

**ORDINANCE NO. 2022-03**

**AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2022-2023**

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

WHEREAS, the Moab City Polices Manual calls for annual surveys of salaries; and

WHEREAS, in 2021 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 2022-2023 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 a motion 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 2022-2023 Pay Plan (Attachment A) and the Exempt and Elected Officials Salaries (Attachment B) as referred herein.

DATED this 22nd day of March 2022.

SIGNED

  
\_\_\_\_\_  
Joette Langianese  
Mayor

ATTEST:

  
\_\_\_\_\_  
Sommar Johnson  
City Recorder

Ordinance #2022-03

March 22, 2022

ATTACHMENT B

Exempt and Elected Officials Salaries

Section 1. The following are exempt positions:

City Engineer.....	See approved pay plan
City Manager.....	See approved pay plan
City Recorder.....	See approved pay plan
City Treasurer.....	See approved pay plan
Deputy City Manager.....	See approved pay plan
Finance Director.....	See approved pay plan
Human Resource Director.....	See approved pay plan
Park, Recreation & Trails Director.....	See approved pay plan
Planning Director.....	See approved pay plan
Police Chief.....	See approved pay plan
Public Works Director.....	See approved pay plan

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

Mayor.....	\$41,057
Councilmembers.....	\$33,817
Planning Commission Members.....	\$75 per meeting

Information about all Moab City financial transactions can be found at:  
<https://transparent.utah.gov/>

# City of Moab

## General Proposed Pay Plan 2022-2023 (5.9% COLA)

Hourly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Administrative Assistant - Admin	\$20.96	\$26.20	\$31.44	\$43,593	\$54,491	\$65,389
Administrative Assistant - Planning	\$20.96	\$26.20	\$31.44	\$43,593	\$54,491	\$65,389
Administrative Assistant - Public Works	\$20.96	\$26.20	\$31.44	\$43,593	\$54,491	\$65,389
Administrative Assistant II - Evidence	\$23.27	\$29.09	\$34.91	\$48,403	\$60,503	\$72,604
Administrative Assistant II - FATPOT	\$22.85	\$28.57	\$34.28	\$47,535	\$59,418	\$71,302
Animal Shelter Manager	\$25.80	\$32.25	\$38.71	\$53,672	\$67,090	\$80,508
Aquatic Mechanical Manager	\$26.81	\$33.52	\$40.22	\$55,774	\$69,718	\$83,661
Aquatics Manager	\$27.18	\$33.97	\$40.77	\$56,533	\$70,666	\$84,800
Arts Director	\$29.00	\$36.26	\$43.51	\$60,330	\$75,413	\$90,495
Assistant City Engineer	\$29.18	\$36.48	\$43.78	\$60,702	\$75,878	\$91,054
Assistant City Engineer - GIS	\$27.86	\$34.83	\$41.79	\$57,951	\$72,438	\$86,926
Assistant City Planner	\$25.54	\$31.92	\$38.31	\$53,118	\$66,397	\$79,676
Associate Arts Director	\$22.32	\$27.90	\$33.48	\$46,419	\$58,024	\$69,629
Associate Sports Director	\$23.47	\$29.34	\$35.21	\$48,822	\$61,027	\$73,233
Building Official	\$35.74	\$44.68	\$53.62	\$74,349	\$92,937	\$111,524
City Attorney	\$54.11	\$67.63	\$81.16	\$112,540	\$140,675	\$168,810
City Engineer	\$44.12	\$55.15	\$66.18	\$91,766	\$114,707	\$137,648
City Manager	\$65.29	\$79.98	\$94.67	\$135,802	\$166,358	\$196,913
City Recorder	\$37.26	\$46.57	\$55.89	\$77,499	\$96,873	\$116,248
City Treasurer	\$36.31	\$45.39	\$54.47	\$75,535	\$94,419	\$113,303
Code Compliance	\$27.38	\$34.23	\$41.08	\$56,958	\$71,198	\$85,438
Code Enforcement I/Animal Control	\$19.78	\$24.72	\$29.67	\$41,141	\$51,426	\$61,711
Code Enforcement II/Animal Control	\$22.48	\$28.11	\$33.73	\$46,767	\$58,459	\$70,151
Code Enforcement Supervisor/Animal Control	\$27.72	\$34.65	\$41.58	\$57,660	\$72,075	\$86,490
Communications and Engagement	\$35.51	\$44.38	\$53.26	\$73,851	\$92,313	\$110,776
Construction Inspector	\$31.86	\$39.83	\$47.80	\$66,277	\$82,847	\$99,416
Deputy City Manager	\$55.03	\$68.79	\$82.54	\$114,460	\$143,075	\$171,690
Deputy Recorder I	\$21.18	\$26.48	\$31.77	\$44,056	\$55,070	\$66,084
Deputy Recorder II	\$25.23	\$31.54	\$37.84	\$52,478	\$65,597	\$78,717
Deputy Treasurer I	\$21.07	\$26.34	\$31.61	\$43,834	\$54,792	\$65,750
Deputy Treasurer II	\$24.23	\$30.28	\$36.34	\$50,391	\$62,989	\$75,587
Finance Director	\$53.33	\$66.66	\$80.00	\$110,930	\$138,662	\$166,395
Human Resource Assistant	\$25.71	\$32.14	\$38.56	\$53,474	\$66,842	\$80,211
Human Resource Director	\$49.57	\$61.97	\$74.36	\$103,114	\$128,892	\$154,671
Moab Arts Assistant (part time)	\$19.37	\$24.21	\$29.05	\$40,283	\$50,354	\$60,425
Parks, Recreation & Trails Director	\$38.30	\$47.88	\$57.46	\$79,673	\$99,591	\$119,510
Permit Technician	\$21.55	\$26.94	\$32.33	\$44,833	\$56,041	\$67,249
Planning Director	\$43.49	\$54.36	\$65.23	\$90,457	\$113,072	\$135,686
Police Office Manager	\$25.62	\$32.03	\$38.44	\$53,298	\$66,623	\$79,947
Safety Specialist	\$26.02	\$32.52	\$39.03	\$54,121	\$67,651	\$81,181
Senior Projects Manager	\$26.41	\$33.01	\$39.62	\$54,937	\$68,671	\$82,405
Sports Director	\$29.15	\$36.44	\$43.72	\$60,631	\$75,788	\$90,946
Sustainability Director	\$29.38	\$36.73	\$44.07	\$61,116	\$76,395	\$91,674
Victim Assistance Unit Manager	\$26.74	\$33.42	\$40.11	\$55,614	\$69,518	\$83,421
Zoning Administrator	\$27.17	\$33.96	\$40.76	\$56,516	\$70,645	\$84,774

# City of Moab

## Police Proposed Pay Plan 22-23 (5.9% COLA)

Hourly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Detective	\$31.51	\$39.39	\$47.27	\$65,550	\$81,938	\$98,325
Investigations Sergeant	\$37.42	\$46.77	\$56.12	\$77,827	\$97,283	\$116,740
Police Assistant Chief	\$42.32	\$52.90	\$63.48	\$88,026	\$110,032	\$132,039
Police Chief	\$54.91	\$68.64	\$82.37	\$114,216	\$142,770	\$171,324
Police Officer I	\$27.58	\$34.48	\$41.37	\$57,368	\$71,709	\$86,051
Police Officer II	\$28.84	\$36.05	\$43.26	\$59,990	\$74,987	\$89,985
Police Officer III	\$32.55	\$40.69	\$48.82	\$67,700	\$84,625	\$101,550
Police Sergeant	\$36.97	\$46.22	\$55.46	\$76,903	\$96,129	\$115,355
School Resource Officer	\$29.37	\$36.71	\$44.06	\$61,090	\$76,363	\$91,636

# City of Moab

## Public Works Proposed Pay Plan 22-23 (5.9% COLA)

### Hourly Pay Rates

### Annual Pay Rates

JOB TITLE	Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Facilities Lead	\$34.81	\$43.52	\$52.22	\$72,412	\$90,515	\$108,617
Facilities Mechanical Technician	\$24.73	\$30.91	\$37.09	\$51,430	\$64,287	\$77,145
Facilities Worker I	\$20.77	\$25.96	\$31.15	\$43,195	\$53,994	\$64,793
Facilities Worker II	\$21.15	\$26.44	\$31.72	\$43,992	\$54,989	\$65,987
Facilities Worker III	\$25.02	\$31.28	\$37.53	\$52,044	\$65,055	\$78,066
Fleet Mechanic II	\$25.13	\$31.41	\$37.69	\$52,265	\$65,331	\$78,397
Fleet Mechanic III	\$30.11	\$37.64	\$45.17	\$62,638	\$78,298	\$93,957
Parks Lead	\$38.07	\$47.58	\$57.10	\$79,178	\$98,973	\$118,768
Parks Worker I	\$22.18	\$27.72	\$33.27	\$46,132	\$57,665	\$69,198
Parks Worker II	\$23.38	\$29.23	\$35.08	\$48,639	\$60,798	\$72,958
Parks Worker III	\$27.87	\$34.83	\$41.80	\$57,960	\$72,450	\$86,941
Public Works Director	\$47.47	\$59.33	\$71.20	\$98,729	\$123,411	\$148,093
Sewer Collections I	\$23.20	\$29.00	\$34.81	\$48,264	\$60,330	\$72,396
Sewer Collections II	\$25.10	\$31.38	\$37.65	\$52,214	\$65,268	\$78,322
Sewer Collections III	\$28.86	\$36.08	\$43.29	\$60,034	\$75,042	\$90,050
Streets Lead	\$37.72	\$47.15	\$56.58	\$78,456	\$98,070	\$117,684
Streets Worker I	\$22.50	\$28.13	\$33.75	\$46,806	\$58,507	\$70,209
Streets Worker II	\$25.03	\$31.29	\$37.55	\$52,068	\$65,085	\$78,102
Streets Worker III	\$28.94	\$36.18	\$43.42	\$60,204	\$75,256	\$90,307
Water Lead	\$40.00	\$50.00	\$60.00	\$83,205	\$104,006	\$124,807
Water Worker I	\$23.66	\$29.57	\$35.48	\$49,204	\$61,505	\$73,806
Water Worker II	\$25.32	\$31.65	\$37.98	\$52,666	\$65,832	\$78,999
Water Worker III	\$29.11	\$36.39	\$43.67	\$60,555	\$75,693	\$90,832
WRF Superintendent	\$41.60	\$52.00	\$62.40	\$86,524	\$108,155	\$129,786
WRF Worker II	\$25.40	\$31.75	\$38.10	\$52,833	\$66,041	\$79,249