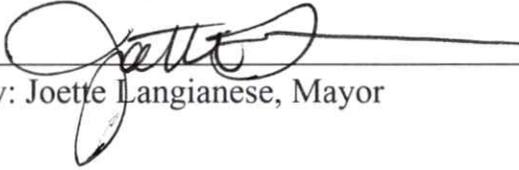


SUMMARY OF
MOAB CITY
ORDINANCE NO. 2025-05

On May 13, 2025, the Moab City Council enacted Ordinance No. 2025-05, An Ordinance Adopting Pay Plan Schedules for the City of Moab for Fiscal Year 2025-2026.


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. 2025-05 is available in the Moab City offices located at 217 E. Center Street, Moab, UT 84532.

ORDINANCE NO. 2025-05

AN ORDINANCE ADOPTING PAY PLAN SCHEUDLES FOR THE CITY OF MOAB FOR FISCAL YEAR 2025-2026:

WHEREAS, the City of Moab Personnel Policies and Procedures Manual allows that pay plans may be adjusted periodically for comparable work in other municipalities and to accommodate increases in the cost of living; and

WHEREAS, the City of Moab Personnel Policies and Procedures Manual calls for periodic surveys of salaries and using standard state and national measures to determine cost of living adjustments; 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 schedules; and

WHEREAS, the 2025-2026 Fiscal Year pay plan schedules show a 3.5% Cost of Living increase for all employees; and

WHEREAS, the proposed "City of Moab Pay Plan Schedules" are attached to this Ordinance as Attachment A, B, and C, respectively; and

NOW, THEREFORE, WE, THE GOVERNING BODY OF THE CITY OF MOAB RESOLVE TO ADOPT The City of Moab Pay Plan Schedules (Attachments A, B, and C) as referred herein.

DATED this 13 day of MAY.

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 29, 2025

Effective date of ordinance:

JULY 1, 2025



Job Description Grade Charts



General

| Job Title | Grade |
|---|-------|
| Administrative Assistant - Public Works | 8 |
| Administrative Assistant I - Arts | 8 |
| Administrative Assistant I - Police | 7 |
| Administrative Assistant II - Arts | 9 |
| Administrative Assistant II - Police Evidence | 10 |
| Administrative Assistant II -Police | 10 |
| Animal Shelter Technician - PT | 6 |
| Aquatics Manager | 11 |
| Art Instructor - PT | 6 |
| Arts Director | 14 |
| Assistant Aquatic Manager - PT | 7 |
| Assistant City Engineer | 14 |
| Assistant City Treasurer | 12 |
| Associate Engineer | 12 |
| Associate Planner (Planner II-III) | 13 |
| Building Inspector | 14 |
| Building Official | 18 |
| Camp Instructor - PT | 6 |
| City Engineer | 22 |
| City Manager | 30 |
| City Recorder | 19 |
| City Treasurer | 19 |
| Communications and Engagement | 18 |
| Community Development Director | 25 |
| Construction Inspector | 14 |
| Construction Manager | 18 |
| Crossing Guard - PT | 6 |
| Deputy Recorder I | 8 |
| Deputy Recorder II | 11 |
| Deputy Treasurer I | 8 |
| Executive Administrative Assistant | 10 |
| Field Maint Supervisor - PT | 7 |
| Field Maintenance - PT | 5 |
| Fitness Instructor - PT | 9 |
| Football Referee - PT | 6 |
| Front Desk - PT | 5 |
| Front Desk Manager | 9 |
| GIS Specialist | 10 |

Police

| | |
|--|----|
| Administrative Sergeant | 15 |
| Animal Shelter Manager | 10 |
| Assistant Police Chief | 18 |
| Code Compliance | 11 |
| Code Enforcement | 9 |
| Detective | 11 |
| Detective - Community Engagement/SRO | 12 |
| Detective - Domestic Violence Specialist | 12 |
| Investigations Sergeant | 14 |
| Patrol Sergeant | 14 |
| Police Chief | 25 |
| Police Officer | 8 |
| Police Officer II | 9 |
| Police Officer III | 12 |

| Job Title | Grade |
|---|-------|
| Human Resource Director | 25 |
| Human Resource Generalist | 13 |
| Junior Planner (Planner I-II) | 10 |
| Lifeguard I - PT | 6 |
| Lifeguard II - PT | 7 |
| Lifeguard III - PT | 9 |
| Maintenance Worker - PT | 5 |
| Parks, Recreation & Trails Director | 19 |
| Permit Technician | 10 |
| Planning Director | 21 |
| Planning Technician | 9 |
| Program Instructor - PT | 6 |
| Recorder Assistant - PT | 6 |
| Soccer Referee - PT | 6 |
| Sports Assistant | 10 |
| Sports Manager | 14 |
| Sports Program Assistant - PT | 7 |
| Strategic Initiatives & Sustainability Director | 17 |
| Sustainability & Grants Coordinator | 9 |
| Swim Instructor - PT | 7 |
| Umpire - PT | 6 |
| Victim Advocate | 10 |
| Victim Assistance Unit Manager | 14 |

Public Service

| | |
|----------------------------------|----|
| Facilities Mechanical Technician | 9 |
| Facilities Superintendent | 15 |
| Facilities Worker I | 6 |
| Facilities Worker II | 7 |
| Facilities Worker III | 10 |
| Facilities/Grounds Maintenance | 9 |
| Fleet Mechanic II | 8 |
| Fleet Mechanic III | 11 |
| Fleet Superintendent | 15 |
| Parks Superintendent | 15 |
| Parks Worker I | 7 |
| Parks Worker II | 9 |
| Parks Worker III | 10 |
| Public Works Director | 22 |
| Sewer Collections I | 7 |
| Sewer Collections II | 9 |
| Sewer Collections III | 11 |
| Streets Superintendent | 15 |
| Streets Worker I | 7 |
| Streets Worker II | 9 |
| Streets Worker III | 11 |
| Utilities Director | 22 |
| Water Superintendent | 15 |
| Water Worker I | 7 |
| Water Worker II | 9 |
| Water Worker III | 11 |
| WRF Worker I | 7 |
| WRF Worker II | 9 |
| WRF Worker III | 11 |



City of Moab

CORRECTED General FY25-26 (3.5% COLA)

Hourly Pay Rates

| Pay Range | | | | | | | | | | | | |
|-----------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|
| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 30 | \$85.51 | \$88.73 | \$92.06 | \$95.53 | \$99.12 | \$102.85 | \$106.71 | \$110.72 | \$114.89 | \$119.21 | \$123.69 | \$128.34 |
| 29 | \$80.81 | \$83.85 | \$87.00 | \$90.27 | \$93.67 | \$97.19 | \$100.84 | \$104.63 | \$108.57 | \$112.65 | \$116.89 | \$121.28 |
| 28 | \$76.36 | \$79.24 | \$82.21 | \$85.31 | \$88.51 | \$91.84 | \$95.30 | \$98.88 | \$102.60 | \$106.45 | \$110.46 | \$114.61 |
| 27 | \$72.16 | \$74.88 | \$77.69 | \$80.61 | \$83.64 | \$86.79 | \$90.05 | \$93.44 | \$96.95 | \$100.60 | \$104.38 | \$108.31 |
| 26 | \$68.19 | \$70.76 | \$73.42 | \$76.18 | \$79.04 | \$82.02 | \$85.10 | \$88.30 | \$91.62 | \$95.06 | \$98.64 | \$102.35 |
| 25 | \$64.44 | \$66.87 | \$69.38 | \$71.99 | \$74.70 | \$77.50 | \$80.42 | \$83.44 | \$86.58 | \$89.84 | \$93.21 | \$96.72 |
| 24 | \$60.90 | \$63.19 | \$65.56 | \$68.03 | \$70.59 | \$73.24 | \$75.99 | \$78.85 | \$81.82 | \$84.89 | \$88.09 | \$91.40 |
| 23 | \$57.55 | \$59.71 | \$61.96 | \$64.29 | \$66.70 | \$69.21 | \$71.81 | \$74.51 | \$77.32 | \$80.22 | \$83.24 | \$86.37 |
| 22 | \$54.38 | \$56.43 | \$58.55 | \$60.75 | \$63.04 | \$65.41 | \$67.86 | \$70.42 | \$73.06 | \$75.81 | \$78.66 | \$81.62 |
| 21 | \$51.39 | \$53.32 | \$55.33 | \$57.41 | \$59.57 | \$61.81 | \$64.13 | \$66.54 | \$69.04 | \$71.64 | \$74.33 | \$77.13 |
| 20 | \$48.56 | \$50.39 | \$52.29 | \$54.25 | \$56.29 | \$58.41 | \$60.60 | \$62.88 | \$65.25 | \$67.70 | \$70.25 | \$72.89 |
| 19 | \$45.89 | \$47.62 | \$49.41 | \$51.27 | \$53.19 | \$55.19 | \$57.27 | \$59.42 | \$61.66 | \$63.98 | \$66.38 | \$68.88 |
| 18 | \$43.37 | \$45.00 | \$46.69 | \$48.45 | \$50.27 | \$52.16 | \$54.12 | \$56.15 | \$58.27 | \$60.46 | \$62.73 | \$65.09 |
| 17 | \$40.98 | \$42.52 | \$44.12 | \$45.78 | \$47.50 | \$49.29 | \$51.14 | \$53.07 | \$55.06 | \$57.13 | \$59.28 | \$61.51 |
| 16 | \$38.73 | \$40.18 | \$41.70 | \$43.26 | \$44.89 | \$46.58 | \$48.33 | \$50.15 | \$52.03 | \$53.99 | \$56.02 | \$58.12 |
| 15 | \$36.60 | \$37.97 | \$39.40 | \$40.88 | \$42.42 | \$44.02 | \$45.67 | \$47.39 | \$49.17 | \$51.02 | \$52.94 | \$54.93 |
| 14 | \$34.59 | \$35.89 | \$37.23 | \$38.63 | \$40.09 | \$41.59 | \$43.16 | \$44.78 | \$46.47 | \$48.21 | \$50.03 | \$51.91 |
| 13 | \$32.68 | \$33.91 | \$35.19 | \$36.51 | \$37.88 | \$39.31 | \$40.78 | \$42.32 | \$43.91 | \$45.56 | \$47.27 | \$49.05 |
| 12 | \$30.88 | \$32.05 | \$33.25 | \$34.50 | \$35.80 | \$37.14 | \$38.54 | \$39.99 | \$41.49 | \$43.05 | \$44.67 | \$46.35 |
| 11 | \$29.19 | \$30.28 | \$31.42 | \$32.60 | \$33.83 | \$35.10 | \$36.42 | \$37.79 | \$39.21 | \$40.69 | \$42.22 | \$43.80 |
| 10 | \$27.58 | \$28.62 | \$29.69 | \$30.81 | \$31.97 | \$33.17 | \$34.42 | \$35.71 | \$37.05 | \$38.45 | \$39.89 | \$41.39 |
| 9 | \$26.06 | \$27.04 | \$28.06 | \$29.12 | \$30.21 | \$31.35 | \$32.52 | \$33.75 | \$35.02 | \$36.33 | \$37.70 | \$39.12 |
| 8 | \$24.87 | \$25.81 | \$26.78 | \$27.78 | \$28.83 | \$29.91 | \$31.04 | \$32.20 | \$33.41 | \$34.67 | \$35.97 | \$37.33 |
| 7 | \$23.75 | \$24.64 | \$25.57 | \$26.53 | \$27.53 | \$28.56 | \$29.63 | \$30.75 | \$31.90 | \$33.10 | \$34.35 | \$35.64 |
| 6 | \$22.67 | \$23.53 | \$24.41 | \$25.33 | \$26.28 | \$27.27 | \$28.30 | \$29.36 | \$30.46 | \$31.61 | \$32.80 | \$34.03 |
| 5 | \$21.65 | \$22.46 | \$23.31 | \$24.19 | \$25.09 | \$26.04 | \$27.02 | \$28.03 | \$29.09 | \$30.18 | \$31.32 | \$32.49 |



Moab City

Proposed Police 25-26 (3.5% COLA)

Hourly Pay Rates

| Pay Range/Steps | | | | | | | | | | | | |
|-----------------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|
| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 25 | \$77.81 | \$80.73 | \$83.77 | \$86.92 | \$90.19 | \$93.58 | \$97.10 | \$100.75 | \$104.54 | \$108.47 | \$112.54 | \$116.78 |
| 24 | \$73.86 | \$76.63 | \$79.52 | \$82.51 | \$85.61 | \$88.83 | \$92.17 | \$95.63 | \$99.23 | \$102.96 | \$106.83 | \$110.85 |
| 23 | \$70.11 | \$72.74 | \$75.48 | \$78.32 | \$81.26 | \$84.32 | \$87.49 | \$90.78 | \$94.19 | \$97.73 | \$101.41 | \$105.22 |
| 22 | \$66.55 | \$69.05 | \$71.65 | \$74.34 | \$77.14 | \$80.04 | \$83.05 | \$86.17 | \$89.41 | \$92.77 | \$96.26 | \$99.88 |
| 21 | \$63.17 | \$65.54 | \$68.01 | \$70.57 | \$73.22 | \$75.97 | \$78.83 | \$81.79 | \$84.87 | \$88.06 | \$91.37 | \$94.81 |
| 20 | \$59.96 | \$62.22 | \$64.56 | \$66.98 | \$69.50 | \$72.11 | \$74.83 | \$77.64 | \$80.56 | \$83.59 | \$86.73 | \$89.99 |
| 19 | \$56.92 | \$59.06 | \$61.28 | \$63.58 | \$65.97 | \$68.45 | \$71.03 | \$73.70 | \$76.47 | \$79.34 | \$82.33 | \$85.42 |
| 18 | \$54.03 | \$56.06 | \$58.17 | \$60.35 | \$62.62 | \$64.98 | \$67.42 | \$69.96 | \$72.59 | \$75.32 | \$78.15 | \$81.09 |
| 17 | \$51.28 | \$53.21 | \$55.21 | \$57.29 | \$59.44 | \$61.68 | \$64.00 | \$66.40 | \$68.90 | \$71.49 | \$74.18 | \$76.97 |
| 16 | \$48.68 | \$50.51 | \$52.41 | \$54.38 | \$56.43 | \$58.55 | \$60.75 | \$63.03 | \$65.40 | \$67.86 | \$70.41 | \$73.06 |
| 15 | \$46.21 | \$47.95 | \$49.75 | \$51.62 | \$53.56 | \$55.57 | \$57.66 | \$59.83 | \$62.08 | \$64.42 | \$66.84 | \$69.35 |
| 14 | \$43.86 | \$45.51 | \$47.22 | \$49.00 | \$50.84 | \$52.75 | \$54.74 | \$56.79 | \$58.93 | \$61.15 | \$63.44 | \$65.83 |
| 13 | \$41.64 | \$43.20 | \$44.83 | \$46.51 | \$48.26 | \$50.07 | \$51.96 | \$53.91 | \$55.94 | \$58.04 | \$60.22 | \$62.49 |
| 12 | \$39.52 | \$41.01 | \$42.55 | \$44.15 | \$45.81 | \$47.53 | \$49.32 | \$51.17 | \$53.10 | \$55.09 | \$57.17 | \$59.31 |
| 11 | \$37.51 | \$38.93 | \$40.39 | \$41.91 | \$43.48 | \$45.12 | \$46.81 | \$48.58 | \$50.40 | \$52.30 | \$54.26 | \$56.30 |
| 10 | \$35.61 | \$36.95 | \$38.34 | \$39.78 | \$41.28 | \$42.83 | \$44.44 | \$46.11 | \$47.84 | \$49.64 | \$51.51 | \$53.44 |
| 9 | \$33.80 | \$35.07 | \$36.39 | \$37.76 | \$39.18 | \$40.65 | \$42.18 | \$43.77 | \$45.41 | \$47.12 | \$48.89 | \$50.73 |
| 8 | \$32.09 | \$33.29 | \$34.54 | \$35.84 | \$37.19 | \$38.59 | \$40.04 | \$41.55 | \$43.11 | \$44.73 | \$46.41 | \$48.16 |



City of Moab

Proposed Public Services FY25-26 (3.5% COLA)

Hourly Pay Rates

| JOB | Pay Range | | | | | | | | | | | |
|-----|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 22 | \$66.50 | \$69.00 | \$71.59 | \$74.28 | \$77.08 | \$79.97 | \$82.98 | \$86.10 | \$89.34 | \$92.70 | \$96.18 | \$99.80 |
| 21 | \$62.27 | \$64.61 | \$67.04 | \$69.56 | \$72.18 | \$74.89 | \$77.71 | \$80.63 | \$83.66 | \$86.81 | \$90.07 | \$93.46 |
| 20 | \$58.31 | \$60.51 | \$62.78 | \$65.14 | \$67.59 | \$70.13 | \$72.77 | \$75.51 | \$78.34 | \$81.29 | \$84.35 | \$87.52 |
| 19 | \$54.61 | \$56.66 | \$58.79 | \$61.00 | \$63.29 | \$65.67 | \$68.14 | \$70.71 | \$73.36 | \$76.12 | \$78.99 | \$81.96 |
| 18 | \$51.14 | \$53.06 | \$55.05 | \$57.12 | \$59.27 | \$61.50 | \$63.81 | \$66.21 | \$68.70 | \$71.29 | \$73.97 | \$76.75 |
| 17 | \$47.89 | \$49.69 | \$51.56 | \$53.49 | \$55.50 | \$57.59 | \$59.76 | \$62.00 | \$64.34 | \$66.75 | \$69.26 | \$71.87 |
| 16 | \$44.84 | \$46.53 | \$48.28 | \$50.09 | \$51.98 | \$53.93 | \$55.96 | \$58.06 | \$60.25 | \$62.51 | \$64.86 | \$67.30 |
| 15 | \$41.99 | \$43.57 | \$45.21 | \$46.91 | \$48.67 | \$50.50 | \$52.40 | \$54.37 | \$56.42 | \$58.54 | \$60.74 | \$63.02 |
| 14 | \$39.32 | \$40.80 | \$42.34 | \$43.93 | \$45.58 | \$47.29 | \$49.07 | \$50.92 | \$52.83 | \$54.82 | \$56.88 | \$59.02 |
| 13 | \$36.82 | \$38.21 | \$39.65 | \$41.14 | \$42.68 | \$44.29 | \$45.95 | \$47.68 | \$49.47 | \$51.33 | \$53.26 | \$55.27 |
| 12 | \$34.48 | \$35.78 | \$37.13 | \$38.52 | \$39.97 | \$41.47 | \$43.03 | \$44.65 | \$46.33 | \$48.07 | \$49.88 | \$51.75 |
| 11 | \$32.29 | \$33.51 | \$34.77 | \$36.07 | \$37.43 | \$38.84 | \$40.30 | \$41.81 | \$43.39 | \$45.02 | \$46.71 | \$48.47 |
| 10 | \$30.24 | \$31.38 | \$32.56 | \$33.78 | \$35.05 | \$36.37 | \$37.74 | \$39.16 | \$40.63 | \$42.16 | \$43.74 | \$45.39 |
| 9 | \$28.32 | \$29.38 | \$30.49 | \$31.63 | \$32.82 | \$34.06 | \$35.34 | \$36.67 | \$38.05 | \$39.48 | \$40.96 | \$42.50 |
| 8 | \$26.52 | \$27.52 | \$28.55 | \$29.62 | \$30.74 | \$31.89 | \$33.09 | \$34.34 | \$35.63 | \$36.97 | \$38.36 | \$39.80 |
| 7 | \$24.83 | \$25.77 | \$26.74 | \$27.74 | \$28.78 | \$29.87 | \$30.99 | \$32.15 | \$33.36 | \$34.62 | \$35.92 | \$37.27 |