

**SUMMARY OF**  
**MOAB CITY**  
**ORDINANCE NO. 2024-02**

On May 14, 2024, the Moab City Council enacted Ordinance No. 2024-02, An Ordinance Adopting the City of Moab Pay Plan Schedule and Adopting the Exempt and Elected Officials Salaries for Fiscal Year 2024-2025

  
By: Joette Langianese, Mayor

ATTEST  
  
Sommar Johnson, Recorder

Voting:

- Council Member Wojciechowski voting aye.
- Council Member Topper voting aye.
- Council Member Knuteson-Boyd voting aye.
- Council Member Myers voting aye.
- Council Member Taylor voting aye.

A complete copy of Ordinance No. 2024-02 is available in the Moab City offices located at 217 E. Center Street, Moab, UT 84532. 

**ORDINANCE NO. 2024-02**

**AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2024-2025**

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 biannual surveys of salaries; and

WHEREAS, in 2022 the City conducted a comprehensive salary survey through the utilization of Personnel Systems Inc.; 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 2024-2025 Pay Plans" are attached to this Ordinance as Attachment B; and

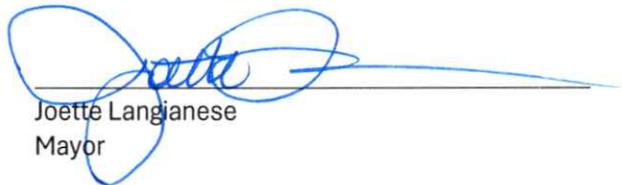
WHEREAS, the proposed "Exempt and Elected Officials Salaries" is attached to this ordinance as Attachment B; and

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 2024-2025 Pay Plan (Attachment B) and the Exempt and Elected Officials Salaries (Attachment B) as referred herein.

DATED this 14th day of May 2024.

SIGNED

  
Joette Langianese  
Mayor

ATTEST:

  
Sommar Johnson  
City Recorder



(Complete As Applicable)

Summary of ordinance posted to Moab City Website, the Utah Public Notice Website, and in a public location within the City boundaries pursuant to U.C.A 10-3-711 and 63G-30-102 on

MAY 15, 2024

Effective date of ordinance:

JULY 1, 2024

## ATTACHMENT B

## Exempt and Elected Officials Salaries

Section 1. The following are exempt positions:

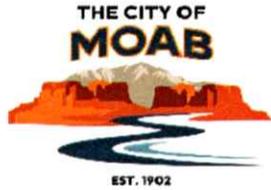
Assistant City Manager	See approved pay plan
Assistant Police Chief	See approved pay plan
City Engineer	See approved pay plan
City Manager	See approved pay plan
City Recorder	See approved pay plan
City Treasurer	See approved pay plan
Community Development Director	See approved pay plan
COO/Finance Director	See approved pay plan
Human Resource Director	See approved pay plan
Parks, Recreation & Trails Director	See approved pay plan
Planning Director	See approved pay plan
Police Chief	See approved pay plan
Public Utilities Director	See approved pay plan
Public Works Director	See approved pay plan

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

Mayor	\$43,111
Councilmembers	\$35,508
Planning Commission Members	\$75 per meeting

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

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



# Proposed Pay Plan FY24-25 (3.2% COLA)

*Hourly Pay Rates*

*Annual Pay Rates*

JOB TITLE	Pay Range				Pay Range		
	Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum
Administrative Assistant - Planning	\$23.50	\$29.37	\$35.25		\$48,877	\$61,097	\$73,316
Administrative Assistant - Public Works	\$23.50	\$29.37	\$35.25		\$48,877	\$61,097	\$73,316
Administrative Assistant I - Police	\$22.78	\$28.47	\$34.17		\$47,382	\$59,227	\$71,072
Administrative Assistant II - Evidence	\$26.13	\$32.67	\$39.20		\$54,357	\$67,947	\$81,536
Administrative Assistant II -Spillman	\$25.65	\$32.06	\$38.47		\$53,347	\$66,684	\$80,020
Administrative Sergeant	\$44.08	\$55.10	\$66.12		\$91,690	\$114,612	\$137,535
Animal Shelter Manager	\$31.37	\$39.21	\$47.06		\$65,251	\$81,564	\$97,877
Animal Shelter Technician - PT	\$21.34	\$26.68	\$32.01		\$44,390	\$55,487	\$66,585
Aquatics Manager	\$31.01	\$38.77	\$46.52		\$64,510	\$80,638	\$96,766
Arts Director	\$32.84	\$41.05	\$49.26		\$68,306	\$85,383	\$102,459
Assistant Aquatic Manager - PT	\$22.48	\$28.10	\$33.72		\$46,762	\$58,452	\$70,143
Assistant City Engineer	\$33.05	\$41.31	\$49.57		\$68,743	\$85,929	\$103,115
Assistant City Engineer - GIS	\$31.50	\$39.37	\$47.25		\$65,515	\$81,893	\$98,272
Assistant City Planner	\$28.78	\$35.97	\$43.17		\$59,858	\$74,822	\$89,786
Assistant Parks, Recreation & Trails Director	\$38.08	\$47.60	\$57.13		\$79,213	\$99,017	\$118,820
Assistant Police Chief	\$45.91	\$57.39	\$68.87		\$95,500	\$119,375	\$143,250
Associate Arts Director	\$25.02	\$31.28	\$37.54		\$52,049	\$65,062	\$78,074
Associate Sports Director	\$26.37	\$32.96	\$39.55		\$54,846	\$68,557	\$82,269
Building Inspector	\$28.39	\$35.48	\$42.58		\$59,043	\$73,803	\$88,564
Building Official	\$40.55	\$50.69	\$60.83		\$84,351	\$105,439	\$126,526
Camp Instructor - PT	\$21.30	\$26.62	\$31.95		\$44,302	\$55,377	\$66,453
Chief Operating Officer (COO)	\$61.41	\$76.76	\$92.11		\$127,728	\$159,660	\$191,592
City Engineer	\$50.44	\$63.05	\$75.67		\$104,923	\$131,154	\$157,385
City Manager	\$84.14	\$105.17	\$126.21		\$175,007	\$218,758	\$262,510
City Recorder	\$42.34	\$52.92	\$63.50		\$88,059	\$110,073	\$132,088

City Treasurer	\$41.22	\$51.53	\$61.84	\$85,746	\$107,183	\$128,619
Code Compliance	\$33.15	\$41.44	\$49.73	\$68,961	\$86,201	\$103,441
Code Enforcement	\$29.10	\$36.37	\$43.65	\$60,526	\$75,657	\$90,789
Communications and Engagement	\$40.27	\$50.34	\$60.41	\$83,764	\$104,705	\$125,646
Community Development Director	\$57.91	\$72.38	\$86.86	\$120,445	\$150,556	\$180,668
Construction Inspector	\$36.20	\$45.25	\$54.30	\$75,301	\$94,126	\$112,951
Deputy Recorder I	\$23.73	\$29.66	\$35.60	\$49,360	\$61,700	\$74,040
Deputy Recorder II	\$27.68	\$34.60	\$41.52	\$57,580	\$71,975	\$86,370
Deputy Treasurer I	\$23.63	\$29.54	\$35.45	\$49,158	\$61,447	\$73,737
Deputy Treasurer II	\$27.25	\$34.06	\$40.87	\$56,675	\$70,844	\$85,012
Detective	\$35.17	\$43.96	\$52.75	\$73,148	\$91,435	\$109,722
Detective - Community Engagement/SRO	\$38.25	\$47.81	\$57.37	\$79,554	\$99,443	\$119,331
Detective - Domestic Violence Specialist	\$37.32	\$46.66	\$55.99	\$77,636	\$97,045	\$116,454
Executive Administrative Assistant	\$26.23	\$32.79	\$39.35	\$54,568	\$68,210	\$81,852
Facilities Lead	\$38.59	\$48.24	\$57.89	\$80,269	\$100,336	\$120,403
Facilities Mechanical Technician	\$26.94	\$33.67	\$40.40	\$56,028	\$70,035	\$84,042
Facilities Worker I	\$22.87	\$28.59	\$34.31	\$47,570	\$59,463	\$71,356
Facilities Worker II	\$23.31	\$29.14	\$34.97	\$48,492	\$60,615	\$72,738
Facilities Worker III	\$27.27	\$34.09	\$40.91	\$56,731	\$70,914	\$85,097
Facilities/Grounds Maintenance	\$26.24	\$32.80	\$39.36	\$54,572	\$68,216	\$81,859
Field Maint Supervisor - PT	\$22.50	\$28.13	\$33.75	\$46,801	\$58,501	\$70,201
Field Maintenance - PT	\$20.64	\$25.80	\$30.96	\$42,934	\$53,668	\$64,401
Fitness Instructor - PT	\$30.69	\$38.36	\$46.03	\$63,834	\$79,792	\$95,750
Fleet Mechanic II	\$27.62	\$34.52	\$41.43	\$57,444	\$71,805	\$86,166
Fleet Mechanic III	\$33.14	\$41.42	\$49.71	\$68,925	\$86,156	\$103,387
Fleet Mechanic Lead	\$38.59	\$48.24	\$57.89	\$80,269	\$100,336	\$120,403
Football Referee - PT	\$21.36	\$26.69	\$32.03	\$44,420	\$55,525	\$66,630
Front Desk - PT	\$20.74	\$25.93	\$31.11	\$43,142	\$53,927	\$64,713
Front Desk Manager	\$22.00	\$27.50	\$33.00	\$45,761	\$57,201	\$68,642
Human Resource Assistant	\$29.55	\$36.94	\$44.33	\$61,469	\$76,836	\$92,203
Human Resource Director	\$56.93	\$71.16	\$85.39	\$118,408	\$148,010	\$177,612
Investigations Sergeant	\$42.41	\$53.01	\$63.61	\$88,203	\$110,254	\$132,305
Lifeguard I - PT	\$21.35	\$26.68	\$32.02	\$44,400	\$55,500	\$66,601
Lifeguard II - PT	\$22.39	\$27.98	\$33.58	\$46,564	\$58,205	\$69,846

Lifeguard III - PT	\$24.20	\$30.26	\$36.31	\$50,345	\$62,931	\$75,518
Maintenance Worker - PT	\$20.88	\$26.10	\$31.32	\$43,437	\$54,296	\$65,155
Parks Lead	\$42.39	\$52.99	\$63.58	\$88,169	\$110,211	\$132,253
Parks Worker I	\$24.51	\$30.63	\$36.76	\$50,974	\$63,718	\$76,461
Parks Worker II	\$26.24	\$32.80	\$39.36	\$54,572	\$68,216	\$81,859
Parks Worker III	\$30.54	\$38.18	\$45.81	\$63,527	\$79,409	\$95,290
Parks, Recreation & Trails Director	\$43.57	\$54.46	\$65.35	\$90,622	\$113,278	\$135,933
Patrol Sergeant	\$41.37	\$51.71	\$62.05	\$86,047	\$107,559	\$129,071
Permit Technician	\$24.14	\$30.17	\$36.21	\$50,206	\$62,757	\$75,309
Planning Director	\$49.70	\$62.12	\$74.55	\$103,373	\$129,216	\$155,059
Police Chief	\$59.56	\$74.45	\$89.34	\$123,881	\$154,851	\$185,822
Police Officer	\$30.87	\$38.59	\$46.31	\$64,217	\$80,271	\$96,325
Public Works Director	\$65.81	\$82.27	\$98.72	\$136,891	\$171,113	\$205,336
Sewer Collections I	\$25.91	\$32.39	\$38.86	\$53,889	\$67,361	\$80,833
Sewer Collections II	\$27.40	\$34.25	\$41.09	\$56,984	\$71,230	\$85,476
Sewer Collections III	\$31.79	\$39.73	\$47.68	\$66,114	\$82,642	\$99,171
Soccer Referee - PT	\$21.36	\$26.69	\$32.03	\$44,420	\$55,525	\$66,630
Sports Program Assistant - PT	\$22.47	\$28.09	\$33.71	\$46,744	\$58,430	\$70,116
Streets Lead	\$40.43	\$50.53	\$60.64	\$84,090	\$105,112	\$126,135
Streets Worker I	\$24.88	\$31.10	\$37.32	\$51,757	\$64,696	\$77,636
Streets Worker II	\$27.29	\$34.11	\$40.93	\$56,759	\$70,949	\$85,138
Streets Worker III	\$31.98	\$39.97	\$47.97	\$66,518	\$83,148	\$99,777
Sustainability Director	\$33.28	\$41.60	\$49.93	\$69,229	\$86,537	\$103,844
Transit Coordinator	\$27.71	\$34.63	\$41.56	\$57,628	\$72,035	\$86,442
Umpire - PT	\$21.36	\$26.69	\$32.03	\$44,420	\$55,525	\$66,630
Utilities Director	\$54.78	\$68.48	\$82.18	\$113,951	\$142,439	\$170,927
Victim Advocate	\$24.45	\$30.57	\$36.68	\$50,860	\$63,576	\$76,291
Victim Assistance Unit Manager	\$30.18	\$37.73	\$45.27	\$62,777	\$78,472	\$94,166
Water Lead	\$44.66	\$55.82	\$66.99	\$92,886	\$116,108	\$139,329
Water Worker I	\$26.36	\$32.95	\$39.54	\$54,828	\$68,536	\$82,243
Water Worker II	\$27.62	\$34.52	\$41.43	\$57,444	\$71,805	\$86,166
Water Worker III	\$31.98	\$39.97	\$47.97	\$66,518	\$83,148	\$99,777
WRF Worker II	\$27.71	\$34.64	\$41.56	\$57,635	\$72,044	\$86,452
Zoning Administrator	\$30.69	\$38.36	\$46.03	\$63,834	\$79,792	\$95,750