
CITY OF MOAB

Salary & Benefit Overview

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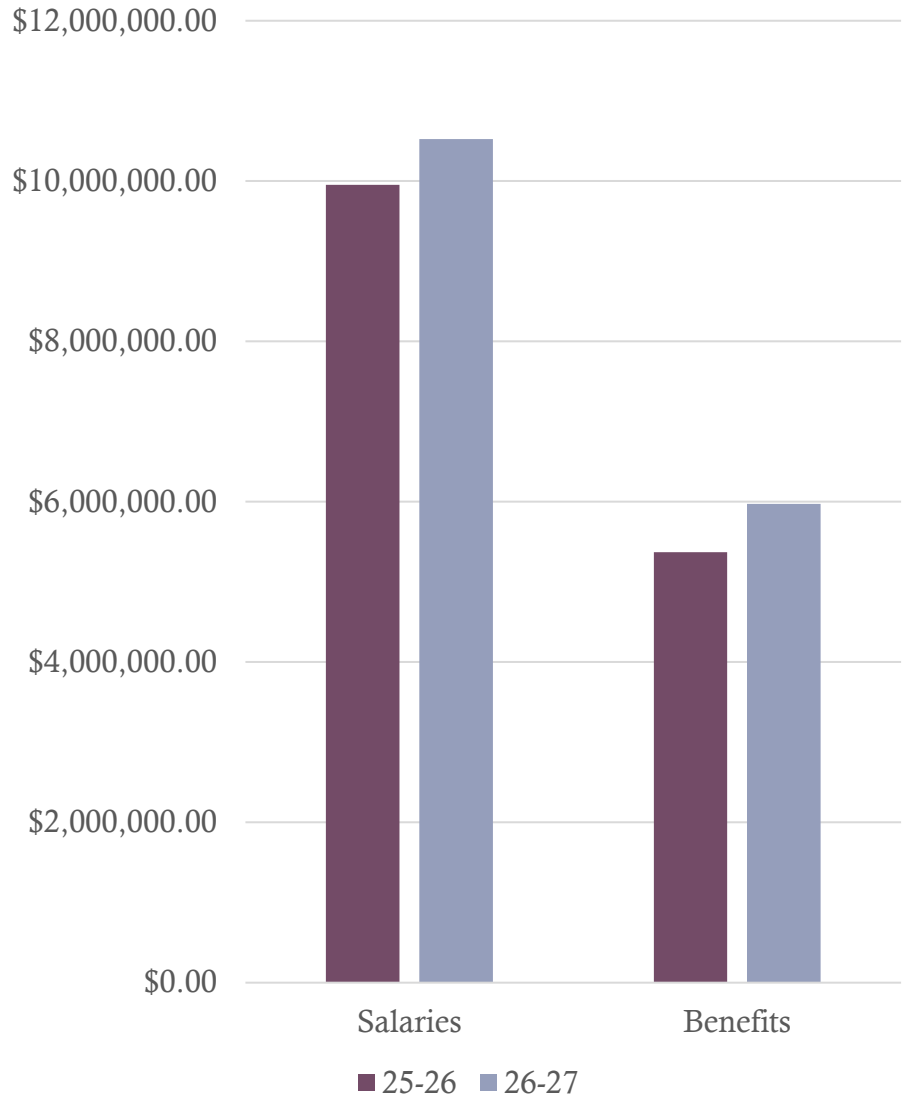
2026-2027 SALARY AND BENEFIT BUDGET EXPECTATIONS

Salary Increase – 7%
(Includes a 2.8% COLA)

Benefit Increase – 10%
(Rising Insurance Costs)

Used as benchmark for evaluating growth

EXPECTED VS ACTUAL GROWTH CITY WIDE



Salaries 6.55% - Lower than expected due to Highly Compensated Employee freeze.

Benefits 11.2% - Higher than expected due to employee status changes and off-cycle increases or promotions.

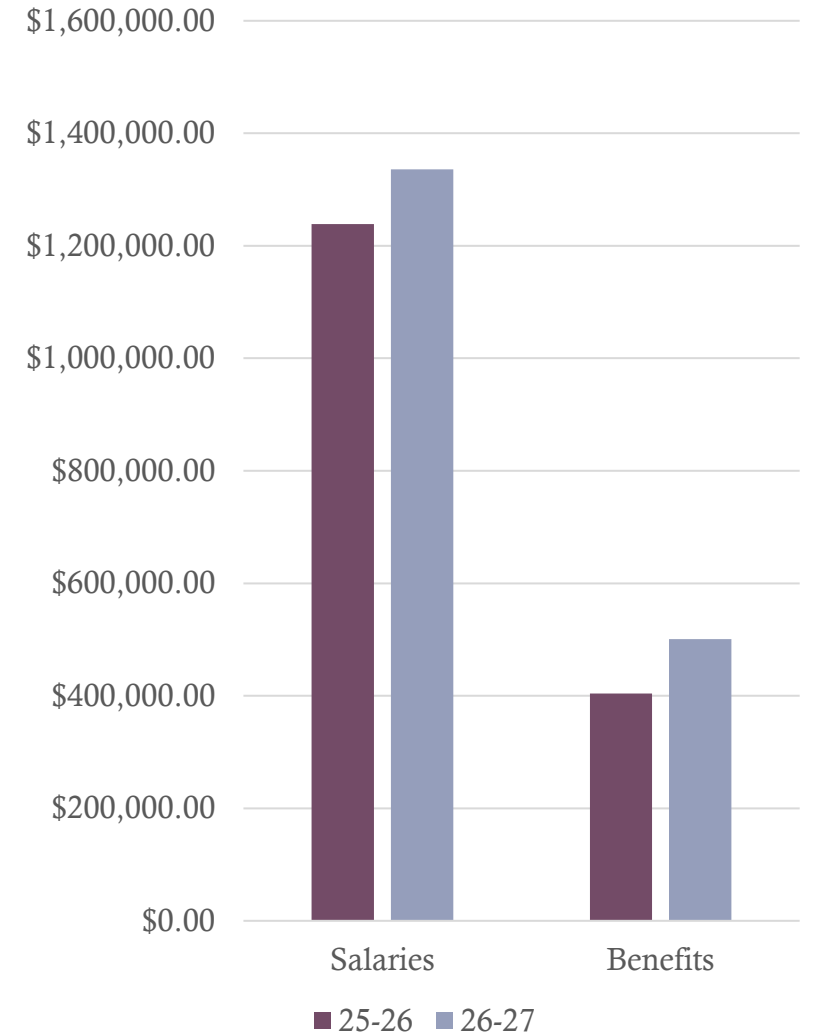
EXPECTED VS ACTUAL GROWTH GENERAL FUND (10)

- **Salaries** 5.52% - Lower than expected due to Highly Compensated Employee Freeze.
- **Benefits** 9.46% - Lower than expected due to Highly Compensated Employee freeze.



EXPECTED VS ACTUAL GROWTH ARTS & RECREATION FUND (23)

- **Salaries** 9.78% - Higher than expected due to step adjustments and off-cycle increase.
- **Benefits** 23.94% - Higher than expected due to turnover and employee status changes.



EXPECTED VS ACTUAL GROWTH WATER FUND (51)

- **Salaries** 13.37% - Higher than expected due to a salary correction from 25-26.
- **Benefits** 25.77% - Higher than expected due to salary correction and employee status changes.



EXPECTED VS ACTUAL GROWTH SEWER FUND (52)

- **Salaries** 8.84% - Higher than expected due to off-cycle salary increase/promotion.
- **Benefits** 6.86% - Lower than expected due to employee status changes.





QUESTIONS?
