

**CITY OF MOAB**  
**PUBLIC HEARING**  
**PROPOSED ORDINANCE 2020-09**

The City of Moab will hold a Public Hearing on Tuesday, May 12, 2020 at approximately 7:30 p.m. The purpose of this hearing is to solicit public input on Proposed Ordinance 2020-09 – An Ordinance Adopting the City of Moab Pay Plan Schedule for Fiscal Year 2020-2021.

Per Governor Gary R. Herbert's Executive Order 2020-5 issued on March 18, 2020, this public hearing will be held electronically. To register to speak during the public hearing please send an email to [ccph@moabcity.org](mailto:ccph@moabcity.org) by 5:00 pm on May 11, 2020. Participation instructions will be emailed upon registration.

To submit written comments prior to the meeting, please email the City Council at [city-council@moabcity.org](mailto:city-council@moabcity.org).

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

/s/ Sommar Johnson  
City Recorder

Published in the Times Independent, April 30, 2020 and May 7, 2020.

**ORDINANCE NO. 2020-09**

**AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2020-2021**

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

WHEREAS, the Moab City Personnel, Policies and Procedures Manual calls for annual surveys of salaries; and

WHEREAS, in 2016 the City conducted a comprehensive salary survey through the utilization of Personnel Systems Inc. and has presented the survey results to the Governing Body; and

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

WHEREAS, the proposed “City of Moab 2020-2021 Proposed Pay Plan” is attached to this ordinance as Attachment A, respectively; and

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

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

NOW, THEREFORE, WE, THE GOVERNING BODY OF THE CITY OF MOAB RESOLVE TO ADOPT The City of Moab 2020-2021 Proposed Pay Plan (Attachment A) and the Exempt and Elected Officials Salaries (Attachment B) as referred herein.

DATED this 12th day of May 2020.

SIGNED:

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Emily S. Niehaus  
Mayor

ATTEST:

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Sommar Johnson  
City Recorder

# City of Moab

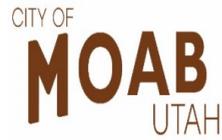
## Proposed Pay Plan 2020-2021 (1.8% COLA)

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Affordable Housing Coordinator	\$23.87	\$29.84	\$35.81	\$4,138	\$5,172	\$6,207	\$49,653	\$62,066	\$74,479
Animal Control Officer	\$17.98	\$22.48	\$26.98	\$3,117	\$3,897	\$4,676	\$37,407	\$46,759	\$56,111
Animal Control Officer II	\$20.93	\$26.16	\$31.39	\$3,628	\$4,535	\$5,442	\$43,533	\$54,416	\$65,299
Animal Control Supervisor	\$21.94	\$27.42	\$32.91	\$3,802	\$4,753	\$5,704	\$45,629	\$57,036	\$68,443
Animal Shelter Manager	\$22.80	\$28.50	\$34.19	\$3,951	\$4,939	\$5,927	\$47,416	\$59,270	\$71,124
Aquatic Center Manager	\$27.94	\$34.92	\$41.91	\$4,843	\$6,053	\$7,264	\$58,113	\$72,642	\$87,170
Aquatic Manager	\$23.29	\$29.11	\$34.94	\$4,037	\$5,046	\$6,056	\$48,446	\$60,557	\$72,669
Aquatics Assistant Manager	\$19.87	\$24.83	\$29.80	\$3,444	\$4,304	\$5,165	\$41,322	\$51,653	\$61,983
Arts and Special Events Assistant	\$19.39	\$24.24	\$29.09	\$3,362	\$4,202	\$5,042	\$40,339	\$50,423	\$60,508
Arts and Special Events Manager	\$23.75	\$29.69	\$35.63	\$4,117	\$5,146	\$6,175	\$49,404	\$61,754	\$74,105
Assistant City Engineer	\$23.07	\$28.83	\$34.60	\$3,998	\$4,998	\$5,997	\$47,977	\$59,972	\$71,966
Assistant City Manager	\$47.25	\$59.06	\$70.87	\$8,189	\$10,237	\$12,284	\$98,272	\$122,839	\$147,407
Assistant City Planner	\$21.74	\$27.18	\$32.62	\$3,769	\$4,711	\$5,653	\$45,227	\$56,534	\$67,841
Assistant City Treasurer	\$26.55	\$33.18	\$39.82	\$4,602	\$5,752	\$6,902	\$55,218	\$69,023	\$82,828
Billing Clerk	\$19.49	\$24.37	\$29.24	\$3,379	\$4,224	\$5,068	\$40,547	\$50,683	\$60,820
Building Official	\$29.28	\$36.60	\$43.92	\$5,075	\$6,344	\$7,613	\$60,901	\$76,126	\$91,351
City Attorney	\$46.99	\$58.74	\$70.49	\$8,145	\$10,181	\$12,217	\$97,739	\$122,174	\$146,609
City Engineer	\$41.09	\$51.37	\$61.64	\$7,123	\$8,904	\$10,684	\$85,474	\$106,842	\$128,211
City Manager	\$60.11	\$75.14	\$90.17	\$10,419	\$13,024	\$15,629	\$125,034	\$156,292	\$187,550
City Recorder	\$29.42	\$36.77	\$44.13	\$5,099	\$6,374	\$7,649	\$61,193	\$76,491	\$91,789
City Treasurer	\$26.73	\$33.41	\$40.09	\$4,633	\$5,791	\$6,949	\$55,595	\$69,494	\$83,393
Code Compliance	\$19.25	\$24.06	\$28.87	\$3,336	\$4,170	\$5,004	\$40,036	\$50,045	\$60,054
Communications and Engagement Manager	\$30.02	\$37.52	\$45.03	\$5,203	\$6,504	\$7,804	\$62,435	\$78,043	\$93,652
Construction Inspector	\$22.47	\$28.09	\$33.71	\$3,895	\$4,869	\$5,842	\$46,739	\$58,424	\$70,109
Customer Service Specialist	\$18.33	\$22.92	\$27.50	\$3,178	\$3,973	\$4,767	\$38,137	\$47,671	\$57,205
Deputy Recorder I	\$20.01	\$25.02	\$30.02	\$3,469	\$4,336	\$5,204	\$41,629	\$52,036	\$62,443
Deputy Recorder II	\$20.48	\$25.60	\$30.72	\$3,549	\$4,437	\$5,324	\$42,593	\$53,242	\$63,890
Deputy Treasurer	\$20.23	\$25.29	\$30.35	\$3,507	\$4,384	\$5,261	\$42,085	\$52,606	\$63,127
Engineering Associate	\$19.79	\$24.74	\$29.68	\$3,430	\$4,288	\$5,145	\$41,162	\$51,453	\$61,744
Executive Administrative Assistant	\$21.10	\$26.37	\$31.64	\$3,657	\$4,571	\$5,485	\$43,881	\$54,851	\$65,821
Facilities Mechanical Technician	\$19.88	\$24.85	\$29.82	\$3,446	\$4,308	\$5,170	\$41,357	\$51,696	\$62,036
Film Commission Assistant	\$18.73	\$23.41	\$28.09	\$3,246	\$4,057	\$4,869	\$38,950	\$48,687	\$58,425
Film Commission Coordinator	\$25.77	\$32.21	\$38.66	\$4,467	\$5,584	\$6,700	\$53,603	\$67,003	\$80,404
Finance Director	\$47.21	\$59.01	\$70.82	\$8,183	\$10,229	\$12,275	\$98,199	\$122,749	\$147,299
Fleet Mechanic II	\$20.13	\$25.17	\$30.20	\$3,490	\$4,362	\$5,234	\$41,876	\$52,345	\$62,814
Fleet Supervisor	\$23.46	\$29.33	\$35.19	\$4,066	\$5,083	\$6,100	\$48,797	\$60,996	\$73,195
Human Resource Assistant	\$20.95	\$26.18	\$31.42	\$3,631	\$4,538	\$5,446	\$43,568	\$54,460	\$65,352
Human Resource Director	\$36.77	\$45.96	\$55.16	\$6,374	\$7,967	\$9,561	\$76,484	\$95,605	\$114,726
MARC Assistant	\$17.99	\$22.48	\$26.98	\$3,118	\$3,897	\$4,676	\$37,410	\$46,763	\$56,115



# City of Moab

## Proposed Pay Plan 2020-2021 (1.8% COLA)

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Parks Superintendent	\$27.13	\$33.91	\$40.70	\$4,703	\$5,878	\$7,054	\$56,433	\$70,541	\$84,650
Parks Worker I	\$18.21	\$22.76	\$27.31	\$3,156	\$3,945	\$4,734	\$37,869	\$47,337	\$56,804
Parks Worker II	\$18.73	\$23.42	\$28.10	\$3,247	\$4,059	\$4,871	\$38,965	\$48,707	\$58,448
Parks Worker III	\$19.51	\$24.39	\$29.26	\$3,381	\$4,227	\$5,072	\$40,577	\$50,722	\$60,866
Planning and Building Permit Tech	\$20.64	\$25.80	\$30.96	\$3,577	\$4,472	\$5,366	\$42,927	\$53,659	\$64,390
Planning Director	\$31.15	\$38.94	\$46.73	\$5,400	\$6,750	\$8,100	\$64,796	\$80,995	\$97,194
Planning Services Coordinator	\$26.02	\$32.53	\$39.03	\$4,510	\$5,638	\$6,765	\$54,123	\$67,653	\$81,184
Planning/Engineering Admin Assistant	\$19.03	\$23.79	\$28.54	\$3,298	\$4,123	\$4,948	\$39,580	\$49,475	\$59,370
Police Administrative Assistant I	\$19.57	\$24.47	\$29.36	\$3,393	\$4,241	\$5,089	\$40,711	\$50,889	\$61,067
Police Administrative Assistant II	\$20.95	\$26.19	\$31.42	\$3,631	\$4,539	\$5,446	\$43,572	\$54,465	\$65,358
Police Assistant Chief	\$31.25	\$39.06	\$46.87	\$5,416	\$6,770	\$8,124	\$64,993	\$81,241	\$97,489
Police Chief	\$45.33	\$56.66	\$67.99	\$7,857	\$9,821	\$11,785	\$94,279	\$117,848	\$141,418
Police Evidence Technician	\$22.83	\$28.53	\$34.24	\$3,957	\$4,946	\$5,935	\$47,480	\$59,350	\$71,220
Police Office Manager	\$24.05	\$30.06	\$36.07	\$4,168	\$5,210	\$6,252	\$50,014	\$62,517	\$75,021
Police Officer I	\$21.65	\$27.06	\$32.48	\$3,753	\$4,691	\$5,629	\$45,032	\$56,290	\$67,549
Police Officer III	\$23.22	\$29.02	\$34.83	\$4,025	\$5,031	\$6,037	\$48,297	\$60,372	\$72,446
Police Officer III	\$22.29	\$27.87	\$33.44	\$3,864	\$4,830	\$5,797	\$46,372	\$57,965	\$69,558
Police Sergeant	\$26.72	\$33.40	\$40.08	\$4,632	\$5,789	\$6,947	\$55,579	\$69,473	\$83,368
Public Facilities Service Worker I	\$17.02	\$21.27	\$25.53	\$2,950	\$3,688	\$4,425	\$35,401	\$44,252	\$53,102
Public Facilities Service Worker II	\$17.30	\$21.62	\$25.95	\$2,998	\$3,748	\$4,498	\$35,982	\$44,977	\$53,972
Public Facilities Superintendent	\$26.18	\$32.72	\$39.26	\$4,537	\$5,671	\$6,806	\$54,445	\$68,056	\$81,667
Public Facilities Worker III	\$18.57	\$23.22	\$27.86	\$3,219	\$4,024	\$4,829	\$38,632	\$48,290	\$57,948
Public Works Administrative Assistant	\$19.18	\$23.97	\$28.76	\$3,324	\$4,155	\$4,986	\$39,885	\$49,856	\$59,828
Public Works Director	\$39.60	\$49.51	\$59.41	\$6,865	\$8,581	\$10,297	\$82,378	\$102,973	\$123,567
Safety Specialist	\$21.18	\$26.48	\$31.78	\$3,672	\$4,590	\$5,508	\$44,062	\$55,077	\$66,093
Sewer Superintendent	\$28.31	\$35.39	\$42.47	\$4,908	\$6,135	\$7,361	\$58,892	\$73,615	\$88,338
Sewer Worker I	\$19.07	\$23.83	\$28.60	\$3,305	\$4,131	\$4,957	\$39,658	\$49,572	\$59,486
Sewer Worker II-CDL	\$20.14	\$25.17	\$30.21	\$3,491	\$4,363	\$5,236	\$41,888	\$52,360	\$62,832
Sewer Worker III-CDL	\$22.48	\$28.10	\$33.72	\$3,897	\$4,871	\$5,846	\$46,765	\$58,456	\$70,148
Sports and Recreation Assistant	\$21.37	\$26.71	\$32.06	\$3,704	\$4,630	\$5,556	\$44,451	\$55,564	\$66,677
Sports and Recreation Manager	\$26.07	\$32.59	\$39.11	\$4,519	\$5,649	\$6,779	\$54,229	\$67,786	\$81,344
Streets Superintendent	\$27.56	\$34.45	\$41.34	\$4,777	\$5,972	\$7,166	\$57,329	\$71,661	\$85,993
Streets Worker I	\$18.50	\$23.13	\$27.75	\$3,207	\$4,009	\$4,811	\$38,484	\$48,105	\$57,726
Streets Worker II-CDL	\$19.09	\$23.86	\$28.63	\$3,308	\$4,136	\$4,963	\$39,702	\$49,627	\$59,552
Streets Worker III-CDL	\$20.83	\$26.04	\$31.25	\$3,611	\$4,514	\$5,417	\$43,335	\$54,169	\$65,003
Sustainability Director	\$30.78	\$38.47	\$46.16	\$5,335	\$6,668	\$8,002	\$64,015	\$80,018	\$96,022
Victim Advocate	\$21.60	\$27.00	\$32.40	\$3,744	\$4,680	\$5,616	\$44,927	\$56,158	\$67,390
Water Superintendent	\$28.60	\$35.76	\$42.91	\$4,958	\$6,198	\$7,437	\$59,497	\$74,372	\$89,246
Water Worker I	\$19.07	\$23.83	\$28.60	\$3,305	\$4,131	\$4,957	\$39,658	\$49,572	\$59,486
Water Worker I - Meter Reader	\$19.13	\$23.92	\$28.70	\$3,317	\$4,146	\$4,975	\$39,799	\$49,749	\$59,699
Water Worker II-CDL	\$20.14	\$25.17	\$30.21	\$3,491	\$4,363	\$5,236	\$41,888	\$52,360	\$62,832
Water Worker III-CDL	\$22.48	\$28.10	\$33.72	\$3,897	\$4,871	\$5,846	\$46,765	\$58,456	\$70,148
WRF Superintendent	\$29.51	\$36.89	\$44.27	\$5,116	\$6,395	\$7,674	\$61,390	\$76,737	\$92,085
WRF Worker II	\$20.27	\$25.34	\$30.41	\$3,514	\$4,392	\$5,271	\$42,166	\$52,708	\$63,249

ATTACHMENT B

Exempt and Elected Official Salaries

Section 1. The following are exempt positions:

City Manager .....	See approved pay plan
Assistant City Manager .....	See approved pay plan
Police Chief.....	See approved pay plan
Finance Director.....	See approved pay plan
City Recorder.....	See approved pay plan
City Engineer .....	See approved pay plan
City Treasurer.....	See approved pay plan
Parks, Recreation & Trails Director .....	See approved pay plan
Human Resource Director.....	See approved pay plan
Senior Project Manager .....	See approved pay plan
Public Works Director .....	See approved pay plan

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

Mayor .....	\$37410
Councilmember.....	\$30,814
Planning Commission Members .....	\$75 per meeting

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

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