

ORDINANCE NO. 2023-07

AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2023-2024

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 2023-2024 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 2023-2024 Pay Plan (Attachment A) and the Exempt and Elected Officials Salaries (Attachment B) as referred herein.

DATED this 25th day of April 2023.

SIGNED

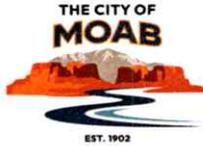


Joette Langianese
Mayor

ATTEST:



Sommar Johnson
City Recorder



General Proposed Pay Plan 2023-2024 (5% COLA)

Hourly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Administrative Assistant - Planning	\$22.01	\$27.51	\$33.01	\$45,772	\$57,215	\$68,658
Administrative Assistant - Public Works	\$22.01	\$27.51	\$33.01	\$45,772	\$57,215	\$68,658
Administrative Assistant II - Evidence	\$24.43	\$30.54	\$36.65	\$50,823	\$63,528	\$76,234
Administrative Assistant II - FATPOT	\$24.00	\$29.99	\$35.99	\$49,911	\$62,389	\$74,867
Animal Shelter Manager	\$27.09	\$33.87	\$40.64	\$56,356	\$70,445	\$84,533
Aquatic Mechanical Manager	\$28.16	\$35.19	\$42.23	\$58,563	\$73,203	\$87,844
Aquatics Manager	\$28.54	\$35.67	\$42.81	\$59,360	\$74,200	\$89,040
Arts Director	\$30.46	\$38.07	\$45.68	\$63,347	\$79,183	\$95,020
Assistant City Engineer	\$30.64	\$38.30	\$45.96	\$63,737	\$79,672	\$95,606
Assistant City Engineer - GIS	\$29.25	\$36.57	\$43.88	\$60,848	\$76,060	\$91,272
Assistant City Planner	\$26.81	\$33.52	\$40.22	\$55,773	\$69,717	\$83,660
Associate Arts Director	\$23.43	\$29.29	\$35.15	\$48,740	\$60,925	\$73,110
Associate Sports Director	\$24.65	\$30.81	\$36.97	\$51,263	\$64,079	\$76,895
Building Inspector	\$26.46	\$33.08	\$39.69	\$55,041	\$68,801	\$82,561
Building Official	\$37.53	\$46.92	\$56.30	\$78,067	\$97,583	\$117,100
City Engineer	\$46.32	\$57.90	\$69.49	\$96,354	\$120,442	\$144,531
City Manager	\$79.71	\$99.63	\$119.56	\$165,788	\$207,235	\$248,682
City Recorder	\$39.12	\$48.90	\$58.68	\$81,373	\$101,717	\$122,060
City Treasurer	\$38.13	\$47.66	\$57.20	\$79,312	\$99,140	\$118,968
Code Compliance	\$28.75	\$35.94	\$43.13	\$59,806	\$74,758	\$89,710
Code Enforcement I/Animal Control	\$20.77	\$25.96	\$31.15	\$43,198	\$53,997	\$64,797
Code Enforcement II/Animal Control	\$23.61	\$29.51	\$35.41	\$49,105	\$61,382	\$73,658
Communications and Engagement	\$37.28	\$46.60	\$55.92	\$77,543	\$96,929	\$116,315
Community Development Director	\$52.92	\$66.15	\$79.37	\$110,065	\$137,582	\$165,098
Construction Inspector	\$33.46	\$41.82	\$50.19	\$69,591	\$86,989	\$104,387
COO/Finance Director	\$66.49	\$83.12	\$99.74	\$138,309	\$172,886	\$207,463
Deputy Recorder I	\$22.24	\$27.80	\$33.36	\$46,258	\$57,823	\$69,388
Deputy Recorder II	\$25.83	\$32.29	\$38.74	\$53,726	\$67,157	\$80,589
Deputy Treasurer I	\$22.13	\$27.66	\$33.19	\$46,025	\$57,532	\$69,038
Deputy Treasurer II	\$25.44	\$31.80	\$38.16	\$52,911	\$66,139	\$79,366
Executive Administrative Assistant	\$24.53	\$30.66	\$36.79	\$51,013	\$63,766	\$76,519
Finance Director	\$56.00	\$70.00	\$84.00	\$116,476	\$145,595	\$174,715
Housing Director	\$37.94	\$47.42	\$56.91	\$78,915	\$98,643	\$118,372
Human Resource Assistant	\$27.51	\$34.39	\$41.26	\$57,220	\$71,525	\$85,830
Human Resource Director	\$52.05	\$65.07	\$78.08	\$108,269	\$135,337	\$162,404
Moab Arts Assistant (part time)	\$20.34	\$25.42	\$30.50	\$42,297	\$52,872	\$63,446
Parks, Recreation & Trails Director	\$40.22	\$50.27	\$60.33	\$83,657	\$104,571	\$125,485
Permit Technician	\$22.63	\$28.29	\$33.95	\$47,074	\$58,843	\$70,612
Planning Director	\$45.66	\$57.08	\$68.50	\$94,980	\$118,725	\$142,470
Safety Specialist	\$27.32	\$34.15	\$40.98	\$56,827	\$71,034	\$85,241
Sports Director	\$30.61	\$38.26	\$45.91	\$63,662	\$79,578	\$95,493
Sustainability Director	\$30.85	\$38.56	\$46.28	\$64,172	\$80,215	\$96,258
Transit Coordinator	\$25.85	\$32.31	\$38.78	\$53,769	\$67,211	\$80,653
Victim Assistance Unit Manager	\$28.07	\$35.09	\$42.11	\$58,395	\$72,993	\$87,592
Zoning Administrator	\$28.53	\$35.66	\$42.79	\$59,342	\$74,177	\$89,013



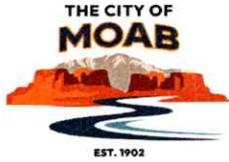
Police Proposed Pay Plan

2023-2024 (5% COLA)

Hourly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Police Chief	\$57.66	\$72.07	\$86.49	\$119,927	\$149,908	\$179,890
Assistant Police Chief	\$44.44	\$55.55	\$66.65	\$92,427	\$115,534	\$138,641
Administrative Sergeant	\$42.66	\$53.33	\$63.99	\$88,736	\$110,920	\$133,104
Investigations Sergeant	\$41.04	\$51.30	\$61.56	\$85,359	\$106,698	\$128,038
Patrol Sergeant	\$40.03	\$50.04	\$60.05	\$83,270	\$104,088	\$124,905
Detective - Community Engagement/SRO	\$37.01	\$46.26	\$55.51	\$76,981	\$96,226	\$115,471
Detective - Domestic Violence Specialist	\$36.12	\$45.15	\$54.17	\$75,122	\$93,903	\$112,683
Detective	\$34.03	\$42.53	\$51.04	\$70,776	\$88,470	\$106,164
Police Officer	\$29.87	\$37.34	\$44.80	\$62,126	\$77,657	\$93,189



Public Services Proposed Pay Plan 2023-2024 (5% COLA)

Hourly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Facilities Lead	\$36.55	\$45.69	\$54.83	\$76,032	\$95,040	\$114,048
Facilities Mechanical Technician	\$25.96	\$32.45	\$38.94	\$54,001	\$67,502	\$81,002
Facilities Worker I	\$22.15	\$27.69	\$33.22	\$46,068	\$57,585	\$69,102
Facilities Worker II	\$22.52	\$28.15	\$33.78	\$46,842	\$58,553	\$70,263
Facilities Worker III	\$26.27	\$32.84	\$39.41	\$54,646	\$68,308	\$81,970
Facilities/Grounds Maintenance	\$25.05	\$31.32	\$37.58	\$52,114	\$65,142	\$78,170
Fleet Mechanic II	\$26.38	\$32.98	\$39.58	\$54,878	\$68,597	\$82,317
Fleet Mechanic III	\$31.62	\$39.53	\$47.43	\$65,770	\$82,212	\$98,655
Fleet Mechanic Lead	\$36.55	\$45.69	\$54.83	\$76,032	\$95,040	\$114,048
Parks Lead	\$39.97	\$49.96	\$59.95	\$83,137	\$103,922	\$124,706
Parks Worker I	\$23.52	\$29.40	\$35.28	\$48,917	\$61,147	\$73,376
Parks Worker II	\$24.68	\$30.85	\$37.02	\$51,337	\$64,171	\$77,006
Parks Worker III	\$29.26	\$36.57	\$43.89	\$60,858	\$76,073	\$91,288
Public Works Director	\$60.75	\$75.94	\$91.13	\$126,363	\$157,953	\$189,544
Sewer Collections I	\$24.95	\$31.19	\$37.43	\$51,902	\$64,878	\$77,853
Sewer Collections II	\$26.59	\$33.23	\$39.88	\$55,299	\$69,124	\$82,949
Sewer Collections III	\$30.57	\$38.21	\$45.85	\$63,582	\$79,478	\$95,374
Streets Lead	\$38.21	\$47.76	\$57.31	\$79,473	\$99,341	\$119,209
Streets Worker I	\$23.83	\$29.79	\$35.75	\$49,569	\$61,961	\$74,354
Streets Worker II	\$26.28	\$32.86	\$39.43	\$54,672	\$68,339	\$82,007
Streets Worker III	\$30.39	\$37.99	\$45.59	\$63,215	\$79,018	\$94,822
Utilities Director	\$49.45	\$61.81	\$74.18	\$102,858	\$128,573	\$154,288
Water Lead	\$42.00	\$52.50	\$63.00	\$87,365	\$109,207	\$131,048
Water Worker I	\$24.95	\$31.19	\$37.43	\$51,902	\$64,878	\$77,853
Water Worker II	\$26.59	\$33.23	\$39.88	\$55,299	\$69,124	\$82,949
Water Worker III	\$30.57	\$38.21	\$45.85	\$63,582	\$79,478	\$95,374
WRF Worker II	\$26.67	\$33.34	\$40.01	\$55,474	\$69,343	\$83,212

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
COO/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
Assistant Police Chief.....	See approved pay plan
Public Works Director.....	See approved pay plan
Public Utilities Director.....	See approved pay plan

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

Mayor.....	\$42,700
Councilmembers.....	\$35,170
Planning Commission Members.....	\$75 per meeting

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

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