

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 9th day of June 2020.

SIGNED:



548E84734EC84DD

Emily S. Niehaus
Mayor

ATTEST:



Sommar Johnson
City Recorder

Attachment A

CITY OF



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
Parks Superintendent
Parks Worker I
Parks Worker II
Parks Worker III
Planning and Building Permit Tech
Planning Director
Planning Services Coordinator
Planning/Engineering Admin Assistant
Police Administrative Assistant I
Police Administrative Assistant II
Police Assistant Chief
Police Chief
Police Evidence Technician
Police Office Manager
Police Officer I
Police Officer III
Police Officer III
Police Sergeant
Public Facilities Service Worker I
Public Facilities Service Worker II
Public Facilities Superintendent
Public Facilities Worker III
Public Works Administrative Assistant
Public Works Director
Safety Specialist
Sewer Superintendent
Sewer Worker I
Sewer Worker II-CDL
Sewer Worker III-CDL
Sports and Recreation Assistant
Sports and Recreation Manager
Streets Superintendent
Streets Worker I
Streets Worker II-CDL
Streets Worker III-CDL
Sustainability Director
Victim Advocate
Water Superintendent
Water Worker I
Water Worker I - Meter Reader
Water Worker II-CDL
Water Worker III-CDL
WRF Superintendent
WRF Worker II

Pay Range		
Minimum	Midpoint	Maximum
\$27.13	\$33.91	\$40.70
\$18.21	\$22.76	\$27.31
\$18.73	\$23.42	\$28.10
\$19.51	\$24.39	\$29.26
\$20.64	\$25.80	\$30.96
\$31.15	\$38.94	\$46.73
\$26.02	\$32.53	\$39.03
\$19.03	\$23.79	\$28.54
\$19.57	\$24.47	\$29.36
\$20.95	\$26.19	\$31.42
\$31.25	\$39.06	\$46.87
\$45.33	\$56.66	\$67.99
\$22.83	\$28.53	\$34.24
\$24.05	\$30.06	\$36.07
\$21.65	\$27.06	\$32.48
\$23.22	\$29.02	\$34.83
\$22.29	\$27.87	\$33.44
\$26.72	\$33.40	\$40.08
\$17.02	\$21.27	\$25.53
\$17.30	\$21.62	\$25.95
\$26.18	\$32.72	\$39.26
\$18.57	\$23.22	\$27.86
\$19.18	\$23.97	\$28.76
\$39.60	\$49.51	\$59.41
\$21.18	\$26.48	\$31.78
\$28.31	\$35.39	\$42.47
\$19.07	\$23.83	\$28.60
\$20.14	\$25.17	\$30.21
\$22.48	\$28.10	\$33.72
\$21.37	\$26.71	\$32.06
\$26.07	\$32.59	\$39.11
\$27.56	\$34.45	\$41.34
\$18.50	\$23.13	\$27.75
\$19.09	\$23.86	\$28.63
\$20.83	\$26.04	\$31.25
\$30.78	\$38.47	\$46.16
\$21.60	\$27.00	\$32.40
\$28.60	\$35.76	\$42.91
\$19.07	\$23.83	\$28.60
\$19.13	\$23.92	\$28.70
\$20.14	\$25.17	\$30.21
\$22.48	\$28.10	\$33.72
\$29.51	\$36.89	\$44.27
\$20.27	\$25.34	\$30.41

Pay Range		
Minimum	Midpoint	Maximum
\$4,703	\$5,878	\$7,054
\$3,156	\$3,945	\$4,734
\$3,247	\$4,059	\$4,871
\$3,381	\$4,227	\$5,072
\$3,577	\$4,472	\$5,366
\$5,400	\$6,750	\$8,100
\$4,510	\$5,638	\$6,765
\$3,298	\$4,123	\$4,948
\$3,393	\$4,241	\$5,089
\$3,631	\$4,539	\$5,446
\$5,416	\$6,770	\$8,124
\$7,857	\$9,821	\$11,785
\$3,957	\$4,946	\$5,935
\$4,168	\$5,210	\$6,252
\$3,753	\$4,691	\$5,629
\$4,025	\$5,031	\$6,037
\$3,864	\$4,830	\$5,797
\$4,632	\$5,789	\$6,947
\$2,950	\$3,688	\$4,425
\$2,998	\$3,748	\$4,498
\$4,537	\$5,671	\$6,806
\$3,219	\$4,024	\$4,829
\$3,324	\$4,155	\$4,986
\$6,865	\$8,581	\$10,297
\$3,672	\$4,590	\$5,508
\$4,908	\$6,135	\$7,361
\$3,305	\$4,131	\$4,957
\$3,491	\$4,363	\$5,236
\$3,897	\$4,871	\$5,846
\$3,704	\$4,630	\$5,556
\$4,519	\$5,649	\$6,779
\$4,777	\$5,972	\$7,166
\$3,207	\$4,009	\$4,811
\$3,308	\$4,136	\$4,963
\$3,611	\$4,514	\$5,417
\$5,335	\$6,668	\$8,002
\$3,744	\$4,680	\$5,616
\$4,958	\$6,198	\$7,437
\$3,305	\$4,131	\$4,957
\$3,317	\$4,146	\$4,975
\$3,491	\$4,363	\$5,236
\$3,897	\$4,871	\$5,846
\$5,116	\$6,395	\$7,674
\$3,514	\$4,392	\$5,271

Pay Range		
Minimum	Midpoint	Maximum
\$56,433	\$70,541	\$84,650
\$37,869	\$47,337	\$56,804
\$38,965	\$48,707	\$58,448
\$40,577	\$50,722	\$60,866
\$42,927	\$53,659	\$64,390
\$64,796	\$80,995	\$97,194
\$54,123	\$67,653	\$81,184
\$39,580	\$49,475	\$59,370
\$40,711	\$50,889	\$61,067
\$43,572	\$54,465	\$65,358
\$64,993	\$81,241	\$97,489
\$94,279	\$117,848	\$141,418
\$47,480	\$59,350	\$71,220
\$50,014	\$62,517	\$75,021
\$45,032	\$56,290	\$67,549
\$48,297	\$60,372	\$72,446
\$46,372	\$57,965	\$69,558
\$55,579	\$69,473	\$83,368
\$35,401	\$44,252	\$53,102
\$35,982	\$44,977	\$53,972
\$54,445	\$68,056	\$81,667
\$38,632	\$48,290	\$57,948
\$39,885	\$49,856	\$59,828
\$82,378	\$102,973	\$123,567
\$44,062	\$55,077	\$66,093
\$58,892	\$73,615	\$88,338
\$39,658	\$49,572	\$59,486
\$41,888	\$52,360	\$62,832
\$46,765	\$58,456	\$70,148
\$44,451	\$55,564	\$66,677
\$54,229	\$67,786	\$81,344
\$57,329	\$71,661	\$85,993
\$38,484	\$48,105	\$57,726
\$39,702	\$49,627	\$59,552
\$43,335	\$54,169	\$65,003
\$64,015	\$80,018	\$96,022
\$44,927	\$56,158	\$67,390
\$59,497	\$74,372	\$89,246
\$39,658	\$49,572	\$59,486
\$39,799	\$49,749	\$59,699
\$41,888	\$52,360	\$62,832
\$46,765	\$58,456	\$70,148
\$61,390	\$76,737	\$92,085
\$42,166	\$52,708	\$63,249

ATTACHMENT B

Exempt and Elected Official Salaries

Section 1. The following are exempt positions:

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

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

<u>Position:</u>	<u>Salary:</u>	<u>Benefits:</u>	<u>Total:</u>
Mayor	\$12922	\$24418	\$37410*
Councilmember	\$7826	\$21977	\$30814*

*Mayor and Council have the option to:

- a. Take the salary and purchase health insurance benefits through the City; or
- b. Take the combined salary and benefits amount as salary; or
- c. Take a lesser amount of salary or compensation.

Planning Commission Member \$75 per meeting

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

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