.80	\$37.14	\$38.54	\$39.99	\$41.49	\$43.05	\$44.67	\$46.35
11	\$29.19	\$30.28	\$31.42	\$32.60	\$33.83	\$35.10	\$36.42	\$37.79	\$39.21	\$40.69	\$42.22	\$43.80
10	\$27.58	\$28.62	\$29.69	\$30.81	\$31.97	\$33.17	\$34.42	\$35.71	\$37.05	\$38.45	\$39.89	\$41.39
9	\$26.06	\$27.04	\$28.06	\$29.12	\$30.21	\$31.35	\$32.52	\$33.75	\$35.02	\$36.33	\$37.70	\$39.12
8	\$24.87	\$25.81	\$26.78	\$27.78	\$28.83	\$29.91	\$31.04	\$32.20	\$33.41	\$34.67	\$35.97	\$37.33
7	\$23.75	\$24.64	\$25.57	\$26.53	\$27.53	\$28.56	\$29.63	\$30.75	\$31.90	\$33.10	\$34.35	\$35.64
6	\$22.67	\$23.53	\$24.41	\$25.33	\$26.28	\$27.27	\$28.30	\$29.36	\$30.46	\$31.61	\$32.80	\$34.03
5	\$21.65	\$22.46	\$23.31	\$24.19	\$25.09	\$26.04	\$27.02	\$28.03	\$29.09	\$30.18	\$31.32	\$32.49



Moab City

Proposed Police 25-26 (3.5% COLA)

Hourly Pay Rates

Pay Range/Steps

Grade	1	2	3	4	5	6	7	8	9	10	11	12
25	\$77.81	\$80.73	\$83.77	\$86.92	\$90.19	\$93.58	\$97.10	\$100.75	\$104.54	\$108.47	\$112.54	\$116.78
24	\$73.86	\$76.63	\$79.52	\$82.51	\$85.61	\$88.83	\$92.17	\$95.63	\$99.23	\$102.96	\$106.83	\$110.85
23	\$70.11	\$72.74	\$75.48	\$78.32	\$81.26	\$84.32	\$87.49	\$90.78	\$94.19	\$97.73	\$101.41	\$105.22
22	\$66.55	\$69.05	\$71.65	\$74.34	\$77.14	\$80.04	\$83.05	\$86.17	\$89.41	\$92.77	\$96.26	\$99.88
21	\$63.17	\$65.54	\$68.01	\$70.57	\$73.22	\$75.97	\$78.83	\$81.79	\$84.87	\$88.06	\$91.37	\$94.81
20	\$59.96	\$62.22	\$64.56	\$66.98	\$69.50	\$72.11	\$74.83	\$77.64	\$80.56	\$83.59	\$86.73	\$89.99
19	\$56.92	\$59.06	\$61.28	\$63.58	\$65.97	\$68.45	\$71.03	\$73.70	\$76.47	\$79.34	\$82.33	\$85.42
18	\$54.03	\$56.06	\$58.17	\$60.35	\$62.62	\$64.98	\$67.42	\$69.96	\$72.59	\$75.32	\$78.15	\$81.09
17	\$51.28	\$53.21	\$55.21	\$57.29	\$59.44	\$61.68	\$64.00	\$66.40	\$68.90	\$71.49	\$74.18	\$76.97
16	\$48.68	\$50.51	\$52.41	\$54.38	\$56.43	\$58.55	\$60.75	\$63.03	\$65.40	\$67.86	\$70.41	\$73.06
15	\$46.21	\$47.95	\$49.75	\$51.62	\$53.56	\$55.57	\$57.66	\$59.83	\$62.08	\$64.42	\$66.84	\$69.35
14	\$43.86	\$45.51	\$47.22	\$49.00	\$50.84	\$52.75	\$54.74	\$56.79	\$58.93	\$61.15	\$63.44	\$65.83
13	\$41.64	\$43.20	\$44.83	\$46.51	\$48.26	\$50.07	\$51.96	\$53.91	\$55.94	\$58.04	\$60.22	\$62.49
12	\$39.52	\$41.01	\$42.55	\$44.15	\$45.81	\$47.53	\$49.32	\$51.17	\$53.10	\$55.09	\$57.17	\$59.31
11	\$37.51	\$38.93	\$40.39	\$41.91	\$43.48	\$45.12	\$46.81	\$48.58	\$50.40	\$52.30	\$54.26	\$56.30
10	\$35.61	\$36.95	\$38.34	\$39.78	\$41.28	\$42.83	\$44.44	\$46.11	\$47.84	\$49.64	\$51.51	\$53.44
9	\$33.80	\$35.07	\$36.39	\$37.76	\$39.18	\$40.65	\$42.18	\$43.77	\$45.41	\$47.12	\$48.89	\$50.73
8	\$32.09	\$33.29	\$34.54	\$35.84	\$37.19	\$38.59	\$40.04	\$41.55	\$43.11	\$44.73	\$46.41	\$48.16



City of Moab

Proposed Public Services FY25-26 (3.5% COLA)

Hourly Pay Rates

JOB	Pay Range											
	1	2	3	4	5	6	7	8	9	10	11	12
22	\$66.50	\$69.00	\$71.59	\$74.28	\$77.08	\$79.97	\$82.98	\$86.10	\$89.34	\$92.70	\$96.18	\$99.80
21	\$62.27	\$64.61	\$67.04	\$69.56	\$72.18	\$74.89	\$77.71	\$80.63	\$83.66	\$86.81	\$90.07	\$93.46
20	\$58.31	\$60.51	\$62.78	\$65.14	\$67.59	\$70.13	\$72.77	\$75.51	\$78.34	\$81.29	\$84.35	\$87.52
19	\$54.61	\$56.66	\$58.79	\$61.00	\$63.29	\$65.67	\$68.14	\$70.71	\$73.36	\$76.12	\$78.99	\$81.96
18	\$51.14	\$53.06	\$55.05	\$57.12	\$59.27	\$61.50	\$63.81	\$66.21	\$68.70	\$71.29	\$73.97	\$76.75
17	\$47.89	\$49.69	\$51.56	\$53.49	\$55.50	\$57.59	\$59.76	\$62.00	\$64.34	\$66.75	\$69.26	\$71.87
16	\$44.84	\$46.53	\$48.28	\$50.09	\$51.98	\$53.93	\$55.96	\$58.06	\$60.25	\$62.51	\$64.86	\$67.30
15	\$41.99	\$43.57	\$45.21	\$46.91	\$48.67	\$50.50	\$52.40	\$54.37	\$56.42	\$58.54	\$60.74	\$63.02
14	\$39.32	\$40.80	\$42.34	\$43.93	\$45.58	\$47.29	\$49.07	\$50.92	\$52.83	\$54.82	\$56.88	\$59.02
13	\$36.82	\$38.21	\$39.65	\$41.14	\$42.68	\$44.29	\$45.95	\$47.68	\$49.47	\$51.33	\$53.26	\$55.27
12	\$34.48	\$35.78	\$37.13	\$38.52	\$39.97	\$41.47	\$43.03	\$44.65	\$46.33	\$48.07	\$49.88	\$51.75
11	\$32.29	\$33.51	\$34.77	\$36.07	\$37.43	\$38.84	\$40.30	\$41.81	\$43.39	\$45.02	\$46.71	\$48.47
10	\$30.24	\$31.38	\$32.56	\$33.78	\$35.05	\$36.37	\$37.74	\$39.16	\$40.63	\$42.16	\$43.74	\$45.39
9	\$28.32	\$29.38	\$30.49	\$31.63	\$32.82	\$34.06	\$35.34	\$36.67	\$38.05	\$39.48	\$40.96	\$42.50
8	\$26.52	\$27.52	\$28.55	\$29.62	\$30.74	\$31.89	\$33.09	\$34.34	\$35.63	\$36.97	\$38.36	\$39.80
7	\$24.83	\$25.77	\$26.74	\$27.74	\$28.78	\$29.87	\$30.99	\$32.15	\$33.36	\$34.62	\$35.92	\$37.27