

ORDINANCE NO. 2018-11

AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2018-2019

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 2018-19 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 2018-19 Proposed Pay Plan (Attachment A) and the Exempt and Elected Officials Salaries (Attachment B) as referred herein.


DATED this 26th day of June 2018.

SIGNED:



Emily S. Niehaus
Mayor

ATTEST:



Rachel E. Stenta
City Recorder

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
ADMIN ASSISTANT - AQUATIC	\$16.72	\$20.90	\$25.07
ADMINISTRATIVE ASSISTANT I	\$18.76	\$23.45	\$28.13
ADMINISTRATIVE ASSISTANT II	\$20.57	\$25.71	\$30.85
ADMINISTRATIVE ASSISTANT - P&E	\$18.33	\$22.92	\$27.50
ADMINISTRATIVE ASSISTANT - POLICE	\$17.53	\$21.91	\$26.29
ADMINISTRATIVE ASSISTANT - PUBLIC WORKS	\$18.47	\$23.09	\$27.71
ANIMAL CONTROL OFFICER I	\$17.33	\$21.66	\$25.99
ANIMAL CONTROL OFFICER II	\$20.16	\$25.20	\$30.24
ANIMAL CONTROL SUPERVISOR	\$21.13	\$26.42	\$31.70
ANIMAL SHELTER MANAGER	\$21.96	\$27.45	\$32.94
AQUATIC CENTER MANAGER	\$26.92	\$33.65	\$40.37
AQUATIC MANAGER	\$22.44	\$28.05	\$33.66
AQUATICS ASSISTANT MANAGER	\$19.14	\$23.92	\$28.71
ARTS AND SPECIAL EVENTS ASSISTANT	\$18.68	\$23.35	\$28.03
ARTS/SPECIAL EVENTS MANAGER	\$22.88	\$28.60	\$34.32
ASSISTANT CITY ENGINEER	\$22.22	\$27.78	\$33.33
ASSISTANT CITY MANAGER	\$43.08	\$53.84	\$64.61
ASSISTANT CITY PLANNER	\$20.95	\$26.18	\$31.42
ASSISTANT CITY PLANNER	\$30.10	\$37.63	\$45.15
ASSISTANT POLICE CHIEF	\$39.59	\$49.49	\$59.38
CITY ENGINEER	\$57.91	\$72.39	\$86.87
CITY MANAGER*	\$29.51	\$36.88	\$44.26
CITY PLANNER	\$45.89	\$57.36	\$68.83
CITY RECORDER/ASSISTANT CITY MANAGER	\$23.35	\$29.18	\$35.02
CITY TREASURER	\$18.54	\$23.18	\$27.82
CODE COMPLIANCE SPECIALIST	\$28.92	\$36.15	\$43.38
COMMUNICATION AND ENGAGEMENT DIRECTOR	\$21.65	\$27.06	\$32.47
CONSTRUCTION INSPECTOR	\$18.93	\$23.67	\$28.40
DEPUTY RECORDER I	\$19.92	\$24.90	\$29.88
DEPUTY RECORDER II	\$19.49	\$24.37	\$29.24
DEPUTY TREASURER	\$26.15	\$32.69	\$39.23
DEVELOPMENT SERVICES COORDINATOR	\$19.89	\$24.86	\$29.83
EXECUTIVE ADMINISTRATIVE ASSISTANT			

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
ADMIN ASSISTANT - AQUATIC	\$2,898	\$3,622	\$4,346
ADMINISTRATIVE ASSISTANT I	\$3,251	\$4,064	\$4,877
ADMINISTRATIVE ASSISTANT II	\$3,565	\$4,456	\$5,347
ADMINISTRATIVE ASSISTANT - P&E	\$3,178	\$3,972	\$4,766
ADMINISTRATIVE ASSISTANT - POLICE	\$3,038	\$3,798	\$4,558
ADMINISTRATIVE ASSISTANT - PUBLIC WORKS	\$3,202	\$4,003	\$4,803
ANIMAL CONTROL OFFICER I	\$3,003	\$3,754	\$4,505
ANIMAL CONTROL OFFICER II	\$3,495	\$4,369	\$5,242
ANIMAL CONTROL SUPERVISOR	\$3,663	\$4,579	\$5,495
ANIMAL SHELTER MANAGER	\$3,807	\$4,758	\$5,710
AQUATIC CENTER MANAGER	\$4,665	\$5,832	\$6,998
AQUATIC MANAGER	\$3,889	\$4,862	\$5,834
AQUATICS ASSISTANT MANAGER	\$3,317	\$4,147	\$4,976
ARTS AND SPECIAL EVENTS ASSISTANT	\$3,238	\$4,048	\$4,858
ARTS/SPECIAL EVENTS MANAGER	\$3,966	\$4,958	\$5,949
ASSISTANT CITY ENGINEER	\$3,852	\$4,815	\$5,778
ASSISTANT CITY MANAGER	\$7,466	\$9,333	\$11,200
ASSISTANT CITY PLANNER	\$3,631	\$4,539	\$5,446
ASSISTANT CITY PLANNER	\$5,218	\$6,522	\$7,827
ASSISTANT POLICE CHIEF	\$6,862	\$8,578	\$10,293
CITY ENGINEER	\$10,038	\$12,548	\$15,057
CITY MANAGER*	\$5,115	\$6,393	\$7,672
CITY PLANNER	\$7,954	\$9,942	\$11,931
CITY RECORDER/ASSISTANT CITY MANAGER	\$4,046	\$5,058	\$6,070
CITY TREASURER	\$3,214	\$4,018	\$4,821
CODE COMPLIANCE SPECIALIST	\$5,012	\$6,266	\$7,519
COMMUNICATION AND ENGAGEMENT DIRECTOR	\$3,752	\$4,690	\$5,629
CONSTRUCTION INSPECTOR	\$3,282	\$4,102	\$4,923
DEPUTY RECORDER I	\$3,453	\$4,316	\$5,180
DEPUTY RECORDER II	\$3,379	\$4,223	\$5,068
DEPUTY TREASURER	\$4,533	\$5,666	\$6,799
DEVELOPMENT SERVICES COORDINATOR	\$3,447	\$4,309	\$5,171
EXECUTIVE ADMINISTRATIVE ASSISTANT			

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
ADMIN ASSISTANT - AQUATIC	\$34,771	\$43,463	\$52,156
ADMINISTRATIVE ASSISTANT I	\$39,013	\$48,766	\$58,519
ADMINISTRATIVE ASSISTANT II	\$42,779	\$53,474	\$64,169
ADMINISTRATIVE ASSISTANT - P&E	\$38,131	\$47,664	\$57,197
ADMINISTRATIVE ASSISTANT - POLICE	\$36,461	\$45,576	\$54,692
ADMINISTRATIVE ASSISTANT - PUBLIC WORKS	\$38,425	\$48,031	\$57,637
ANIMAL CONTROL OFFICER I	\$36,038	\$45,047	\$54,057
ANIMAL CONTROL OFFICER II	\$41,939	\$52,424	\$62,908
ANIMAL CONTROL SUPERVISOR	\$43,958	\$54,948	\$65,937
ANIMAL SHELTER MANAGER	\$45,680	\$57,100	\$68,520
AQUATIC CENTER MANAGER	\$55,986	\$69,982	\$83,979
AQUATIC MANAGER	\$46,672	\$58,340	\$70,009
AQUATICS ASSISTANT MANAGER	\$39,809	\$49,762	\$59,714
ARTS AND SPECIAL EVENTS ASSISTANT	\$38,862	\$48,577	\$58,293
ARTS/SPECIAL EVENTS MANAGER	\$47,595	\$59,494	\$71,392
ASSISTANT CITY ENGINEER	\$46,221	\$57,776	\$69,332
ASSISTANT CITY MANAGER	\$89,597	\$111,996	\$134,395
ASSISTANT CITY PLANNER	\$43,572	\$54,465	\$65,357
ASSISTANT CITY PLANNER	\$62,613	\$78,267	\$93,920
ASSISTANT POLICE CHIEF	\$82,345	\$102,931	\$123,517
CITY ENGINEER	\$120,456	\$150,570	\$180,684
CITY MANAGER*	\$61,375	\$76,719	\$92,062
CITY PLANNER	\$95,448	\$119,310	\$143,172
CITY RECORDER/ASSISTANT CITY MANAGER	\$48,558	\$60,697	\$72,837
CITY TREASURER	\$38,570	\$48,213	\$57,855
CODE COMPLIANCE SPECIALIST	\$60,149	\$75,186	\$90,224
COMMUNICATION AND ENGAGEMENT DIRECTOR	\$45,028	\$56,285	\$67,542
CONSTRUCTION INSPECTOR	\$39,381	\$49,226	\$59,072
DEPUTY RECORDER I	\$41,436	\$51,796	\$62,155
DEPUTY RECORDER II	\$40,544	\$50,680	\$60,816
DEPUTY TREASURER	\$54,396	\$67,995	\$81,594
DEVELOPMENT SERVICES COORDINATOR	\$41,369	\$51,711	\$62,053
EXECUTIVE ADMINISTRATIVE ASSISTANT			

* Contract employees not tied to ranges

Proposed Pay Plan 2018-19 (3% COLA)

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
FACILITIES MECHANICAL TECHNICIAN	\$19.16	\$23.94	\$28.73
FILM COMMISSION ASSISTANT	\$18.04	\$22.55	\$27.06
FILM COMMISSION COORDINATOR	\$24.83	\$31.03	\$37.24
HUMAN RESOURCE MANAGER	\$33.75	\$42.18	\$50.62
LIFEGUARD	\$17.32	\$21.65	\$25.98
MARC ADMINISTRATIVE ASSISTANT	\$17.85	\$22.32	\$26.78
PARKS SERVICE WORKER I	\$17.54	\$21.92	\$26.31
PARKS SERVICE WORKER II	\$18.05	\$22.56	\$27.07
PARKS SERVICE WORKER III	\$18.79	\$23.49	\$28.19
PARKS SUPERINTENDENT	\$26.14	\$32.67	\$39.21
PARKS/RECREATION/TRAILS DIRECTOR	\$34.63	\$43.29	\$51.95
POLICE CHIEF*	\$43.67	\$54.58	\$65.50
POLICE OFFICER I	\$20.86	\$26.07	\$31.29
POLICE OFFICER II	\$21.48	\$26.85	\$32.22
POLICE OFFICER II/DRUG ENFORCEMENT	\$21.48	\$26.85	\$32.22
POLICE OFFICER III	\$22.37	\$27.96	\$33.55
POLICE OFFICER III/DRUG ENFORCEMENT	\$22.37	\$27.96	\$33.55
PUBLIC FACILITIES SERVICE WORKER I/CUSTODIAN	\$16.40	\$20.50	\$24.60
PUBLIC FACILITIES SUPERINTENDENT	\$25.22	\$31.52	\$37.83
PUBLIC FACILITIES WORKER II	\$16.67	\$20.83	\$25.00
PUBLIC FACILITIES WORKER III	\$17.89	\$22.37	\$26.84
PUBLIC WORKS DIRECTOR	\$38.16	\$47.69	\$57.23
RECORD/PROJECT SPECIALIST	\$19.60	\$24.50	\$29.41
SAFETY SPECIALIST	\$20.41	\$25.51	\$30.61
SENIOR PROJECTS MANAGER	\$23.00	\$28.75	\$34.50
SERGEANT	\$25.74	\$32.18	\$38.61
SEWER DIVISION SUPERINTENDENT	\$27.28	\$34.10	\$40.92
SEWER SERVICE WORKER I	\$18.37	\$22.96	\$27.55
SEWER SERVICE WORKER III/CDL	\$19.40	\$24.25	\$29.10
SEWER SERVICE WORKER III/CDL	\$21.66	\$27.08	\$32.49
SPORTS/RECREATION ASSISTANT	\$20.59	\$25.74	\$30.88
SPORTS/RECREATION MANAGER	\$25.12	\$31.40	\$37.68

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
FACILITIES MECHANICAL TECHNICIAN	\$3,320	\$4,150	\$4,980
FILM COMMISSION ASSISTANT	\$3,127	\$3,909	\$4,690
FILM COMMISSION COORDINATOR	\$4,303	\$5,379	\$6,455
HUMAN RESOURCE MANAGER	\$5,849	\$7,312	\$8,774
LIFEGUARD	\$3,002	\$3,752	\$4,503
MARC ADMINISTRATIVE ASSISTANT	\$3,095	\$3,869	\$4,642
PARKS SERVICE WORKER I	\$3,040	\$3,800	\$4,560
PARKS SERVICE WORKER II	\$3,128	\$3,910	\$4,692
PARKS SERVICE WORKER III	\$3,258	\$4,072	\$4,886
PARKS SUPERINTENDENT	\$4,531	\$5,663	\$6,796
PARKS/RECREATION/TRAILS DIRECTOR	\$6,003	\$7,504	\$9,005
POLICE CHIEF*	\$7,569	\$9,461	\$11,353
POLICE OFFICER I	\$3,615	\$4,519	\$5,423
POLICE OFFICER II	\$3,723	\$4,654	\$5,584
POLICE OFFICER II/DRUG ENFORCEMENT	\$3,723	\$4,654	\$5,584
POLICE OFFICER III	\$3,877	\$4,847	\$5,816
POLICE OFFICER III/DRUG ENFORCEMENT	\$3,877	\$4,847	\$5,816
PUBLIC FACILITIES SERVICE WORKER I/CUSTODIAN	\$2,842	\$3,553	\$4,263
PUBLIC FACILITIES SUPERINTENDENT	\$4,371	\$5,464	\$6,556
PUBLIC FACILITIES WORKER II	\$2,889	\$3,611	\$4,333
PUBLIC FACILITIES WORKER III	\$3,101	\$3,877	\$4,652
PUBLIC WORKS DIRECTOR	\$6,614	\$8,267	\$9,920
RECORD/PROJECT SPECIALIST	\$3,398	\$4,247	\$5,097
SAFETY SPECIALIST	\$3,537	\$4,422	\$5,306
SENIOR PROJECTS MANAGER	\$3,986	\$4,983	\$5,979
SERGEANT	\$4,462	\$5,578	\$6,693
SEWER DIVISION SUPERINTENDENT	\$4,728	\$5,910	\$7,092
SEWER SERVICE WORKER I	\$3,184	\$3,980	\$4,776
SEWER SERVICE WORKER III/CDL	\$3,363	\$4,204	\$5,044
SEWER SERVICE WORKER III/CDL	\$3,754	\$4,693	\$5,632
SPORTS/RECREATION ASSISTANT	\$3,569	\$4,461	\$5,353
SPORTS/RECREATION MANAGER	\$4,354	\$5,442	\$6,530

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
FACILITIES MECHANICAL TECHNICIAN	\$39,843	\$49,804	\$59,765
FILM COMMISSION ASSISTANT	\$37,524	\$46,905	\$56,286
FILM COMMISSION COORDINATOR	\$51,640	\$64,551	\$77,461
HUMAN RESOURCE MANAGER	\$70,191	\$87,739	\$105,286
LIFEGUARD	\$36,022	\$45,028	\$54,033
MARC ADMINISTRATIVE ASSISTANT	\$37,138	\$46,423	\$55,708
PARKS SERVICE WORKER I	\$36,483	\$45,604	\$54,724
PARKS SERVICE WORKER II	\$37,539	\$46,924	\$56,308
PARKS SERVICE WORKER III	\$39,092	\$48,865	\$58,638
PARKS SUPERINTENDENT	\$54,367	\$67,959	\$81,551
PARKS/RECREATION/TRAILS DIRECTOR	\$72,041	\$90,051	\$108,061
POLICE CHIEF*	\$90,827	\$113,534	\$136,241
POLICE OFFICER I	\$43,384	\$54,230	\$65,076
POLICE OFFICER II	\$44,675	\$55,843	\$67,012
POLICE OFFICER II/DRUG ENFORCEMENT	\$44,675	\$55,843	\$67,012
POLICE OFFICER III	\$46,529	\$58,162	\$69,794
POLICE OFFICER III/DRUG ENFORCEMENT	\$46,529	\$58,162	\$69,794
PUBLIC FACILITIES SERVICE WORKER I/CUSTODIAN	\$34,105	\$42,632	\$51,158
PUBLIC FACILITIES SUPERINTENDENT	\$52,452	\$65,564	\$78,677
PUBLIC FACILITIES WORKER II	\$34,664	\$43,331	\$51,997
PUBLIC FACILITIES WORKER III	\$37,218	\$46,522	\$55,827
PUBLIC WORKS DIRECTOR	\$79,362	\$99,203	\$119,044
RECORD/PROJECT SPECIALIST	\$40,776	\$50,969	\$61,163
SAFETY SPECIALIST	\$42,449	\$53,061	\$63,673
SENIOR PROJECTS MANAGER	\$47,835	\$59,794	\$71,753
SERGEANT	\$53,544	\$66,930	\$80,316
SEWER DIVISION SUPERINTENDENT	\$56,736	\$70,920	\$85,104
SEWER SERVICE WORKER I	\$38,206	\$47,757	\$57,309
SEWER SERVICE WORKER III/CDL	\$40,354	\$50,443	\$60,532
SEWER SERVICE WORKER III/CDL	\$45,053	\$56,316	\$67,580
SPORTS/RECREATION ASSISTANT	\$42,824	\$53,530	\$64,236
SPORTS/RECREATION MANAGER	\$52,244	\$65,305	\$78,366

* Contract employees not tied to ranges

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
STREETS SERVICE WORKER I	\$17.82	\$22.28	\$26.74
STREETS SERVICE WORKER II/CDL	\$18.39	\$22.99	\$27.58
STREETS SERVICE WORKER II/MECHANIC	\$19.40	\$24.24	\$29.09
STREETS SERVICE WORKER III/CDL	\$20.07	\$25.09	\$30.11
STREETS SERVICE WORKER III/MECHANIC	\$22.60	\$28.25	\$33.90
STREETS SUPERINTENDENT	\$26.55	\$33.19	\$39.83
SUSTAINABILITY DIRECTOR	\$29.65	\$37.06	\$44.47
WATER DIVISION SUPERINTENDENT	\$27.56	\$34.45	\$41.34
WATER SERVICE WORKER I	\$18.37	\$22.96	\$27.55
WATER SERVICE WORKER I/METER READER	\$18.43	\$23.04	\$27.65
WATER SERVICE WORKER II/CDL	\$19.40	\$24.25	\$29.10
WATER SERVICE WORKER III/CDL	\$21.66	\$27.08	\$32.49
WATER/SEWER SERVICE WORKER I/WWTP	\$19.53	\$24.41	\$29.29
WWTP OPERATOR/SUPERINTENDENT	\$28.43	\$35.54	\$42.65

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
STREETS SERVICE WORKER I	\$3,090	\$3,862	\$4,634
STREETS SERVICE WORKER II/CDL	\$3,187	\$3,984	\$4,781
STREETS SERVICE WORKER II/MECHANIC	\$3,362	\$4,202	\$5,043
STREETS SERVICE WORKER III/CDL	\$3,479	\$4,349	\$5,219
STREETS SERVICE WORKER III/MECHANIC	\$3,918	\$4,897	\$5,876
STREETS SUPERINTENDENT	\$4,602	\$5,753	\$6,904
SUSTAINABILITY DIRECTOR	\$5,139	\$6,424	\$7,709
WATER DIVISION SUPERINTENDENT	\$4,777	\$5,971	\$7,165
WATER SERVICE WORKER I	\$3,184	\$3,980	\$4,776
WATER SERVICE WORKER I/METER READER	\$3,195	\$3,994	\$4,793
WATER SERVICE WORKER II/CDL	\$3,363	\$4,204	\$5,044
WATER SERVICE WORKER III/CDL	\$3,754	\$4,693	\$5,632
WATER/SEWER SERVICE WORKER I/WWTP	\$3,385	\$4,231	\$5,078
WWTP OPERATOR/SUPERINTENDENT	\$4,929	\$6,161	\$7,393

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
STREETS SERVICE WORKER I	\$37,075	\$46,344	\$55,613
STREETS SERVICE WORKER II/CDL	\$38,248	\$47,810	\$57,372
STREETS SERVICE WORKER II/MECHANIC	\$40,343	\$50,429	\$60,514
STREETS SERVICE WORKER III/CDL	\$41,749	\$52,186	\$62,623
STREETS SERVICE WORKER III/MECHANIC	\$47,010	\$58,763	\$70,516
STREETS SUPERINTENDENT	\$55,230	\$69,037	\$82,845
SUSTAINABILITY DIRECTOR	\$61,671	\$77,089	\$92,507
WATER DIVISION SUPERINTENDENT	\$57,319	\$71,649	\$85,979
WATER SERVICE WORKER I	\$38,206	\$47,757	\$57,309
WATER SERVICE WORKER I/METER READER	\$38,342	\$47,928	\$57,514
WATER SERVICE WORKER II/CDL	\$40,354	\$50,443	\$60,532
WATER SERVICE WORKER III/CDL	\$45,053	\$56,316	\$67,580
WATER/SEWER SERVICE WORKER I/WWTP	\$40,622	\$50,778	\$60,934
WWTP OPERATOR/SUPERINTENDENT	\$59,143	\$73,928	\$88,714

* Contract employees not tied to ranges

ATTACHMENT B

Exempt and Elected Official Salaries

Section 1. The following are exempt positions:

City Manager.....See approved pay plan
Police ChiefSee approved pay plan
City Recorder/Assistant City Manager.....See approved pay plan
City EngineerSee approved pay plan
City Treasurer.....See approved pay plan
Parks, Recreation & Trails Director.....See approved pay plan
Human Resource ManagerSee 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:

Mayor.....\$12,669
Councilmembers.....\$ 8,652
Planning Commission Members\$50 per meeting

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

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