



**ENHANCING OUR VIBRANT COMMUNITY AND IMPROVING OUR QUALITY
OF LIFE**

**MOAB CITY COUNCIL
JULY 28, 2026
REGULAR MEETING - 6:00 P.M.**

City Council Chambers
217 East Center Street
Moab, Utah 84532

1. Regular City Council Meeting - 6:00 p.m.

1.1. Call to Order and Pledge of Allegiance

2. Public Comments (Limited to Three Minutes Per Person)

3. Presentation

3.1. Utah State University Update

Documents:

home and community usu grand county impacts.pdf

4. Department Update

4.1. Public Works Update

5. Consent Agenda

5.1. Flood Mitigation Assistance Grant Program Match Letter

Documents:

fma match letter draft.docx

5.2. Approval of Minutes

June 23, 2026 - Regular Meeting
June 30, 2026 - Special Meeting

Documents:

min-cc-2026-06-23 draft.pdf
min-cc-2026-06-30 draft.pdf

5.3. Approval of Bills Against the City of Moab in the Amount of \$1,358,516.94

Documents:

06-24-26 council consent.pdf
07-01-26 council consent.pdf
07-08-26 council consent.pdf
07-15-26 council consent.pdf
07-22-26 council consent.pdf

6. General Business

6.1. Public Hearing for Resolution 12-2026: A Resolution Amending the Fiscal Year 2026-2027 Final Budget

6.2. Consideration of Resolution 12-2026: A Resolution Amending the Fiscal Year 2026-2027 Final Budget

Documents:

fy 26.27 budget amendment staff report.pdf
council budget amendment final.pdf
city of moab resolution no 12-2026.pdf

6.3. Consideration of Approval of Appointments to the Moab City Planning Commission

Documents:

planning commission appts..pdf

6.4. Consideration of Personnel Manual Updates

Documents:

agenda summary - personnel manual update 2026.pdf
previously approved policies.pdf
new-updated policies.pdf

6.5. Consideration of a Change Order Contract for McKinstry Essention in the Amount of \$1,206,621.00 for Phased Retrofits for the Mechanical, Building Automation Controls, and Lighting at the Moab Recreation and Aquatic Center (MRAC)

Documents:

agenda summary_mckinstry phase 3 project.docx.pdf
city of moab_mechanical and lighting change order.pdf

6.6. Consideration of Ordinance 2026-15: An Ordinance Enacting Chapter 8.28 of the Moab Municipal Code to Include Outdoor Water Conservation

Documents:

26_7jul-28_outdoor conservation ordinance agenda summary.pdf
26_7jul-28_outdoor conservation ordinance council.pdf

6.7. Consideration of Resolution 13-2026: A Resolution Authorizing and Directing the City Manager to Declare a Water Shortage

Documents:

*26_7jul-28_water shortage declaration resolution agenda
summary.pdf*

*26_7july-28_water shortage declaration resolution - council.pdf
25 water shortage response.pdf*

7. City Manager Updates

8. Mayor and Council Reports

9. Executive (Closed) Session

9.1. Strategy Session to Discuss Reasonably Imminent and/or Pending Litigation

9.2. Strategy Session to Discuss the Purchase, Exchange, or Lease of Real Property

10. Adjournment

Special Accommodations:

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.

Check our website for updates at: www.moabcity.org

USU Extension Grand County Home and Community 2023-26



USU Extension

Home and Community

**Agriculture and Natural
Resources**

Cory Farnsworth

4H

Isabel Lindsey



Maria Jose Velasco Burgos, MPH, MPA

CUBE Program Director

Assistant Professor

USU Extension Home and Community - Grand County



Beatriz Jarvis
CUBE Program Coordinator



Lesley Estrada
Program Assistant (UHIP)



Jason Lemus
Program Intern
Grand County



Ricky Begaye
Program Coordinator
(Be Epic, ROOTS)
Grand County



CUBE Community Health Workers

Oreta Tupola
Utah County

Ixchel Rangel
Salt Lake County

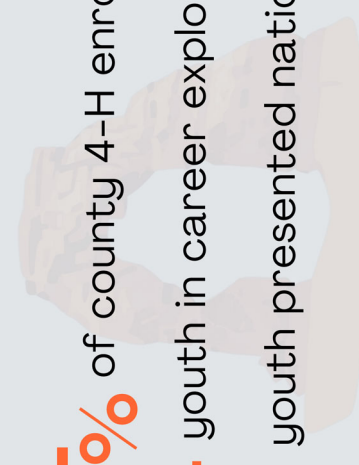
Monica Ovando
Grand County

This presentation highlights the systems, capacity, and measurable impacts established in Grand County through Home & Community Extension over the past three years (2023–2026). It summarizes the infrastructure now in place, how it functions in a rural context, and the outcomes it supports for the county.



HOME AND COMMUNITY YOUTH DEVELOPMENT

Grand County Home and Community led Youth participation, engagement, and leadership development through 4-H and other youth Extension existing programming



<50% of county 4-H enrollment
70+ youth in career exploration
14+ youth presented nationwide

Programs Recognition

- Utah 4-H Association Belonging Award 2024
- Utah 4-H Association Belonging Award 2025
- “Expanding the 4-H Audience: Creating Opportunities 4 All” State and Regional Award

HOME AND COMMUNITY YOUTH DEVELOPMENT

Key Programs

- Establishment of Uniting Cultures and Kinship (Ke)
- Pathways to Higher Education
- Saturday Academy
- Internship Opportunities
- Exploratory family events
- Ignite national leadership event
- TRY teams



HOME AND COMMUNITY YOUTH CAREER DEVELOPMENT & LEADERSHIP

Saturday Academy at the University of Utah

At the University of Utah, youth participated in hands-on learning activities, mentorship sessions, campus experiences, and career exploration workshops

Ignite National Leadership Program in Washington DC

This leadership conference brings together youth from across the country to build leadership skills, connect with peers, and learn how they can create change in their communities.

Pathways to Higher Education

The event helped participants build confidence in pursuing higher education while increasing their awareness of financial aid, scholarships, and postsecondary education opportunities at any of the USU campuses statewide.

Extension

UtahStateUniversity.



YOUTH PREVENTION – WELLNESS

Be Epic Escape the Vape Program

The Be Epic, Escape the Vape Program is a multicomponent prevention program offering e-cigarette and vape prevention programming in Carbon, Emery and Grand counties for teachers and school staff, education events for parents/guardians, and afterschool programs for youth in 5th–12th grades.

Parent
Education

Teacher
Training

Youth
Afterschool
Programs

Social
Media
Campaigns

High engagement and satisfaction among participating youth

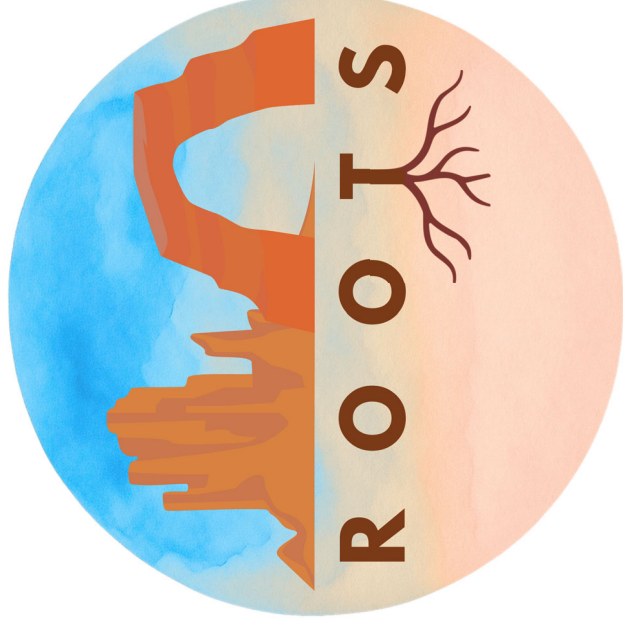
100% participants reported group leaders did a good job facilitating
70+ reported participating “a lot” in sessions
70 found homework very helpful



ROOTS YOUTH OUTDOOR INITIATIVE

The ROOTS Youth Outdoor Initiative expands access to outdoor education for youth in Grand and San Juan Counties by reducing barriers to participation and providing adaptable, hands-on experiences that promote health, leadership, and stewardship

- Break barriers to outdoor access for rural youth.
- Empower youth through leadership, confidence, and resilience.
- Promote lifelong physical and mental well-being through nature.
- Inspire environmental stewardship and a connection to public lands.
- Create equitable outdoor opportunities through community partnerships.
- Build the next generation of healthy, engaged community leaders.



YOUTH HEALTH AMBASSADOR PROGRAM

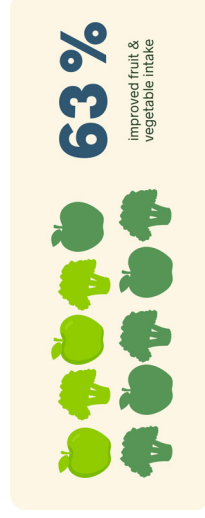
Funded by the Utah Health Improvement Project (UHIP), the Youth Health Ambassador Program empowers youth to become leaders in promoting health and well-being through education, service, leadership development, and community engagement.

- Develop youth leaders who promote health and well-being in their communities.
- Build leadership, communication, and community engagement skills.
- Increase knowledge of healthy lifestyles and local health resources.
- Connect youth with service-learning and community outreach opportunities.
- Create a pathway to become a Certified Community Health Worker (CHW) at age 18.
- Inspire lifelong civic engagement and careers in health and community service.



NUTRITION AND WELLNESS

IMPROVEMENTS IN HEALTH BEHAVIORS AMONG COMMUNITY HEALTH WORKERS



Cook Along with Diabetes

Interactive and on-demand diabetes education supporting prevention and self-management

Statewide diabetes education initiative supported by NIFA, focused on expanding access (Co-Principal Investigator)

Create Better Health

- Statewide Create Better Health programming coordinated through Community Health Workers
- Grand County classes delivered through community and partner settings
- Youth nutrition education delivered through 4-H and school partnerships
- Builds on prior SNAP-Ed (USDA) grant implementation (Co-Principal Investigator)



Get Healthy Utah 2024 Designation

Dance-Based Fitness Classes

Engaging physical activity classes offered in combination with Create Better Health nutrition education to enhance outreach and participation

FOOD PRESERVATION AND EMERGENCY PREPAREDNESS

USU Extension provides research-based education on food preservation and emergency preparedness, helping families safely preserve food, reduce waste, improve food security, and build resilience for emergencies and disasters.

**Freeze
Drying**

Canning

Fermenting

**Food
Storage and
Packaging**

**Food
Preservation
community
group**

**Access to
statewide food
safety and
preservation
experts**

- 7 food preservation workshops delivered since September 2025.
- High community demand for food preservation education.
- Reduced household food waste through safe preservation practices.
- Strengthened household emergency preparedness and food security.
- Building a community self-help network with ongoing support from USU Extension experts.
- Expanded community access through food preservation equipment rentals.



COMMUNITY HEALTH WORKERS PROGRAMING AND CAPACITY BUILDING



2026

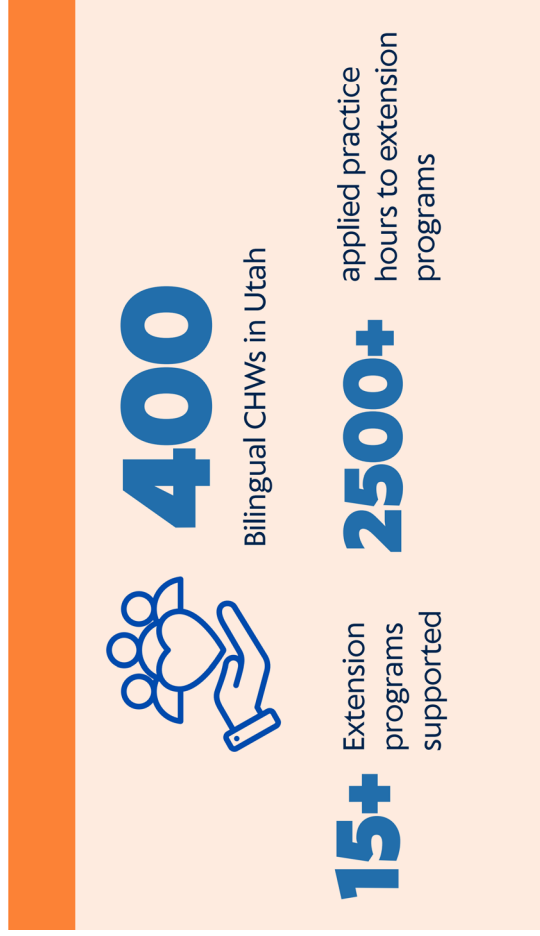
- Formalized the USU Extension Community Health Worker (CHW) Program.
- Strengthened the partnership with the Utah Community Health Worker Association (UCHWA).
- Launched a statewide CHW needs assessment.
- Developing training for CHWs and organizations beyond the Core Skills Certificate.
- Assisted with curriculum language adaptation.

2023-25

- Co-led USU Extension as an approved CHW Core Skills training host site.
- Coordinated CHW Core Skills training and community outreach.
- Adapted outreach and curriculum to address access barriers.
- Served as liaison between USU Extension, UCHWA, and the Utah Department of Health and Human Services (DHHS).
- Supported CHW Core Skills completers with SBIO4 certification resources.

CUBE Program

Connect, Unite, Build, Engage



CAPACITY BUILDING

- Monthly webinars to strengthen outreach
- AgWellness for migrant workers
- Cook Along (pilot for NIFA grant)
- Indigenous and Bilingual Outreach in Moab
- Mental Health Module Translation
- Create Better Health Online Curriculum
- Strong Bodies Curriculum
- Family Outreach and Cultural Events
- Focus group for CBH outreach
- **Medical Interpreting (partnership with language department)**
- Spanish and English Career focused classes



Funding

- CUBE USU Statewide Extension grant \$23,355
 - Local capacity and professional development
- Be Epic Escape the Vape \$100,000
 - No cost extension
- Undergraduate Internship
 - Sing ups and family outreach
- Building Healthy Families \$3,000 (+10,000)
 - Health and Wellness
 - Partnerships with clinical liaisons
- Utah Children's Outdoor Recreation and Education (UCORE) \$40,000
 - 200 youth San Juan County and Grand County
- Utah Health Improvement Plan (UHIP)
 - 300 youth – CHW training for youth



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Moab, Utah 84532-2534



Phone: (435) 259-5121
Fax: (435) 259-4135

July 28, 2026

Eric Martineau
State Hazard Mitigation Officer
4315 S. 2700 W., 2nd Floor, Suite 2200
Taylorsville, UT 84129

Dear Mr. Martineau,

The City of Moab agrees to pay the 25% local share for this Flood Mitigation Assistance grant. The 25% local share will not come from other federal funding sources but will come as cash from the City of Moab.

The amount totaling \$125,00 is available currently.

Sincerely,

Joette Langianese
Mayor, City of Moab

MOAB CITY COUNCIL MINUTES--DRAFT
REGULAR MEETING
June 23, 2026

Regular Meeting Attendance and Call to Order:

Moab City Council held its Regular Meeting on the above date in Council Chambers. Archived audio is at www.utah.gov/pmn and video is at www.youtube.com/watch?v=2Ym4jhDWB88. Mayor Joette Langianese called the meeting to order at 6:04 p.m. Councilmembers Jason Taylor, Tawny Knutson-Boyd, Kaitlin Myers, Colin Topper and Miles Loftin attended; Loftin attended via electronic means. Also in attendance were City Manager Michael Black, Recorder Sommar Johnson, Strategic Initiatives & Sustainability Director Alexi Lamm, Sustainability and Grant Coordinator Val Villeux, Treasurer Marcy Mason, Associate Planner Johanna Blanco, Police Chief Lex Bell, Assistant Police Chief James Blanton, Jr., Community Development Director Cory Shurtleff, Deputy Recorder Yvonne Hatathly, Junior Planner Kate Poynter, Attorney Lisa Watts Baskin and eight members of the public. Councilmember Taylor led the Pledge of Allegiance.

Public Comments:

Pete Gross referenced a comment made by Councilmember Topper at the last meeting regarding bicyclists impacted by new street work. He agreed with Topper's assessment that streets can be dangerous for bikes and cited the street realignment on 400 East bordering the high school, where bicyclists are squeezed by the lane of vehicle travel.

Water Conservation Plan—Workshop

Staff members Lamm and Villeux presented the draft Water Conservation Plan. Villeux described the purpose, history and timeline for the state-required update, and said a draft was due to the state by mid-July with a public hearing in September. He presented statistics based on gallons of culinary water used per capita per day (GPCD), and showed a reduction from 2005 to 2025 that nearly meets the goal of 20 percent reduction by 2030; he clarified that the target number is arguably 250 GPCD based on a starting level, rather than the goal of 267 which has been the established target. He explained current usage is 269 GPCD and covers residential, commercial and institutional users. Recent sustainability initiatives were discussed as well as the water shortage response matrix. Mayor Langianese asked how local farms were designated. Voluntary and mandatory water conservation measures were discussed as they relate to the water shortage response, including restrictions on fountains and water features, washing vehicles, a tiered billing structure, use of misters, water re-use incentives such as gray water systems, internal water audits, and a wastewater plant retrofit to recycle water. Councilmember Topper asked for regular reporting on the City's water shortage situation and trends in usage. Councilmember Myers mentioned enforcement, warnings, and fines. Topper urged a public information program as a first step, and the Mayor concurred that the public needs to know what to expect. A requirement for commercial carwashes to use recycled water was not viewed favorably, due to the age of existing local facilities. Councilmember Loftin questioned how water customers would know how to reduce use of misters by the suggested 15 percent. Councilmember Myers suggested the City needs to address community feedback and sentiment about water usage at the golf course and parks. Mayor Langianese suggested staff work on code adjustments regarding such topics as hours for watering lawns and hotel laundry.

Department Update:

Sustainability staff Lamm and Villeux presented a report on the proposed community garden at Old City Park, which Lamm said was several years in preparation and was a collaborative effort with the Youth Garden Project. Councilmember Topper asked if the City had a financial obligation to the project, and it was explained that the City was providing irrigation and a little-used plot of land at the park.

Consent Agenda—Approved

Councilmember Taylor moved to approve the consent agenda, as follows: confirmation letter for a funding match for the Building Resilient Infrastructure and Communities grant application, letter of

support for a Glass Recycling Foundation grant application, approval of minutes for the June 9, 2026 Regular Meeting and approval of bills against the City of Moab in the amount of \$308,414.38. Councilmember Knutson-Boyd seconded the motion. The motion passed 5-0 with Councilmembers Taylor, Knutson-Boyd, Topper, Myers and Loftin voting aye.

General Business:

Public Hearing regarding amending the fiscal year budget—Cancelled

Mayor Langanese explained there was no need to amend the fiscal year 2025-2026 budget, and therefore the public hearing was cancelled.

Residential Utility Assistance Program—Approved

Presentation and Discussion: Treasurer Mason presented a proposal to convert a pilot utility relief program to permanent status. She explained there were 20 City utility customers enrolled in the program, and she described efforts to recruit more enrollees. The budget was discussed and Councilmember Taylor thanked her for her explanation of how the program works.

Motion and Vote: Councilmember Taylor moved to approve **Ordinance 2026-13**: an ordinance amending the City of Moab Residential Utility Assistance Program Policy to become a permanent policy. Councilmember Topper seconded the motion. The motion passed 5-0 with Councilmembers Taylor, Knutson-Boyd, Topper, Myers and Loftin voting aye.

Interlocal Agreement (ILA) with Moab Valley Fire Department—Approved

Presentation and Discussion: Strategic Initiatives & Sustainability Director Lamm presented an ILA with local fire protection agencies. She explained the agreement was required by state statute to ensure interagency assistance with firefighting efforts at the local level. She mentioned recent projects such as the community wildfire preparedness plan. Discussion ensued regarding definitions in the agreement, such as initial attack and catastrophic fire, as well as the need for state support and ongoing fire risk within City limits.

Motion and Discussion: Councilmember Myers moved to adopt **Resolution 07-2026** approving the Interlocal Agreement with Moab Valley Fire Protection District for fire protection services and authorizing the Mayor to sign it. Councilmember Knutson-Boyd seconded the motion. Councilmembers praised the fire department for their work. **An emergency declaration banning fireworks** within City limits was brought up by the Mayor in response to a designated stage two fire danger. Attorney Watts Baskin stated the Mayor was empowered to make such an emergency declaration without a vote of the Council. Councilmembers unanimously supported such a declaration.

Vote: The motion to adopt **Resolution 07-2026** passed unanimously.

Cooperative Wildfire System Agreement with Forestry, Fire and State Lands—Approved

Motion and Discussion: Councilmember Topper moved to adopt **Resolution 08-2026** approving the Cooperative Wildfire System Agreement with Utah forestry, fire and state lands and authorizing the Mayor to sign it. Councilmember Taylor seconded the motion. Councilmember Myers asked about any financial commitment required by the City. It was explained that the City's contribution of work provided by Rim To Rim Restoration far exceeded the participation requirements.

Vote: The motion passed unanimously.

Amendment to Neighborhood Commercial Zone—Approved

Presentation and Discussion: Associate Planner Blanco and Junior Planner Kate Poynter presented a proposed text amendment to the municipal code regarding permitted uses in the C-5 commercial zone. It was explained that the Planning Commission forwarded a unanimous recommendation for approval. Blanco clarified that a current business, without expanding their building, wished to expand services to fit the definition of medical clinic, which was not currently an allowed use in the zone. Councilmember Myers requested an amendment to all commercial zones to allow medical clinics. City Manager Black explained that such a request would trigger a need for an additional public hearing and the matter was already slated for correction in the code re-write. Councilmember Loftin explained the Planning Commission gave the matter a thorough review and recommended approval.

Motion and Vote: Councilmember Topper moved to approve **Ordinance 2026-11:** an ordinance amending Moab Municipal Code, Title 17, Chapter 17.30 Neighborhood Commercial Zone, Section 17.30.020 Permitted Uses and Regulations, to include medical clinic as a permitted use. Councilmember Myers seconded the motion. The motion passed unanimously.

City Manager Report:

City Manager Black reported the annual water quality report would be published in the *Moab Times-Independent*. He said business license renewals were underway. Black reported on work regarding flood preparedness in local creeks, riparian corridors and detention basins. He mentioned he attended the Cross Creeks Park open house to discuss the corridor between 100 West and 500 West. He mentioned his leadership team discussed a book entitled *Shackleton's Way*. Black reported two police officers had been hired, a police sergeant position was open, and a new junior planner joined the staff.

Mayor and Council Reports:

Councilmember Taylor reported he attended a Chamber of Commerce meeting with other stakeholders to plan for the winter holiday festivities.

Councilmember Knutson-Boyd reported she attended meetings with the Canyonlands Health Care Special Service District and with Museum staff. She praised Public Works Director Levi Jones and his staff for the substantial work completed improving the Kane Creek Boulevard.

Councilmember Topper commented on a meeting regarding bicycle access to Arches National Park. He said the proposed plan would be revealed to the public at the July 14 TrailMix meeting. He added he attended the Cross Creeks open house.

Councilmember Myers reported she attended a meeting of the homeless council, Arts & Ag, and a Pride pool party at the aquatic center.

Councilmember Loftin reported he attended a meeting of the Planning Commission, and he praised the work of the Commission. He said the medical clinic definition in the commercial zones, as discussed earlier in the meeting, was determined to be an oversight in the current code. He stated he attended a meeting of the Grand Water and Sewer Services Agency (GWSSA).

Mayor Langianese reported she attended a meeting of the Utah League of Cities and Towns resort caucus, as well as meetings with the healthcare special service district, the City lobbyists, a special service district training, the Cross Creeks open house, and the Arches shuttle working group. She reported there were two open positions on the Planning Commission, and she wished all a happy Fourth of July.

Executive (Closed) Session:

Councilmember Taylor moved to enter an executive session to discuss reasonably imminent and/or pending litigation. Councilmember Knutson-Boyd seconded the motion. The motion passed unanimously. Mayor Langianese convened the closed session at 8:16 p.m. Councilmember Topper moved to end the closed session. Councilmember Knutson-Boyd seconded the motion. The motion passed unanimously. Mayor Langianese ended the closed session at 8:33 p.m.

Adjournment:

Councilmember Topper moved to adjourn the meeting. Councilmember Knutson-Boyd seconded the motion. The motion passed unanimously. The Mayor adjourned the meeting at 8:33 p.m.

APPROVED: _____
Joette Langianese, Mayor

ATTEST: _____
Sommar Johnson, City Recorder

MOAB CITY COUNCIL MINUTES--DRAFT
SPECIAL MEETING
June 30, 2026

Special Meeting Attendance:

Moab City Council held a Special Meeting on the above date in City Council Chambers. Archived video is at www.youtube.com/watch?v=FVDp6ru2pVA and audio is at www.utah.gov/pmn. Mayor Joette Langianese called the meeting to order at 5:02 p.m. Councilmembers Kaitlin Myers, Miles Loftin, Jason Taylor, Colin Topper and Tawny Knuteson-Boyd attended, as well as City Manager Michael Black, Recorder Sommar Johnson, Attorney Nathan Bracken, Fire Chief T.J. Brewer and Police Chief Lex Bell.

Temporary Ban on Fireworks—Approved

Presentation and Discussion: Mayor Langianese reviewed action at the last regular meeting of the City Council, at which she declared an emergency ban on fireworks within City limits with the affirmation of Council; she stated that, subsequent to that, Governor Cox declared a ban on fireworks throughout the state. She said the purpose of the meeting was consideration of repealing and replacing **Ordinance 2026-10** with **Ordinance 2026-14**, an ordinance imposing a temporary ban on the discharge of fireworks within City limits. She reported she met with Fire Chief Brewer to discuss justifications for a ban on fireworks within the City, and Chief Brewer provided her with a letter outlining the reasons for the ban. Afterward, she said City Attorney Bracken consulted on the revised language of the ordinance. She stated the municipal fireworks display would be exempt unless an issue arose that would cause the City to cancel the municipal display. Mayor Langianese added that a stage two fire status resulted in a ban on personal fireworks across the county. Chief Brewer explained that the dangerous fire conditions could tap out the local fire fighting resources and backup resources would likely not be available to assist with any fires that might arise due to the dry and windy conditions. Councilmember Myers asked about the resources available to protect the community from any mishaps resulting from the municipal show. Brewer explained that, in the event of high winds and a red flag warning, he was authorized to cancel the show. Councilmember Knutson-Boyd praised the firefighters for their service. Attorney Bracken explained the Governor's order superceded the Mayor's order, although the Governor's order covered only the July 4 period. He added that the City, in consultation with the Fire Chief, was authorized to extend the ban through the rest of July. Bracken clarified the whole City fits within the four categories which allow for fireworks bans and establishes the legal basis for such a ban by Council. He said further bans could be enacted for other holidays, including New Year's Eve and the Chinese New Year. Police Chief Bell explained more patrols would be assigned on July 4, and violations of the ban would carry a \$1,000 fine. He stated he instructed his officers to adopt a zero tolerance approach. Councilmember Myers asked for clarification for residents who witness illegal fireworks, and Chief Bell explained violations can be reported to dispatch [435-259-8115]. Councilmember Taylor asked for clarification regarding not only a fine for the illegal discharge of fireworks but also recovering the cost of fire suppression and reparations due to an illegally caused fire. City Manager Black explained others charges such as reckless endangerment could be imposed. Bracken clarified the ban also included open fires; he said the proposed City ordinance did not specify charges for damages as it was covered by state code.

Motion and Vote: Councilmember Taylor moved to approve **Ordinance 2026-14** repealing and replacing **Ordinance 2026-10** to reaffirm prohibitions on the discharge of private fireworks in map areas of the City of Moab that are subject to historical hazardous environmental conditions and to prohibit the discharge of private fireworks and the use of open fires within City boundaries from July 1st through through July 31st, 2026 due to existing hazardous environmental conditions pursuant to Utah Code 15A-5-202.5(1)(b). Councilmember Knutson-Boyd seconded the motion. The motion passed unanimously.

Adjournment: Councilmember Loftin moved to adjourn the meeting. Councilmember Taylor seconded the motion. The motion passed unanimously. Mayor Langianese adjourned the meeting at 5:20 p.m.

APPROVED: _____ ATTEST: _____
Joette Langianese, Mayor Sommar Johnson, City Recorder

MOAB CITY CORPORATION
Disbursement Listing
MACU Checking - 06/18/2026 to 06/24/2026

Payee Name	Reference Number	Payment Date	Payment Amount	Void Date	Void Amount	Source
AMAZON CAPITAL SERVICES	280269	06/24/2026	\$6,647.35			Purchasing
AMERICAN RED CROSS	280270	06/24/2026	\$816.00			Purchasing
BOBCAT OF THE ROCKIES	280271	06/24/2026	\$2,530.60			Purchasing
BOWEN COLLINS & ASSOCIATES INC.	280272	06/24/2026	\$2,150.00			Purchasing
CANYONLANDS ADVERTISING	280273	06/24/2026	\$914.40			Purchasing
CHEMTECH-FORD LLC	280274	06/24/2026	\$303.00			Purchasing
CIVIL SCIENCE INFRASTRUCTURE IN	280275	06/24/2026	\$2,169.00			Purchasing
CUSTOMER REFUNDS	280276	06/24/2026	\$10.00			Purchasing
CUSTOMER REFUNDS	280277	06/24/2026	\$75.00			Purchasing
CUSTOMER REFUNDS	280278	06/24/2026	\$150.00			Purchasing
CUSTOMER REFUNDS	280279	06/24/2026	\$150.00			Purchasing
CUSTOMER REFUNDS	280280	06/24/2026	\$30.00			Purchasing
CUSTOMER REFUNDS	280281	06/24/2026	\$116.50			Purchasing
CUSTOMER REFUNDS	280282	06/24/2026	\$130.00			Purchasing
DESERT WEST OFFICE SUPPLY	280283	06/24/2026	\$235.00			Purchasing
ENBRIDGE GAS	280284	06/24/2026	\$4,137.49			Purchasing
FIRE TEAM SECURITY, INC.	280285	06/24/2026	\$360.00			Purchasing
FIRST RESPONDERS FIRST,LLC	280286	06/24/2026	\$475.00			Purchasing
GUERRERO CONSTRUCTION	280287	06/24/2026	\$9,300.00			Purchasing
IAPE	280288	06/24/2026	\$65.00			Purchasing
JOHNSTONE SUPPLY	280289	06/24/2026	\$243.30			Purchasing
MECHANICAL SERVICE & SYSTEMS, L	280290	06/24/2026	\$3,163.00			Purchasing
MOAB MAILING CENTER	280291	06/24/2026	\$15.92			Purchasing
MOTIVE TECHNOLOGIES, INC	280292	06/24/2026	\$5,840.84			Purchasing
OFFICE EQUIPMENT CO.	280293	06/24/2026	\$145.00			Purchasing
PITNEY BOWES INC - PURCHASE PO	280294	06/24/2026	\$100.00			Purchasing
PYE-BARKER FIRE & SAFETY LLC	280295	06/24/2026	\$2,107.45			Purchasing
ROCKY MOUNTAIN POWER	280296	06/24/2026	\$144.67			Purchasing
ROYCE'S ELECTRONICS SITE MANAG	280297	06/24/2026	\$350.00			Purchasing
SALT LAKE COMMUNITY COLLEGE	280298	06/24/2026	\$80.50			Purchasing
THE PARTRIDGE GROUP	280299	06/24/2026	\$908.00			Purchasing
TURNER LUMBER OF MOAB	280300	06/24/2026	\$21.78			Purchasing
U.S. POSTMASTER	280301	06/24/2026	\$484.86			Purchasing
UTAH STATE DIVISION OF FINANCE	280268	06/24/2026	\$39,271.48			Purchasing
VERIZON WIRELESS	280302	06/24/2026	\$2,697.10			Purchasing
WALKER'S TRUE VALUE HARDWARE	280303	06/24/2026	\$248.15			Purchasing
			\$86,586.39		\$0.00	

MOAB CITY CORPORATION
Disbursement Listing
MACU Checking - 06/25/2026 to 07/01/2026

Payee Name	Reference Number	Payment Date	Payment Amount	Void Date	Void Amount	Source
AARON P. WISE ATTORNEY AT LAW	280304	07/01/2026	\$3,000.00			Purchasing
CANYONLANDS COPY CENTER	280305	07/01/2026	\$41.00			Purchasing
CHEMTECH-FORD LLC	280306	07/01/2026	\$358.00			Purchasing
COWDELL LAW	280307	07/01/2026	\$3,000.00			Purchasing
CUSTOMER REFUNDS	280308	07/01/2026	\$40.00			Purchasing
CUSTOMER REFUNDS	280309	07/01/2026	\$40.00			Purchasing
CUSTOMER REFUNDS	280310	07/01/2026	\$4.50			Purchasing
DESERT WEST OFFICE SUPPLY	280311	07/01/2026	\$64.89			Purchasing
DORSETT TECHNOLOGIES INC.	280312	07/01/2026	\$510.00			Purchasing
EMERY TELCOM	280313	07/01/2026	\$1,234.97			Purchasing
FRONTIER	280314	07/01/2026	\$1,988.45			Purchasing
GRAINGER	280315	07/01/2026	\$90.52			Purchasing
KIMLEY-HORN AND ASSOCIATES INC.	280316	07/01/2026	\$49,067.14			Purchasing
LES OLSON COMPANY	280317	07/01/2026	\$48.01			Purchasing
MCCI LLC	280318	07/01/2026	\$7,393.50			Purchasing
PITNEY BOWES INC - PURCHASE PO	280319	07/01/2026	\$500.00			Purchasing
PROVELOCITY	280320	07/01/2026	\$4,146.51			Purchasing
R TOLLEY CONSTRUCTION	280321	07/01/2026	\$6,000.00			Purchasing
REVCO LEASING COMPANY	280322	07/01/2026	\$3,107.47			Purchasing
RIVER CANYON WIRELESS	280323	07/01/2026	\$687.00			Purchasing
ROCKY MOUNTAIN POWER	280324	07/01/2026	\$311.02			Purchasing
SCIENCE MOAB	280325	07/01/2026	\$2,000.00			Purchasing
STANDARD PLUMBING SUPPLY CO.	280326	07/01/2026	\$11.49			Purchasing
THE BENNETT GROUP DC	280327	07/01/2026	\$7,009.17			Purchasing
TURNER LUMBER OF MOAB	280328	07/01/2026	\$31.57			Purchasing
UTAH LEAGUE OF CITIES & TOWNS	280329	07/01/2026	\$425.00			Purchasing
WALKER'S TRUE VALUE HARDWARE	280330	07/01/2026	\$162.08			Purchasing
ZIONS BANK PUBLIC FINANCIAL SER	280331	07/01/2026	\$97,324.58			Purchasing
			\$188,596.87		\$0.00	

MOAB CITY CORPORATION
Disbursement Listing
MACU Checking - 07/02/2026 to 07/08/2026

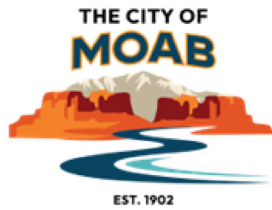
Payee Name	Reference Number	Payment Date	Payment Amount	Void Date	Void Amount	Source
AD-VERTISER	280332	07/08/2026	\$598.50			Purchasing
AMAZON CAPITAL SERVICES	280333	07/08/2026	\$211.34			Purchasing
B I BILLS INSPECTION SERVICES LLC	280334	07/08/2026	\$1,725.00			Purchasing
BLUE STAKES OF UTAH 811	280335	07/08/2026	\$185.02			Purchasing
BURBIDGE, ALEXANDER C.	280336	07/08/2026	\$270.00			Purchasing
CALDWELL, JOHN	280337	07/08/2026	\$25.00			Purchasing
CANYONLANDS ADVERTISING	280338	07/08/2026	\$954.50			Purchasing
CANYONLANDS AUTO & MINING SUP	280339	07/08/2026	\$69.55			Purchasing
CANYONLANDS COPY CENTER	280340	07/08/2026	\$215.00			Purchasing
CHEMTECH-FORD LLC	280341	07/08/2026	\$120.00			Purchasing
CITY OF MOAB	280342	07/08/2026	\$12,033.95			Purchasing
CIVIL SCIENCE INFRASTRUCTURE IN	280343	07/08/2026	\$13,737.00			Purchasing
CODE PUBLISHING COMPANY	280344	07/08/2026	\$196.00			Purchasing
CONFLUENCE CUSTOM EVENTS, LLC	280345	07/08/2026	\$2,469.60			Purchasing
CUSTOMER REFUNDS	280346	07/08/2026	\$50.00			Purchasing
DEPT OF PUBLIC SAFETY TRUST FUN	280347	07/08/2026	\$1,900.00			Purchasing
DESERT WEST OFFICE SUPPLY	280348	07/08/2026	\$29.00			Purchasing
EGGEBEEN, JOSH	280349	07/08/2026	\$25.00			Purchasing
EMERY TELCOM	280350	07/08/2026	\$893.76			Purchasing
GARCIA, DAVID	280351	07/08/2026	\$25.00			Purchasing
GRAND WATER & SEWER AGENCY	280352	07/08/2026	\$157.45			Purchasing
HOUSE, BOWEN MOTEL LUXURY	280353	07/08/2026	\$409.51			Purchasing
HYDROCORP, LLC	280354	07/08/2026	\$1,609.38			Purchasing
Johnson, Sommar	280355	07/08/2026	\$1,198.49			Purchasing
JONES, JOHN G	280356	07/08/2026	\$3,200.00			Purchasing
Lee, Tyrell	280357	07/08/2026	\$135.00			Purchasing
MOAB DOWNTOWNER LLC	280358	07/08/2026	\$54,841.27			Purchasing
MOAB MAILING CENTER	280359	07/08/2026	\$48.02			Purchasing
MOAB SUN NEWS	280360	07/08/2026	\$925.00			Purchasing
NUSO LLC	280361	07/08/2026	\$427.82			Purchasing
PARKLAND USA CORPORATION	280362	07/08/2026	\$139.69			Purchasing
PELORUS METHODS INC	280363	07/08/2026	\$6,902.00			Purchasing
Pompili, Mona	280364	07/08/2026	\$213.05			Purchasing
PROVELOCITY	280365	07/08/2026	\$12,390.00			Purchasing
RICK'S GLASS	280366	07/08/2026	\$760.40			Purchasing
RIVER CANYON WIRELESS	280367	07/08/2026	\$164.97			Purchasing
ROBINSON, BRIAN	280368	07/08/2026	\$48.10			Purchasing
ROCKY MOUNTAIN POWER	280369	07/08/2026	\$33,943.77			Purchasing
SKAGGS	280370	07/08/2026	\$669.14			Purchasing
SMITH HARTVIGSEN PLLC	280371	07/08/2026	\$2,541.00			Purchasing
SOLID WASTE SPECIAL SERVICE DIS	280372	07/08/2026	\$24,317.55			Purchasing
SOUTHEASTERN UTAH DISTRICT HE	280373	07/08/2026	\$300.00			Purchasing
STANDARD PLUMBING SUPPLY CO.	280374	07/08/2026	\$150.80			Purchasing
T.W.S. CONSTRUCTION INCORPORAT	280375	07/08/2026	\$54,934.51			Purchasing
THE MOAB TIMES-INDEPENDENT	280376	07/08/2026	\$312.00			Purchasing
TURNER LUMBER OF MOAB	280377	07/08/2026	\$77.08			Purchasing
W.E.T. INC.	280378	07/08/2026	\$750.00			Purchasing
WALKER'S TRUE VALUE HARDWARE	280379	07/08/2026	\$559.58			Purchasing
WASH-IT EXPRESS	280380	07/08/2026	\$620.88			Purchasing
WRIGHT EXPRESS FSC	20260708	07/08/2026	\$15,090.81			Purchasing
			\$253,570.49		\$0.00	

MOAB CITY CORPORATION
Disbursement Listing
MACU Checking - 07/09/2026 to 07/15/2026

Payee Name	Reference Number	Payment Date	Payment Amount	Void Date	Void Amount	Source
AMAZON CAPITAL SERVICES	280381	07/15/2026	\$1,129.38			Purchasing
CANYONLANDS ADVERTISING	280382	07/15/2026	\$4.40			Purchasing
CANYONLANDS AUTO & MINING SUP	280383	07/15/2026	\$863.55			Purchasing
CUSTOMER REFUNDS	280384	07/15/2026	\$65.00			Purchasing
DESERT WEST OFFICE SUPPLY	280385	07/15/2026	\$64.88			Purchasing
DUDEK	280386	07/15/2026	\$8,206.25			Purchasing
FERGUSON US HOLDINGS, INC.	280387	07/15/2026	\$1,357.82			Purchasing
LEXIPOL LLC	280388	07/15/2026	\$1,890.00			Purchasing
MOAB MAILING CENTER	280389	07/15/2026	\$39.77			Purchasing
MOTOROLA SOLUTIONS CREDIT COM	280390	07/15/2026	\$2,750.00			Purchasing
RICK'S GLASS	280391	07/15/2026	\$50.00			Purchasing
SAN JUAN RECORD INC.	280392	07/15/2026	\$114.00			Purchasing
SKYLER CURRIE	280393	07/15/2026	\$1,590.00			Purchasing
STANDARD PLUMBING SUPPLY CO.	280394	07/15/2026	\$73.15			Purchasing
SWANK MOTION PICTURES INC.	280395	07/15/2026	\$345.00			Purchasing
TURNER LUMBER OF MOAB	280396	07/15/2026	\$18.99			Purchasing
UTAH DIVISION OF WATER QUALITY	280397	07/15/2026	\$2,000.00			Purchasing
WALKER'S TRUE VALUE HARDWARE	280398	07/15/2026	\$464.92			Purchasing
Yanito, Ramona	280399	07/15/2026	\$199.99			Purchasing
			\$21,227.10		\$0.00	

MOAB CITY CORPORATION
Disbursement Listing
MACU Checking - 07/16/2026 to 07/22/2026

Payee Name	Reference Number	Payment Date	Payment Amount	Void Date	Void Amount	Source
AMAZON CAPITAL SERVICES	280401	07/22/2026	\$9,423.62			Purchasing
AT&T MOBILITY II, LLC	280402	07/22/2026	\$2,262.56			Purchasing
AXON ENTERPRISE INC.	280403	07/22/2026	\$282.43			Purchasing
BOWEN COLLINS & ASSOCIATES INC.	280404	07/22/2026	\$10,900.00			Purchasing
CANYONLANDS AUTO & MINING SUP	280405	07/22/2026	\$1,173.53			Purchasing
CANYONLANDS COPY CENTER	280406	07/22/2026	\$75.00			Purchasing
CHEMTECH-FORD LLC	280407	07/22/2026	\$1,290.00			Purchasing
CIVIL SCIENCE INFRASTRUCTURE IN	280408	07/22/2026	\$20,924.00			Purchasing
CUSTOMER REFUNDS	280409	07/22/2026	\$20.00			Purchasing
CUSTOMER REFUNDS	280410	07/22/2026	\$40.00			Purchasing
CUSTOMER REFUNDS	280411	07/22/2026	\$40.00			Purchasing
DESERT WEST OFFICE SUPPLY	280412	07/22/2026	\$269.78			Purchasing
ENBRIDGE GAS	280413	07/22/2026	\$2,250.03			Purchasing
FARM & CITY GENERAL STORE	280414	07/22/2026	\$137.98			Purchasing
FIRST RESPONDERS FIRST,LLC	280415	07/22/2026	\$325.00			Purchasing
GRAINGER	280416	07/22/2026	\$27.00			Purchasing
HANSEN ALLEN & LUCE INC	280417	07/22/2026	\$22,505.93			Purchasing
LANDMARK DESIGN INC.	280418	07/22/2026	\$11,051.00			Purchasing
LAWSON PRODUCTS INC.	280419	07/22/2026	\$371.39			Purchasing
LES OLSON COMPANY	280420	07/22/2026	\$180.29			Purchasing
LEXIPOL LLC	280421	07/22/2026	\$20,338.87			Purchasing
MASON, MARCY D	280422	07/22/2026	\$450.00			Purchasing
MCCLURE, STEVE	280423	07/22/2026	\$75.00			Purchasing
METERWORKS INC.	280424	07/22/2026	\$20,030.28			Purchasing
MOAB AUTO PARTS INC.	280425	07/22/2026	\$245.24			Purchasing
MOAB HEAT N COOL LLC	280426	07/22/2026	\$160.08			Purchasing
MOAB MAILING CENTER	280427	07/22/2026	\$67.97			Purchasing
MOAB SOLUTIONS	280428	07/22/2026	\$10,000.00			Purchasing
MOAB SUN NEWS	280429	07/22/2026	\$470.00			Purchasing
MOTOROLA SOLUTIONS CREDIT COM	280430	07/22/2026	\$300.00			Purchasing
MOUNTAINLAND SUPPLY	280431	07/22/2026	\$4,155.30			Purchasing
MURPHY'S PAINTING	280432	07/22/2026	\$1,120.00			Purchasing
NEOGOV	280433	07/22/2026	\$44,607.80			Purchasing
OWEN EQUIPMENT COMPANY	280434	07/22/2026	\$2,962.62			Purchasing
PACKARD WHOLESALE	280435	07/22/2026	\$1,946.34			Purchasing
PIPE DREAM LLC	280436	07/22/2026	\$270.00			Purchasing
POLYDYNE INC.	280437	07/22/2026	\$9,426.78			Purchasing
PROFESSIONAL DOCUMENT SOLUTI	280438	07/22/2026	\$35.84			Purchasing
RIM TO RIM RESTORATION	280439	07/22/2026	\$22,525.00			Purchasing
RIVERSIDE PLUMBING & HEATING	280440	07/22/2026	\$53.20			Purchasing
ROCKY MOUNTAIN POWER	280441	07/22/2026	\$59.81			Purchasing
ROYCE'S ELECTRONICS SITE MANAG	280442	07/22/2026	\$350.00			Purchasing
SCOOTER'S TOOLS LLC	280443	07/22/2026	\$486.90			Purchasing
SKAGGS	280444	07/22/2026	\$2,070.87			Purchasing
SMITH HARTVIGSEN PLLC	280445	07/22/2026	\$15,048.00			Purchasing
SOLID WASTE SPECIAL SERVICE DIS	280446	07/22/2026	\$13,258.00			Purchasing
SOUTHERN UTAH WILDERNESS ALLI	280447	07/22/2026	\$10.00			Purchasing
STANDARD PLUMBING SUPPLY CO.	280448	07/22/2026	\$290.38			Purchasing
THE PAINT CENTER	280449	07/22/2026	\$107.42			Purchasing
THE PARTRIDGE GROUP	280450	07/22/2026	\$454.00			Purchasing
TURNER LUMBER OF MOAB	280451	07/22/2026	\$186.82			Purchasing
USABUEBOOK	280452	07/22/2026	\$671.64			Purchasing
UTAH LOCAL GOVERNMENTS TRUST	20260722	07/22/2026	\$510,844.21			Purchasing
UTAH STATE DIVISION OF FINANCE	280400	07/22/2026	\$32,803.83			Purchasing
VERIZON WIRELESS	280453	07/22/2026	\$2,650.54			Purchasing
VICTORY LIGHTING NORTH AMERICA	280454	07/22/2026	\$5,405.80			Purchasing
WALKER DRUG	280455	07/22/2026	\$59.82			Purchasing
WALKER'S TRUE VALUE HARDWARE	280456	07/22/2026	\$838.19			Purchasing
ZUNICH BROS. MECHANICAL LLC	280457	07/22/2026	\$150.00			Purchasing
			\$808,536.09		\$0.00	



MOAB CITY COUNCIL AGENDA

July 28, 2026

TITLE: Consideration of Resolution 12-2026 an Amendment of Fiscal Year 2026-2027 Final Budget

DISPOSITION: Discussion and possible action

PRESENTER/S: Michael A. Black, AICP, City Manager

ATTACHMENT/S: FY 2026-2027 Amended Final Budget Document with Annotations
Resolution 12-2026

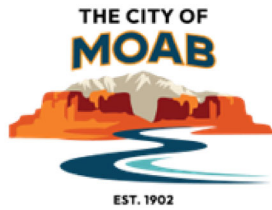
STAFF RECOMMENDATION: Staff recommend that the City Council adopt the proposed amendment to the Final Budget for FY 2026-2027.

PROPOSED MOTION: I move to adopt the recommended Amendment to the Fiscal Year 2026-2027 Final Budget as presented by Staff.

SUMMARY:

As part of its annual review process, the State of Utah conducted a complimentary compliance review of the City's FY 2026/2027 Final Budget. The review identified several minor revisions needed to improve consistency in both the financial schedules and budget terminology. The requested changes generally fell into two categories:

1. Transfers Between Funds. The State identified a small number of discrepancies between transfers out and corresponding transfers in. In several cases, transfer amounts required minor adjustments for consistency. In addition, certain debt service transfers within Enterprise Funds had been recorded correctly in the receiving fund but were omitted from the corresponding transferring fund.
2. Budget Terminology. The State recommended standardizing terminology throughout the budget document. In some instances, different terms were used to describe the same item. For example:
 - The Capital Improvement Program was referenced as both "CIP" and "CP" in different sections of the budget.
 - The term "Overhead," which the City has historically used to describe administrative charges to Enterprise Funds, was replaced with "Internal Service Fee" to better align with governmental accounting standards and GASB terminology.



MOAB CITY COUNCIL AGENDA

July 28, 2026

In addition to the State's recommendations, staff made several minor revenue and expenditure adjustments to ensure the budget remained internally balanced. These revisions were

administrative in nature and did not materially change the City's financial position, budget priorities or the overall balanced budget.

Staff appreciates the State's review, as it helped identify opportunities to improve the clarity, consistency and accounting practices reflected in the City's budget documents.

The following section summarizes the financial changes made to the adopted budget. Editorial and terminology revisions that did not affect budgeted amounts are not individually itemized.

10 – General Fund

1. 10-310-360 Property Tax – Increased Property Tax Estimate based on EOY 2025/26 Collections (increase in revenue of 231,457.00)
 - a. 10-480-861 Correlating the amount of the transfer of all Property Tax to CIP (same as item 1)
2. 10-390-350 Reduced Transfer from CIP – removed transit transfer from this line (decrease in revenue of 175,000.00)
 - a. 10-480-895 Eliminated transfer from general fund for transit – this transfer will now come directly from the CIP (same as item 2)

21 – Roads Fund

1. 21-400-573 Decreased Class C Special Projects - redundant striping projects (reduction of 169,400.00)
2. 21-400-581 Transfer to Debt Service for long-term debt payments (increase of 160,00.00)

41 – Capital Improvement Fund

1. 41-391-310 Correlating transfer of Property Tax from General Fund (increase in revenue of 231,457.00)
2. 41-391-311 Correlating with transfer from Rap Tax – Reduction of expense for Center Street Gym (reduction of 115,000.00)
 - a. 41-770-651 Center Street Gym reduction in expense for HVAC (same as item 2)
3. 41-395-361 Increasing Contribution from Fund Balance (increase in revenue of 231,043.00)
4. 41-470-674 Change in expense for Outdoor Water Feature (reduction of 330,000.00)



MOAB CITY COUNCIL AGENDA

July 28, 2026

5. 41-400-691 Transfer to Debt Service for long-term debt payments (increase of 200,000.00)

51 Water Fund

1. 51-500-509 Internal Service Fee correlation fix (increase of 9,744.00)
2. 51-500-681 Transfer to Debt Service for long-term debt payments (increase of 36,940.00)

52 Sewer Fund

1. Transfer to Debt Service for long-term debt payments (increase of 13,000.00)

53 Stormwater

1. 51-364-350 Stormwater Drainage Fee revenue increase (increase of 2,040.00)
2. 51-400-509 Internal Service Fee correlation fix (increase of 2,040.00)

55 Parking and Transit Fund

1. 55-332-310 Moving transfer from General Fund to CIP – more direct path for transfer (no monetary increase)
 - a. 55-332-325 Moving transfer from General Fund to CIP – more direct path for transfer (no monetary increase, same as item 1)
2. 51-500-531 Professional and Technical Reduction (reduction of 1,133.00)

THE ATTACHMENT INLCUDED WITH THIS PACKET HIGHLIGHTS ALL OF THE MATERIAL CHANGES TO THE BUDGET DOCUMENT

RELEVANT LAWS, STUDIES & PLANS:

Consideration of Budget Amendments is authorized under **Utah Code § 10-6-128**.

RESPONSIBLE DEPARTMENT:

City Administration

FINANCIAL IMPACT:



MOAB CITY COUNCIL AGENDA

July 28, 2026

Budget Impacts are detailed in the summary of the staff report

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
10 General Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Taxes		
310-300 SALES & USE TAXES	3,343,101.00	3,343,101.00
310-314 FRANCHISE TAXES	150,987.00	150,987.00
310-315 HIGHWAY TAXES	1,329,061.00	1,329,061.00
310-316 TRANSIENT ROOM TAXES	2,026,906.00	2,026,906.00
310-317 RESORT COMMUNITY TAXES	6,969,298.00	6,969,298.00
310-318 ENERGY TAXES	245,092.00	245,092.00
310-360 Property Taxes	3,468,543.00	3,700,000.00
Total Taxes	17,532,988.00	17,764,445.00
Licenses and permits		
Licenses		
320-326 FLAT BUSINESS LICENSES	55,532.00	55,532.00
320-327 SPECIAL EVENT LICENSES	25,744.00	25,744.00
Total Licenses	81,276.00	81,276.00
Planning/Zoning		
325-300 SIGN PERMITS	108.00	108.00
325-301 BUILDING PERMITS - CITY	175,000.00	175,000.00
325-302 BUILDING PERMITS - COMMERCIAL	210,000.00	210,000.00
325-303 1% BLDG PERMIT CHARGE	154.00	154.00
325-304 PLAN CHECK FEES	102,800.00	102,800.00
325-306 CODE ENFORCEMENT FINES	27,000.00	27,000.00
325-307 PLANNING & ZONING ALL OTHER FE	150,000.00	150,000.00
325-309 OTHER LICENSES & PERMITS	100.00	100.00
325-310 PASSTHROUGH 3RD PARTY REVIEW	85,000.00	85,000.00
Total Planning/Zoning	750,162.00	750,162.00
Total Licenses and permits	831,438.00	831,438.00
Intergovernmental revenue		
335-380 PSafety - STATE LIQUOR FUND AL	35,000.00	35,000.00
Total Intergovernmental revenue	35,000.00	35,000.00
Charges for services		
340-306 TRANSITIONAL HOUSING RENT	5,000.00	5,000.00
Total Charges for services	5,000.00	5,000.00
Public safety		
350-330 PSafety - ANIMAL SHELTER FEES	7,500.00	7,500.00
350-340 PSafety - ANIMAL SHELTER INTER	10,000.00	10,000.00
350-351 PSafety - SECURITY SERVICES	175,000.00	175,000.00
350-353 PSafety - RECORDS FEES	7,500.00	7,500.00
350-354 PSafety - WITNESS FEES	282.00	282.00
350-355 PSafety - MISC STATE GRANTS	200,000.00	200,000.00
350-357 PSafety - EVIDENCE/LOST & FOUN	690.00	690.00
350-360 PSafety - FINES & PENALTIES	45,000.00	45,000.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
10 General Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Total Public safety	445,972.00	445,972.00
Interest		
361-360 INTEREST INCOME	675,000.00	675,000.00
361-361 INTEREST PTIF	96,268.00	96,268.00
Total Interest	771,268.00	771,268.00
Miscellaneous revenue		
362-320 PARK AND FACILITY RENTALS	24,830.00	24,830.00
364-340 SALE OF REAL/PERS. PROPERTY	35,000.00	35,000.00
369-300 OTHER	225,000.00	225,000.00
369-307 CARRY FORWARD BALANCE	1,646,943.00	1,646,943.00
369-308 CWDG GRANT	162,500.00	162,500.00
Total Miscellaneous revenue	2,094,273.00	2,094,273.00
Contributions		
371-373 PSafety - ANIMAL DEPOSITS NON-	1,500.00	1,500.00
Total Contributions	1,500.00	1,500.00
Transfers in		
390-320 OVERHEAD (INTERNAL SERVICE) PAID FROM STORM WATER	97,335.00	97,335.00
390-330 OVERHEAD (INTERNAL SERVICE) PAID FROM SEWER FUND	465,045.00	465,045.00
390-335 OVERHEAD (INTERNAL SERVICE) PAID FROM CUL WATER F	465,045.00	465,045.00
390-336 OVERHEAD (INTERNAL SERVICE) PAID FROM TRANSIT	54,075.00	54,075.00
390-341 TRANSFER FROM GF RESTRICTED	565,000.00	0.00
390-342 RESTRICTED FUTURE LIABILITY	0.00	565,000.00
390-350 TRANSFER FROM CIP	612,500.00	437,500.00
Total Transfers in	2,259,000.00	2,084,000.00
Total Revenue:	23,976,439.00	24,032,896.00
Expenditures:		
General Government		
Administrative Services Department		
Attorney		
422-530 Attorney PROFESSIONAL & TECHNICAL	205,600.00	205,600.00
422-531 Attorney PUBLIC DEFENDER	35,980.00	35,980.00
422-532 Attorney PROSECUTION SERVICES	35,980.00	35,980.00
Total Attorney	277,560.00	277,560.00
Human resources		
411-510 Human Resources SALARIES	301,239.00	301,239.00
411-512 Human Resources FUTURE LIABILITY	12,396.00	12,396.00
411-513 Human Resources BENEFITS	161,387.00	161,387.00
411-515 Human Resources OVERTIME	1,000.00	1,000.00
411-521 Human Resources SUBSCRIPTIONS	1,500.00	1,500.00
411-522 Human Resources PUBLIC NOTICES	3,000.00	3,000.00
411-523 Human Resources TRAVEL/FOOD	500.00	500.00
411-524 Human Resources OFFICE SUPPLIES	1,500.00	1,500.00
411-528 Human Resources TELEPHONE	1,200.00	1,200.00

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411-529 Human Resources EQUIPMENT RENTAL	3,500.00	3,500.00
411-531 Human Resources PROFESSIONAL & TECHNICAL	29,850.00	29,850.00
411-533 Human Resources EDUCATION	4,000.00	4,000.00
411-535 Human Resources OTHER	1,500.00	1,500.00
411-546 Human Resources SPECIAL DEPT SUPPLIES	1,000.00	1,000.00
411-550 Human Resources COPIER SUPPLIES	500.00	500.00
Total Human resources	524,072.00	524,072.00
Recorder		
415-510 Recorder SALARIES	321,855.00	321,855.00
415-512 Recorder FUTURE LIABILITY	9,364.00	9,364.00
415-513 Recorder EMPLOYEE BENEFITS	145,827.00	145,827.00
415-515 Recorder OVERTIME	1,000.00	1,000.00
415-521 Recorder SUBSCRIPTIONS/MEMBERSHIPS	1,000.00	1,000.00
415-522 Recorder PUBLIC NOTICES	6,000.00	6,000.00
415-523 Recorder TRAVEL/FOOD	1,000.00	1,000.00
415-524 Recorder OFFICE EXPENSE & SUPPLIES	1,000.00	1,000.00
415-528 Recorder TELEPHONE	4,000.00	4,000.00
415-531 Recorder PROFESSIONAL & TECHNICAL	700.00	700.00
415-533 Recorder EDUCATION	15,000.00	15,000.00
415-546 Recorder SPECIAL DEPT SUPPLIES	5,000.00	5,000.00
415-550 Recorder COPIER SUPPLIES	2,000.00	2,000.00
Total Recorder	3,500.00	3,500.00
Info tech		
430-524 Info Tech OFFICE SUPPLIES	500.00	500.00
430-531 Info Tech PROFESSIONAL & TECHNICAL	360,000.00	360,000.00
430-532 Info Tech WEBSITE	30,000.00	30,000.00
430-533 Info Tech SOFTWARE SUBSCRIPTION	204,000.00	204,000.00
430-537 Info Tech DNS MONITORING	5,000.00	5,000.00
430-574 Info Tech MACHINERY & EQUIPMENT	70,000.00	70,000.00
Total Info tech	669,500.00	669,500.00
Treasurer		
420-510 Treasurer SALARIES	315,335.00	315,335.00
420-512 Treasurer FUTURE LIABILITY	11,969.00	11,969.00
420-513 Treasurer BENEFITS	185,775.00	185,775.00
420-515 Treasurer OVERTIME	600.00	600.00
420-521 Treasurer SUBSCRIPTIONS/MEMBERSHIP	500.00	500.00
420-523 Treasurer TRAVEL	1,000.00	1,000.00
420-524 Treasurer OFFICE SUPPLIES	17,000.00	17,000.00
420-528 Treasurer TELEPHONE	500.00	500.00
420-531 Treasurer PROFESSIONAL & TECHNICAL	700.00	700.00
420-533 Treasurer EDUCATION	1,500.00	1,500.00
420-536 Treasurer BANK HANDLING CHARGES	73,000.00	73,000.00
Total Treasurer	607,879.00	607,879.00
Elected		

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413-510 Elected SALARIES	236,368.00	236,368.00
413-513 Elected BENEFITS	37,573.00	37,573.00
413-523 Elected TRAVEL/FOOD	20,000.00	20,000.00
413-528 Elected TELEPHONE	1,500.00	1,500.00
413-533 Elected EDUCATION	500.00	500.00
413-546 Elected SPECIAL DEPT SUPPLIES	1,500.00	1,500.00
Total Elected	297,441.00	297,441.00
Administration		
414-510 Admin SALARIES	643,964.00	643,964.00
414-512 Admin FUTURE LIABILITY	27,255.00	27,255.00
414-513 Admin BENEFITS	333,031.00	333,031.00
414-515 Admin OVERTIME	4,300.00	4,300.00
414-521 Admin SUBSCRIPTIONS/MEMBERSHIP	25,730.00	25,730.00
414-522 Admin PUBLIC NOTICES	500.00	500.00
414-523 Admin TRAVEL/FOOD	17,500.00	17,500.00
414-524 Admin OFFICE SUPPLIES	7,600.00	7,600.00
414-525 Admin EQUIPMENT SUPPLIES/MAINT	2,000.00	2,000.00
414-526 Admin ADVERTISING/SOC MEDIA	35,500.00	35,500.00
414-528 Admin TELEPHONE	5,130.00	5,130.00
414-530 Admin FUEL	1,250.00	1,250.00
414-531 Admin PROFESSIONAL & TECHNICAL	153,694.00	153,694.00
414-533 Admin EDUCATION	2,000.00	2,000.00
414-535 Admin OTHER	11,000.00	11,000.00
414-546 Admin SPECIAL DEPT SUPPLIES	9,700.00	9,700.00
414-570 Admin SUSTAINABILITY PROJECTS	9,000.00	9,000.00
414-575 Admin GRANT EXPENSES	10,000.00	10,000.00
Total Administration	1,299,154.00	1,299,154.00
General		
416-523 General TRAVEL/FOOD	17,500.00	17,500.00
416-524 General OFFICE EXPENSE & SUPPLY	5,000.00	5,000.00
416-527 General UTILITIES	56,540.00	56,540.00
416-528 General TELEPHONE/INTERNET	57,568.00	57,568.00
416-529 General RENT OF PROPERTY OR EQ	7,512.00	7,512.00
416-531 General PROFESSIONAL & TECHNIC	72,000.00	72,000.00
416-535 General OTHER	2,500.00	2,500.00
416-536 General EMPLOYEE HOUSING EXPEN	20,000.00	20,000.00
416-551 General INSURANCE	645,000.00	645,000.00
Total General	883,620.00	883,620.00
Total Administrative Services Department	5,075,472.00	5,075,472.00
Community Development Department		
CDD Admin		
446-510 CDD Admin SALARIES	245,820.00	245,820.00
446-512 CDD Admin FUTURE LIABILITY	11,828.00	11,828.00
446-513 CDD Admin BENEFITS	143,094.00	143,094.00

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	2027 Council Approved	Budget Amendment 1
446-515 CDD Admin OVERTIME	1,000.00	1,000.00
446-521 CDD Admin SUBSCRIPTION/MEMBERSHIP	2,800.00	2,800.00
446-523 CDD Admin TRAVEL	2,500.00	2,500.00
446-524 CDD Admin OFFICE SUPPLIES	4,000.00	4,000.00
446-528 CDD Admin TELEPHONE	6,000.00	6,000.00
446-530 CDD Admin FUEL	1,000.00	1,000.00
446-531 CDD Admin PROFESSIONAL & TECHNICAL	78,000.00	78,000.00
446-533 CDD Admin EDUCATION	3,600.00	3,600.00
446-535 CDD Admin OTHER	2,500.00	2,500.00
446-546 CDD Admin SPECIAL DEPT SUPPLIES	42,000.00	42,000.00
446-574 CDD Admin MACHINERY & EQUIPMENT	500.00	500.00
Total CDD Admin	544,642.00	544,642.00
Planning		
418-510 Planning SALARIES	179,396.00	179,396.00
418-512 Planning FUTURE LIABILITY	10,064.00	10,064.00
418-513 Planning BENEFITS	95,906.00	95,906.00
418-515 Planning OVERTIME	500.00	500.00
418-521 Planning SUBSCRIPTION/MEMBERSHIP	1,300.00	1,300.00
418-523 Planning TRAVEL	3,500.00	3,500.00
418-533 Planning EDUCATION	1,500.00	1,500.00
418-535 Planning OTHER	500.00	500.00
418-546 Planning SPECIAL DEPARTMENTAL	1,000.00	1,000.00
Total Planning	293,666.00	293,666.00
Inspection		
424-510 Building SALARIES	288,303.00	288,303.00
424-512 Building FUTURE LIABILITY	11,970.00	11,970.00
424-513 Building BENEFITS	158,944.00	158,944.00
424-515 Building OVERTIME	13,000.00	13,000.00
424-521 Building SUBSCRIPTIONS/MEMBERSHIPS	5,030.00	5,030.00
424-523 Building TRAVEL	2,500.00	2,500.00
424-530 Building FUEL	2,000.00	2,000.00
424-531 Building PROFESSIONAL & TECHNICAL	85,000.00	85,000.00
424-533 Building EDUCATION	3,000.00	3,000.00
424-535 Building OTHER	500.00	500.00
424-546 Building SPECIAL DEPT SUPPLIES	8,000.00	8,000.00
424-574 Building EQUIPMENT	1,000.00	1,000.00
Total Inspection	579,247.00	579,247.00
Engineering		
419-510 Engineer SALARIES	613,489.00	613,489.00
419-512 Engineer FUTURE LIABILITY	17,400.00	17,400.00
419-513 Engineer BENEFITS	364,538.00	364,538.00
419-515 Engineer OVERTIME	5,000.00	5,000.00
419-521 Engineer SUBSCRIPTION/MEMBERSHIP	17,700.00	17,700.00
419-523 Engineer TRAVEL	3,000.00	3,000.00
419-530 Engineer FUEL	4,000.00	4,000.00

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419-531 Engineer PROFESSIONAL & TECHNICAL	42,500.00	42,500.00
419-533 Engineer EDUCATION	11,000.00	11,000.00
419-535 Engineer OTHER	500.00	500.00
419-546 Engineer SPECIAL DEPT SUPPLIES	21,000.00	21,000.00
Total Engineering	1,100,127.00	1,100,127.00
Community contribution		
460-502 Community Contribution SEEKHAVEN	15,000.00	15,000.00
460-503 Community Contribution MULTICULTURAL CENTER	20,000.00	20,000.00
460-504 Community Contribution MOAB FREE HEALTH CLINIC	15,000.00	15,000.00
460-505 Community Contribution MOAB INFORMATION	10,000.00	10,000.00
460-506 Community Contribution MOAB SOLUTIONS	10,000.00	10,000.00
460-584 Community Contribution GRAND COUNTY 7/4	9,000.00	9,000.00
Total Community contribution	79,000.00	79,000.00
Total Community Development Department	2,596,682.00	2,596,682.00
Total General Government	7,672,154.00	7,672,154.00
Public safety		
Police		
421-509 Police GRANT SHIFTS	175,000.00	175,000.00
421-510 Police SALARIES	2,448,299.00	2,448,299.00
421-511 Police MOVIE/SECURITY WAGES	200,000.00	200,000.00
421-512 Police FUTURE LIABILITY	198,816.00	198,816.00
421-513 Police BENEFITS	1,691,715.00	1,691,715.00
421-514 Police UNIFORM ALLOWANCE	23,000.00	23,000.00
421-515 Police OVERTIME	80,000.00	80,000.00
421-516 Police UNEMPLOYMENT	10,000.00	10,000.00
421-519 Police LINE OF DUTY	120,000.00	120,000.00
421-521 Police SUBSCRIPTIONS	40,000.00	40,000.00
421-523 Police TRAVEL/FOOD	28,000.00	28,000.00
421-524 Police OFFICE SUPPLIES	10,000.00	10,000.00
421-525 Police EQUIPMENT SUPPLIES/MAINT	56,000.00	56,000.00
421-528 Police TELEPHONE	30,000.00	30,000.00
421-529 Police EQUIPMENT RENTAL	10,000.00	10,000.00
421-530 Police FUEL	80,000.00	80,000.00
421-531 Police PROFESSIONAL & TECHNICAL	250,000.00	250,000.00
421-533 Police EDUCATION	10,000.00	10,000.00
421-535 Police OTHER	10,000.00	10,000.00
421-536 Police DISPATCH SERVICES	80,000.00	80,000.00
421-546 Police SPECIAL DEPT SUPPLIES	143,000.00	143,000.00
421-547 Police COMMUNITY OUTREACH	20,000.00	20,000.00
421-548 Police VEST REPLACEMENT	15,000.00	15,000.00
421-549 Police INITIAL UNIFORM GEAR	7,000.00	7,000.00
421-572 Police SPECIAL EVENTS	10,000.00	10,000.00
421-574 Police MACHINERY & EQUIPMENT	6,000.00	6,000.00
Total Police	5,681,830.00	5,681,830.00

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	2027 Council Approved	Budget Amendment 1
Victims advocate		
423-510 Victim Advocate SALARIES	145,613.00	145,613.00
423-512 Victim Advocate FUTURE LIABILITY	6,908.00	6,908.00
423-513 Victim Advocate BENEFITS	45,282.00	45,282.00
423-515 Victim Advocate OVERTIME	5,000.00	5,000.00
423-521 Victim Advocate SUBSCRIPTIONS/MEMBERSHIP	1,500.00	1,500.00
423-523 Victim Advocate TRAVEL	1,500.00	1,500.00
423-524 Victim Advocate OFFICE SUPPLIES	1,000.00	1,000.00
423-525 Victim Advocate EQUIPMENT SUPPLIES/MAINT	300.00	300.00
423-530 Victim Advocate FUEL	1,000.00	1,000.00
423-533 Victim Advocate EDUCATION	1,000.00	1,000.00
423-535 Victim Advocate OTHER	1,000.00	1,000.00
423-546 Victim Advocate SPECIAL DEPT SUPPLIES	1,500.00	1,500.00
Total Victims advocate	211,603.00	211,603.00
Beer tax		
425-574 Beer Tax EQUIPMENT	35,000.00	35,000.00
Total Beer tax	35,000.00	35,000.00
Community Service		
426-510 Community Service SALARIES	173,245.00	173,245.00
426-512 Community Service FUTURE LIABILITY	7,195.00	7,195.00
426-513 Community Service BENEFITS	108,708.00	108,708.00
426-514 Community Service UNIFORM ALLOWANCE	2,000.00	2,000.00
426-515 Community Service OVERTIME	1,000.00	1,000.00
426-521 Community Service SUBSCRIPTION/MEMBERSHIP	500.00	500.00
426-523 Community Service TRAVEL/FOOD	2,000.00	2,000.00
426-524 Community Service OFFICE SUPPLIES	500.00	500.00
426-525 Community Service EQUIPMENT SUPPLIES/MAINT	1,500.00	1,500.00
426-530 Community Service FUEL	8,000.00	8,000.00
426-533 Community Service EDUCATION	1,000.00	1,000.00
426-535 Community Service OTHER	2,500.00	2,500.00
426-546 Community Service SPECIAL DEPT SUPPLIES	1,500.00	1,500.00
Total Community Service	309,648.00	309,648.00
Animal shelter		
427-510 Animal Shelter SALARIES	166,280.00	166,280.00
427-512 Animal Shelter FUTURE LIABILITY	6,620.00	6,620.00
427-513 Animal Shelter BENEFITS	52,785.00	52,785.00
427-515 Animal Shelter OVERTIME	5,000.00	5,000.00
427-524 Animal Shelter OFFICE EXPENSE &	1,000.00	1,000.00
427-526 Animal Shelter BLDG/GRDS-SUPPLIES	1,000.00	1,000.00
427-527 Animal Shelter UTILITIES	15,000.00	15,000.00
427-528 Animal Shelter TELEPHONE	1,500.00	1,500.00
427-531 Animal Shelter PROFESSIONAL & TECHNICAL	2,000.00	2,000.00
427-546 Animal Shelter SPECIAL DEPT SUPPLIES	5,000.00	5,000.00
Total Animal shelter	256,185.00	256,185.00
Total Public safety	6,494,266.00	6,494,266.00

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	2027 Council Approved	Budget Amendment 1
Public Works Department		
Streets		
440-510 Streets SALARIES	379,594.00	379,594.00
440-512 Streets FUTURE LIABILITY	19,362.00	19,362.00
440-513 Streets BENEFITS	312,447.00	312,447.00
440-515 Streets OVERTIME	35,000.00	35,000.00
440-523 Streets TRAVEL	5,750.00	5,750.00
440-524 Streets OFFICE SUPPLIES	1,800.00	1,800.00
440-525 Streets EQUIPMENT SUPPLIES/MAINT	3,000.00	3,000.00
440-526 Streets BLDG/GRDS SUPPLIES/MAINT	2,000.00	2,000.00
440-527 Streets UTILITIES	24,000.00	24,000.00
440-528 Streets TELEPHONE	4,400.00	4,400.00
440-529 Streets EQUIPMENT RENTAL	8,000.00	8,000.00
440-531 Streets PROFESSIONAL & TECHNICAL	12,500.00	12,500.00
440-533 Streets EDUCATION	11,000.00	11,000.00
440-535 Streets OTHER	500.00	500.00
440-546 Streets SPECIAL DEPT SUPPLIES	10,700.00	10,700.00
Total Streets	830,053.00	830,053.00
Safety		
441-531 Safety PROFESSIONAL & TECHNICAL	10,000.00	10,000.00
441-533 Safety EDUCATION	9,500.00	9,500.00
441-534 Safety UNIFORMS	40,000.00	40,000.00
441-535 Safety OTHER	35,000.00	35,000.00
441-546 Safety SPECIAL DEPT SUPPLIES	10,000.00	10,000.00
Total Safety	104,500.00	104,500.00
Facilities		
443-510 Facilities SALARIES	654,060.00	654,060.00
443-512 Facilities FUTURE LIABILITY	29,728.00	29,728.00
443-513 Facilities BENEFITS	371,981.00	371,981.00
443-515 Facilities OVERTIME	23,000.00	23,000.00
443-521 Facilities SUBSCRIPTION/MEMBERSHIP	200.00	200.00
443-523 Facilities TRAVEL	3,500.00	3,500.00
443-524 Facilities OFFICE SUPPLIES	2,300.00	2,300.00
443-525 Facilities EQUIPMENT SUPPLIES/MAINT	1,500.00	1,500.00
443-526 Facilities BLDG/GRDS SUPPLIES/MAINT	38,000.00	38,000.00
443-527 Facilities UTILITIES	13,000.00	13,000.00
443-528 Facilities TELEPHONE	5,400.00	5,400.00
443-529 Facilities EQUIPMENT RENTAL	800.00	800.00
443-530 Facilities FUEL	9,500.00	9,500.00
443-531 Facilities PROFESSIONAL & TECHNICAL	32,000.00	32,000.00
443-533 Facilities EDUCATION	15,000.00	15,000.00
443-546 Facilities SPECIAL DEPARTMENTAL	11,300.00	11,300.00
443-577 Facilities SPECIAL PROJECTS	64,650.00	64,650.00
Total Facilities	1,275,919.00	1,275,919.00
Vehicle maintenance		

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444-510 Fleet SALARIES	206,537.00	206,537.00
444-512 Fleet FUTURE LIABILITY	8,523.00	8,523.00
444-513 Fleet BENEFITS	132,252.00	132,252.00
444-515 Fleet OVERTIME	1,500.00	1,500.00
444-521 Fleet SUBSCRIPTION/MEMBERSHIP	2,300.00	2,300.00
444-523 Fleet TRAVEL	1,000.00	1,000.00
444-525 Fleet EQUIPMENT SUPPLIES/MAINT	27,500.00	27,500.00
444-526 Fleet BLDG/GRDS SUPPLIES/MAINT	2,500.00	2,500.00
444-528 Fleet TELEPHONE	1,150.00	1,150.00
444-529 Fleet EQUIPMENT RENTAL	500.00	500.00
444-530 Fleet FUEL	3,800.00	3,800.00
444-531 Fleet PROFESSIONAL & TECHNICAL	16,175.00	16,175.00
444-533 Fleet EDUCATION	3,100.00	3,100.00
444-535 Fleet OTHER	500.00	500.00
444-546 Fleet SPECIAL DEPT SUPPLIES	15,500.00	15,500.00
444-551 Fleet EQUIPMENT MAINT GENERAL	26,500.00	26,500.00
444-553 Fleet EQUIPMENT MAINT FACILITIES	5,000.00	5,000.00
Total Vehicle maintenance	454,337.00	454,337.00
PW Administration		
445-510 PW Admin SALARIES	279,451.00	279,451.00
445-512 PW Admin FUTURE LIABILITY	11,795.00	11,795.00
445-513 PW Admin BENEFITS	131,976.00	131,976.00
445-521 PW Admin SUBSCRIPTION/MEMBERSHIP	600.00	600.00
445-523 PW Admin TRAVEL	5,000.00	5,000.00
445-524 PW Admin OFFICE SUPPLIES	5,100.00	5,100.00
445-526 PW Admin BLDG/GRDS SUPPLIES/MAINT	10,000.00	10,000.00
445-527 PW Admin UTILITIES	10,000.00	10,000.00
445-528 PW Admin TELEPHONE	3,300.00	3,300.00
445-529 PW Admin EQUIPMENT RENTAL	3,300.00	3,300.00
445-530 PW Admin FUEL	1,500.00	1,500.00
445-533 PW Admin EDUCATION	1,600.00	1,600.00
445-535 PW Admin OTHER	1,800.00	1,800.00
445-546 PW Admin SPECIAL DEPT SUPPLIES	2,100.00	2,100.00
Total PW Administration	467,522.00	467,522.00
Total Public Works Department	3,132,331.00	3,132,331.00
Parks and public property		
Parks O&M		
451-510 Parks SALARIES	604,333.00	604,333.00
451-512 Parks FUTURE LIABILITY	24,821.00	24,821.00
451-513 Parks BENEFITS	329,648.00	329,648.00
451-515 Parks OVERTIME	20,000.00	20,000.00
451-521 Parks SUBSCRIPTION/MEMBERSHIP	1,200.00	1,200.00
451-523 Parks TRAVEL	10,000.00	10,000.00
451-524 Parks OFFICE SUPPLIES	1,000.00	1,000.00
451-525 Parks EQUIPMENT SUPPLIES/MAINT	5,000.00	5,000.00

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	2027 Council Approved	Budget Amendment 1
451-526 Parks BLDG/GRDS SUPPLIES/MAINT	55,000.00	55,000.00
451-527 Parks UTILITIES	80,000.00	80,000.00
451-528 Parks TELEPHONE	5,000.00	5,000.00
451-529 Parks EQUIPMENT RENTALS	40,000.00	40,000.00
451-530 Parks FUEL	26,000.00	26,000.00
451-531 Parks PROFESSIONAL & TECHNICAL	30,000.00	30,000.00
451-533 Parks EDUCATION	12,125.00	12,125.00
451-535 Parks OTHER	250.00	250.00
451-546 Parks SPECIAL DEPARTMENTAL	52,500.00	52,500.00
451-568 Parks TRAIL MAINTENANCE	37,853.00	37,853.00
451-571 Park GARBAGE & RECYCLING	13,500.00	13,500.00
Total Parks O&M	1,348,230.00	1,348,230.00
Total Parks and public property	1,348,230.00	1,348,230.00
Transfers out		
480-861 TRANSFER TO CAPITAL PROJ. FUND	3,468,543.00	3,700,000.00
480-886 TRANSFER - RECREATION FUND	1,685,915.00	1,685,915.00
480-895 TRANSFER TO TRANSIT AND PARKIN	175,000.00	0.00
Total Transfers out	5,329,458.00	5,385,915.00
Total Expenditures:	23,976,439.00	24,032,896.00
Total Change In Net Position	0.00	0.00

MOAB CITY CORPORATION
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21 Roads Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Intergovernmental revenue		
335-360 Class C ROAD FUND	450,000.00	450,000.00
335-370 Class C TRANSPORTATION TAX	300,000.00	300,000.00
Total Intergovernmental revenue	750,000.00	750,000.00
Transfers in		
395-361 Class C CONTRIBUTION FROM FUND BALANCE	550,000.00	550,000.00
Total Transfers in	550,000.00	550,000.00
Total Revenue:	1,300,000.00	1,300,000.00
Expenditures:		
Public Works Department		
Streets		
400-525 Class C EQUIP SUPPLIES & MAINT	63,500.00	63,500.00
400-526 Class C BLDG/GRDS SUPPLIES & M	114,000.00	114,000.00
400-530 Class C FUEL	34,000.00	34,000.00
400-541 Class C SPECIAL DEPARTMENTAL SUPPLIES	74,600.00	74,600.00
400-558 Class C ROADBASE - PATCHING	15,000.00	15,000.00
400-570 Class C ASPHALT	13,000.00	13,000.00
400-572 Class C CRACK SEALING	6,500.00	6,500.00
400-573 Class C SPECIAL PROJECTS	429,400.00	260,000.00
Total Streets	750,000.00	580,600.00
Total Public Works Department	750,000.00	580,600.00
Transfers out		
400-581 Transfer to Debt Service Fund	0.00	160,000.00
400-582 Transfer to Capital Projects Fund	550,000.00	550,000.00
Total Transfers out	550,000.00	710,000.00
Total Expenditures:	1,300,000.00	1,290,600.00
Total Change In Net Position	0.00	9,400.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
22 RAP Tax - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Taxes		
310-350 RAP TAX	425,000.00	425,000.00
310-370 Rap Tax - Contribution from Fund Balance	285,000.00	285,000.00
Total Taxes	710,000.00	710,000.00
Total Revenue:	710,000.00	710,000.00
Expenditures:		
General Government		
Community Development Department		
Community contribution		
460-520 COMMUNITY CONTRIBUTIONS RAP TAX DISTRIBUTION	85,000.00	85,000.00
460-525 MRAC EQUIPMENT	175,000.00	175,000.00
Total Community contribution	260,000.00	260,000.00
Total Community Development Department	260,000.00	260,000.00
Total General Government	260,000.00	260,000.00
Transfers out		
460-530 TRANSFER TO CIP	450,000.00	450,000.00
Total Transfers out	450,000.00	450,000.00
Total Expenditures:	710,000.00	710,000.00
Total Change In Net Position	0.00	0.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
23 Parks & Recreation Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Intergovernmental revenue		
335-361 GRAND COUNTY - RSSD	100,000.00	100,000.00
335-363 SCHOOL DISTRICT	15,000.00	15,000.00
Total Intergovernmental revenue	115,000.00	115,000.00
Recreation		
345-301 Recreation Consolidated	75,000.00	75,000.00
345-383 RECREATION SPONSORSHIPS	5,000.00	5,000.00
Total Recreation	80,000.00	80,000.00
MRAC recreation		
347-311 MRAC - FITNESS ADMISSIONS	21,000.00	21,000.00
347-312 MRAC - FITNESS MEMBERSHIPS	50,000.00	50,000.00
347-314 MRAC - SILVER SNEAKERS MEMBERS	12,000.00	12,000.00
347-317 MRAC - SHOWERS	65,000.00	65,000.00
347-320 MRAC - ADMISSIONS/AQUATIC	110,000.00	110,000.00
347-321 MRAC - ADMISSIONS/AQUAT & FITN	2,000.00	2,000.00
347-322 MRAC - RETAIL	6,500.00	6,500.00
347-323 MRAC - PROGRAM FEES/AQUATIC	17,000.00	17,000.00
347-324 MRAC - PROGRAM FEES/FITNESS	11,000.00	11,000.00
347-326 MRAC - MEMBERSHIPS/AQUATIC	27,500.00	27,500.00
347-327 MRAC - MEMBERSHIPS/AQUAT & FIT	80,000.00	80,000.00
347-330 MRAC - CONCESSIONS	6,500.00	6,500.00
347-331 MRAC PRIVATE SWIM LESSONS	7,000.00	7,000.00
347-332 MRAC - REDUCED ADMISSION FEE	1,100.00	1,100.00
Total MRAC recreation	416,600.00	416,600.00
MARC		
348-300 MARC Coworking Space	5,000.00	5,000.00
348-310 PROGRAM FEES	5,500.00	5,500.00
348-330 GRANTS AND DONATIONS	43,250.00	43,250.00
348-340 RENTAL FEES	55,000.00	55,000.00
348-350 SPECIAL EVENTS FEES	20,000.00	20,000.00
348-351 SPECIAL EVENTS FEES - RED ROCK	4,500.00	4,500.00
348-360 MARC - Art Retail	2,000.00	2,000.00
Total MARC	135,250.00	135,250.00
Miscellaneous revenue		
365-300 CENTER STREET GYM RENTALS	2,000.00	2,000.00
365-301 BALL FIELD RENTALS	250.00	250.00
365-302 SUN COURT RENTALS	250.00	250.00
365-303 FACILITY RENTAL DEPOSITS	250.00	250.00
Total Miscellaneous revenue	2,750.00	2,750.00
Transfers in		
335-362 CITY OF MOAB - TRANSFER FROM GENERAL FUND	1,685,915.00	1,685,915.00
Total Transfers in	1,685,915.00	1,685,915.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
23 Parks & Recreation Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Total Revenue:	2,435,515.00	2,435,515.00
Expenditures:		
Parks & Recreation		
MRAC expenses		
452-510 MRAC SALARIES	745,638.00	745,638.00
452-513 MRAC BENEFITS	171,891.00	171,891.00
452-514 MRAC FUTURE LIABILITY	8,713.00	8,713.00
452-515 MRAC OVERTIME	5,000.00	5,000.00
452-521 MRAC SUBSCRIPTIONS	10,000.00	10,000.00
452-522 MRAC ADVERTISING	2,500.00	2,500.00
452-523 MRAC TRAVEL	5,000.00	5,000.00
452-524 MRAC OFFICE SUPPLIES	4,000.00	4,000.00
452-525 MRAC EQUIPMENT SUPPLIES/MAINT	20,000.00	20,000.00
452-526 MRAC BLDG/GRDS SUPPLIES/MAINT	10,000.00	10,000.00
452-527 MRAC UTILITIES	140,000.00	140,000.00
452-528 MRAC TELEPHONE	8,000.00	8,000.00
452-533 MRAC EDUCATION	5,000.00	5,000.00
452-534 MRAC INSTRUCTIONAL SUPPLIES	4,000.00	4,000.00
452-535 MRAC OTHER	1,500.00	1,500.00
452-546 MRAC SPECIAL DEPARTMENTAL	45,500.00	45,500.00
452-547 MRAC CONCESSIONS	2,000.00	2,000.00
452-561 MRAC SUNDRY EXPENSES	2,000.00	2,000.00
452-571 MRAC FITNESS PROGRAMS	9,000.00	9,000.00
452-573 MRAC AQUATIC PROGRAMS	1,500.00	1,500.00
452-574 MRAC - MACHINERY & EQUIPMENT	6,000.00	6,000.00
Total MRAC expenses	1,207,242.00	1,207,242.00
Recreation Admin		
640-510 Recreation SALARIES	343,362.00	343,362.00
640-512 Recreation FUTURE LIABILITY	12,372.00	12,372.00
640-513 Recreation BENEFITS	197,542.00	197,542.00
640-515 Recreation OVERTIME	11,000.00	11,000.00
640-521 Recreation SUBSCRIPTIONS	6,500.00	6,500.00
640-522 Recreation ADVERTISING	5,000.00	5,000.00
640-523 Recreation TRAVEL	1,800.00	1,800.00
640-524 Recreation OFFICE SUPPLIES	2,500.00	2,500.00
640-525 Recreation - EQUIP SUPPLIES/MAINT	5,000.00	5,000.00
640-527 Recreation - UTILITIES	14,000.00	14,000.00
640-528 Recreation TELEPHONE	1,750.00	1,750.00
640-530 Recreation FUEL	1,000.00	1,000.00
640-531 Recreation PROFESSIONAL & TECHNICAL	31,000.00	31,000.00
640-533 Recreation EDUCATION	1,800.00	1,800.00
640-535 Recreation OTHER	500.00	500.00
640-546 Recreation SPECIAL DEPARTMENTAL	5,000.00	5,000.00
640-592 Recreation EASTER EGG HUNT	1,500.00	1,500.00
640-593 Recreation TURKEY TROT	4,000.00	4,000.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
23 Parks & Recreation Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
640-594 Recreation SPECIAL EVENTS	10,300.00	10,300.00
640-595 Recreation ADULT REC PROGRAM	5,000.00	5,000.00
640-596 Recreation YOUTH REC PROGRAM	45,500.00	45,500.00
640-597 Recreation YOUTH HOCKEY	1,000.00	1,000.00
Total Recreation Admin	707,426.00	707,426.00
MARC expenses		
800-510 MARC SALARIES	246,812.00	246,812.00
800-512 MARC FUTURE LIABILITY	9,466.00	9,466.00
800-513 MARC BENEFITS	131,602.00	131,602.00
800-514 MARC INSTRUCTOR SALARIES	24,000.00	24,000.00
800-515 MARC OVERTIME	5,000.00	5,000.00
800-521 MARC SUBSCRIPTIONS	7,737.00	7,737.00
800-522 MARC ADVERTISING	10,060.00	10,060.00
800-523 MARC TRAVEL	1,350.00	1,350.00
800-524 MARC OFFICE SUPPLIES	4,800.00	4,800.00
800-525 MARC EQUIPMENT SUPPLIES/MAINT	2,000.00	2,000.00
800-526 MARC BLDG GROUNDS SUPPLIES/MAINT	3,000.00	3,000.00
800-527 MARC UTILITIES	8,000.00	8,000.00
800-528 MARC TELEPHONE	5,000.00	5,000.00
800-531 MARC PROFESSIONAL & TECHNICAL	2,830.00	2,830.00
800-533 MARC EDUCATION	1,900.00	1,900.00
800-534 MARC ART SALES	2,500.00	2,500.00
800-535 MARC OTHER	500.00	500.00
800-536 MARC ONLINE PAYMENT PROCESSING FEES	40.00	40.00
800-546 MARC SPECIAL DEPARTMENTAL	7,500.00	7,500.00
800-574 MARC MACHINERY & EQUIPMENT	1,000.00	1,000.00
800-576 MARC SUMMER CAMP SUPPLIES	5,000.00	5,000.00
800-577 MARC SPECIAL EVENTS	7,750.00	7,750.00
800-579 MARC- RED ROCK ARTS FEST	33,000.00	33,000.00
Total MARC expenses	520,847.00	520,847.00
Total Parks & Recreation	2,435,515.00	2,435,515.00
Total Expenditures:	2,435,515.00	2,435,515.00
Total Change In Net Position	0.00	0.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
30 Housing Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Intergovernmental revenue		
334-300 Workforce Affordable Housing F	380,000.00	380,000.00
Total Intergovernmental revenue	380,000.00	380,000.00
Miscellaneous revenue		
361-300 INTEREST INCOME	90,000.00	90,000.00
Total Miscellaneous revenue	90,000.00	90,000.00
Total Revenue:	470,000.00	470,000.00
Expenditures:		
Miscellaneous		
464-525 Operation & Maintenance Costs	25,000.00	25,000.00
464-527 O&M UTILITIES	10,000.00	10,000.00
464-531 Professional & Technical	200,000.00	200,000.00
Total Miscellaneous	235,000.00	235,000.00
Total Expenditures:	235,000.00	235,000.00
Total Change In Net Position	235,000.00	235,000.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
31 Debt Service Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Contributions		
362-360 Contribution from GC Rec Distr	190,008.00	190,008.00
362-370 Contribution from Grand County	18,630.00	18,630.00
Total Contributions	208,638.00	208,638.00
Transfers in		
391-316 Transfer from capital projects	200,000.00	200,000.00
391-317 Transfer from Roads Fund	160,000.00	160,000.00
391-318 Transfer from Sewer Fund	13,000.00	13,000.00
391-319 Transfer from Water Fund	36,940.00	36,940.00
391-320 Transfer from Storm Water Fund	53,157.00	54,000.00
Total Transfers in	463,097.00	463,940.00
Total Revenue:	671,735.00	672,578.00
Expenditures:		
Debt service		
471-611 2003 Sales Tax Rev - Principal	98,000.00	98,000.00
471-612 2003 Sales Tax Rev - Interest	12,875.00	12,875.00
471-613 2009 Sales Tax Rev - Principal	191,000.00	191,000.00
471-615 2018 CIB Bond - Principal	33,000.00	33,000.00
471-616 2018 CIB Bond - Interest	13,600.00	13,600.00
471-621 2023 Kane Creek Blvd Reconstruction - Principal	245,000.00	245,000.00
471-622 2023 Kane Creek Blvd Reconstruction - Interest	78,260.00	78,260.00
Total Debt service	671,735.00	671,735.00
Total Expenditures:	671,735.00	671,735.00
Total Change In Net Position	0.00	843.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
41 Capital Improvement Proj (CIP) Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Intergovernmental revenue		
362-303 GRANT PROCEEDS	550,300.00	550,300.00
362-311 *GOLF COURSE TENANT IMP. PAYMENTS	6,660.00	6,660.00
Total Intergovernmental revenue	556,960.00	556,960.00
Interest		
361-300 INTEREST INCOME	18,000.00	18,000.00
Total Interest	18,000.00	18,000.00
Transfers in		
391-310 TRANSFER FROM GENERAL FUND	3,648,543.00	3,700,000.00
391-311 TRANSFER FROM RAP TAX	565,000.00	450,000.00
392-326 TRANSFER FROM ROADS FUND	550,000.00	550,000.00
392-327 TRANSFER FROM WATER FUND	175,000.00	175,000.00
392-328 TRANSFER FROM SEWER FUND	175,000.00	175,000.00
392-329 TRANSFER FROM STORMWATER FUND	250,000.00	250,000.00
395-361 CAPITAL PROJECTS FUND -CONTRIBUTION FROM FUND BALA	1,622,157.00	1,853,200.00
Total Transfers in	6,985,700.00	7,153,200.00
Total Revenue:	7,560,660.00	7,728,160.00
Expenditures:		
General Government		
Administrative Services Department		
Info tech	300,000.00	300,000.00
740-697 IT - OTHER EQUIPMENT	300,000.00	300,000.00
Total Info tech	300,000.00	300,000.00
Total Administrative Services Department	300,000.00	300,000.00
Total General Government	300,000.00	300,000.00
Public Works Department		
Streets		
440-672 *STREETS/SPECIAL PROJ./CONCRETE (Sidewalks)	550,000.00	550,000.00
440-673 *ROAD IMPROVEMENTS (100 W)	250,000.00	250,000.00
440-678 *BRIDGE IMPROVEMENTS (300 S)	100,000.00	100,000.00
440-679 100 NORTH STREET IMPROVEMENTS	325,000.00	325,000.00
440-686 400 EAST ROAD IMPROVEMENTS	500,000.00	500,000.00
440-695 OVERLAY	650,000.00	650,000.00
Total Streets	2,375,000.00	2,375,000.00
Total Public Works Department	2,375,000.00	2,375,000.00
Municipal		
770-650 *MUNICIPAL BLDG GENERAL IMPROVEMENTS	234,000.00	234,000.00
770-651 CENTER STREET GYM MECHANICAL	250,000.00	115,000.00
770-652 *MUNI BLDG BIKE STRUCTURE/ EVSE	20,000.00	20,000.00
770-656 *CENTER STREET BALLFIELD UPGRADES	175,000.00	175,000.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
41 Capital Improvement Proj (CIP) Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
770-657 *DARK SKY CAPITAL IMPROVEMENT	50,000.00	50,000.00
Total Municipal	729,000.00	594,000.00
Parks expenses		
780-625 *MAIN STREET - 500 W MILLCREEK TRAIL/BRIDGE IMP.	350,000.00	350,000.00
780-630 *ART IN PUBLIC PLACES 1%	40,000.00	40,000.00
780-644 *PARK IMPROVEMENTS - SWANY IMPROVEMENTS	250,000.00	250,000.00
780-645 PLAYGROUND EQUIP/BLDG IMPROVE	40,000.00	40,000.00
780-647 *LIONS PARK RIVER ACCESS	200,000.00	200,000.00
Total Parks expenses	880,000.00	880,000.00
Parks & Recreation		
MRAC expenses		
470-670 *MRAC STRUCTURAL/GENERAL BLDG IMPROVEMENTS	1,350,000.00	1,350,000.00
470-672 *AQUATIC CENTER MAJOR MAINTENANCE PROJECTS	96,360.00	96,360.00
470-674 *OUTDOOR WATER FEATURE REPLACEMENT	450,000.00	120,000.00
Total MRAC expenses	1,896,360.00	1,566,360.00
Total Parks & Recreation	1,896,360.00	1,566,360.00
Miscellaneous		
780-642 *PACK CREEK FOOT BRIDGE (EPISCOPAL CHURCH)	350,300.00	350,300.00
790-643 *PROPERTY ACQUISITION/RIGHT OF WAY	200,000.00	200,000.00
790-644 *GOLF COURSE CAPITAL IMP.	150,000.00	150,000.00
790-647 USU BUILDING PROJECT	50,000.00	50,000.00
Total Miscellaneous	750,300.00	750,300.00
Transfers out		
400-691 TRANSFER TO DEBT SERVICE	0.00	200,000.00
810-601 TRANSFER TO GENERAL FUND (ENG. OVHD)	0.00	437,500.00
810-603 TRANSFER TO VEHICLE FUND	450,000.00	450,000.00
810-604 TRANSFER TO PARKING and TRANSIT FUND	0.00	175,000.00
Total Transfers out	450,000.00	1,262,500.00
Total Expenditures:	7,380,660.00	7,728,160.00
Total Change In Net Position	180,000.00	0.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
51 Water Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Income or Expense		
Income From Operations:		
Operating income		
363-330 WATER PENALTIES	18,000.00	18,000.00
369-300 Water SUNDRY REVENUES	30,000.00	30,000.00
369-302 Water SHOP WATER	10,000.00	10,000.00
371-300 WATER SALES	1,950,000.00	1,950,000.00
372-360 WATER CONNECTION	45,000.00	45,000.00
Total Operating income	2,053,000.00	2,053,000.00
Operating expense		
Operating		
500-509 Water GENERAL FUND OVERHEAD (INTERNAL SERVICE)	455,301.00	465,045.00
500-510 Water SALARIES	460,784.00	460,784.00
500-513 Water BENEFITS	338,679.00	338,679.00
500-514 Water FUTURE LIABILITY	18,870.00	18,870.00
500-515 Water OVERTIME	45,000.00	45,000.00
500-521 Water SUBSCRIPTIONS	2,500.00	2,500.00
500-522 Water PUBLIC NOTICE	3,000.00	3,000.00
500-523 Water TRAVEL	4,500.00	4,500.00
500-524 Water OFFICE SUPPLIES	3,000.00	3,000.00
500-525 Water EQUIPMENT SUPPLIES/MAINT	40,000.00	40,000.00
500-526 Water BUILDING SUPPLIES/MAINT	1,000.00	1,000.00
500-527 Water UTILITIES	105,000.00	105,000.00
500-528 Water TELEPHONE	5,500.00	5,500.00
500-530 Water FUEL	22,000.00	22,000.00
500-531 Water PROFESSIONAL & TECHNICAL	66,500.00	66,500.00
500-533 Water EDUCATION	4,000.00	4,000.00
500-535 Water OTHER	3,700.00	3,700.00
500-546 Water SPECIAL DEPARTMENTAL	115,000.00	115,000.00
500-551 Water INSURANCE	1,560.00	1,560.00
500-691 Water RENT OF PROPERTY & EQUIP	5,500.00	5,500.00
Total Operating	1,701,394.00	1,711,138.00
Depreciation expense		
500-669 Water DEPRECIATION	433,560.00	433,560.00
Total Depreciation expense	433,560.00	433,560.00
Total Operating expense	2,134,954.00	2,144,698.00
Total Income From Operations:	(81,954.00)	(91,698.00)
Non-Operating Items:		
Non-operating income		
361-300 INTEREST INCOME	300,000.00	300,000.00
361-310 WATER IMPACT FEE INTEREST INCO	500.00	500.00
361-311 WATER IMPACT FEES	150,000.00	150,000.00
Total Non-operating income	450,500.00	450,500.00
Non-operating expense		

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
51 Water Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
500-582 Water Transfer to Capital Projects Fund	50,000.00	0.00
500-681 Water TRANSFER TO DEBT SERVICE FUND	0.00	36,940.00
500-682 Water INTEREST ON BONDS/DEBT S	136,413.00	136,413.00
610-583 water TRANSFER TO VEHICLE FUND	0.00	50,000.00
Total Non-operating expense	186,413.00	223,353.00
Total Non-Operating Items:	264,087.00	227,147.00
Total Income or Expense	182,133.00	135,449.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
52 Sewer Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Income or Expense		
Income From Operations:		
Operating income		
362-390 Sewer SEPTAGE PROCESSING FEES	100,000.00	100,000.00
372-300 SEWER EXISTING FACILITY FEE	45,000.00	45,000.00
372-310 SEWER STUDIES FEE	5,000.00	5,000.00
372-320 SEWER SERVICES CHARGES	2,450,000.00	2,450,000.00
372-325 Sewer SPECIAL SERVICES BY CITY	5,000.00	5,000.00
372-350 Sewer SPANISH VALLEY SEWER	750,000.00	750,000.00
372-360 Sewer SJSPSSD SEWER	50,000.00	50,000.00
372-370 SEWER CONNECTION	6,306.00	6,306.00
Total Operating income	3,411,306.00	3,411,306.00
Operating expense		
Sewer WRF		
600-509 Sewer GENERAL FUND OVERHEAD (INTERNAL SERVICE)	465,045.00	465,045.00
600-510 Sewer WRF SALARIES	393,316.00	393,316.00
600-512 Sewer FUTURE LIABILITY	16,866.00	16,866.00
600-513 Sewer WRF BENEFITS	228,231.00	228,231.00
600-515 Sewer WRF OVERTIME	12,000.00	12,000.00
600-521 Sewer WRF SUBSCRIPTIONS	750.00	750.00
600-523 Sewer WRF TRAVEL	3,500.00	3,500.00
600-524 Sewer WRF OFFICE EXPENSE	7,700.00	7,700.00
600-525 Sewer WRF EQUIPMENT SUPPLIES/MAINT	115,000.00	115,000.00
600-526 Sewer WRF BUILDING SUPPLIES/MAINT	8,000.00	8,000.00
600-527 Sewer WRF UTILITIES	385,500.00	385,500.00
600-528 Sewer WRF TELEPHONE	6,200.00	6,200.00
600-529 Sewer WRF RENT	2,000.00	2,000.00
600-530 Sewer WRF FUEL	3,000.00	3,000.00
600-531 Sewer WRF PROFESSIONAL & TECHNICAL	54,500.00	54,500.00
600-533 Sewer WRF EDUCATION	5,900.00	5,900.00
600-535 Sewer WRF OTHER	3,500.00	3,500.00
600-546 Sewer WRF SPECIAL DEPARTMENTAL	130,000.00	130,000.00
Total Sewer WRF	1,841,008.00	1,841,008.00
Sewer Collection		
610-510 Sewer Collections SALARIES	186,178.00	186,178.00
610-512 Sewer Collections FUTURE LIABILITY	7,788.00	7,788.00
610-513 Sewer Collections BENEFITS	94,463.00	94,463.00
610-515 Sewer Collections OVERTIME	12,000.00	12,000.00
610-521 Sewer Collections SUBSCRIPTIONS	500.00	500.00
610-523 Sewer Collections TRAVEL	2,000.00	2,000.00
610-524 Sewer Collections OFFICE SUPPLIES	1,500.00	1,500.00
610-525 Sewer Collections EQUIP SUPPLIES/MAINT	25,000.00	25,000.00
610-526 Sewer BLDG/GRDS SUPPLIES/MAINT	400.00	400.00
610-527 Sewer Collections UTILITIES	4,000.00	4,000.00
610-528 Sewer Collections TELEPHONE	2,000.00	2,000.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
52 Sewer Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
610-529 Sewer Collections RENTALS	5,100.00	5,100.00
610-530 Sewer Collections FUEL	9,000.00	9,000.00
610-531 Sewer Collections PROFESSIONAL & TECH	65,500.00	65,500.00
610-533 Sewer Collections EDUCATION	1,950.00	1,950.00
610-535 Sewer Collections OTHER	2,000.00	2,000.00
610-546 Sewer Collections SPEC DEPT SUP	23,500.00	23,500.00
Total Sewer Collection	442,879.00	442,879.00
Depreciation expense		
600-669 Sewer DEPRECIATION	799,860.00	799,860.00
Total Depreciation expense	799,860.00	799,860.00
Total Operating expense	3,083,747.00	3,083,747.00
Total Income From Operations:	327,559.00	327,559.00
Non-Operating Items:		
Non-operating income		
361-300 Sewer INTEREST INCOME	20,000.00	20,000.00
361-305 SJSPSSD SEWER IMPACT FEES	70,000.00	70,000.00
361-309 GWSSA SEWER IMPACT FEES	250,000.00	250,000.00
361-310 SEWER IMPACT FEE INTEREST	25,000.00	25,000.00
361-311 SEWER IMPACT FEES	75,000.00	75,000.00
361-313 SEWER IMPACT FEE FINANCE INTER	2,000.00	2,000.00
361-315 SVWSID CAPITAL ANNUAL CONTRIBU	102,207.00	102,207.00
Total Non-operating income	544,207.00	544,207.00
Non-operating expense		
600-682 Sewer INTEREST ON SEWER BONDS	327,559.00	327,559.00
610-581 Sewer TRANSFER OUT TO DEBT SERVICE FUND	0.00	13,000.00
610-583 Sewer TRANSFER TO VEHICLE FUND	50,000.00	50,000.00
Total Non-operating expense	377,559.00	390,559.00
Total Non-Operating Items:	166,648.00	153,648.00
Total Income or Expense	494,207.00	481,207.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
53 Stormwater Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Income or Expense		
Income From Operations:		
Operating Income		
364-350 STORM WATER DRAINAGE FEE	723,093.00	725,133.00
Total Operating income	723,093.00	725,133.00
Operating expense		
Operating		
400-509 Storm wtr GENERAL FUND OVERHEAD (INTERNAL SERVICE)	95,295.00	97,335.00
400-530 Storm wtr FUEL	5,000.00	5,000.00
400-531 Storm wtr PROFESSIONAL & TECH.	50,000.00	50,000.00
400-546 Storm wtr SPECIAL DEPARTMENTAL	300,000.00	300,000.00
Total Operating	450,295.00	452,335.00
Depreciation expense		
400-669 Storm wtr DEPRECIATION	460,416.00	460,416.00
Total Depreciation expense	460,416.00	460,416.00
Total Operating expense	910,711.00	912,751.00
Total Income From Operations:	(187,618.00)	(187,618.00)
Non-Operating Items:		
Non-operating income		
361-300 INTEREST INCOME	75,000.00	75,000.00
361-311 STORMWATER IMPACT FEES	75,000.00	75,000.00
361-312 STORMWATER FUND - CONTRIBUTION FROM FUND BALANCE	141,618.00	141,618.00
Total Non-operating income	291,618.00	291,618.00
Non-operating expense		
400-581 Storm wtr TRANSFER TO DEBT SERVICE FUND	54,000.00	54,000.00
400-583 Storm wtr TRANSFER TO VEHICLE FUND	50,000.00	50,000.00
Total Non-operating expense	104,000.00	104,000.00
Total Non-Operating Items:	187,618.00	187,618.00
Total Income or Expense	0.00	0.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
55 Parking and Transit Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Intergovernmental revenue		
362-310 UDOT Hotspot Contribution	353,942.00	353,942.00
362-320 Grand County Contribution	50,000.00	50,000.00
362-330 Federal Transit Authority Cont	84,000.00	84,000.00
Total Intergovernmental revenue	487,942.00	487,942.00
Transfers in		
332-310 TRANSFER FROM GENERAL FUND	175,000.00	0.00
332-325 TRANSFER FROM CIP	0.00	175,000.00
395-310 Transit Fund - CONTRIBUTION FROM FUND BALANCE	55,000.00	55,000.00
Total Transfers in	230,000.00	230,000.00
Total Revenue:	717,942.00	717,942.00
Expenditures:		
Miscellaneous		
400-509 Transit GENERAL FUND OVERHEAD (INTERNAL SERVICE)	52,942.00	52,942.00
400-531 Transit Professional & Tech	5,000.00	3,867.00
400-532 Transit Operator Contract	660,000.00	660,000.00
Total Miscellaneous	717,942.00	716,809.00
Total Expenditures:	717,942.00	716,809.00
Total Change In Net Position	0.00	1,133.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
60 Vehicle Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Change In Net Position		
Revenue:		
Miscellaneous revenue		
392-331 PROCEEDS FROM VEHICLE SURPLUS SALE	75,000.00	75,000.00
Total Miscellaneous revenue	75,000.00	75,000.00
Transfers in		
392-325 TRANSFER FROM CIP	450,000.00	450,000.00
392-327 TRANSFER FROM WATER FUND	50,000.00	50,000.00
392-328 TRANSFER FROM SEWER FUND	50,000.00	50,000.00
392-329 TRANSFER FROM STORM WATER FUND	50,000.00	50,000.00
Total Transfers in	600,000.00	600,000.00
Total Revenue:	675,000.00	675,000.00
Expenditures:		
General Government		
Administrative Services Department		
Administration	9,500.00	9,500.00
414-569 ADMIN LEASE PAYMENT	9,500.00	9,500.00
Total Administration		
General		
414-570 GENERAL CITY VEHICLES	50,000.00	50,000.00
Total General	50,000.00	50,000.00
Total Administrative Services Department	59,500.00	59,500.00
Community Development Department		
CDD Admin	9,500.00	9,500.00
446-569 CDD ADMIN LEASE PAYMENT	9,500.00	9,500.00
Total CDD Admin		
Inspection		
424-569 BUILDING LEASE PAYMENT	17,000.00	17,000.00
Total Inspection	17,000.00	17,000.00
Engineering		
419-569 ENGINEERING LEASE PAYMENT	17,000.00	17,000.00
Total Engineering	17,000.00	17,000.00
Total Community Development Department	43,500.00	43,500.00
Total General Government	103,000.00	103,000.00
Public safety		
Police		
421-569 POLICE LEASE PAYMENT	175,000.00	175,000.00
421-570 POLICE EQUIPMENT PURCHASE	7,500.00	7,500.00
421-571 POLICE UPFITTING PURCHASE	75,000.00	75,000.00
Total Police	257,500.00	257,500.00
Total Public safety	257,500.00	257,500.00

MOAB CITY CORPORATION
4 Year Budget Report Council Budget Amendment 1
60 Vehicle Fund - 07/01/2026 to 07/23/2026
8.33% of the fiscal year has expired

	2027 Council Approved	Budget Amendment 1
Public Works Department		
Streets		
440-569 STREETS LEASE PAYMENT	265,500.00	265,500.00
Total Streets	265,500.00	265,500.00
Total Public Works Department	265,500.00	265,500.00
Parks and public property		
Parks O&M		
451-569 PARKS LEASE PAYMENT	8,000.00	8,000.00
451-570 PARKS EQUIPMENT PURCHASE	31,500.00	31,500.00
Total Parks O&M	39,500.00	39,500.00
Total Parks and public property	39,500.00	39,500.00
Parks & Recreation		
Recreation Admin		
640-569 PRT LEASE PAYMENT	9,500.00	9,500.00
Total Recreation Admin	9,500.00	9,500.00
Total Parks & Recreation	9,500.00	9,500.00
Total Expenditures:	675,000.00	675,000.00
Total Change In Net Position	0.00	0.00

CITY OF MOAB RESOLUTION NO. 12-2026

A RESOLUTION AMENDING THE FISCAL YEAR 2026-2027 BUDGET

WHEREAS, the City Council of the City of Moab adopted the fiscal year 2026-2027 budget by Resolution 03-2026; and

WHEREAS, the City may amend the adopted budget as needed and as requested by the State of Utah prior to the last day of the fiscal year as outlined by UCA 10-6-127; and

WHEREAS, at a meeting duly noticed and held on July 28, 2026, a public hearing was held for the purpose of receiving public input for the budget amendment; and

WHEREAS, the City of Moab has proposed to amend the 2026-2027 fiscal year budget for the various funds as listed in Exhibit A;

NOW, THEREFORE BE IT RESOLVED THAT THE 2026-2027 FISCAL YEAR BUDGET SHALL BE AMENDED AS DETAILED IN "*EXHIBIT A – July 2026 BUDGET AMENDMENT*"

PASSED AND APPROVED by a majority of the City Council, this 28th day of July 2026.

By: _____
Jason Taylor, Mayor Pro-Tem

Date

Attest:

By: _____
Sommar Johnson, Recorder

Date

TITLE: Consideration of the Appointment to the Planning Commission

DISPOSITION: Discussion and possible action

PRESENTER/S: Joette Langianese, Mayor

ATTACHMENT/S: None

STAFF RECOMMENDATION: It is recommended that the Council consent to the proposed appointments as presented by the Mayor.

Background

There are currently two openings on the City of Moab Planning Commission with terms ending 12/31/28. After a period of advertising, the City received several applications for these positions. All the applicants were reviewed internally and the Mayor spoke with each applicant individually. Based on the review process, it is recommended that the following two applicants be appointed to the Planning Commission.

1. _____ – Term ending 12/31/28
2. _____ – Term ending 12/31/28

Upon receiving the consent of the Council, the Mayor will make these appointments for the specified period.

RELEVANT LAWS, STUDIES & PLANS: *Moab Municipal Code 2.52*

RESPONSIBLE DEPARTMENT(s):

FINANCIAL IMPACT: The impact financially will be the monthly stipend which PC members receive, which is \$75.00 per



MOAB CITY COUNCIL AGENDA

July 28, 2026

TITLE: Personnel Manual Update

DISPOSITION: Possible action

PRESENTER/S: Dani/Michael

ATTACHMENT/S: Updated Policies and New Benefit Chapter

STAFF RECOMMENDATION: I move to approve the Personnel Manual Updates.

OTHER OPTIONS:

SUMMARY:

The attached revisions consist of housekeeping updates to the Personnel Manual. They incorporate changes that have been previously discussed with the City Council and reflect the direction provided. This agenda item finalizes those updates by formally incorporating them into the Personnel Manual in a clear and organized format.

Policy	Change
604 – Compensation	New policy documenting the City's current step-and-grade compensation structure.
612 – Law Enforcement Premium Pay Codes	New policy documenting existing premium pay practices for certified law enforcement personnel.
613 – Line of Duty Pay	New policy documenting the City's existing line-of-duty pay practices for eligible law enforcement personnel.
614 – Lateral Hire Bonus	Approved policy expanded to include professional positions.
715 – Retirement Matching	New policy documenting the City's existing 401(k) and 457 plan matching practices for full-time employees.

A significant change is the creation of a dedicated Benefits Chapter.

Previously, benefit policies were distributed throughout the Personnel Manual, making them more difficult to find and administer. The revised Manual consolidates these policies into one chapter, improving organization and ease of use for employees and supervisors.

All but one of these policies were previously reviewed and approved by the Council with the exception of 712 – Retirement Matching. This update organizes them within a single Benefits Chapter.



MOAB CITY COUNCIL AGENDA

July 28, 2026

The Benefits Chapter includes:

- 700 – Health Insurance
- 701 – Dental Insurance
- 702 – Vision Insurance
- 703 – Health Savings Account (HSA)
- 704 – Health Reimbursement Arrangement (HRA)
- 705 – Life Insurance
- 706 – Short-Term Disability
- 707 – Long-Term Disability
- 708 – Employee Assistance Program (EAP)
- 709 – Enrollment & Coverage Changes
- 710 – COBRA
- 711 – Retirement
- 712 – Retirement Matching (*new policy*)
- 713 – Wellness Programs & Incentives
- 714 – Fitness & Wellness
- 715 – Social Security

RELEVANT LAWS, STUDIES & PLANS:

Moab City Personnel Manual

RESPONSIBLE DEPARTMENT:

Human Resources

FINANCIAL IMPACT:

None.

Compensation

624.1 PURPOSE AND SCOPE

Total employee compensation consists not only of salary but also the cost of various benefits such as group health and life insurance and retirement plans. This policy provides guidance regarding employee pay. Employee benefits are addressed primarily in the Employee Benefits Policy.

624.2 POLICY

Compensation for City employees shall be equitable and competitive with the market and in accordance with the City's ability to pay. The compensation plan and pay rates are recommended by the City Manager, Human Resource Director and/or Job Classification Committee for approval by the Mayor and City Council.

624.3 GENERAL WAGE AND SALARY ADJUSTMENTS

It is the intent of the City to consider prevailing practices related to cost of living and market trends in establishing wages and salaries which constitute the formal pay schedule. The amount of the rate changes will ultimately be based upon the anticipated affect(s) upon the City budget. The City Manager, based upon final Mayoral and Council approval and after a public hearing process, will make final recommendations of any changes to the salary scale. Where general, across-the-board adjustments are approved, the change will be effective on a date determined and approved by the City Council. General adjustments may affect the pay scale only, thus shifting the pay of all employees in relation to the midpoint.

624.3.1 MARKET ANALYSIS

The City is committed to maintaining wage ranges which are competitive with other communities of comparable size and demographics. Biennially, the Department of Human Resources conducts a wage and benefits survey of the relevant communities. Because not all City positions have matches in the established market, a classification analysis may also be done on each City position in conjunction with the market survey. This classification analysis considers such factors as education and experience requirements, supervisory and financial responsibilities, level of risk in position and the analytical requirements of the position.

The City Manager may recommend appropriate changes based on the market analysis and classification analysis. Market adjustment recommendations may be made for specific job classifications or for the City as a whole. If market adjustments are considered, fiscal year adjustments will be implemented July 1 if approved.

In determining the total compensation for any particular position, employee benefits must be considered. Thus, an employee's base salary plus cost of benefits constitutes total employee compensation. In comparing benefit packages provided in the labor market, the City may evaluate both level and cost of benefits or other factors as deemed appropriate.

Compensation

624.3.2 COST OF LIVING ADJUSTMENTS (COLA)

The City may consider adjustments to the salary schedule annually through analysis of market trends in comparison to cost-of-living. The City may utilize market survey results or cost-of-living index data (federal) or a combination of both.

The COLA is based on the change in the Consumer Price Index (CPI) and is dependent on City Council approval. Should an adjustment be approved, it would affect the pay scale as a whole, adjusting each range by the percentage amount granted. COLA adjustments are effective on the first full pay period of July. Part-time employees may be eligible for cost of living adjustments only upon City Council approval.

All employees, regardless of employment status, except those being red circled (frozen), receive the benefits of such general COLA adjustments to the pay plan.

624.4 HOURLY RATES

Temporary full time and all part time, seasonal and emergency employees shall be paid at an hourly rate no higher than that which is established for the position classification unless approved by the City Manager.

624.5 INITIAL APPOINTMENT

Initial appointments to positions assigned to salary ranges in the compensation plan shall normally be at the minimum rate of the salary range. Exceptions may be allowed if:

- (a) An employee cannot be recruited for the position at the beginning rate.
- (b) The qualifications of the individual selected for the position exceed the minimum requirements and the individual can be expected to perform at a level equal to that of other individuals currently being paid at the same rate.

In determining placement in the pay plan under the second exception:

- (a) A newly hired employee may receive one percent for every year of directly related experience which exceeds the number of years required to meet the minimum qualifications.
- (b) Initial placement may not exceed 95 percent of the midpoint of the pay range.
- (c) Current City employees awarded new City jobs may receive one percent for each year of directly related experience which exceeds the number of years required to meet the minimum qualifications.
- (d) Initial placement of current City may exceed the midpoint of the pay range if the employee has over seven years of experience with the City

Exceptions for exempt initial appointments may be considered for approval by the City Manager by means of written justification showing extraordinary circumstances or unique market challenges in filling exempt positions.

The Director of Human Resources shall monitor recommended starting rates for compliance to policy.

City of Moab

Policy Manual

Compensation

624.6 PROMOTIONAL INCREASE

Current City employees who are promoted into a position in a higher classification are eligible for a salary increase of at least six percent. The pay increase may exceed six percent if adjusting to the minimum for the new pay range exceeds six percent.

624.7 PAY PROGRESSION

Progression through the various pay ranges within the salary and wage scale shall be based upon the recommendation of the Department Head and the Director of Human Resources subject to approval given by the City Manager. In making recommendations for pay progression, the Department Head shall consider compliance with city policies and procedures, performance, level of competence, and job knowledge.

The below table provides the Performance Adjustment and Performance Incentive based on the corresponding Performance Score.

If the Employee pay rate falls below the midpoint. Increases are added to the Base Pay.

Score.....<3 3-4 4-5

Base Pay Increase.....2.00% 3.00% 4.00%

If the Employee pay rate falls at or above the midpoint. Increases are added to the Base Pay plus a Onetime Bonus.

Score.....<3 3-4 4-5

Base Pay Increase 0% 1% 1%

Onetime Bonus.....0% 2.5% 3.5%

624.7.1 MINIMUM TO MIDPOINT PROGRESSION

It is the objective of the City that employees acquire job skills that are considered full performance level within their job classification by the time they arrive at the midpoint of the pay range of the job classification in which they are hired to perform. It is the responsibility of the Department Head and immediate supervisor to identify the essential skills, competence, and quality of work that will satisfy the "full performance" requirement. "Full Performance" is generally achieved when the employee can perform virtually all aspects of the position's essential functions without supervision and with minimal errors. Employees, in conjunction with supervisors, shall develop a performance plan based upon achieving full performance competence. Full performance (or journey level for trades and crafts) should be achievable in five to seven years. Therefore, employees who progress at a normal rate may be recommended for increases in accordance with approved Pay Schedules for that position. Initiation of a request to increase pay lies solely within the discretion of the Department Head and is not a vested right of any employee. Such requests are normally considered annually in conjunction with the budget process but may be considered more frequently for the exceptional performer.

Compensation

624.7.2 MIDPOINT TO MAXIMUM PROGRESSION

Compensation at the midpoint is considered market competitive. In order to be considered for increases beyond the midpoint, an employee must receive at least a standard rating on their annual performance evaluation. Each employee who meets this requirement may receive increases in accordance with approved Pay Schedules for that position, up to the maximum of the pay range. Upon achieving the maximum, the employee shall still be eligible for any general increase or adjustment to the pay plan (i.e., market, COLA, etc.) and for consideration for one-time performance incentives.

624.7.3 RED CIRCLE RATE

The red circle rate provision refers to the rate of pay for an employee whose pay falls above the current maximum salary for the pay range to which assigned, reclassified, or transferred. Such employee(s) shall be placed on a salary freeze for a period not to exceed two years and shall not be eligible for any general adjustment (COLA) given during the same period of time. During the two-year period, if the employee's rate of pay falls back within the assigned pay range, the freeze shall be lifted. If at the end of two years, the employee's pay rate still falls above the maximum of the pay range, that employee's pay rate may be reduced to the maximum of the assigned position.

624.8 RETENTION PAY

Classified employees, statutory appointees, and contractual employees may receive retention pay after completion of five years of employment. Retention pay will be reviewed annually by the City Manager during the budget process and is subject to the City's financial situation. Retention pay will only be available if approved during the budget process and is not a guaranteed pay.

Retention pay, will be paid annually as follows:

- (a) One percent of base annual salary upon completion of 5 full years of continuous service
- (b) Two percent of base annual salary upon completion of 10 full years of continuous service
- (c) Three percent of base annual salary upon completion of 15 full years of continuous service
- (d) Five percent of base annual salary upon completion of 20 full years of continuous service

Nothing in this Section shall be construed to alter or repeal the "at-will" status of all statutory appointees, who shall continue to serve at the pleasure of the Mayor and the City Council.

624.9 CALL BACK OR ON-CALL COMPENSATION

Non-exempt employees called back to work during their scheduled workweek shall be entitled to call back compensation for actual time worked. The minimum call back compensation shall be two hours. Call back compensation will be calculated on a workweek basis and only time worked in excess of an employees' specified workweek will be compensated at the overtime rate.

Compensation

Employees of the City in the Public Service Departments are required to serve in an "on-call" status and be available for a call back to work for up to a week at a time during otherwise unscheduled, off-duty hours.

On-call status may be defined as limiting and/or restricting an employee's personal activities to the degree that an employee is unable to travel as desired and must be able to respond in the required timeframe to after-hour City-related questions or emergencies. If an employee is placed on-call, the employee must be available to be reached during the entire on-call shift and return to work if needed within 30 minutes of a call or within the time limit specified by the Department supervisor.

It is the policy of the City to pay employees specifically designated as on-call a minimum stipend equal to one hour at the employee's current overtime rate. If the employee is designated on-call during a holiday, the employee will receive a stipend equal to four hours at the employee's current overtime rate for the holiday in which they serve in a paid on-call or call back status. If an employee serves less than one full workweek in this status, the number of hours applicable will be prorated. When and if an employee performs actual work and service as a result of being called back to work, the employee will be paid any additional hours worked, with a minimum of two hours pay.

The employee's supervisor will notify the employee of the on-call schedule. If the employee is on-call and cannot be reached or cannot come to work, the employee is not eligible for on-call pay. While on-call, no employee shall consume alcoholic beverages or do anything to impair their ability to respond for duty.

624.10 DEMOTION

A demotion is defined as either a voluntary or involuntary pay grade change that places the employee in a lower pay range than their current pay range status. An employee who is demoted may have their salary reduced by the percent of promotional increase received when they were promoted to the position. If the employee being demoted has not been previously promoted with the City, their salary will be red circled if it is above the salary range maximum of the new pay range. The employee's salary will remain red circled until the salary range maximum of the new grade is increased. The City Manager shall approve all demotion salary changes.

An employee that has been demoted will be placed on a six-month probationary period. At the end of that probationary period, a performance evaluation will be conducted to determine the employee's ability to perform the job.

624.11 INVOLUNTARY TRANSFER

An involuntary transfer is defined as a move from one department or division to another, when the employee retains the same or lower job grade. If a transfer is made in conjunction with a demotion/disciplinary action, refer to "Demotion" above. In the case of demotion or transfer to a position of lower grade, the salary shall be red circled if it is currently above the grade being demoted until the grade catches up to the current salary. Department Heads may transfer employees within their Department with the approval of the Director of Human Resources and City Manager. If a transferred employee is not successful in the position, they may be placed back in the previous

Compensation

position held immediately prior to the transfer or another position, subject to availability and the employee's qualifications.

Group Insurance Benefits

626.1 PURPOSE AND SCOPE

This policy provides a brief outline of the group insurance benefit programs the City makes available to employees. The information presented here is intended to serve only as a guideline.

626.2 POLICY

It is the City's intention to provide a combination of group insurance benefits to all eligible employees. These group insurance benefits include health, dental, vision, disability, and life insurance. The City continuously evaluates its benefits programs to meet present and future requirements.

626.2.1 DISCLAIMER

The descriptions of the insurance and other plan benefits merely highlight certain aspects of the applicable plans for general information only. The details of those plans are spelled out in the official plan documents, which are available for review upon request from the Director of Human Resources. Additionally, the provisions of the plans, including eligibility and benefits provisions, are summarized in the summary plan descriptions (SPDs) for the plans (which may be revised from time to time). In the determination of benefits and all other matters under each plan, the terms of the official plan documents shall govern over the language of any descriptions of the plans, including the SPDs and this policy.

The City (including the officers and administrators who are responsible for administering the plans) retains full discretionary authority to interpret the terms of the plans, as well as full discretionary authority with regard to administrative matters arising in connection with the plans and all issues concerning benefit terms, eligibility, and entitlement.

While the City intends to maintain these employee benefits, it reserves the absolute right to modify, amend, or terminate these benefits at any time and for any reason.

If employees have any questions regarding benefits, they should contact the Department of Human Resources.

626.3 HEALTH, DENTAL, AND VISION INSURANCE

Eligible employees may participate in the City's group insurance programs. Eligible employment classifications are:

- (a) Full-time employees
- (b) 3/4 time employees

Under the City's group insurance plans, employees may receive comprehensive health, dental, and vision insurance coverage for themselves and their families, as well as other benefits, subject to the eligibility requirements and the terms, conditions, and limitations of any applicable plan

Group Insurance Benefits

documents. Upon becoming eligible to participate in these plans, employees will receive summary plan descriptions (SPDs) describing the benefits in detail.

All eligible employees must either elect health insurance coverage through the City sponsored plan or waive health insurance coverage and participate in the City's Health Reimbursement Arrangement Program.

Employees may make changes to group benefit plans:

- (a) Upon appointment as a new employee
- (b) Annually during Open Enrollment
- (c) At any time based on a qualifying life event

Domestic Partners may be eligible for coverage.

626.3.1 NEW EMPLOYEE COVERAGE

To ensure timely and complete coverage for new employees and their dependents, it is the responsibility of each new employee to complete and return all enrollment forms and applications by the date specified by the Department of Human Resources. If a date is not specified by the Department of Human Resources, the new employee must turn in the forms and applications no later than 30 days after hire in order for coverage to become effective.

626.3.2 OPEN ENROLLMENT

Open enrollment traditionally takes place in October/November of each year.

626.3.3 QUALIFYING LIFE EVENT

It is also each employee's responsibility to notify the Department of Human Resources within 30 days of any qualifying life event, such as:

- (a) Marriage
- (b) Birth
- (c) Adoption
- (d) Divorce
- (e) Death

Failure to notify the Department of Human Resources of a qualifying life event within 30 days of the event may result in loss of dependent coverage and/or personal financial responsibility for any claims paid for ineligible dependents.

626.3.4 HEALTH REIMBURSEMENT ARRANGEMENT PROGRAM

In accordance with City Council Resolution #13-93, the City of Moab wishes to equalize health care benefits provided to its employees for those employees who do not require health insurance because they are otherwise insured through an employer-sponsored health insurance plan.

The City has established a Health Reimbursement Arrangement (HRA) for those employees covered under another employer sponsored health insurance plan. The maximum amount

Group Insurance Benefits

any employee may receive during any one year period into the HRA shall be equal to the amount the City would have paid in insurance premiums for that employee during that year. All reimbursements for medical or insurance premium expenses will be in accordance with Internal Revenue Service guidelines and statutes and will be administered by a third party of the City's choosing.

Employees may be required to provide proof of other coverage.

Changes in dependent eligibility coverage should be reported in accordance with the health insurance procedures.

626.4 LONG-TERM DISABILITY INSURANCE

All full-time and 3/4 time employees are eligible for long-term disability insurance. Subject to the terms and conditions established and controlled by the plan provider and/or other disability plan provider(s), the City sponsors long-term disability insurance coverage. The purpose of providing income protection against the loss of an employee's ability to work and earn income for periods of time exceeding 90 days.

This is solely a monetary benefit and not a leave of absence. Employees who will be out of work must also request a formal leave of absence as provided in the Leave Policy or other applicable policy.

626.5 SHORT-TERM DISABILITY INSURANCE

All full-time and 3/4 time employees are eligible for short-term disability insurance. Subject to the terms and conditions established and controlled by the plan provider and/or other disability plan provider(s), the City sponsors short-term disability insurance coverage. The purpose of providing income protection against the loss of an employee's ability to work and earn income for periods of time less than 90 days.

This is solely a monetary benefit and not a leave of absence. Employees who will be out of work must also request a formal leave of absence as provided in the Leave Policy or other applicable policy.

626.6 LIFE INSURANCE

The City provides a life insurance benefit of \$25,000 for each City employee and \$2,000 for a spouse or dependents. All full-time and 3/4 time City employees are eligible for this benefit. Additional life insurance is available for eligible employees and their families as an option and is paid by the employee.

Police Lateral Hire Bonus

632.1 SECTION TITLE

This policy provides information about the City's Lateral Hire Bonus program.

632.2 BONUS AMOUNT AND PAYOUT

Upon the hire of an experienced law enforcement officer ("Lateral Hire") the Police Chief may authorize a hiring bonus of up to \$15,000, subject to the eligibility requirements in Section 633.3. If offered, the hiring bonus shall be paid out on the employees first pay period, or in such other increments as the Police Chief determines necessary based on market conditions and budget constraints.

632.3 ELIGIBILITY

A Lateral Hire is eligible for a hiring bonus if the individual:

- (a) Is POST Certified;
- (b) Is recruited from or has experience with another law enforcement department or agency which is at least of comparable size or a similar operation as the Moab City Police Department;
- (c) Has not been employed by the Moab City Police Department in the 5 years preceding the acceptance of the offer; and
- (d) Has not previously received a Lateral Hire Bonus from the Moab City Police Department.

Retirement Benefits

627.1 PURPOSE AND SCOPE

This policy provides a brief outline of the retirement benefit programs the City makes available to employees including phased retirement. The information presented here is intended to serve only as a guideline.

627.2 POLICY

The City offers retirement programs to employees in eligible employment classifications, which are funded in part by the City, and in part by those eligible employees. Eligible employment classifications are specific to each type of program, subject to the terms and conditions as described in this policy.

627.3 UTAH RETIREMENT SYSTEM (URS)

The Utah Retirement System (URS) is a retirement plan intended to provide a meaningful retirement benefit to City employees who have chosen a career in public service. Subject to the terms, conditions, and limitations as defined and regulated by the Utah Retirement Board, the City provides coverage for employees in eligible employment classifications in URS.

Appointed and elected employees who began working before July 1, 2011 may be eligible to opt out of URS. Non-benefited temporary or part-time (fewer than 32 hours per week) employees are not eligible for URS. Eligible employees must work a minimum of 32 hours per week and receive benefits from the City.

URS has designated two categories of employees according to enrollment date. Once an employee is enrolled as a Tier 1 or a Tier 2 employee, the employee will keep that designation, even if the employee stops working for a participating employer for a period of time and returns at a later date.

627.3.1 BENEFITS PAID

The amount of benefit paid is determined by all of the following factors for each employee:

- (a) Hire date
- (b) Age
- (c) Years of service
- (d) Final average salary
- (e) A benefit formula designed by URS

627.3.2 TIER 1 EMPLOYEES

Employees initially enrolled in URS before July 1, 2011 are classified as Tier 1 employees. The City pays the full URS Tier 1 rate for eligible employees. All City employees are enrolled in the Noncontributory System.

Retirement Benefits

627.3.3 NONCONTRIBUTORY SYSTEM

If an employee leaves employment covered by URS, the employee is not eligible for a refund. The employee's retirement funds will remain in their account and the employee will receive a benefit when they retire. Benefits are vested after four years of service.

627.3.4 TIER 2 EMPLOYEES

Employees initially enrolled in URS on or after July 1, 2011 are classified as Tier 2 employees. The City pays the required URS Tier 2 rate for eligible employees.

Tier 2 employees may choose between a defined contribution or a hybrid plan. Employees have one year after employment begins to make this irrevocable choice of plans.

Eligible Employees are:

- (a) 3/4 and Full Time Employees
- (b) Appointed positions including, City Recorder, City Treasurer, and Finance Director

Elected Officials are not eligible for Tier 2 retirement.

627.3.5 DEFINED CONTRIBUTION PLAN

The full City contribution will be put into a 401(k) account administered by URS. Employees may elect to make voluntary contributions as well. Employees in this plan become vested after four years of service.

627.3.6 HYBRID PLAN

This plan is a combination defined benefit (pension) and defined contribution. As long as the defined benefit rate remains below 10 percent for public employees, employees will receive the difference between the 10 percent of the required contribution rate into a 401(k) account administered by URS. If the defined benefit rate reaches or exceeds 10 percent, employees will no longer receive any of this amount into a 401(k) account.

In addition, if the defined benefit rate exceeds 10 percent, employees will be required to pay the portion of the contribution amount above these rates. Employees on this plan may elect to make voluntary 401(k) contributions as well. Employees in this plan become vested after four years of service.

627.3.7 URS 401(K) PLAN

Any eligible employee that is active in URS may participate in the URS 401(k) plan in accordance with federal and state law contribution limitations.

627.3.8 URS ACCOUNT ACCESS

Employees may access their URS account at www.urs.org. Employees can login to "my URS," which provides the employee's years of service and account information. Employees can also view account statements, update their address and beneficiaries and print forms.

Retirement Benefits

627.4 SOCIAL SECURITY

All employees are covered under the federal Social Security program. Social Security is designed to provide supplemental income to workers who retire. Social Security was not designed to provide retirement income which will maintain a recipient at a lifestyle attained during working years.

Wellness

628.1 PURPOSE AND SCOPE

This policy provides information about the City's wellness program, fitness and wellness benefit, and employee assistance program.

628.2 POLICY

The City offers a wellness program and fitness and wellness benefits to encourage employees to stay physically fit and maintain good physical and mental health.

628.3 WELLNESS PROGRAM

The City's program is paid for by the City and administered by a third party for the employee's benefit. It is a voluntary program for appointed, regular and three-quarter time employees.

The wellness program has the following objectives:

- (a) Enhance quality of life for employees and family members.
- (b) Improve morale, motivation and personal development.
- (c) Strengthen interpersonal relationships.
- (d) Lower health, life, and disability insurance costs.
- (e) Decrease work-related injuries and workers' compensation costs; and reduce use of sick leave and absenteeism.

The City reserves the right to modify the program at any time. Some wellness program benefits may be taxable. For more information, employees should contact the Department of Human Resources.

628.4 FITNESS AND WELLNESS BENEFIT

Classified employees, statutory appointees, and contractual employees will be granted once a year a Moab Recreation and Aquatic Center Family Aquatic and Fitness pass free of charge. The pass is restricted to the uses stated on such pass and will have an annual term that does not exceed the term of their employment. Employees may elect an alternate annual benefit of a \$100 direct reimbursement to the employee upon proof of membership with another fitness center provider or wellness program.

Moab Recreation and Aquatic Center employees will receive a single Aquatic and Fitness Facility pass - free of charge – for the employee's use, with an annual term that does not exceed the employment term.

628.5 EMPLOYEE ASSISTANCE PROGRAM

The City provides an employee assistance program to assist employees and their dependents in addressing and facilitating solutions for:

- (a) Marital difficulties

Wellness

- (b) Family problems
- (c) Personal emotional difficulties
- (d) Legal issues
- (e) Financial problems
- (f) Referrals to medical professionals
- (g) Alcohol/drug abuse
- (h) Critical incident counseling etc.

All full-time and three-quarter time City employees and dependents are eligible and can utilize the employee assistance program voluntarily to receive counseling and facilitate solutions. This service is offered at no charge to the employee or dependents and is confidential.

604 Compensation

604.1 PURPOSE

The City provides compensation programs intended to attract, retain, and motivate qualified employees while maintaining fiscal responsibility, equitable pay practices, and competitive compensation structures.

Employee compensation may include wages, salaries, retirement contributions, insurance benefits, paid leave, and other authorized benefits provided by the City.

Additional information regarding employee benefits is addressed in applicable benefit policies and plan documents.

604.2 COMPENSATION PHILOSOPHY

The City strives to maintain compensation practices that are:

- Equitable.
- Competitive with relevant labor markets.
- Internally consistent.
- Financially sustainable.
- Compensation decisions may consider:
 - Labor market conditions.
 - Job duties and responsibilities.
 - Internal equity.
 - Recruitment and retention needs.
 - Employee qualifications and experience.
 - Budgetary considerations.
 - Applicable laws and regulations.

604.3 COMPENSATION PLAN ADMINISTRATION

The City maintains compensation plans and salary schedules for eligible positions as approved by the Mayor and City Council.

The City Manager, Human Resources Director, and/or designated classification or compensation committees may review compensation structures and make recommendations regarding:

- Salary schedules
- Market adjustments
- Classification changes
- Compensation administration practices

Final approval of compensation plans and salary schedules rests with the Mayor and City Council in accordance with applicable law and City procedures.

604.4 COST OF LIVING ADJUSTMENTS (COLA)

The City may periodically review compensation schedules and consider Cost of Living Adjustments (COLA) based on:

- Consumer Price Index (CPI) data.
- Market survey information.
- Economic conditions.
- Available budget resources.

COLA adjustments are not guaranteed and are subject to City Council approval.

Approved COLA adjustments generally apply to the salary schedule as a whole and become effective on the first full pay period in July unless otherwise approved by the City Council.

Part-time employees may be eligible for COLA adjustments if specifically approved by the City Council.

Employees whose compensation is designated as red-circled or frozen are generally not eligible for individual pay progression increases but may receive approved general COLA adjustments unless otherwise determined by the City.

604.5 HOURLY RATES

Temporary full-time employees, part-time employees, seasonal employees, and emergency employees shall generally be compensated at rates within the established pay range for the applicable position classification unless otherwise approved by the City Manager.

604.6 INITIAL APPOINTMENT PLACEMENT

Employees newly appointed to positions within the City compensation plan will generally be placed at the minimum rate of the assigned pay range.

Placement above the minimum rate may be approved when:

- Recruitment challenges exist.
- The selected candidate possesses qualifications or experience exceeding minimum requirements.
- Market conditions justify advanced placement within the pay range.
- In determining advanced placement:
 - Newly hired employees may receive one step for every three years of directly related experience exceeding the minimum qualifications for the position.
 - Initial placement for newly hired employees generally shall not exceed step six unless otherwise approved.
 - Current City employees selected for another City position may receive one step for every three years of directly related experience exceeding minimum qualifications.
 - Placement above step six for current employees may be approved based on substantial directly related experience, internal equity considerations, or operational needs.

Exceptions for exempt employee appointments may be approved by the City Manager upon written justification demonstrating extraordinary circumstances or unique recruitment challenges.

The Human Resources Director shall monitor compensation placement recommendations for compliance with City policy and compensation practices.

604.7 PROMOTIONAL INCREASES

Employees promoted to positions assigned to a higher pay grade are eligible for a salary increase.

Promotional increases will generally be at least two steps or the minimum rate of the new pay range, whichever is greater.

Additional adjustments may be approved to maintain internal equity, address recruitment considerations, or place the employee appropriately within the assigned pay range.

604.8 PAY PROGRESSION

Progression through assigned pay grades may occur based upon:

- Employee performance.
- Demonstrated competence.
- Compliance with City policies and procedures.
- Job knowledge.
- Recommendation by the Department Head and Human Resources Director, subject to approval by the City Manager.

Employees meeting established performance expectations may be eligible for a one-step increase within the applicable pay range.

Pay progression increases are not guaranteed and are subject to budget availability and administrative approval.

604.9 MAXIMUM PAY RATE

Employees who have reached the maximum step or rate within their assigned pay grade are generally not eligible for additional pay progression increases.

Employees at the maximum rate may remain eligible for approved:

- Cost of Living Adjustments (COLA)
- Market adjustments
- Other compensation changes affecting the pay range as a whole

604.10 INVOLUNTARY TRANSFER

An involuntary transfer occurs when an employee is reassigned to another department or division while remaining in the same or lower pay range.

Department Heads may transfer employees within their departments with approval from the Human Resources Director and City Manager.

Non-Disciplinary Transfer:

If an employee is transferred to a position with a lower pay range for non-disciplinary reasons, the employee's compensation may be red-circled if the current rate exceeds the maximum of the new pay grade.

Red-circled compensation shall generally remain frozen until the applicable pay grade reaches the employee's compensation level or until otherwise adjusted by the City.

If a transferred employee is unable to successfully perform the duties of the transferred position, the employee may be reassigned to the previously held position or another position for which the employee is qualified, subject to position availability and operational needs.

Disciplinary Transfer:

Employees who are demoted or transferred as a result of disciplinary action are not eligible for red-circled compensation protection unless specifically approved by the City Manager. Compensation shall generally be adjusted to an appropriate rate within the pay range assigned to the new position.

604.11 GENERAL WAGE AND SALARY ADJUSTMENTS

The City may periodically review wage and salary schedules based on:

- Market trends,
- Recruitment and retention needs,
- Compensation studies,
- Cost-of-living considerations,
- Available budget resources.
- General wage or salary adjustments, including across-the-board adjustments, are not guaranteed and are subject to:
 - Budget approval
 - City Council authorization
 - Any required public hearing or approval process

Approved adjustments shall become effective on the date established by the City Council.

604.12 ADMINISTRATION

The City reserves the right to interpret, modify, amend, suspend, or discontinue compensation practices, salary schedules, and compensation programs at any time, subject to applicable law and City Council approval.

904.13 LONGEVITY PAY

Classified employees, statutory appointees, and contractual employees may receive longevity pay after completion of five years of employment. Longevity pay will be reviewed annually by the City Manager during the budget process and is subject to the City's financial situation.

Longevity pay, will be paid annually as follows:

- One percent of base annual salary upon completion of 5 full years of continuous service
- Two percent of base annual salary upon completion of 10 full years of continuous service
- Three percent of base annual salary upon completion of 15 full years of continuous service

Nothing in this Section shall be construed to alter or repeal the "at-will" status of all statutory appointees, who shall continue to serve at the pleasure of the Mayor and the City Council.

DRAFT

612 Law Enforcement Premium Pay Codes

612.1 PURPOSE

The purpose of this policy is to establish designated pay codes that are compensated at a premium rate of one and one-half (1.5) times an employee's regular rate of pay, regardless of the employee's Fair Labor Standards Act (FLSA) overtime status within a given work period.

612.2 PREMIUM PAY CODES

The Police Department may designate specific pay codes as "Premium Pay Codes." Hours worked under these codes shall be compensated at one and one-half (1.5) times the employee's regular rate of pay, regardless of whether the employee has met the FLSA overtime threshold for the applicable work period.

Examples of Premium Pay Codes may include, but are not limited to:

- Department-wide call-outs (e.g., "All Call" responses)
- Emergency response activations
- Mandatory Court Appearances
- Other situations as designated by the Chief of Police

Designation of Premium Pay Codes must be approved in advance by the Chief of Police or designee and communicated to affected employees.

612.3 FLSA APPLICATION

Premium Pay Code hours are paid at one and one-half (1.5) times the regular rate of pay regardless of the total number of hours worked in the FLSA work period. These hours are separate from, and do not alter, the calculation of FLSA overtime eligibility.

612.4 UTAH RETIREMENT SYSTEM (URS) ELIGIBILITY

Hours compensated under Premium Pay Codes are not eligible for inclusion in Utah Retirement Systems (URS) reportable wages.

As such:

- Employees must still work and report a minimum of eighty-six (86) hours of URS-eligible time within the established pay period to meet retirement reporting requirements.
- Premium Pay Code hours shall not count toward the 86-hour URS eligibility threshold.

612.5 ADMINISTRATION

The Chief of Police, in coordination with Human Resources and the City Manager, retains the authority to establish, modify, or discontinue Premium Pay Codes as operational needs require.

- Premium Pay Codes will be tracked separately within the payroll system.
- Supervisors are responsible for accurate coding and approval of all Premium Pay Code hours.
- Payroll will ensure proper compensation at the premium rate and exclusion from URS-reportable wages.

Supervisors are responsible for accurate coding and approval of all Premium Pay Code hours.

Payroll will ensure proper compensation at the premium rate and exclusion from URS-reportable wages.

DRAFT

613 LINE OF DUTY PAY

613.1 PURPOSE

The purpose of this policy is to provide additional compensation in recognition of the unique responsibilities, risks, and professional standards required of Certified Law Enforcement Officers serving the City.

613.2 POLICY

The City shall provide a monthly Line of Duty Pay to eligible Certified Law Enforcement Officers in the amount of \$500 per month.

This pay is intended to compensate officers for the specialized duties, hazards, and training requirements associated with sworn law enforcement service.

613.3 ELIGIBILITY

To qualify for Line of Duty Pay, an employee must:

- Be employed in a position designated as a sworn law enforcement position.
- Hold and maintain current law enforcement certification as required by state law and department standards.
- Be actively employed and performing duties as a Certified Law Enforcement Officer.
- Remain in good standing with all required certifications, licensing, and training obligations.

613.4 ADMINISTRATION

Payroll process:

- Line of Duty Pay shall be paid monthly on the second pay period through the regular payroll process.
- The benefit shall be prorated for partial months of eligible service when applicable.
- Employees on unpaid leave, extended leave without pay, or who are otherwise not actively serving in an eligible position may not qualify for the benefit during the leave period.

The City reserves the right to modify, suspend, or discontinue this benefit at any time in accordance with applicable law and budgetary authority.

614 Lateral Hire Bonus

614.1 PURPOSE

The purpose of this policy is to establish guidelines for the City's Lateral Hire Bonus Program. The program is intended to assist the City in recruiting experienced and highly qualified candidates for difficult-to-fill positions by providing a hiring incentive when necessary to remain competitive in the labor market.

614.2 POLICY

The City may offer a lateral hire bonus to eligible candidates when authorized by the City Manager, Police Chief, or other designated authority. Lateral hire bonuses are discretionary and are not guaranteed for any position or applicant.

Bonus amounts, eligibility requirements, payment schedules, and program availability may be modified based on staffing needs, market conditions, and budget availability.

All bonus payments are subject to applicable payroll taxes and withholdings.

614.3 LAW ENFORCEMENT LATERAL HIRE BONUS

The Police Chief may authorize a lateral hire bonus of up to \$15,000 for eligible law enforcement applicants, subject to budget availability and the requirements of this policy.

Unless otherwise approved by the Police Chief and City Manager, the bonus shall be paid in three installments:

- One-third upon hire.
- One-third upon successful completion of the first year of employment.
- One-third upon successful completion of the second year of employment.

Alternative payment schedules may be approved when necessary to address recruitment challenges or market conditions.

Eligibility

A lateral law enforcement hire is eligible for consideration if the applicant:

- Is currently POST certified or eligible for Utah POST certification;
- Has at least twelve (12) months of recent law enforcement experience;
- Has been employed by a law enforcement agency with duties substantially similar to those of the Moab City Police Department;
- Has not been employed by the Moab City Police Department within the preceding five (5) years; and
- Has not previously received a lateral hire bonus from the City of Moab.

614.4 PROFESSIONAL POSITIONS LATERAL HIRE BONUS

The City Manager may authorize a lateral hire bonus of up to \$5,000 for eligible professional positions when recruitment challenges, specialized qualifications, or market conditions warrant

additional hiring incentives.

Unless otherwise approved by the City Manager, the bonus shall be paid in two installments:

- Fifty percent (50%) upon hire.
- Fifty percent (50%) upon the successful completion of the employee's probationary period.

Alternative payment schedules may be approved when necessary to address recruitment challenges or market conditions.

Eligibility

A lateral professional hire is eligible for consideration if the applicant:

- Exceeds the minimum education, certification, experience, or training requirements for the position.
- Possesses substantial experience in a position with duties comparable to those required by the City.
- Has experience with a governmental, public sector, or similarly situated organization.
- Has not previously received a lateral hire bonus from the City of Moab.

614.5 SEPARATION FROM EMPLOYMENT

Employees must be actively employed and in good standing on the date each bonus installment becomes payable.

Employees who separate from City employment before becoming eligible for a future bonus installment shall forfeit any unpaid portion of the bonus.

No repayment of bonus amounts already paid will be required unless otherwise provided in a separate written agreement.

614.6 ADMINISTRATION

The City reserves the right to modify, suspend, or discontinue the Lateral Hire Bonus Program at any time, subject to applicable law and any written agreements already in effect.

712 Retirement Contribution Matching

712.1 PURPOSE

The City supports employee retirement savings and financial planning by providing a matching contribution program for eligible employees participating in qualified Utah Retirement Systems (URS) deferred compensation plans.

712.2 POLICY

The City encourages employees to save for retirement by offering a matching contribution program for eligible participants in qualified Utah Retirement Systems (URS) deferred compensation plans.

Eligible employees who choose to participate in an approved URS-sponsored deferred compensation plan may receive matching contributions in accordance with this policy, applicable plan requirements, and approved City funding. The City's matching contribution program is subject to applicable laws, URS rules, annual budget appropriations, and City Council approval, where required.

712.3 ELIGIBILITY

All regular full-time employees who are eligible to participate in a URS sponsored 401(k) or 457 deferred compensation plan may participate in the City's matching contribution program.

Participation eligibility is subject to applicable URS plan requirements and City procedures.

712.4 EMPLOYEE CONTRIBUTIONS

Eligible employees may elect to contribute a portion of their compensation to a URS-sponsored 401(k) or 457 deferred compensation plan in accordance with applicable Internal Revenue Service (IRS) limits, URS rules, and plan requirements.

712.5 CITY MATCHING CONTRIBUTIONS

The City will provide a dollar-for-dollar matching contribution on eligible employee contributions, up to a maximum of three percent (3%) of the employee's gross pay each pay period.

Only employee contributions made to eligible URS sponsored 401(k) or 457 deferred compensation plans qualify for City matching contributions.

Employee contributions exceeding three percent (3%) of gross salary are not eligible for additional City matching contributions.

712.6 ADMINISTRATION

Retirement contribution matching benefits shall be administered in accordance with applicable IRS regulations, URS rules, plan documents, payroll procedures, and City administrative practices.

The City reserves the right to amend or modify the retirement contribution matching program at

any time, subject to applicable law and budgetary approval.

DRAFT

City of Moab

Policy Manual

Chapter 7 – Benefits

700 Health Insurance

700.1 PURPOSE

The City provides eligible employees access to group health insurance coverage to assist employees and their eligible dependents with medical care expenses.

700.2 POLICY

The City offers eligible employees the opportunity to participate in the City's group health insurance program in accordance with applicable insurance policies, plan documents, and eligibility requirements. The City contributes toward the cost of coverage as established during the budget process and applicable benefit plans. Health insurance benefits are administered in accordance with applicable law and official plan documents.

700.3 ELIGIBILITY

The following employees are eligible to participate in the City-sponsored health insurance program, subject to plan eligibility requirements:

- Full-time employees
- Three-quarter-time employees

Eligible employees may enroll eligible dependents in accordance with plan documents and carrier requirements.

Domestic partners may be eligible for coverage in accordance with applicable plan provisions.

700.4 COVERAGE OPTIONS

The City offers group health insurance coverage through plans selected by the City and administered by the applicable insurance carriers.

Coverage levels, employee premium contributions, deductibles, copayments, and benefit provisions shall be governed by the applicable insurance contracts and summary plan descriptions (SPDs).

700.5 ENROLLMENT REQUIREMENTS

Eligible employees must either:

- Elect coverage through the City-sponsored health insurance plan; or
- Waive City health insurance coverage and participate in the City's Health Reimbursement Arrangement (HRA) program, if eligible

Employees who waive City health insurance coverage may be required to provide proof of other qualifying health insurance coverage.

700.6 EFFECTIVE DATE OF COVERAGE

Coverage becomes effective in accordance with plan eligibility rules and carrier requirements, provided all required enrollment documentation is completed and submitted timely.

700.7 ADMINISTRATION

All health insurance benefits are subject to the terms, conditions, limitations, exclusions, and eligibility requirements contained in the applicable insurance contracts and plan documents.

The City reserves the right to amend, or modify health insurance benefits at any time, subject to applicable law.

This policy provides a general summary of the City's health insurance benefit. If there is any conflict between this policy, the applicable insurance policy, plan documents, or governing law, the insurance policy, plan documents, and applicable law shall control.

DRAFT

701 Dental Insurance

701.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's group dental insurance benefit available to eligible employees. Dental insurance is intended to assist eligible employees and their covered dependents with the cost of preventive, diagnostic, and restorative dental care.

701.2 POLICY

The City offers eligible employees the opportunity to participate in the City's group dental insurance program. Dental insurance benefits are provided in accordance with the applicable insurance policy, plan documents, and eligibility requirements.

Coverage, employee contributions, and eligible dental services are determined by the terms of the applicable insurance plan and may be modified as permitted by the insurance carrier or the City.

701.3 ELIGIBILITY

The following employees are eligible to participate in the City-sponsored dental insurance program:

- Full-time employees
- Three-quarter-time employees

Eligible dependents may be enrolled in accordance with the terms of the applicable insurance plan.

Employees who waive enrollment in the City-sponsored health insurance plan and elect participation in the City's Health Reimbursement Arrangement (HRA) program are not eligible to participate in the City-sponsored dental insurance plans unless otherwise required by applicable plan documents or law.

701.4 COVERAGE

Dental insurance benefits, coverage levels, limitations, waiting periods, and employee premium contributions shall be governed by the applicable insurance contracts and summary plan descriptions (SPDs).

701.5 ADMINISTRATION

All dental insurance benefits are subject to the terms and conditions of the applicable insurance carrier and plan documents.

This policy provides a general summary of the City's dental insurance benefit. If there is any conflict between this policy, the applicable insurance policy, plan documents, or governing law, the insurance policy, plan documents, and applicable law shall control.

The City reserves the right to modify or amend dental insurance benefits at any time.

702 Vision Insurance

702.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's group vision insurance benefit available to eligible employees. Vision insurance is intended to assist eligible employees and their covered dependents with the cost of routine vision care and related services.

702.2 POLICY

The City offers eligible employees the opportunity to participate in the City's group vision insurance program. Vision insurance benefits are provided in accordance with the applicable insurance policy, plan documents, and eligibility requirements.

Coverage, employee contributions, and eligible services are determined by the terms of the applicable insurance plan and may be modified as permitted by the insurance carrier or the City.

702.3 ELIGIBILITY

The following employees are eligible to participate in the City-sponsored vision insurance program:

- Full-time employees
- Three-quarter-time employees

Eligible dependents may be enrolled in accordance with the terms of the applicable insurance plan.

702.4 COVERAGE

Covered services, examinations, lenses, frames, contact lenses, exclusions, limitations, employee premium contributions, and other plan benefits are governed by the applicable insurance policy and Summary Plan Description (SPD).

702.5 ADMINISTRATION

All vision insurance benefits are subject to the terms and conditions of the applicable insurance carrier and plan documents.

This policy provides a general summary of the City's vision insurance benefit. If there is any conflict between this policy, the applicable insurance policy, plan documents, or governing law, the insurance policy, plan documents, and applicable law shall control.

The City reserves the right to modify or amend vision insurance benefits at any time.

703 Health Savings Account (HSA)

703.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's Health Savings Account (HSA) program for eligible employees enrolled in a qualified High Deductible Health Plan (HDHP). The HSA program is intended to encourage employee health care savings and support participation in the City's wellness initiatives.

703.2 POLICY

The City supports employee participation in Health Savings Accounts (HSAs) by offering payroll deductions, matching contributions, and wellness incentive contributions for eligible employees enrolled in the City's qualified High Deductible Health Plan (HDHP).

Participation in the City's HSA program is subject to applicable Internal Revenue Service (IRS) regulations, plan eligibility requirements, and this policy. All City contributions are subject to annual IRS contribution limits and applicable plan documents.

703.3 ELIGIBILITY

Employees who are enrolled in the City's qualified High Deductible Health Plan (HDHP) and otherwise eligible under applicable IRS regulations may participate in the City's HSA program.

703.4 EMPLOYEE CONTRIBUTIONS

Eligible employees may contribute to an HSA through payroll deduction, subject to annual IRS contribution limits and eligibility requirements.

703.5 CITY MATCHING CONTRIBUTIONS

The City will match eligible employee payroll-deducted HSA contributions on a dollar-for-dollar basis until the combined total of employee contributions, City matching contributions, and any City wellness incentive contributions reaches the applicable annual IRS contribution limit.

703.6 WELLNESS PROGRAM CONTRIBUTIONS

Eligible employees who satisfy the City's Wellness Program requirements shall receive an annual City HSA contribution in the following amounts:

- Single Coverage: **\$500**
- Family Coverage: **\$1,000**

These contributions count toward the applicable annual IRS contribution limit.

Employees receiving a City wellness contribution remain eligible for City matching contributions on their own payroll-deducted HSA contributions, provided the combined total of all contributions does not exceed the applicable annual IRS contribution limit.

703.7 IRS LIMITS

All HSA contributions, including employee contributions, City matching contributions, and wellness incentive contributions, are subject to annual IRS contribution limits. If IRS limits change, the City will administer contributions in accordance with the updated limits.

If employee elections would cause total contributions to exceed applicable IRS limits, the City may adjust payroll deductions or matching contributions as necessary to comply with federal law.

703.8 ADMINISTRATION

All HSA benefits are subject to the terms and conditions of the applicable carrier and plan documents.

This policy provides a general summary of the City's HSA program. If there is any conflict between this policy, applicable IRS regulations, plan documents, or governing law, the applicable regulations, plan documents, and law shall control.

The City reserves the right to modify or amend HSA benefits at any time.

DRAFT

704 Health Reimbursement Arrangement (HRA)

704.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's Health Reimbursement Arrangement (HRA) program for eligible employees who waive participation in the City's group health insurance plan because they are covered under another qualifying employer-sponsored health insurance plan.

704.2 POLICY

The HRA program is intended to provide an alternative health benefit to eligible employees while ensuring compliance with applicable federal law, Internal Revenue Service (IRS) regulations, and the City's HRA plan documents. Participation in the HRA program is subject to the eligibility requirements and limitations established by this policy and the applicable plan documents.

704.3 ELIGIBILITY

Employees who decline enrollment in the City-sponsored health insurance plan due to coverage under another qualifying employer-sponsored health insurance plan may be eligible to participate in the City's HRA program.

Employees may be required to provide proof of qualifying health insurance coverage and may be required to reverify eligibility periodically.

Participation in the City's Health Reimbursement Arrangement (HRA) program in lieu of City-sponsored health insurance also makes the employee ineligible for City sponsored dental and vision insurance coverage.

Participation in the City's Health Reimbursement Arrangement (HRA) program does not constitute enrollment in the City-sponsored group health insurance plan and does not qualify an employee for COBRA continuation coverage.

704.4 HRA CONTRIBUTIONS

The City shall contribute funds to an eligible employee's HRA account in an amount determined by the City, not to exceed the amount the City would otherwise contribute toward the employee's insurance premiums under the City's group insurance plans.

Contribution amounts may vary depending on coverage tier, eligibility status, and plan costs.

HRA funds are not paid directly to employees as taxable wages or cash compensation and may only be used for eligible reimbursement expenses in accordance with applicable IRS regulations and plan requirements.

Unused HRA funds remaining at the end of the applicable plan year shall revert back to the City unless otherwise required by law or specified in the HRA plan documents.

704.5 ELIGIBLE REIMBURSEMENTS

HRA funds may be used only for eligible medical expenses and insurance premium reimbursements as permitted by applicable IRS regulations and the terms of the City's HRA plan.

704.6 ADMINISTRATION

The HRA program shall be administered in accordance with applicable federal laws, IRS regulations, plan documents, and procedures established by the City and its designated third-party administrator.

This policy provides a general summary of the City's HRA program. If there is any conflict between this policy, the official HRA plan documents, or applicable law, the official plan documents and applicable law shall control.

The City reserves the right to modify or amend HRA benefits at any time.

704.7 CHANGE IN COVERAGE

Employees participating in the HRA program must promptly report any changes in insurance coverage status, dependent eligibility, or loss of qualifying coverage in accordance with the City's Enrollment and Coverage Change Policy.

Employees who become ineligible for the HRA program may be eligible to enroll in the City-sponsored health insurance plan consistent with applicable plan rules and qualifying event requirements.

Employees experiencing a qualifying change in coverage must notify Human Resources within the timeframes established in the Enrollment and Coverage Changes Policy.

705 Life Insurance

705.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's group life insurance benefits available to eligible employees. Life insurance benefits are intended to provide financial protection for employees and their families in the event of the employee's death.

705.2 POLICY

The City provides employer-paid group life insurance coverage to eligible employees and offers eligible employees the opportunity to purchase supplemental life insurance coverage in accordance with the applicable insurance policy and plan documents.

Eligibility, coverage amounts, beneficiary designations, and all claims for benefits are governed by the terms of the insurance policy, plan documents, and applicable law.

705.3 ELIGIBILITY

All full-time and three-quarter-time employees are eligible for the City-sponsored basic life insurance benefit, subject to the terms and conditions of the insurance carrier and plan documents.

Coverage becomes effective in accordance with the eligibility requirements and effective dates established by the insurance carrier and plan documents. Employees may be required to be actively at work before coverage becomes effective.

705.4 BASIC LIFE INSURANCE COVERAGE

The City provides employer-paid basic life insurance coverage for eligible employees, spouses, and eligible dependents. Coverage amounts are established by the City and described in the applicable benefit plan documents.

Coverage amounts are subject to the terms, limitations, and eligibility requirements established by the insurance carrier and applicable plan documents.

705.5 SUPPLEMENTAL LIFE INSURANCE

Eligible employees may elect to purchase additional life insurance coverage for themselves and eligible family members through the City's group insurance program.

Supplemental coverage premiums are the sole responsibility of the employee and will be deducted through payroll authorization.

Availability, coverage limits, guaranteed issue amounts, and evidence of insurability requirements shall be determined by the insurance carrier.

Enrollment may be limited to specified enrollment periods unless a qualifying event or carrier exception applies.

705.6 BENEFICIARY DESIGNATION

Employees are responsible for completing and maintaining current beneficiary designation forms with the insurance carrier or designated benefits administrator.

Failure to maintain a current beneficiary designation may result in benefits being paid according to the applicable insurance policy or governing law.

705.7 EFFECTIVE DATE AND TERMINATION OF COVERAGE

Life insurance coverage becomes effective in accordance with the eligibility requirements and effective dates established by the insurance carrier and plan documents.

Coverage generally terminates upon:

- Separation from employment.
- Loss of eligibility status.
- Failure to pay required employee premiums for supplemental coverage.
- Termination of the group insurance plan.

705.8 CONVERSION OR PORTABILITY RIGHTS

Employees may have the option to convert or port certain life insurance coverage upon separation from employment, subject to the terms, conditions, and deadlines established by the insurance carrier.

705.9 ADMINISTRATION

All life insurance benefits are subject to the terms, conditions, exclusions, and limitations contained in the applicable insurance contracts and plan documents.

This policy provides a general summary of the City's life insurance benefits. If there is any conflict between this policy, the insurance contracts, plan documents, or applicable law, the official insurance contracts, plan documents, and applicable law shall control.

The City reserves the right to modify or amend life insurance benefits at any time, subject to applicable law and contractual obligations.

706 Short-Term Disability (STD)

706.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's short-term disability insurance benefit for eligible employees. Short-term disability insurance is intended to provide partial income replacement during periods of temporary disability resulting from a qualifying non-work-related illness, injury, or medical condition.

706.2 POLICY

The City provides short-term disability insurance coverage to eligible employees in accordance with the terms of the applicable insurance policy. Short-term disability benefits are intended to provide partial income replacement during periods of temporary disability resulting from a qualifying non-work-related illness, injury, or medical condition.

Eligibility for benefits, benefit amounts, waiting periods, and claim determinations are governed by the applicable insurance policy, plan documents, and the insurance carrier's administrative requirements.

706.3 ELIGIBILITY

Eligible employees may participate in the City-sponsored short-term disability insurance program in accordance with applicable plan documents, insurance carrier requirements, and City eligibility rules.

Eligibility for coverage is determined in accordance with applicable plan documents, insurance carrier requirements, and City eligibility rules.

706.4 COVERAGE

Short-term disability benefits are intended to provide partial wage replacement for eligible employees who are unable to work due to a qualifying non-work-related medical condition.

Benefit amounts, waiting periods, maximum benefit durations, exclusions, limitations, and eligibility determinations are governed by the applicable insurance policy and plan documents.

706.5 COORDINATION WITH LEAVE BENEFITS

Employees may be required to use available accrued leave in accordance with City policy and applicable plan requirements before receipt of short-term disability benefits.

Short-term disability benefits may run concurrently with other applicable leave protections, including Family and Medical Leave Act (FMLA), where applicable.

706.6 WORK RELATED INJURIES

Short-term disability benefits generally do not apply to illnesses or injuries arising out of or in the

course of employment that are covered by workers' compensation.

706.7 ADMINISTRATION

All short-term disability claims, eligibility determinations, medical reviews, certifications, and benefit payments are administered solely by the City's insurance carrier or third-party administrator in accordance with the applicable insurance policy and governing law.

Approval or denial of benefits is determined solely by the insurance carrier or plan administrator.

DRAFT

707 Long-Term Disability

707.1 PURPOSE

The purpose of this policy is to provide a general overview of the City's long-term disability insurance benefit for eligible employees. Long-term disability insurance is intended to provide partial income replacement during extended periods of disability resulting from a qualifying non-work-related illness, injury, or medical condition.

707.2 POLICY

The City provides long-term disability insurance coverage to eligible employees in accordance with the terms of the applicable insurance policy. Long-term disability benefits are intended to provide partial income replacement when an eligible employee is unable to work due to a qualifying non-work-related illness, injury, or medical condition.

707.3 ELIGIBILITY

All eligible employees participate in the City-sponsored long-term disability insurance program in accordance with applicable insurance carrier requirements, plan documents, and City eligibility rules.

707.4 COVERAGE

Long-term disability benefits are intended to provide partial wage replacement for eligible employees who remain unable to work beyond the applicable short-term disability and/or elimination period.

Benefit amounts, waiting periods, maximum benefit durations, offsets, exclusions, and eligibility requirements are governed by the applicable insurance policy and plan documents.

Long-term disability benefits generally begin after the applicable elimination period has been satisfied and after any available short-term disability benefits have been exhausted, when applicable.

707.5 MEDICAL CERTIFICATION

Employees applying for long-term disability benefits are responsible for cooperating with the insurance carrier's claims process and providing any required medical documentation, certifications, evaluations, or other information requested to determine eligibility or continued benefits.

707.6 ADMINISTRATION

All long-term disability claims, eligibility determinations, medical reviews, and benefit payments are administered solely by the City's insurance carrier or third-party administrator in accordance with the applicable insurance policy and governing law.

Approval or denial of benefits is determined solely by the insurance carrier or plan administrator.

707.7 RETURN TO WORK

Employees who are released to return to work must notify Human Resources and provide any required medical release or fitness-for-duty certification before returning to work. Return-to-work decisions will be made in accordance with applicable law, City policies, and any reasonable accommodation requirements.

DRAFT

708 Employee Assistance Program (EAP)

708.1 PURPOSE

The purpose of this policy is to provide information regarding the City's Employee Assistance Program (EAP), which offers confidential resources and support to eligible employees and their dependents for personal, family, financial, emotional, and other life challenges that may affect health, well-being, or job performance.

708.2 POLICY

The City encourages employees and their eligible dependents to utilize the Employee Assistance Program (EAP) when personal or work-related challenges may affect their health, well-being, or job performance.

Participation in the Employee Assistance Program is voluntary. Employees may access available services confidentially through the City's designated EAP provider in accordance with applicable program requirements.

708.3 ELIGIBILITY

All full-time and three-quarter-time employees and their eligible dependents may voluntarily utilize the Employee Assistance Program.

708.4 SERVICES

The Employee Assistance Program may provide confidential assistance, counseling, referrals, or support services related to:

- Critical incident counseling.
- Emotional or mental health concerns.
- Family issues.
- Financial difficulties.
- Legal matters.
- Marital or relationship concerns.
- Referrals to medical or professional resources.
- Stress management.
- Substance abuse concerns.

708.5 CONFIDENTIALITY

Services provided through the Employee Assistance Program are confidential to the extent permitted by law. The City does not receive information regarding an employee's use of EAP services except as authorized by the employee or otherwise permitted or required by law.

708.6 ADMINISTRATION

Employees interested in utilizing EAP services should contact the designated EAP provider or Human Resources for program information and access instructions.

The Employee Assistance Program is administered through the City's designated provider or third-party administrator.

The City reserves the right to modify or replace EAP services at any time, subject to applicable law and contractual obligations.

DRAFT

709 Enrollment and Coverage Changes

709.1 PURPOSE

The purpose of this policy is to provide employees with general information regarding enrollment in City-sponsored benefit plans and the process for making benefit elections and coverage changes. Benefit enrollment and changes are administered in accordance with applicable federal and state laws, insurance carrier requirements, and official plan documents.

709.2 POLICY

Eligible employees are responsible for timely enrolling in City-sponsored benefit plans and for notifying Human Resources of any changes that may affect benefit eligibility or coverage. Benefit elections generally may be made when first eligible, during the annual open enrollment period, or following a qualifying life event as permitted by applicable law and plan requirements.

709.3 NEW EMPLOYEE ENROLLMENT

New employees are responsible for completing and submitting all required enrollment forms and supporting documentation within the timeframes established by the Human Resources Department.

If no deadline is otherwise specified, enrollment forms must be submitted no later than 30 days following the employee's hire date in order for coverage to become effective.

Failure to timely complete enrollment materials may result in delayed coverage or the employee being required to wait until the next eligible enrollment opportunity, unless otherwise permitted by the applicable benefit plan or law.

709.4 OPEN ENROLLMENT

The City conducts an annual open enrollment period during which eligible employees may enroll in, modify, or discontinue benefit elections, subject to the terms of each benefit plan.

Open enrollment dates and procedures will be communicated annually by the Human Resources Department.

709.5 QUALIFYING LIFE EVENTS

Employees may make benefit election changes outside the annual open enrollment period only upon experiencing a qualifying life event consistent with applicable plan rules and federal regulations.

Qualifying life events may include:

- Marriage
- Divorce
- Birth of a child
- Adoption or placement for adoption
- Death of a dependent

- Gain or loss of other qualifying coverage
- Other qualifying events recognized under applicable law or benefit plan rules

Employees must notify the Human Resources Department and submit required documentation within 30 days of the qualifying life event.

Failure to timely report a qualifying life event may result in:

- Denial of requested coverage changes
- Loss of dependent coverage eligibility
- Personal financial responsibility for claims paid on behalf of ineligible dependents

709.6 EMPLOYEE RESPONSIBILITIES

Employees are responsible for:

- Reviewing available benefit options
- Completing enrollment and change forms accurately and timely
- Providing required supporting documentation
- Promptly notifying Human Resources of qualifying life events or changes affecting benefit eligibility
- Reviewing benefit deductions and promptly reporting any discrepancies

709.7 ADMINISTRATION

Benefit enrollment, eligibility, and coverage changes are administered in accordance with applicable laws, insurance carrier requirements, and official plan documents.

If there is any conflict between this policy and the applicable benefit plan documents or governing law, the official plan documents and applicable law shall control.

The City reserves the right to amend benefit plans, enrollment procedures, and eligibility requirements as permitted by law.

710 COBRA

710.1 PURPOSE

The purpose of this policy is to provide a general overview of employees' and qualified beneficiaries' rights to continue group health insurance coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

COBRA continuation coverage allows eligible employees and qualified dependents to temporarily continue certain group health insurance coverage following qualifying events that would otherwise result in loss of coverage.

710.2 POLICY

The City provides eligible employees and qualified beneficiaries the opportunity to continue group health insurance coverage following certain qualifying events in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA), applicable federal law, and the terms of the City's group health plan.

Continuation coverage is subject to applicable eligibility requirements, notice requirements, election deadlines, premium payments, and the provisions of the City's health insurance plan. The City will administer COBRA continuation coverage in accordance with applicable legal requirements and official plan documents.

710.3 ELIGIBILITY

Employees and qualified dependents who participate in the City-sponsored group health insurance plan may be eligible to continue health coverage under COBRA following a qualifying event.

Qualifying events may include, but are not limited to:

- Termination of employment.
- Reduction in work hours.
- Divorce or legal separation.
- Death of the covered employee.
- Loss of dependent eligibility status.

Eligibility for COBRA continuation coverage shall be determined in accordance with applicable federal law and plan requirements.

710.4 HRA PARTICIPANTS

Employees who participate only in the City's Health Reimbursement Arrangement (HRA), and who are not enrolled in the City's group health insurance plan, are generally not eligible for COBRA continuation coverage.

710.5 ELECTION AND NOTICE REQUIREMENTS

The City or its designated third-party administrator (TPA) will provide eligible individuals with

required COBRA notices, election forms, and continuation coverage information following a qualifying event in accordance with applicable federal law.

Covered employees and qualified dependents are responsible for timely notifying the Human Resources Department of qualifying events that may trigger COBRA continuation rights, including divorce, legal separation, or loss of dependent eligibility status.

Failure to provide timely notice may result in loss of COBRA continuation rights.

710.6 COST OF COVERAGE

Individuals electing COBRA continuation coverage are generally responsible for paying the full cost of coverage, including any applicable administrative fees permitted by law.

Failure to make required premium payments may result in termination of continuation coverage as permitted by law.

710.7 DURATION OF COVERAGE

COBRA continuation coverage is available only for the time periods permitted under applicable federal law and may terminate earlier for reasons permitted by law or plan provisions.

710.8 ADMINISTRATION

COBRA continuation coverage shall be administered in accordance with applicable federal law, insurance carrier requirements, and plan documents.

The City reserves the right to interpret and administer COBRA continuation coverage consistent with applicable legal requirements.

This policy provides a general summary of COBRA continuation rights. If there is any conflict between this policy, the City's group health plan documents, insurance contracts, or applicable law, the official plan documents and applicable law shall control.

711 Retirement Benefits

711.1 PURPOSE

The City provides retirement benefits to eligible employees through participation in the Utah Retirement Systems (URS) in accordance with applicable state law and URS requirements.

This policy is intended to provide a general overview of retirement benefits available to eligible employees. Official retirement eligibility, benefits, contribution rates, vesting, and plan administration are governed by URS statutes, regulations, and official plan documents.

711.2 POLICY

The City participates in the Utah Retirement Systems (URS) and provides retirement benefits to eligible employees in accordance with applicable state law and URS requirements.

Eligibility, participation, employer contributions, vesting, and retirement benefits are governed by applicable statutes, URS rules, and official plan documents. The City will administer retirement benefits in accordance with those requirements and provide employees with information regarding available retirement programs and enrollment opportunities.

711.3 ELIGIBILITY

Employees who meet URS eligibility requirements and are employed in eligible positions may participate in URS retirement programs.

Generally, eligible employees include:

- Full-time employees
- Three-quarter-time employees
- Certain appointed positions as required by law or URS participation rules

Temporary employees, seasonal employees, and employees regularly scheduled to work fewer than the minimum hours required for URS eligibility are generally not eligible for retirement benefits through URS.

Eligibility shall be determined in accordance with applicable URS requirements and state law.

711.4 UTAH RETIREMENT SYSTEMS (URS)

Utah Retirement Systems (URS) is a public employee retirement program established under Utah law.

Eligible employees are enrolled in the applicable URS retirement tier based on the employee's original URS enrollment date.

711.5 TIER 1 EMPLOYEES

Employees initially enrolled in URS before July 1, 2011 are classified as Tier 1 employees.

The City participates in the URS Noncontributory Retirement System for eligible Tier 1 employees

and pays the employer-required contribution rate established by URS.

711.6 TIER 2 EMPLOYEES

Employees initially enrolled in URS on or after July 1, 2011 are classified as Tier 2 employees. Eligible Tier 2 employees may select from retirement plan options available through URS, including:

- Defined Contribution Plan
- Hybrid Retirement Plan

Employees must make plan elections within the timelines established by URS. Certain plan elections may be irrevocable under URS rules.

711.7 DEFINED CONTRIBUTION PLAN

Under the Tier 2 Defined Contribution Plan, employer contributions are deposited into an individual 401(k) retirement account administered by URS.

Employees may make voluntary 401(k) contributions in accordance with URS procedures and applicable federal and state contribution limits.

711.8 HYBRID RETIREMENT PLAN

The Tier 2 Hybrid Retirement Plan combines components of both a pension benefit and a defined contribution 401(k) retirement account.

Contribution rates, employee contribution requirements, and benefit calculations are governed by URS and applicable law.

711.9 VESTING

Retirement benefit vesting is determined by URS rules and applicable state law.

711.10 VOLUNTARY PARTICIPATION

Eligible employees participating in URS may also elect to participate in voluntary URS 401(k), 457, IRA, or ROTH IRA retirement savings programs in accordance with applicable contribution limits and URS procedures.

711.11 EMPLOYEE RESPONSIBILITY

Employees are responsible for:

- Reviewing URS benefit information
- Maintaining current beneficiary designation
- Making timely retirement plan elections, when applicable
- Complying with applicable URS deadlines and requirements

711.12 URS ACCOUNT ACCESS

Employees may obtain retirement information, forms, account balances, beneficiary information,

retirement planning tools, and other resources directly through Utah Retirement Systems at www.urs.org

711.13 ADMINISTRATION

All retirement benefits are subject to applicable Utah law, URS regulations, official plan documents, and administrative rules.

If any provision of this policy conflicts with applicable law, URS regulations, or official URS plan documents, the applicable law or official URS requirements shall control.

The City reserves the right to modify retirement related policies and procedures as permitted by law.

DRAFT

712 Retirement Contribution Matching

712.1 PURPOSE

The City supports employee retirement savings and financial planning by providing a matching contribution program for eligible employees participating in qualified Utah Retirement Systems (URS) deferred compensation plans.

712.2 POLICY

The City encourages employees to save for retirement by offering a matching contribution program for eligible participants in qualified Utah Retirement Systems (URS) deferred compensation plans.

Eligible employees who choose to participate in an approved URS-sponsored deferred compensation plan may receive matching contributions in accordance with this policy, applicable plan requirements, and approved City funding. The City's matching contribution program is subject to applicable laws, URS rules, annual budget appropriations, and City Council approval, where required.

712.3 ELIGIBILITY

All regular full-time employees who are eligible to participate in a URS sponsored 401(k) or 457 deferred compensation plan may participate in the City's matching contribution program.

Participation eligibility is subject to applicable URS plan requirements and City procedures.

712.4 EMPLOYEE CONTRIBUTIONS

Eligible employees may elect to contribute a portion of their compensation to a URS-sponsored 401(k) or 457 deferred compensation plan in accordance with applicable Internal Revenue Service (IRS) limits, URS rules, and plan requirements.

712.5 CITY MATCHING CONTRIBUTIONS

The City will provide a dollar-for-dollar matching contribution on eligible employee contributions, up to a maximum of three percent (3%) of the employee's gross pay each pay period.

Only employee contributions made to eligible URS sponsored 401(k) or 457 deferred compensation plans qualify for City matching contributions.

Employee contributions exceeding three percent (3%) of gross salary are not eligible for additional City matching contributions.

712.6 ADMINISTRATION

Retirement contribution matching benefits shall be administered in accordance with applicable IRS regulations, URS rules, plan documents, payroll procedures, and City administrative practices.

The City reserves the right to amend or modify the retirement contribution matching program at

any time, subject to applicable law and budgetary approval.

DRAFT

713 Wellness Programs and Incentives

713.1 PURPOSE

The City supports employee health, wellness, and overall well-being by offering wellness programs and incentives intended to encourage healthy lifestyles, preventive care, and physical and mental wellness.

The City's wellness initiatives are designed to:

- Promote employee health and well-being.
- Improve morale and employee engagement.
- Encourage healthy lifestyle choices.
- Reduce preventable health risks.
- Support workplace safety and productivity.

713.2 POLICY

The City is committed to promoting employee health and well-being through voluntary wellness programs and wellness incentive opportunities. Wellness programs are intended to encourage healthy lifestyle choices, preventive care, and employee engagement while supporting a healthy, productive workforce.

Participation in wellness programs and incentive opportunities is voluntary. Eligibility for specific programs, incentives, and rewards is subject to the requirements established by the City. The City reserves the right to modify or discontinue wellness programs and incentives based on operational needs, budgetary considerations, or changes in applicable law.

713.3 ELIGIBILITY

Regular full-time employees and three-quarter-time employees are eligible to participate in the City's wellness programs and wellness incentive opportunities unless otherwise specified by the City.

Participation in wellness activities and incentive programs is voluntary.

713.4 WELLNESS PROGRAM

The City may provide wellness programs through City-sponsored activities, third-party wellness providers, educational resources, preventive screenings, and wellness challenges.

Eligible wellness activities may include, but are not limited to:

- Wellness challenges
- Activity tracking programs
- Hydration or sleep challenges
- Preventive health screenings
- Educational wellness activities
- Fitness initiatives
- Other wellness opportunities

The City may also offer annual preventive health screenings, including in-house screenings or

blood draws.

713.5 WELLNESS INCENTIVE PROGRAM

The City may offer wellness incentives to eligible employees who participate in approved wellness activities and satisfy program participation requirements.

The Wellness Incentive Program operates on a semi-annual basis with two earning periods each calendar year:

- January 1 through June 30
- July 1 through December 31

Employees may earn wellness points through participation in approved wellness activities and programs designated by the City.

Employees who meet the required wellness point thresholds during an earning period may qualify for wellness incentives, including reductions in employee health insurance premium contributions or other wellness-related benefits, as determined by the City.

Point requirements, incentive amounts, eligible activities, and participation standards shall be established and administered by the City and may be modified at any time.

713.6 TRACKING AND VERIFICATION

Employees are responsible for participating in and, when required, documenting eligible wellness activities in accordance with City procedures and program requirements.

The City or its designated wellness administrator may track and verify participation and eligibility for wellness incentives.

713.7 CONFIDENTIALITY

Any health-related information collected through wellness programs or screenings shall be administered in accordance with applicable privacy laws, program requirements, and third-party provider procedures.

713.8 ADMINISTRATION

The City reserves the right to modify, suspend, or discontinue wellness programs or incentives at any time based on operational needs, budgetary considerations, or changes in applicable law.

714 Fitness and Wellness

714.1 PURPOSE

The purpose of this policy is to encourage employees to maintain healthy lifestyles by providing fitness and wellness benefits that support physical and mental well-being. The City believes that employee wellness contributes to a healthier, more engaged, and more productive workforce.

714.2 POLICY

The City supports employee wellness by offering fitness and wellness benefits to eligible employees. Available benefits are intended to encourage healthy lifestyles and may include access to recreational facilities or reimbursement for approved fitness and wellness programs, subject to available funding and City eligibility requirements.

714.3 ELIGIBILITY

Classified employees, statutory appointees, contractual employees, and other employees designated by the City may be eligible for fitness and wellness benefits.

714.4 MOAB RECREATION AND AQUATIC CENTER BENEFIT

Eligible employees may receive an annual Moab Recreation and Aquatic Center Family Aquatic and Fitness Pass at no cost to the employee.

The pass:

- Is limited to authorized uses established by the facility.
- Is non-transferable.
- Shall not extend beyond the employee's period of employment.

715.5 ALTERNATE WELLNESS REIMBURSEMENT

In lieu of the Moab Recreation and Aquatic Center pass, eligible employees may elect reimbursement of up to \$100 annually for membership or participation in another approved fitness program.

Reimbursement requests must be submitted in accordance with City procedures and may be subject to payroll and tax reporting requirements.

714.6 ADMINISTRATION

The City reserves the right to determine eligible programs, reimbursement requirements, and benefit availability.

Fitness and wellness benefits are not vested benefits and may be modified, suspended, or discontinued at any time based on budgetary, operational, or program needs.

715 Social Security and Medicare

715.1 PURPOSE

The purpose of this policy is to provide employees with a general understanding of the City's participation in the federal Social Security and Medicare programs and how required payroll deductions and employer contributions are administered.

715.2 POLICY

The City participates in the federal Social Security and Medicare programs and withholds and contributes required payroll taxes in accordance with applicable federal and state laws. Eligible employees and the City each contribute the amounts required by law through payroll deductions and employer contributions.

715.3 COVERAGE

Eligible employees are covered under the Social Security and Medicare programs administered by the Social Security Administration.

Required employee payroll deductions for Social Security and Medicare taxes will be withheld from employee wages in accordance with applicable law.

The City also contributes the employer required portion of Social Security and Medicare taxes on behalf of eligible employees.

715.4 ELIGIBILITY

Participation in Social Security and Medicare is determined by applicable federal and state law and applies to eligible employees receiving taxable wages from the City.

715.5 COORDINATION WITH RETIREMENT BENEFITS

Participation in Social Security and Medicare is separate from participation in the Utah Retirement Systems (URS) retirement program.

Eligibility for Social Security benefits, Medicare benefits, retirement benefits, and related programs is determined by the applicable administering agencies and governing laws.

715.6 ADMINISTRATION

Social Security and Medicare contributions, withholding, reporting, and administration shall be conducted in accordance with applicable federal and state requirements.

Employees seeking additional information regarding Social Security or Medicare benefits should contact the Social Security Administration or visit:

www.ssa.gov



TITLE: McKinstry Phase 3 Change Order Consideration

DISPOSITION: Discussion and possible action.

PRESENTER/S: Patrick Trim, Parks, Recreation & Trails

ATTACHMENT/S: Attachment 1 - Proposed Change Order

RECOMMENDED MOTION: “I move to approve the change order to the contract with McKinstry dated January 16, 2025 for facility improvement measures in the amount of \$1,206,621 and authorize the mayor to sign it.”

SUMMARY: McKinstry has performed previous work on city buildings and infrastructure utilizing their state contract, including mechanical upgrades to the Moab Recreation and Aquatics Center (MRAC) and City Center, notably the installation of a new rooftop HVAC unit at the MRAC and solar panels at City Hall. These projects stemmed from an April 2024 energy audit performed by the firm.

The first two project phases, along with a City-requested MRAC facility assessment conducted by structural, mechanical, and aquatics engineers, identified an additional phase of improvements to support the operation of City facilities. Some of these projects are necessary for the continued operation of the buildings. The proposed work includes repairs to exhaust fans, pumps, piping, insulation, and the heating-water system at the MRAC; building-control upgrades at the MRAC, Wastewater Reclamation Facility, and City Center; and lighting upgrades designed to reduce energy use and costs.

RELEVANT LAWS, STUDIES & PLANS: This will support the Parks Master Plan. This also supports the following Strategic Planning Goals: Implement Plans, “Plan, fund, and implement master plans and small area plans to enhance Moab’s infrastructure, supporting sustainable growth while prioritizing community aesthetics through thoughtful design, regular maintenance, and the integration of elements that reflect the city’s unique character and values.”

RESPONSIBLE DEPARTMENT: Parks, Recreation & Trails; Public Works

FINANCIAL IMPACT: Funding for this project comes from the Capital Projects Funds, 41770656. The total cost of this change order is \$1,206,621.



Phased Retrofits: Mechanical, Building Automation Controls, and Lighting Retrofits

CITY OF MOAB

CHANGE ORDER TO CONTRACT DATED 01.16.2025
MARCH 16, 2026



Change Order Basis

Per city requests, additional Facility Improvement Measures (FIMs) have been defined and developed to address further deferred maintenance needs, operational inefficiencies, and control system limitations identified through prior site work, studies, and commissioning activities. These measures include integrated upgrades to mechanical systems, building automation system controls, and interior and exterior lighting systems. These upgrades will be touching multiple City facilities, including the Moab City Center, Moab Recreation and Aquatic Center (MRAC), and Water Reclamation Facility.

The intent of this scope is to improve building system reliability and maintainability, improve occupant comfort, and tangentially support the City's Sustainability Action Plan objectives through these turnkey improvements.

This work will be executed as a change order to the original Agreement for Services ("Agreement") dated January 16, 2025. Incorporating this scope under a change order enables continuity of design, construction coordination, and commissioning while maintaining alignment with the overall implementation schedule and funding requirements. The following sections describe the detailed scope of these additional services, along with any revised Exhibits, as applicable.

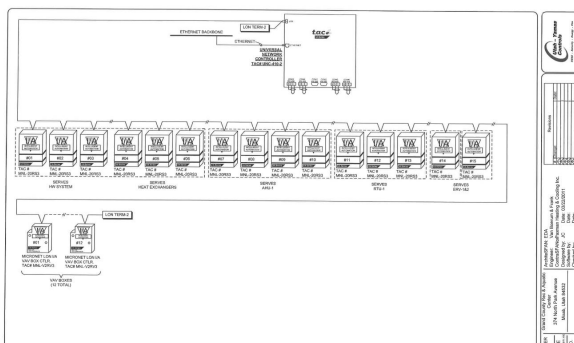


Figure 1: Deficient MRAC Controls Architecture

TERMS AND CONDITIONS

Subject to Agreement dated January 16, 2025.

CHANGE ORDER ACCEPTED BY:

City of Moab

Name

Signature

Date

McKinstry Essention, LLC

Bryan Hanson

Name



Signature

March 24, 2026

Date

EXHIBIT A-2

SCOPE OF WORK

Project Summary & Overview

The City of Moab Phase III project includes several Facility Improvement Measures (FIMS) at multiple city facilities. These improvements are intended to enhance the performance, reliability, and efficiency of existing building systems.

The work included in this scope will be implemented at the following facilities:

- Moab City Center
- Moab Recreation and Aquatics Center (MRAC)
- Water Reclamation Facility (WRF)

Measures included are:

1. #P1 – Removal and Replacement of shower Fixtures (MRAC)
2. #M1 – Exhaust Fan Replacement (MRAC)
3. #M2 – MRAC Boiler Booster Pump Repair (MRAC)
4. #M3 – Hydronic piping Repairs (MRAC)
5. #M4 – Piping Insulation Repairs (MRAC)
6. #M5 – Heating Water System Flush and Refill (MRAC)
7. #M6 – Ground Loop System Flush and Glycol Refill (City Center)
8. #M7 – Piping Insulation Repair (City Center)
9. #C1 – Controls Retrofit (City Center, MRAC, WRF)
10. #L1 – Interior and Exterior Lighting Upgrades (MRAC)
11. #L2 – Lighting Controls Restoration and Upgrade (MRAC)
12. #L3 – Interior Lighting Replacement (City Center)
13. Testing, Adjusting and Balancing
14. Commissioning

Each FIM described in this document identifies the specific facility or facilities where the work will occur.

1. GENERAL CONDITIONS

A. Codes and Standards

- 1) All work performed under this scope shall comply with applicable codes and regulations as adopted by the City of Moab
 - (i) 2021 International Building Code
 - (ii) 2021 International Existing Building Code
 - (iii) 2021 International Plumbing Code
 - (iv) 2021 International Mechanical Code
 - (v) 2021 International Fuel Gas Code
 - (vi) 2021 International Energy Conservation Code
 - (vii) 2020 National Electric Code

B. Demolition and Disposal

- 1) Existing equipment and materials required to be removed for the installation of new improvements will be properly disconnected, removed, and disposed of in accordance with applicable regulations. Materials suitable for recycling will be recycled where practical.

- C. Equipment and Materials
 - 1) Equipment specified in the project documents represents the basis of design for the project. Equivalent equipment may be considered subject to review and approval.
 - 2) All equipment, materials, accessories, and incidental components necessary for a complete and operational installation will be provided as part of this work.
- D. Installation and Workmanship
 - 1) All new equipment and materials shall be furnished and installed in accordance with manufacturer recommendations and applicable codes. Installation will include all incidental material. Piping connections, supports and adjustments necessary for a complete and operational system.
 - 2) New piping connections and components will be pressure tested, leak tested, and flushed as appropriate prior to placing systems into operation.
- E. Coordination
 - 1) McKinstry will coordinate project activities with City staff to verify equipment locations, confirm installation conditions, and minimize disruption to facility operations where practical.
- F. Submittals and Documentation
 - 1) McKinstry will provide product data and equipment submittals for major equipment included in the project.
 - 2) Project documentation will be provided as part of project closeout.
- G. Training
 - 1) Basic operational orientation will be provided to facility staff for installed equipment where appropriate.
- 2. **Plumbing (FIM #P1)**
 - A. Description
 - 1) This measure included the replacement of existing shower valve assemblies at the MRAC. These valves will be in the following locations
 - (i) Men's locker room – 6 units
 - (ii) Women's locker room – 6 units
 - (iii) Family changing room – 3 units
 - B. Scope of Work
 - 1) McKinstry will provide plumbing improvements at the MRAC consisting of the replacement of existing shower valve assemblies and associated components.
 - 2) Removal and proper disposal of existing shower units and associated components.
 - 3) Installation of new wall mounted shower assemblies, including mixing valves, shrouds, and associated piping connections as required.
 - 4) Minor modifications to existing hot and cold-water piping as necessary to accommodate the new equipment.
 - 5) Installation and connection of new shower assemblies in the existing shower locations.
 - 6) Provision of two (2) additional metered push button valves for the city to retain as spare parts.
 - 7) All installed equipment will be new and suitable for the intended application.
 - C. System Startup
 - 1) Installed equipment will be tested and adjusted to ensure proper operation. Shower metering and shutoff timing will be coordinated with MRAC staff to meet operation preferences.

3. Exhaust Fan Replacement (FIM #M1)

- A. Description
 - 1) Two existing roof-mounted exhaust fans serving the chemical storage room will be replaced.
 - 2) Work includes removal of the existing fans and installation of new roof mounted exhaust fans sized to match the existing application.
 - 3) Airflow will be balanced to the following approximate design values:
 - (i) EF-4 200 CFM
 - (ii) EF-5 100 CFM
 - 4) Replacement equipment will be provided in accordance with the project basis of design specifications.

4. Boiler Booster Pump Repair (FIM M#2)

- A. Description
 - 1) The boiler booster pump serving Boiler #1 will be repaired to restore reliable operation
 - 2) Work includes disassembly of the pump, inspection of the internal components, and replacement of seals and gaskets using a manufacturer approved repair kit. The pump will be tested following reassembly to verify proper operation and leak free performance.

5. Hydronic Piping Repairs (FIM M#3)

- A. Description
 - 1) Leaking mechanical pipe fittings located above the ceiling near the boiler room will be repaired.
 - 2) Work includes the replacement of approximately three to five (3-5) Victaulic fittings and restoration of the affected piping system. The system will be isolated, drained, and tested following repair to confirm proper operation.

6. Piping Insulation Repairs (FIM M#4)

- A. Description
 - 1) Damaged or missing piping insulation within the facility will be repaired or replaced.
 - 2) Work includes installation of fiberglass pipe insulation matching existing thickness and system requirements. Exterior insulation will be protected with aluminum jacketing, and exposed interior insulation will be finished to match surrounding conditions where applicable.

7. Heating Water System Flush and Refill (FIM M#5)

- A. Description
 - 1) The MRAC heating water system will be flushed and refilled to improve system cleanliness and water quality.
 - 2) Work includes
 - (i) Draining the existing system
 - (ii) Circulating the system with temporary filtration to remove debris
 - (iii) Flushing the piping network
 - (iv) Refilling the system with clean water
 - (v) Adding appropriate corrosion inhibitor treatment
 - (vi) Verifying proper system pressure and operation
 - 3) Water quality will be documented following completion of the work

8. Ground Loop System Flush and Glycol Refill (FIM M#6)

- A. Description
 - 1) The City Center hydronic water system will be flushed and refilled with a propylene glycol solution.
 - 2) Work includes
 - (i) Draining the existing system
 - (ii) Circulating the system with temporary filtration to remove debris
 - (iii) Flushing the piping network
 - (iv) Refilling the system with a 25% propylene glycol solution
 - (v) Adding appropriate corrosion inhibitor treatment
 - (vi) Verifying proper system pressure and operation
 - 3) Pricing is based on an estimated 2,900 gallons of glycol solution required for system refill.
 - 4) Water quality will be documented following completion of the work

9. Piping Insulation Repairs (FIM M#7)

A. Description

- 1) Damaged or missing piping insulation at the City Center Facility will be repaired or replaced as required.
- 2) Insulation materials will match existing system requirements. Exterior piping insulation will be protected with aluminum jacketing where applicable.

10. Controls Retrofit (FIM C#1)

A. Description

- 1) This measure includes modernization of the Building Automation System (BAS) across multiple City facilities to provide centralized monitoring and control of HVAC and related building systems. The project will replace and/or retrofit existing controls infrastructure with a modern, open-protocol system that allows City staff to monitor system performance, receive alarms, and manage equipment operation through a unified platform.

B. BAS Infrastructure

- 1) A new BACnet-based control system with a web-enabled interface will be provided to support building system control and monitoring across all project facilities.
- 2) Each of the three sites will have its own supervisory controller.
- 3) BAS will include:
 - (i) Networked controllers and field devices as required
 - (ii) Integration of new and existing control devices
 - (iii) New communication infrastructure where required
 - (iv) Web-based user interface with graphical system displays
 - (v) Alarm notification and system trending
 - (vi) Equipment scheduling and operational control

C. City Center

- 1) BAS will provide monitoring and control of the following equipment:
 - (i) Individual water source heat pump units
 - (ii) Fluid cooler and ground loop system equipment

D. Moab Recreation and Aquatics Center (MRAC)

- 1) BAS will provide monitoring and control of the following equipment:
 - (i) Boiler Plant and Heating System
 - (ii) Natatorium and Pool Systems
 - (iii) Energy Recovery Ventilators (ERV) Units
 - (iv) Rooftop and Variable Air Volume Systems

E. Water Reclamation Facility (WRF)

- 1) Control work at the WRF will be limited to building comfort systems only. Included equipment:
 - (i) Admin Furnace
 - (ii) Rooftop Unit
 - (iii) Makeup Air Unit

F. System Integration and User Interface

- 1) BAS will provide graphical system displays for all major equipment and systems.
- 2) System capabilities will include:
 - (i) Custom graphics for major pieces of equipment and systems
 - (ii) Alarm prioritization
 - (iii) Trending of key operational and energy parameters
 - (iv) Historical data trending
- 3) City will have full administrative access to system configuration and programming

G. **Startup, Commissioning, and TAB Support**

- 1) Controls will be commissioned by McKinstry with the support of installing subcontractor
- 2) Shall include:
 - (i) Testing and Balancing
 - (ii) Functional performance testing

H. **Documentations and Training**

- 1) Project closeout shall include
 - (i) As Built controls documentation
 - (ii) Control system points lists
 - (iii) Network architecture diagrams
 - (iv) Sequences of Operation
 - (v) Updated operations and maintenance documentation
- 2) Operator training will be provided to the city staff covering system operation, navigation of graphics, alarms management, and basic troubleshooting.

11. Interior and Exterior LED Lighting Upgrades MRAC (FIM L#1)

- A. Existing lamps and fixtures at MRAC will be replaced with high efficiency LED lighting.
- B. The scope includes retrofit of existing fixtures and replacement with new fixtures as shown in the table below.



MRAC Lighting Fixture/Lamp Replacement										
Fixture Location	Fixture Type	Fixture Count	Existing Lamp Type	LED PART NUMBER	EXISTING Lamp Wattage	LED Lamp Wattage	Lamps per Fixture	Control Type	Total Existing Wattage	Total LED Wattage
Pool Ceiling	recessed can	16	CFL 4PIN G54D	KT-RDLED24PS-6A-9CSF-CDIM	54	9.5	1	Single pole	864	152
Pool Interior	Up light	16	CFL 4PIN G54D	KT-RDLED24PS-6A-9CSF-CDIM	54	9.5	1	Zone, 2 toggles	864	152
Exterior 1	ground mount	10	Specialty dual pin lamps		100	25	1	Switching	1,000	250
Exterior 2	up floods	5	CFL 2PIN G24D	KT-LED82P-O0840-D	75	7	1	Switching	375	35
Exterior 3	shoebox HPS	8	175w HPS mogul base lamps W/ballast	new dark sky compliant wall pack	175	30	1	Switch board behind checkout	1,400	240
Exterior 4	Wall packs	7	CFL 2PIN G24D 2 lamp	new dark sky compliant wall pack	60	30	1	Switching	420	210
Totals		62							4,923	1,039

12. Lighting Controls Restoration and Upgrade MRAC (FIM L#2)

- A. Lighting controls functionality at MRAC will be restored and modernized
- B. McKinstry will replace all existing lighting control power packs throughout the facility with new, compatible units.
- C. McKinstry will install a new modern, centralized lighting control panel to manage all zones.
- D. All lighting switches, occupancy sensors, and daylight sensors to be replaced with new.
- E. System will provide remote access capability for lighting control and diagnostics.

13. Interior LED Lighting Replacement City Center (FIM L#3)

- A. Existing interior lighting fixtures and lamps throughout the city center facility will be replaced with high efficiency LED lighting as identified in the lighting schedule table below.
- B. Additional improvements include:
 - 1) Installation of new lighting fixtures in selected locations to improve lighting coverage
 - 2) Installation of approximately 15 occupancy sensors

Space	Fixture Type	Fixture #	Lamp Type	Lamps per Fixture	Installation Notes
150 conference room	Vanity Lights	6	T8	1	
150 conference room	Pendant mount globes	10	PL36	4	
H1	Pendant mount strip	2	T8	4	
H1	Pendant mount strip	10	T8	2	
H1	Pendant mount strip	6	T8	4	
H1	Pendant mount decorative	3	CFL	4	
100 Moab Admin	Pendant mount strip	16	T8	4	
100 Moab Admin	Vanity Lights	6	T8	1	
110 Moab city treasurer	Pendant mount strip	3	T8	4	
Code compliance specialist	Pendant mount strip	3	T8	4	
Mayors office	Pendant mount strip	2	T8	4	
Stairs by mayors office	Pendant mount decorative	1	CFL	4	
210 Moab City and offices	Pendant mount strip	19	T8	4	
210 Moab City and offices	Pendant mount strip	1	T8	6	
210 Moab City and offices	Pendant mount strip	1	T8	2	
210 Moab City and offices	Pendant mount decorative	3	CFL?	4	
H2	Pendant mount strip	1	T8	4	
H2	Pendant mount strip	4	T8	2	
H2	Pendant mount strip	2	T8	2	
H2	Recessed troffers	10	T8	4	
H2	Recessed Can	10	CFL	1	Install new can fixture
280 Attorney General	Pendant mount strip	1	T8	4	
280 Attorney General	Pendant mount strip	1	T8	6	
Office 13 unused	Pendant mount strip	2	T8	2	
HR	Pendant mount strip	6	T8	2	
HR	Vanity wall mount	2	T8	1	
HR	Vanity wall mount	4	T8	2	
Archive room	Pendant mount strip	3	T8	4	



Space	Fixture Type	Fixture #	Lamp Type	Lamps per Fixture	Installation Notes
Victims advocates	Recessed Can	34	CFL	1	Install new can fixture. Include 5 new cans with battery backup
Little bone room	Pendant mount strip	2	T8	4	
Boneyard	Pendant mount strip	4	T8	4	
160 Council Chamber	Vanity Lights	1	T8	4	
160 Council Chamber	Vanity Lights	1	T8	5	
160 Council Chamber	Vanity Lights	2	T8	8	
160 Council Chamber	Hanging Pendant	6	CFL	1	
WOMENS bathroom	Wall Strip	1	T8	2	Install new vanity fixture
WOMENS bathroom	Recessed Can	6	CFL	1	Install new can fixture, include one with battery backup
MENS bathroom	Wall Strip	1	T8	2	Install new vanity fixture
MENS bathroom	Recessed Can	6	CFL	1	Install new can fixture, include one with battery backup
2nd floor WOMENS bathroom	Wall Strip	1	T8	1	Install new vanity fixture
2nd floor WOMENS bathroom	Recessed Can	5	CFL	1	Install new can fixture, include one with battery backup
Recorder Office 1	Hanging Strip	3	T8	4	
Recorder Office 2	Hanging Strip	3	T8	4	
Recorder Office 3	Hanging Strip	3	T8	4	
Recorder Workroom	Hanging Strip	1	T8	4	
Recorder Lobby	Pendant mount strip	3	T8	4	
Victims Lobby	Hanging Globe	3	LED	1	
2nd floor Mechanical	Wall Strip	1	T8	2	
Attorney General Closet	Ceiling strip	1	T8	2	
Police Bathroom 1	Wall globe	1	CFL	1	Install new vanity fixture
Police Bathroom 2	Wall globe	1	CFL	1	Install new vanity fixture
Armory	Pendant mount strip	4	T8	2	
Break room	LED strip diode	1	LED		
150 conference room closet	Utility light	1	T8	2	
Adult Probation bathroom 1	Wall Strip	2	T8	2	Install new vanity fixture
Adult Probation bathroom 2	Wall Strip	2	T8	2	Install new vanity fixture
Mechanical room	Hanging Strip	8	T8	4	
Exterior	Wall pack	9	CFL	1	replace with new dark sky compliant wall packs.
Police station	Pendant mount strip	24	T8	2	
Police station	Pendant mount strip	4	T8	4	
Police station	Pendant mount strip	6	T8	8	
City hall break room	Pendant mount strip	1	T8	8	
APMP	Pendant mount strip	5	T8	4	
APMP	Pendant mount strip	5	T8	2	

Space	Fixture Type	Fixture #	Lamp Type	Lamps per Fixture	Installation Notes
APMP	Utility light pendant mount	1	T8	2	Install new vanity fixture
Elevator	2 1lamp t12 fixtures	2	T8	1	customer requests new LED in elevator
1st floor halls	single lamp t8	33	T8	1	

14. Testing, Adjusting, and Balancing

A. Description

- 1) TAB includes testing, adjusting, and balancing (TAB) of HVAC airside and waterside systems affected by the Phase III improvements. TAB services are intended to document existing system conditions, verify system performance after construction, and support proper operation of mechanical and controls improvements.
- 2) Pre Construction TAB
 - (i) Pre-construction TAB will be performed to document baseline operating conditions for existing systems that will be impacted by the project.
 - (ii) Services will include field verification and measurement of representative existing airside and waterside system performance, including equipment serving affected spaces and systems.
- 3) Post Construction TAB
 - (i) Post-construction TAB will be performed after installation is complete, systems are operational, permanent power is available, and controls are sufficiently functional to support balancing activities.
 - (ii) TAB services will include all new, modified, and affected existing systems associated with the Phase III improvements.
 - (iii) Post-construction airside TAB will include testing, adjustment, and balancing of applicable HVAC air systems to verify design and operational performance.
 - (iv) Post-construction waterside TAB will include testing, adjustment, and balancing of hydronic systems affected by the project.
- 4) Deliverables
 - (i) TAB deliverables will include both pre and post construction reports
 - (ii) Pre Construction TAB report will include
 - a) Executive summary of findings
 - b) Baseline airside and waterside data
 - c) Equipment and system identification
 - d) Noted deficiencies, limitations, or conditions affecting system performance
 - (iii) Post Construction TAB report will include
 - a) Final airside and waterside TAB data
 - b) Equipment schedules and system data tables
 - c) Identified deficiencies or unresolved items
 - d) Comparison of pre-construction and post-construction conditions where applicable

15. Commissioning

- A. Provide building controls commissioning services including review of control sequences, control drawings, and point lists, along with functional performance testing of installed systems. Deliverables will include documented test results, identified deficiencies, and recommended corrective actions to ensure systems operate in accordance with the project requirements.
- B. Commissioning will include the controls systems at each of the three buildings in scope (City Center, MRAC, and WRF).

16. Clarifications and Exclusions

- A. Any scope of work not specifically stated or reasonably implied in the sections above is excluded.
- B. Notify McKinstry of any existing conditions or conflicts with this scope of work that may prevent successful completion of work.



-
- C. Hazardous substance abatement including, but not limited to asbestos and lead paint, is excluded. If required, owner should contract directly with qualified specialists.
 - D. If existing equipment or components are reused, repairs to existing are not included unless specifically noted above.
 - E. Assume work shall be performed during normal working hours and days only, unless specifically noted above.
 - F. Temporary utilities are excluded.
 - G. Heating and HVAC system flushes do not include de-scaler rinse. If this is found to be required, this will be priced separately as a change order.
 - H. Scope of work does not include repair for new leaks that appear after system flush is completed.
 - I. Replacement of lighting fixtures and lamps is limited to fixtures only and does not include replacement of damaged, corroded, or faulty wiring.



EXHIBIT C-2
SCHEDULE OF COMPENSATION

CONTINUATION SHEET

AIA DOCUMENT G702

Page 1 of 1

AIA Document G702, APPLICATION AND CERTIFICATE FOR PAYMENT, containing

CONTRACTOR'S signed Certification is attached.

In tabulations below, amount are stated to the nearest dollar.

Use Column I on Contracts where variable retainage for line items may apply

APPLICATION NUMBER:

PERIOD TO:

PROJECT NO.:

210505

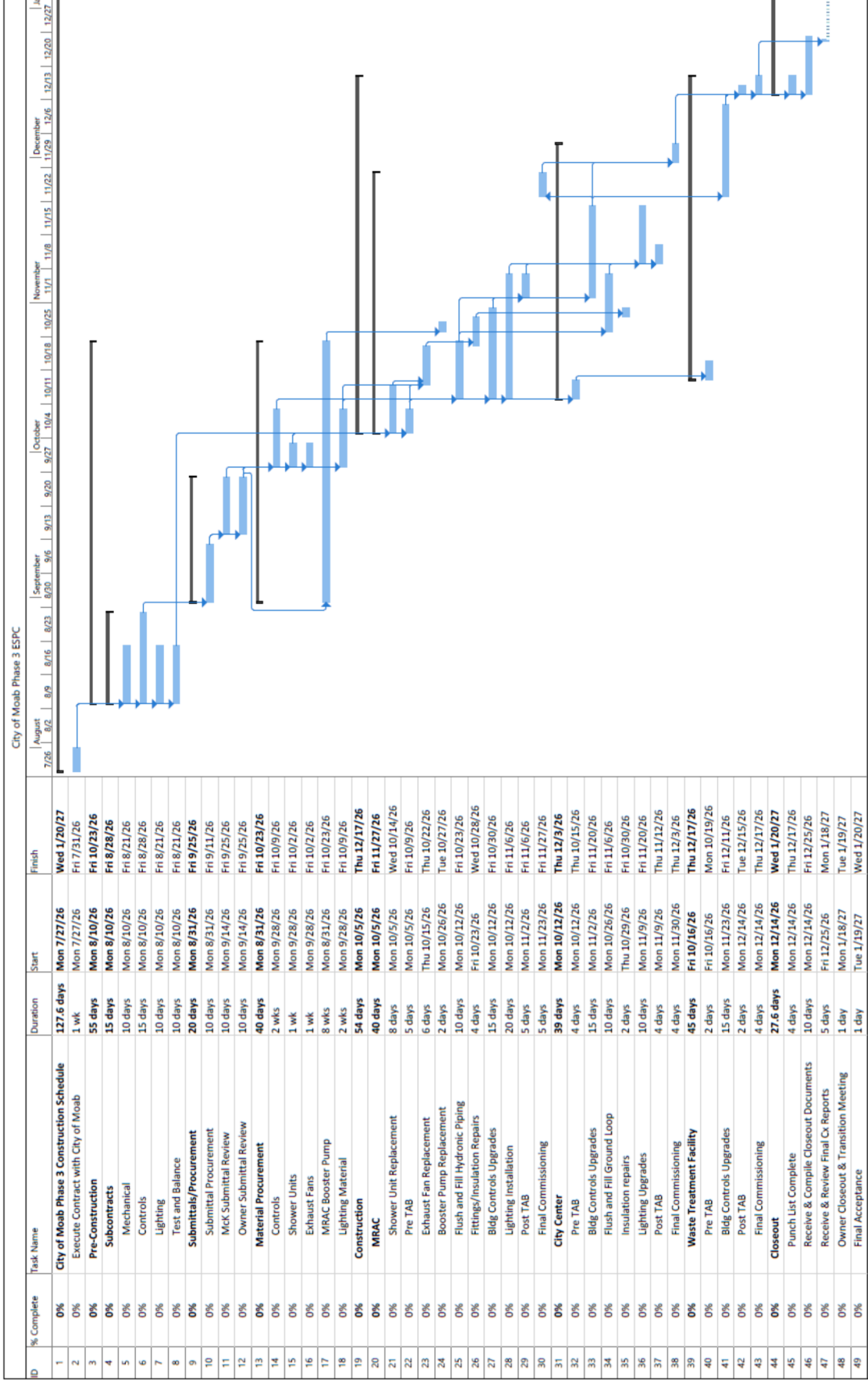
ITEM NO.		DESCRIPTION OF WORK B	Original Contract E	WORK COMPLETED		STORED MATERIALS H	TOTAL COMPLETED AND STORED TO DATE I(F+G+H)	BALANCE TO FINISH J(E-I)	RETAINAGE 5% K	
A				PREVIOUS APPLICATION F	THIS APPLICATION G					
1		Design / Engineering	\$77,080.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$77,080.00	\$0.00
2		Pre-Construction Services	\$59,094.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$59,094.00	\$0.00
3		Other Pre-Construction Costs	\$43,679.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$43,679.00	\$0.00
4		Bldg Controls Upgrades (MIRAC/City Center/WRF	\$193,596.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$193,596.00	\$0.00
5		Mechanical/Plumbing Upgrades	\$394,272.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$394,272.00	\$0.00
6		Lighting Upgrades (MIRAC & City Center)	\$87,757.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$87,757.00	\$0.00
7		Commissioning	\$55,550.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$55,550.00	\$0.00
8		Construction Management	\$69,372.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$69,372.00	\$0.00
9		Project Engineering	\$52,671.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$52,671.00	\$0.00
10		Construction Completion/Closeout	\$41,521.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$41,521.00	\$0.00
11		Training	\$19,270.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$19,270.00	\$0.00
12		Warranty	\$31,340.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$31,340.00	\$0.00
13		OH&P	\$102,773.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$102,773.00	\$0.00
14		P&P Bond, Insurance	\$19,270.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$19,270.00	\$0.00
15										
16										
17										
18		Credit from Phase 1 Contingency	-\$47,813.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	-\$47,813.00	\$0.00
19		Credit from Phase 1 RCx	-\$13,252.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	-\$13,252.00	\$0.00
20		Credit from Phase 2 Contingency	-\$16,976.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	-\$16,976.00	\$0.00
21										
			SUBTOTAL	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$1,092,124.00	\$0.00
CHANGE ORDERS: Client Contingency										
CO# 1			\$37,417.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$37,417.00	\$0.00
CO# 2			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$0.00	\$0.00
CO# 3			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$0.00	\$0.00
CO# 4			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$0.00	\$0.00
CO# 5			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$0.00	\$0.00
			SUBTOTAL (Change Orders)	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$37,417.00	\$0.00
			GROSS TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$1,129,541.00	\$0.00
RETENTION										
				\$0.00	\$0.00	\$0.00	\$0.00			
			NET TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$1,129,541.00	\$0.00

\$0.00



EXHIBIT D-1
SCHEDULE OF PERFORMANCE

The preliminary construction schedule listed below assumes that McKinstry will receive an executed contract on or before July 31, 2026. If an executed contract is received after that date, the schedule below and any relevant construction costs will need to be adjusted accordingly.





MOAB CITY COUNCIL AGENDA

July 28, 2026

TITLE: Consideration of Moab City Council Ordinance 2026-15, an Ordinance Enacting Chapter 8.28 of the Moab Municipal Code, Outdoor Water Conservation

DISPOSITION: Discussion and possible action

PRESENTER/S: Alexi Lamm, Strategic Initiatives and Sustainability Director

ATTACHMENT/S:

Exhibit 1 – Ordinance 2026-15

RECOMMENDED MOTION/S: I move to approve Moab City Ordinance 2026-15, an Ordinance Enacting Chapter 8.28 of the Moab Municipal Code, Outdoor Water Conservation

OTHER OPTIONS: Table action to a later meeting with specific direction to City Staff as to additional information needed to make a decision, or deny Moab Ordinance 2026-15, giving specific findings for the decision.

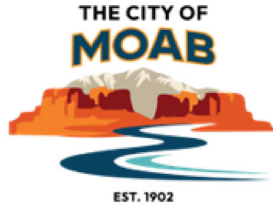
SUMMARY:

Following a dry winter, the Moab City Council discussed conservation measures and outreach at its April 14, April 28, and June 23 meetings. As staff conducted outreach through news media, social media, and in-person conversations, both Grand County and the State of Utah issued drought emergency declarations in May. In the statewide declaration, Governor Cox recommended that affected cities take steps to conserve water. At the June 23 Water Conservation Plan workshop, the Council directed staff to continue outreach and prepare mandatory restrictions.

Based on this direction, staff evaluated two options:

1. The Council could adopt an outdoor water conservation ordinance under Title 8, Health and Safety. The approval process for codes that do not involve land use proceed directly through the City Council, which allows a shorter timeline than initially anticipated.
2. The Council could declare a water shortage to initiate the existing Water Shortage Response Plan under MMC Chapter 13.30. Doing so would trigger mandatory restrictions intended for shortage conditions.

Staff recommend adopting Ordinance 2026-15, which would add Chapter 8.28, Outdoor Water Conservation, and prohibit the use of above-ground sprinkler systems between 8:00 AM and 8:00 PM, rather than implementing the Water Shortage Response Plan. The ordinance would shift watering to cooler hours to reduce evaporation and promote efficient water use over the long term without triggering the stricter short-term provisions of the Water Shortage Response Plan, such as limiting vehicle washing to only as required for health and safety. This approach addresses long-term conservation concerns while maintaining the option to declare a shortage as conditions warrant.



RELEVANT LAWS, STUDIES & PLANS:

General Plan, Element 8: Public Works, Goal 2; 2021 Water Conservation Plan; 2025 Water Shortage Response Plan

RESPONSIBLE DEPARTMENTS:

Administration: Strategic Initiatives & Sustainability and Community Development

FINANCIAL IMPACT:

Adopting the ordinance does not have an immediate financial impact. Water conservation could potentially save money for water users and reduce revenue for the Utilities Department.

CITY OF MOAB

ORDINANCE #2026-15

AN ORDINANCE ENACTING CHAPTER 8.28 OF THE MOAB MUNICIPAL CODE TO INCLUDE OUTDOOR WATER CONSERVATION

RECITALS

The following findings describe the reasons for this ordinance and explain its purpose:

- a. On May 21, 2026, Spencer J. Cox, Governor of the State of Utah, issued Executive Order 2026-02, declaring a state of emergency throughout Utah due to ongoing and persistent drought conditions.
- b. In Executive Order 2026-02, Governor Cox recommended that impacted cities should consider “taking other steps to promote water conservation for the upcoming irrigation season in order to protect drinking water supplies.”
- c. The City of Moab owns and operates a municipal culinary water system that supports the protection of public health, safety, and welfare.
- d. Drought, low snowpack, warmer temperatures, increased demand, infrastructure limitations, and other conditions may reduce the availability or reliability of the City’s water supply.
- e. In 2025, the Moab City Council adopted the Water Shortage Response Plan to establish a staged approach for responding to conditions that may affect the City’s ability to meet water demand in short-term shortage due to a system disruption.
- f. Implementing conservation measures before a shortage develops may protect the reliability of the culinary water system, and preserve water for drinking, fire protection, and other essential uses.
- g. The City Council finds that clear, consistent, and enforceable water use requirements will support community participation and the effective administration of the City’s water system.
- h. Utah Code § 10-7-14 authorizes the City to enact ordinances and restrictions in their water service area; and
- i. This ordinance will update the Moab Municipal Code by adding Chapter (8.28 Outdoor Water Conservation).

NOW, THEREFORE, MOAB CITY COUNCIL ORDAINS as follows:

1. Enactment. Chapter 8.28 of the Moab Municipal Code is hereby enacted as set forth in Exhibit 1.

2. Severability. If a court of competent jurisdiction determines that any part of this Ordinance is unconstitutional or invalid, then such portion of this Ordinance, or specific application of this Ordinance, shall be severed from the remainder, which shall continue in full force and effect.

3. Direction to Staff. Staff are authorized and directed to take such steps as may be needed: (a) for this Ordinance to become effective under Utah law, including but not limited to compliance with the requirements of Utah Code § 10-3-711; and (b) to revise the Moab Municipal Code to include the ordinance, including but not limited to making non-substantive edits to correct any scrivener's, formatting, and numbering errors.

4. Effective Date. This Ordinance will take effect on August 10, 2026, following its posting pursuant to Utah Code § 10-3-711.

PASSED AND ADOPTED by a majority of the Moab City Council this 28th day of June 2026.

MOAB CITY COUNCIL

By: Jason Taylor, Mayor Pro Tempore

ATTEST

Sommar Johnson, Recorder

(Complete as Applicable)

Date ordinance summary was posted to the Moab City website, the Utah Public Notice website, and in a public place within Moab City per Utah Code §10-3-711: _____
Effective date of ordinance: August 10, 2026

EXHIBIT 1

The following language is enacted:

Chapter 8.28 Outdoor Water Conservation

8.28.010 Purpose.

The general purpose of the outdoor water use conservation measures in this title is to protect and promote the public health, safety, and welfare, through operational standards and regulations. The intent of standards in this title shall be to contribute to a resilient and sustainable community through reasonable water conservation practices. The standards and regulations should promote efficient water use, reduce evaporative water loss, and preserve water resources.

8.28.020 Scope and Applicability.

This chapter shall apply to the control of all water uses and operations that the City provides through waterworks systems or water rights the City owns and operates or otherwise controls.

8.28.030 General Standards.

A. Daytime Irrigation Restriction.

1. No person shall operate, or permit the operation of, any automatic or manually controlled landscape sprinkler irrigation system between the hours of 8:00 a.m. – 8:00 p.m., except as otherwise provided in this section.

a. Restrictions include, but are not limited to, above-ground delivery methods such as:

- i. Pop-up spray heads
- ii. Rotor sprinklers
- iii. Oscillating sprinklers
- iv. Impact sprinklers
- v. Above-ground sprinklers
- vi. Temporary irrigation systems or methods

8.28.040 Exemptions.

A. The following methods, systems, and sources shall be exempt from the restrictions identified in this chapter.

1. Efficient irrigation methods, specifically including:
 - a. Drip irrigation
 - b. Subsurface irrigation
 - c. Bubblers

- d. Watering cans
 - e. Tree watering bags
2. Seed Germination and Vegetation Establishment.
 - a. Newly installed seed, trees, shrubs, sod, or other landscaping materials may be irrigated outside of the permitted watering hours for up to thirty (30) days following installation. Authentication of installation and/or establishment shall be required and verified to observe this exemption.
 3. Required Mitigation Methods.
 - a. When and where specifically required by adopted standards for construction mitigation, above-ground water delivery methods and systems may be exempt.

8.28.060 Exceptions.

A. The City may grant exceptions to the restrictions established in this chapter for the following methods, systems, and sources, where compliance with the restrictions is inconsistent with the purpose and intent of this chapter, or where a countervailing public interest exists to preserve the health, safety, welfare, or public assets.

1. Exceptions.
 - a. Fire Fuel Mitigation.
 - i. Where and when necessary to protect and prevent high-risk fire fuel vulnerability.
 - b. Construction Mitigation and Dust Control.
 - i. Where and when necessary to protect and prevent nuisance impacts caused by construction or dust control outside of those exempted by this chapter.
 - c. Public Asset Management.
 - i. Where and when necessary to protect and preserve public assets from irreparable damage.
2. Petition.
 - a. Petition requests for exception from this chapter shall be submitted in writing with appropriate documentation and justification to the City Manager. Exception requests must, at minimum, contain the following:
 - i. Standards under which the applicant seeks an exception;

- ii. Justification for not complying with the standards and what counter compelling public interest the exception advances;
 - iii. Proposed alternate criteria or standards to comply with the intent of the chapter regulations;
 - iv. Duration of the exception and findings to support that duration;
 - v. Supporting documentation, including necessary calculations if applicable; and
 - vi. The proposed exception's potential adverse impacts.
- b. Upon receipt of a complete petition for an exception, the City Manager shall prepare a statement that the exception be approved or denied, or recommends a modification to the proposed exception.
 - c. The City Council shall act as the authority to approve or deny, or amend exception requests.

8.28.070 Violation and Enforcement

A. Violation.

Any person who is found guilty of violating this chapter, either by failing to do those acts required in this chapter or by doing a prohibited act, is guilty of a Class B misdemeanor punishable by a maximum sentence of up to six months in jail and a maximum fine of one thousand dollars. Each day such violation is committed or permitted to continue shall constitute a separate violation unless limited by Utah law.

B. Enforcement.

Any peace officer or code enforcing agent is authorized to enforce the provisions of this chapter.

8.28.080 Relief, Remedies, and Severability

A. No provision of this chapter shall be construed to impair any common law or statutory cause of action, or legal remedy therefrom, of any person for injury or damage arising from any violation of this chapter or from other law. The City Attorney may initiate legal action, civil or criminal, requested by the City Manager to abate any condition that exists in violation of this chapter. In addition to other penalties imposed by a court of competent jurisdiction, any person(s) found guilty of violating this chapter shall be liable for all expenses incurred by the City in undertaking abatement.

B. If any provision of this chapter is held to be unconstitutional or otherwise invalid by any court of competent jurisdiction, the remaining provisions of the chapter shall not be invalidated.

**SUMMARY OF
MOAB CITY
ORDINANCE NO. 2026-15**

On July 28, 2026, the Moab City Council enacted Ordinance No. 2026-15 to enact Chapter 8.28 of the Moab Municipal Code, adopting outdoor water conservation measures.

By: Joette Langianese, Mayor

ATTEST

Sommar Johnson, Recorder

A complete copy of Ordinance No. 2026-15 is available in the Moab City offices located at 217 E. Center Street, Moab, UT 84532.

CITY OF MOAB RESOLUTION NO. 13-2026

A RESOLUTION AUTHORIZING AND DIRECTING THE CITY MANAGER TO DECLARE A WATER SHORTAGE

RECITALS

The following findings describe the reasons for this resolution and explain its purpose:

- a. On May 21, 2026, Governor Spencer Cox issued an Executive Order declaring a state of emergency due to drought conditions.
- b. Grand County Commission declared a drought emergency on May 19, 2026, due to current drought conditions threatening “human health and safety, the environment, the agricultural industry, culinary water supplies, agricultural water supplies, wildfire risk, and the general economy of Grand County.”
- c. Moab is facing severe drought conditions according to the U.S. Drought Monitor and has a Water Availability Index in the bottom 5th percentile by the NRCS, making 2026 the second driest year recorded by the index.
- d. Snowpack in the Las Sal Mountains this winter was the third lowest since 1984.
- e. The City Council is authorized under State Law and City Ordinance to regulate and restrict the use of water when necessary to protect the health, welfare, and safety of its residents and to provide for the enforcement of such regulations, Utah Code § 10-7-12, Utah Code § 10-7-13, and Section 13.30.010 of the Moab Municipal Code (“MMC”).
- f. Section 13.30.010.A of the MMC states that “whenever in the judgment of the City Council it shall be necessary, the City Manager or designee may declare a water shortage.”
- g. The City Council finds that it is necessary to implement conservation efforts to reduce or mitigate the effect of the drought conditions and to ensure that the City and its residents continue to have a reliable, resilient, and sustainable water supply.
- h. The Water Shortage Response Plan was created to ensure customers within the City’s service area will be supplied with sufficient water to meet their needs.
- i. The City Council and the Mayor of the City of Moab believe it is in the best interests of the City to initiate Stage 3—Warning of the Water Shortage Response Plan.

NOW, THEREFORE, THE MOAB CITY COUNCIL resolves as follows:

1. Direction to City Manager: The City Manager is authorized to declare a water shortage and directed to implement “Stage 3” water restrictions under the City’s Water Shortage Response Plan and to implement the provisions of other stages under the plan as hydrologic conditions may require.

2. Duration: The City Manager is directed to maintain water shortage in effect until November 15, 2026, unless the Council directs otherwise in accordance with Section 13.30.010.
3. Publication: Staff are directed to advise the public of the adoption of this Resolution.
4. Severability. If a court of competent jurisdiction determines that any part of this Resolution is unconstitutional or invalid, then such portion of this Resolution or specific application of this Resolution, shall be severed from the remainder, which shall continue in full force and effect.
5. Effective Date: This Resolution shall take effect on August 10, 2026.

PASSED AND APPROVED by a majority of the Moab City Council, this 28th day of July, 2026.

MOAB CITY COUNCIL

By: Jason Taylor, Mayor Pro Tempore

ATTEST

Sommar Johnson, Recorder

City of Moab

Water Shortage Response Plan

December 2025



This plan establishes actions for water conservation during short-term shortages due to a system disruption, such as equipment malfunctions, distribution failure, or natural events, such as drought. It outlines five response stages, from Stage 1 (Normal) to Stage 5 (Emergency), which are triggered based on projected water supply levels relative to demand. At each stage, the plan specifies measures to reduce water use and maintain essential services within the City. Although water shortages are generally uncommon, this plan provides guidance to help the City respond effectively when they occur.

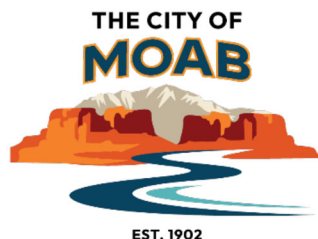


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1. PURPOSE

The City of Moab Utility Department provides culinary water to City residents. Though uncommon, water shortages may occur in the system due to disruption from equipment malfunctions, distribution failure, or natural events, such as drought.

The purpose of this plan is to conserve water and protect the integrity of the water supply, maintaining water for essential and safety purposes in a temporary shortage situation. The recommendations are not long-term solutions, which other City plans cover, such as the Water Conservation Plan. The recommendations in this plan are proportional reduction actions to reduce water use to the level of a temporary shortage. These actions apply to users of culinary water provided by Moab City. Grey water is unrestricted by this plan.

2. PRINCIPLES

The following principles have guided the development of this plan. In the case where the appropriate actions are unclear due to conflicting stakeholders or circumstances, the principles should guide the resolution of the conflict.

1. **Prioritize water for drinking, health, sanitation, and fire protection.** Water that preserves human health and safety takes precedence, followed by domestic animals.
2. **Stay within the available supply.** The actions within this plan correspond to a known, immediate, and ideally measurable, shortage in supply to meet demand.
3. **Maintain equity.** The water system is connected, so while some shortages may impact specific customers more, the response plan is aimed to serve all residents in the system.
4. **Preserve trees, shrubs, and perennials,** deprioritizing ornamental turfgrass and annuals. Trees and shrubs are a long-term investment that provide shade, storm water management, and other benefits. When water is available for vegetation, they are priorities.
5. **Collaboration is the preferred method for water reduction.** People know where water is most and least important to them. Communication, policy, rates, and other tools are preferable methods for voluntary water reductions before enforcement.

3. DEFINITIONS

Aesthetic uses refers to water used for ornamental or decorative purposes such as fountains, waterfalls, reflecting pools, and water gardens except when used to preserve aquatic life.

All other non-food plants refers to water used for plants that are not lawns or used for food.

Common Area Lawn Watering refers to the irrigation of shared open spaces such as public and private parks, athletic fields, school yards, areas managed by HOAs, and golf courses.

Dust management refers to water distributed on surfaces to suppress dust.

Food-bearing plants refers to water used for plants that are used for human consumption.

Lodging laundry refers to water used to wash bedding, towels, and other linens associated with hosting guests.

Hydrant flushing refers to preventative maintenance that releases water at a high velocity from a fire hydrant to test the fire flow capacity and remove sediment.

Indoor excess refers to water used for indoor functions beyond the amount needed for the purpose, health, and safety. Indoor excesses could include:

- Neglecting to fix faucet, pipe, or evaporative cooling leaks;
- Running water continuously while brushing teeth, shaving, rinsing produce, or washing dishes;
- Taking long or frequent showers; and
- Running partially full dish and clothes washer loads.

Private Lawn Watering refers to the irrigation of unshared lawn areas for private use.

Misters, toys, and sprinklers refers to devices that require a near constant stream of water for casual cooling or recreational use. This could include but is not limited to misters, sprinklers, slides, and splash pads.

Response Stage refers to a step on a graduated scale of the water shortage intensity with corresponding measures.

Swimming pool filling refers to water used to fill, refill, or add to any indoor or outdoor swimming pools, hot tubs, or Jacuzzi-type pools.

Trigger refers to the threshold of the available water supply relative to demand. For example, supply meets demand exactly at 100%, so a trigger of 95% would indicate that supply is less than demand by 5%.

Vehicle or pavement washing refers to water used to wash a motor vehicle, trailer, other vehicle, walkway, driveway, parking lot, or other hard-surfaced area, including structures for purposes other than health requirements or fire protection.

4. INITIATION AND TERMINATION OF WATER SHORTAGE STAGES

The Utility Services Director or designee will monitor the supply, demand, and water system to identify potential shortages. When conditions warrant it, the Director or designee will recommend the initiation or termination of a Water Shortage Response Stage to the City Manager.

Initiation of Water Shortage Response Stage

The foreseeable meeting or exceeding a Response Stage Trigger will allow but not require the initiation of the corresponding Response Stage. Factors such as the season, weather, and availability of additional water supplies may influence the decision. The Director or designee may implement any stage of the plan to address the shortage without initiating prior Response Stages.

Termination of Water Shortage Response Stage

When the Director or designee determines that the trigger conditions have subsided, the Director or designee will recommend terminating the current stage and transitioning to the appropriate stage for the current water conditions to the City Manager.

5. WATER SHORTAGE RESPONSE STAGES AND ACTIONS

The Utility Services Director or designee shall monitor water supply and demand conditions and determine when conditions warrant initiation or termination of each stage of the Plan. The calculation will be based on the following formula:

$$\text{Trigger} = \frac{\text{Total Water Supply}}{\text{Water Demand}} \times 100$$

Month	Jan	Feb	Mar	Apr	May	Jun
Supply (gal.)	111,734,400	102,124,200	114,608,400	114,551,000	123,319,400	118,644,000
Historic demand	26,488,667	25,819,500	30,972,167	49,304,500	68,561,333	79,887,500
Historic supply relative to demand	422%	396%	370%	232%	180%	149%
Month	July	Aug	Sep	Oct	Nov	Dec
Supply (gal.)	120,209,400	119,440,400	115,656,000	117,050,400	110,013,000	111,569,400
Historic demand	88,027,483	80,949,989	72,416,278	52,740,500	28,698,933	26,794,900
Historic supply relative to demand	137%	148%	160%	222%	383%	416%

5.1. WATER SHORTAGE RESPONSE STAGES SUMMARY

These tables summarize each water Response Stage, recommended reductions, types of actions, and scenarios that may require such reductions. Additional information for each is provided in the subsequent sections.

Response Stage	Trigger <i>Water supply relative to demand</i>	Target Reduction	Response Actions	Example scenario
1 Normal	> 120%	0%	Unrestricted	Full function
2 Advisory	120%	5%	Voluntary	Loss of all springs in summer
3 Warning	105%	15%	Voluntary & Mandatory	Loss of a well and all springs in shoulder season
4 Critical	90%	25%	Voluntary & Mandatory	Loss of the most productive well in shoulder season
5 Emergency	75%	>25%	Mandatory	Loss of the most productive well in Summer

	Key ○ Voluntary ● Mandatory											
	Aesthetic uses	Vehicle or pavement	Private lawn watering	Common area lawn watering	Lodging laundry	Misters, toys, and sprinklers	All non-food plants	Swimming pools	Dust management	Food-bearing plants	Hydrant flushing	Indoor excess
1 Normal												
2 Advisory	○	○	○	○	○	○	○	○	○			○
3 Warning	●	●	●	●	●	●	○	○	○	○		○
4 Critical	●	●	●	●	●	●	●	●	●	○	○	○
5 Emergency	●	●	●	●	●	●	●	●	●	●	●	○

5.2. WATER SHORTAGE RESPONSE STAGES DETAIL

5.2.1. STAGE 1— NORMAL

Target: No reduction is necessary

Supply Management Actions: Regular practices for efficient water use are recommended. Utah Division of Water offers several resources, including ideas to “Slow the Flow.”

Conservation Actions: The City has implemented continuous checks for leaks in its infrastructure, a water leakage forgiveness program to incentivize repair, weather responsive irrigation in city parks, and indoor and landscaping codes for water conservation.

5.2.2. STAGE 2— ADVISORY

Target: Achieve a five percent (5%) reduction in daily water demand.

Supply Management Actions: None

Conservation Actions:

Voluntary

- **Aesthetic uses** are recommended to reduce operation hours if water sprays, shoots into the air, or falls. A recirculation pump is recommended.
- **Vehicle or pavement washing** are recommended to use water conservation measures such as a broom for walks or an automatic shut-off for washing vehicles.
- **Private lawn watering** is recommended between 8 PM and 8 AM to minimize evaporation. Consider reducing water by 5%.
- **Common area lawn watering** is recommended between 8 PM and 8 AM to minimize evaporation.
- **Lodging laundry** is recommended to provide education to guests on the water shortage with suggestions for water conservation.
- **All other non-food plants** are recommended to be watered between 8 PM and 8 AM with hand-held hoses, hand-held buckets, or drip irrigation only. Trees, shrubs and perennials should be prioritized over annuals.

- **Swimming pools** are recommended to use a cover to reduce evaporation and reduce fill level by four inches (4”) to reduce loss through splashing.
- **Misters, toys, and sprinklers** are recommended to reduce frequency or duration of use to reduce water by 5%.
- **Dust management** practices are recommended to integrate best management practices that reduce reliance on water for dust management.
- **Indoor excess** is recommended to be reduced through measures such as fixing leaks, taking shorter showers, turning off water while brushing or washing, scraping plates instead of pre-rinsing, running full loads, using sink plugs, installing aerators and efficient showerheads, reusing greywater, and adding displacement devices to older toilets.

5.2.3. STAGE 3— WARNING

Target: Achieve a fifteen percent (15%) reduction in daily water demand.

Supply Management Actions: Equip well 7 and/or purchase water from GWSSA

Conservation Actions:

Voluntary

- **All other *non-food* plants** are recommended to be watered between 8 PM and 8 AM with hand-held hoses, hand-held buckets, or drip irrigation only. Trees, shrubs, and perennials should be prioritized over annuals.
- **Swimming pools** are recommended to use a cover to reduce evaporation and reduce fill level by four inches (4”) to reduce loss through splashing.
- **Dust management** practices are recommended to integrate best management practices that reduce reliance on water for dust management.
- **Indoor excess** is recommended to be reduced through measures such as fixing leaks, taking shorter showers, turning off water while brushing or washing, scraping plates instead of pre-rinsing, running full loads, using sink plugs, installing aerators and efficient showerheads, reusing greywater, and adding displacement devices to older toilets.
- **Food-bearing plants** are recommended to only be watered between 8 PM and 8 AM with hand-held hoses, hand-held buckets, or drip irrigation.

Mandatory

- **Aesthetic uses** may not be operated if water sprays, shoots into the air, or falls. They may only be filled to a level required for maintenance.
- **Vehicle or pavement washing** is only permitted at a carwash with recycled water or when necessary for public health or safety.
- **Private lawn watering** may only be watered 8 PM and 8 AM to minimize evaporation. Watering is limited to three days per week on a designated schedule.
- **Common area lawn watering** may only be watered between 8 PM and 8 AM to minimize evaporation.
- **Lodging laundry** must only change linens for multiple night stays at the request of guests and provide education to guests on the water shortage with suggestions for water conservation.
- **Misters, toys, and sprinklers** must reduce frequency or duration of use by 15%.

5.2.4. STAGE 4— CRITICAL

Target: Achieve a twenty-five percent (25%) reduction in daily water demand.

Supply Management Actions: Equip well 7 and/or purchase water from GWSSA

Conservation Actions:

Voluntary

- **Indoor excess** is recommended to be reduced through measures such as fixing leaks, taking shorter showers, turning off water while brushing or washing, scraping plates instead of pre-rinsing, running full loads, using sink plugs, installing aerators and efficient showerheads, reusing greywater, and adding displacement devices to older toilets.
- **Food-bearing plants** are recommended to be watered between 8 PM and 8 AM and with hand-held hoses, hand-held buckets, or drip irrigation only.
- **Hydrant flushing** for regular maintenance is recommended to be postponed, when possible, without compromising health or safety.

Mandatory

- **Aesthetic uses** may not be operated if water sprays, shoots into the air, or falls. They may only be filled to a level required for maintenance.
- **Vehicle or pavement washing** is only permitted when necessary for public health or safety.
- **Private lawn watering** may only be watered 8 PM and 8 AM to minimize evaporation. Watering is limited to two days per week on a designated schedule.
- **Common area lawn watering** may only be watered 8 PM and 8 AM to minimize evaporation. Watering is limited to three days per week on a designated schedule.
- **Lodging laundry** must only change linens for multiple night stays at the request of guests and provide education to guests on the water shortage with suggestions for water conservation.
- **All other non-food plants** may only be watered between 8 PM and 8 AM and with hand-held hoses, hand-held buckets, or drip irrigation. Trees, shrubs and perennials should be prioritized over annuals.
- **Swimming pools** must discontinue filling. A cover to reduce evaporation is recommended
- **Misters, toys, and sprinklers** must reduce frequency or duration of use to reduce water by 25%.
- **Dust management** must integrate best management practices that reduce reliance on water for dust management.

5.2.5. STAGE 5— EMERGENCY

Target: Achieve a greater than twenty-five percent (25%) reduction in daily water demand.

Supply Management Actions: Equip well 7 and/or purchase water from GWSSA

Conservation Actions:

Voluntary

- **Indoor excess** should be eliminated through measures such as fixing leaks, taking shorter showers, turning off water while brushing or washing, scraping plates instead of pre-rinsing, running full loads, using sink plugs, installing aerators and efficient showerheads, reusing greywater, and adding displacement devices to older toilets.

Mandatory

- **Aesthetic uses** may not be operated or filled.
- **Vehicle or pavement washing** is only permitted when necessary for public health or safety.

- **Private lawn watering** is prohibited.
- **Common area lawn watering** is prohibited.
- **Lodging laundry** must only change sheets and towels for multiple night stays when required by guests and provide public notice of the water shortage.
- **All other *non-food* plants** may only be watered between 8 PM and 8 AM and with hand-held hoses, hand-held buckets, or drip irrigation. Watering is limited to two days per week. Trees, shrubs and perennials should be prioritized over annuals.
- **Swimming pools** may not be filled.
- Misters, toys, and sprinklers may not be operated.
- **Dust management** is only permitted when necessary for public health.
- **Food-bearing plants** may only be watered between 8 PM and 8 AM and with hand-held hoses, hand-held buckets, or drip irrigation.
- **Hydrant flushing** is only permitted when necessary for public health or safety.

6. EMERGENCY REPLACEMENT WATER SUPPLY FOR WATER OUTAGES

The City will manage prevention and response to water shortages in accordance with the *2015 Moab City Water System Vulnerability Assessment & Emergency Response Plan*.

7. NOTIFICATION

7.1. CUSTOMERS

As soon as meaningful data are available that a shortage may occur, the Communications Manager, or designee, shall notify the public by one or more of the following methods:

- Public service announcements
- Social media
- Publication of notices in a newspaper
- Direct mail or email to each customer
- Signs posted in public places
- Take-home flyers at schools
- Public meetings
- Moab municipal website

Mandatory actions will require written notice to customers.

7.2. PUBLIC SAFETY CONTACTS

The Utility Services Director, Communications Manager, or designee, shall notify directly the following individuals and entities of restrictions or water shortages, as defined in the subsections below, as appropriate for each response stage.

- Moab City Council
- Moab City Police Chief
- Moab Valley Fire Department Chief
- Grand County Emergency Management Director
- Utah Division of Emergency Management
- Southeast Utah Health Department
- Hospitals

- Schools
- Partnering water systems
- Major water users

8. EXEMPTIONS AND EXCEPTIONS

8.1. EXEMPTIONS

Exemptions shall be managed according to Moab Municipal Code 13.30 *Water use during shortages*. Except as noted otherwise by special circumstances, the provisions of the Water Shortage Response Plan shall not apply to:

- Water that is not provided by the City of Moab;
- Reclaimed water;
- Fire suppression;
- Repair of water distribution lines;
- Documented environmental requirement;
- Watering in of prescribed tree disease treatment chemicals or pesticide;
- Washing of garbage and food handling trucks for health and safety; and
- Water use that is necessary for permit requirements, except as outlined in each Response Stage.

8.2. EXCEPTIONS

The City may grant exceptions to the Water Shortage Response Plan to prevent an emergency condition relating to health or safety; extreme economic hardship; disruption of essential government services such as police, fire, and similar emergency services; or when practical difficulties or unnecessary hardships cause inconsistencies with the purpose and intent of the standards. Requests for exceptions to this document shall be submitted according to the process in Moab Municipal Code 13.30 *Water use during shortages*.

9. ENFORCEMENT

The Plan will be enforced according to the Moab Municipal Code 13.30 *Water use during shortages*, including but not limited to a civil penalty, as listed in the Master Fee Schedule, Chapter 3.50.