

ORDINANCE NO. 2026-04

AN ORDINANCE ADOPTING PAY PLAN SCHEUDLES FOR THE CITY OF MOAB FOR FISCAL YEAR 2026-2027:

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 2026-2027 Fiscal Year pay plan schedules show a 2.8% 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 14 day of APRIL 2026.

SIGNED:

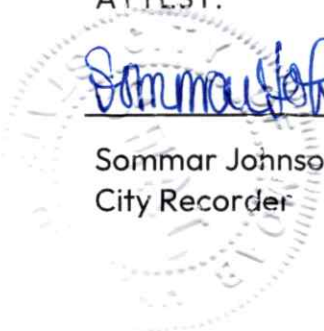


Joette Langianese
Mayor

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

APRIL 16, 2026

Effective date of ordinance:

JULY 1, 2026

SUMMARY OF
MOAB CITY
ORDINANCE NO. 2026-04

On April 14, 2026, the Moab City Council enacted Ordinance No. 2026-04, An Ordinance Adopting the City of Moab Pay Plan Schedules for Fiscal Year 2026-2027.



By: Joette Langianese, Mayor

ATTEST



Sommar Johnson, Recorder

Voting:

Council Member Knuteson-Boyd voting AYE

Council Member Loftin voting AYE

Council Member Myers voting AYE

Council Member Taylor voting AYE

Council Member Topper voting AYE

A complete copy of Ordinance No. 2026-04 is available in the Moab City offices located at 217 E. Center Street, Moab, UT 84532.

City of Moab
 General FY26-27 (2.8% COLA)

	1	2	3	4	5	6	7	8	9	10	11	12
18	\$44.58	\$46.26	\$48.00	\$49.80	\$51.68	\$53.62	\$55.64	\$57.73	\$59.90	\$62.15	\$64.49	\$66.91
17	\$42.13	\$43.71	\$45.36	\$47.06	\$48.83	\$50.67	\$52.57	\$54.55	\$56.60	\$58.73	\$60.94	\$63.23
16	\$39.81	\$41.31	\$42.86	\$44.48	\$46.15	\$47.88	\$49.68	\$51.55	\$53.49	\$55.50	\$57.59	\$59.75
15	\$37.62	\$39.04	\$40.51	\$42.03	\$43.61	\$45.25	\$46.95	\$48.72	\$50.55	\$52.45	\$54.42	\$56.47
14	\$35.55	\$36.89	\$38.28	\$39.72	\$41.21	\$42.76	\$44.37	\$46.04	\$47.77	\$49.56	\$51.43	\$53.36
13	\$33.60	\$34.86	\$36.17	\$37.53	\$38.94	\$40.41	\$41.93	\$43.50	\$45.14	\$46.84	\$48.60	\$50.42
12	\$31.75	\$32.94	\$34.18	\$35.47	\$36.80	\$38.18	\$39.62	\$41.11	\$42.66	\$44.26	\$45.92	\$47.65
11	\$30.00	\$31.13	\$32.30	\$33.52	\$34.78	\$36.08	\$37.44	\$38.85	\$40.31	\$41.83	\$43.40	\$45.03
10	\$28.35	\$29.42	\$30.53	\$31.67	\$32.86	\$34.10	\$35.38	\$36.71	\$38.09	\$39.52	\$41.01	\$42.55
9	\$26.79	\$27.80	\$28.85	\$29.93	\$31.06	\$32.22	\$33.44	\$34.69	\$36.00	\$37.35	\$38.75	\$40.21
9	\$26.78	\$27.78	\$28.83	\$29.91	\$31.04	\$32.20	\$33.41	\$34.67	\$35.97	\$37.33	\$38.73	\$40.19
7	\$24.41	\$25.33	\$26.28	\$27.27	\$28.30	\$29.36	\$30.46	\$31.61	\$32.80	\$34.03	\$35.31	\$36.64
6	\$23.31	\$24.19	\$25.10	\$26.04	\$27.02	\$28.03	\$29.09	\$30.18	\$31.32	\$32.49	\$33.72	\$34.98
5	\$22.26	\$23.09	\$23.96	\$24.86	\$25.80	\$26.77	\$27.77	\$28.82	\$29.90	\$31.03	\$32.19	\$33.40

City of Moab
 Public Services FY26-27 (2.8% COLA)

	1	2	3	4	5	6	7	8	9	10	11	12
15	\$43.17	\$44.79	\$46.48	\$48.22	\$50.04	\$51.92	\$53.87	\$55.90	\$58.00	\$60.18	\$62.44	\$64.79
14	\$40.43	\$41.95	\$43.52	\$45.16	\$46.86	\$48.62	\$50.45	\$52.34	\$54.31	\$56.35	\$58.47	\$60.67
13	\$37.86	\$39.28	\$40.76	\$42.29	\$43.88	\$45.53	\$47.24	\$49.02	\$50.86	\$52.77	\$54.76	\$56.81
12	\$35.45	\$36.78	\$38.17	\$39.60	\$41.09	\$42.63	\$44.24	\$45.90	\$47.63	\$49.42	\$51.28	\$53.20
11	\$33.20	\$34.45	\$35.74	\$37.08	\$38.48	\$39.93	\$41.43	\$42.98	\$44.60	\$46.28	\$48.02	\$49.82
10	\$31.09	\$32.26	\$33.47	\$34.73	\$36.03	\$37.39	\$38.79	\$40.25	\$41.77	\$43.34	\$44.97	\$46.66
9	\$29.11	\$30.21	\$31.34	\$32.52	\$33.74	\$35.01	\$36.33	\$37.69	\$39.11	\$40.58	\$42.11	\$43.69
8	\$27.26	\$28.29	\$29.35	\$30.45	\$31.60	\$32.79	\$34.02	\$35.30	\$36.63	\$38.00	\$39.43	\$40.91
7	\$25.53	\$26.49	\$27.48	\$28.52	\$29.59	\$30.70	\$31.86	\$33.05	\$34.30	\$35.59	\$36.93	\$38.31
6	\$23.16	\$24.04	\$24.94	\$25.88	\$26.85	\$27.86	\$28.91	\$29.99	\$31.12	\$32.29	\$33.51	\$34.77

Moab City
 Final Police 26-27 (2.8% COLA)

	1	2	3	4	5	6	7	8	9	10	11	12
15	\$47.50	\$49.29	\$51.14	\$53.06	\$55.06	\$57.13	\$59.28	\$61.51	\$63.82	\$66.22	\$68.71	\$71.29
14	\$45.09	\$46.79	\$48.55	\$50.37	\$52.26	\$54.23	\$56.27	\$58.38	\$60.58	\$62.86	\$65.22	\$67.67
13	\$42.80	\$44.41	\$46.08	\$47.81	\$49.61	\$51.48	\$53.41	\$55.42	\$57.50	\$59.67	\$61.91	\$64.24
12	\$40.63	\$42.16	\$43.74	\$45.39	\$47.09	\$48.86	\$50.70	\$52.61	\$54.58	\$56.64	\$58.77	\$60.98
11	\$38.57	\$40.02	\$41.52	\$43.08	\$44.70	\$46.38	\$48.13	\$49.94	\$51.81	\$53.76	\$55.78	\$57.88
10	\$36.61	\$37.98	\$39.41	\$40.89	\$42.43	\$44.03	\$45.68	\$47.40	\$49.18	\$51.03	\$52.95	\$54.94
9	\$34.75	\$36.06	\$37.41	\$38.82	\$40.28	\$41.79	\$43.36	\$44.99	\$46.69	\$48.44	\$50.26	\$52.15
8	\$32.98	\$34.22	\$35.51	\$36.85	\$38.23	\$39.67	\$41.16	\$42.71	\$44.31	\$45.98	\$47.71	\$49.50

Ordinance 2026-04
 Attachment A

City of Moab
 Exempt/Salaried Employee Pay Plan – FY 2026–2027
 No COLA

Position	Minimum Salary	Maximum Salary
City Manager	\$177,867.78	\$266,948.13
Police Chief	\$161,840.72	\$242,894.34
Public Works Director	\$138,313.97	\$207,584.85
Utilities Director	\$138,313.97	\$207,584.85
Community Development Director	\$134,041.70	\$201,172.92
Human Resources Director	\$134,041.70	\$201,172.92
City Engineer	\$113,116.38	\$169,767.71
Parks, Recreation & Trails Director	\$113,116.38	\$169,767.71
Assistant Police Chief	\$112,377.11	\$168,658.19
Strategic Initiatives & Sustainability Director	\$101,014.23	\$151,604.52
City Recorder	\$95,457.72	\$143,265.19
City Treasurer	\$95,457.72	\$143,265.19

Ordinance 2026-04
Attachemnt B

Job Title Structure

General

Administrative Assistant - CD	9
Administrative Assistant - Public Works	8
Administrative Assistant I - Police	7
Administrative Assistant II - Arts	10
Administrative Assistant II - Police	10
Administrative Assistant II - Police Eviden	10
Administrative Assitant I - Arts	8
Animal Shelter Technician - PT	6
Aquatic Manager	11
Aquatic Manintenance Technician	7
Art Instructor - PT	6
Arts Director	14
Assistant City Engineer	14
Assistant City Treasurer	12
Associate Engineer	12
Associate Planner (Planner II-III)	13
Buidling Official	18
Building Inspector	14
Camp Instructor - PT	6
Communications & Engagement Manage	18
Community Support Specialist	13
Construction Inspector	14
Construction Manager	18
Crossing Guard - PT	6
Deput Treasurer I	8
Deputy Recorder I	8
Deputy Recorder II	11
Executive Administrative Assistant	10
Field Maintenance - PT	5
Field Maintnenace Supervisor- PT	7
Fitness Instructor - PT	9
Football Referee - PT	6
Front Desk - PT	5
Front Desk Manager	9
GIS Specialist	10
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
Official	6
Permit Technician I	7
Permit Technician II	10
Program Instructor - PT	6
Recorder Assistant - PT	6
Sports Assistant	10
Sports Manager	14
Sports Program Assistant - PT	7
Sustainability & Grants Coordinator	12
Swim Instructor - PT	7
Umpire - PT	6
Victim Advocate	10
Victim Assistance Unit Manager	14

Police

Administrative Sergeant	15
Animal Shelter Manager	10
Community Service Officer	9
Detective	11
Detective - Domestic Violence Specialist	12
Detective - SRO	12
Investigations Sergeant	14
Patrol Sergeant	14
Police Officer	8
Police Officer II	9
Police Officer III	12

Public Services

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
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
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

Exempt Salaried

Assistant Police Chief
City Engineer
City Manager
City Recorder
City Treasurer
Community Development Director
Human Resources Director
Parks, Recreation & Trails Director
Police Chief
Public Works Director
Strategic Initiatives & Sustainability Director
Utilities Director