

ORDINANCE NO. 2019-12

AN ORDINANCE ADOPTING THE CITY OF MOAB PAY PLAN SCHEDULE AND ADOPTING THE EXEMPT AND ELECTED OFFICIALS SALARIES FOR FISCAL YEAR 2019-2020

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 2019-2020 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 2019-2020 Proposed Pay Plan (Attachment A) and the Exempt and Elected Officials Salaries (Attachment B) as referred herein.

DATED this 11th day of June 2019.

SIGNED:

Emily S. Niehaus
Mayor

ATTEST:

Sommar Johnson
City Recorder



City of Moab

Proposed Pay Plan 2019-20 (2% COLA)

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
ADMIN ASSISTANT - AQUATIC	\$17.05	\$21.31	\$25.58
ADMINISTRATIVE ASSISTANT I - Police	\$19.13	\$23.91	\$28.70
ADMINISTRATIVE ASSISTANT II - Police	\$20.98	\$26.22	\$31.47
ADMINISTRATIVE ASSISTANT - P&E	\$18.70	\$23.37	\$28.05
ADMINISTRATIVE ASSISTANT - PUBLIC WORKS	\$18.84	\$23.55	\$28.26
ANIMAL CONTROL OFFICER I	\$17.67	\$22.09	\$26.51
ANIMAL CONTROL OFFICER II	\$20.57	\$25.71	\$30.85
ANIMAL CONTROL SUPERVISOR	\$21.56	\$26.95	\$32.33
ANIMAL SHELTER MANAGER	\$22.40	\$28.00	\$33.60
AQUATIC CENTER MANAGER	\$27.45	\$34.32	\$41.18
AQUATIC MANAGER	\$22.89	\$28.61	\$34.33
AQUATICS ASSISTANT MANAGER	\$19.52	\$24.40	\$29.28
ARTS AND SPECIAL EVENTS ASSISTANT	\$19.06	\$23.82	\$28.59
ARTS/SPECIAL EVENTS MANAGER	\$23.34	\$29.17	\$35.01
ASSISTANT CITY ENGINEER	\$22.67	\$28.33	\$34.00
ASSISTANT CITY MANAGER	\$43.94	\$54.92	\$65.91
ASSISTANT CITY PLANNER	\$21.37	\$26.71	\$32.05
ASSISTANT POLICE CHIEF	\$30.70	\$38.38	\$46.06
BILLING CLERK	\$19.16	\$23.94	\$28.73
BUILDING OFFICIAL	\$28.77	\$35.96	\$43.16
CITY ENGINEER	\$40.38	\$50.48	\$60.57
CITY MANAGER	\$59.07	\$73.84	\$88.60
CITY RECORDER	\$28.91	\$36.14	\$43.36
CITY TREASURER	\$25.02	\$31.27	\$37.53
CODE COMPLIANCE SPECIALIST	\$18.91	\$23.64	\$28.37
COMMUNICATION AND ENGAGEMENT DIRECTOR	\$29.50	\$36.87	\$44.24
CONSTRUCTION INSPECTOR	\$22.08	\$27.60	\$33.12
DEPUTY RECORDER	\$20.12	\$25.15	\$30.18
DEPUTY TREASURER	\$19.88	\$24.85	\$29.82

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
ADMIN ASSISTANT - AQUATIC	\$2,955	\$3,694	\$4,433
ADMINISTRATIVE ASSISTANT I - Police	\$3,316	\$4,145	\$4,974
ADMINISTRATIVE ASSISTANT II - Police	\$3,636	\$4,545	\$5,454
ADMINISTRATIVE ASSISTANT - P&E	\$3,241	\$4,051	\$4,862
ADMINISTRATIVE ASSISTANT - PUBLIC WORKS	\$3,266	\$4,083	\$4,899
ANIMAL CONTROL OFFICER I	\$3,063	\$3,829	\$4,595
ANIMAL CONTROL OFFICER II	\$3,565	\$4,456	\$5,347
ANIMAL CONTROL SUPERVISOR	\$3,736	\$4,671	\$5,605
ANIMAL SHELTER MANAGER	\$3,883	\$4,854	\$5,824
AQUATIC CENTER MANAGER	\$4,759	\$5,948	\$7,138
AQUATIC MANAGER	\$3,967	\$4,959	\$5,951
AQUATICS ASSISTANT MANAGER	\$3,384	\$4,230	\$5,076
ARTS AND SPECIAL EVENTS ASSISTANT	\$3,303	\$4,129	\$4,955
ARTS/SPECIAL EVENTS MANAGER	\$4,046	\$5,057	\$6,068
ASSISTANT CITY ENGINEER	\$3,929	\$4,911	\$5,893
ASSISTANT CITY MANAGER	\$7,616	\$9,520	\$11,424
ASSISTANT CITY PLANNER	\$3,704	\$4,629	\$5,555
ASSISTANT POLICE CHIEF	\$5,322	\$6,653	\$7,983
BILLING CLERK	\$3,320	\$4,150	\$4,980
BUILDING OFFICIAL	\$4,987	\$6,234	\$7,481
CITY ENGINEER	\$6,999	\$8,749	\$10,499
CITY MANAGER	\$10,239	\$12,798	\$15,358
CITY RECORDER	\$5,011	\$6,264	\$7,516
CITY TREASURER	\$4,337	\$5,421	\$6,505
CODE COMPLIANCE SPECIALIST	\$3,278	\$4,098	\$4,918
COMMUNICATION AND ENGAGEMENT DIRECTOR	\$5,113	\$6,391	\$7,669
CONSTRUCTION INSPECTOR	\$3,827	\$4,784	\$5,741
DEPUTY RECORDER	\$3,488	\$4,360	\$5,232
DEPUTY TREASURER	\$3,446	\$4,308	\$5,169

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
ADMIN ASSISTANT - AQUATIC	\$35,466	\$44,332	\$53,199
ADMINISTRATIVE ASSISTANT I - Police	\$39,793	\$49,741	\$59,690
ADMINISTRATIVE ASSISTANT II - Police	\$43,635	\$54,543	\$65,452
ADMINISTRATIVE ASSISTANT - P&E	\$38,894	\$48,617	\$58,341
ADMINISTRATIVE ASSISTANT - PUBLIC WORKS	\$39,193	\$48,992	\$58,790
ANIMAL CONTROL OFFICER I	\$36,759	\$45,948	\$55,138
ANIMAL CONTROL OFFICER II	\$42,778	\$53,472	\$64,167
ANIMAL CONTROL SUPERVISOR	\$44,837	\$56,047	\$67,256
ANIMAL SHELTER MANAGER	\$46,594	\$58,242	\$69,891
AQUATIC CENTER MANAGER	\$57,106	\$71,382	\$85,658
AQUATIC MANAGER	\$47,606	\$59,507	\$71,409
AQUATICS ASSISTANT MANAGER	\$40,606	\$50,757	\$60,909
ARTS AND SPECIAL EVENTS ASSISTANT	\$39,639	\$49,549	\$59,459
ARTS/SPECIAL EVENTS MANAGER	\$48,547	\$60,684	\$72,820
ASSISTANT CITY ENGINEER	\$47,146	\$58,932	\$70,718
ASSISTANT CITY MANAGER	\$91,389	\$114,236	\$137,083
ASSISTANT CITY PLANNER	\$44,443	\$55,554	\$66,665
ASSISTANT POLICE CHIEF	\$63,866	\$79,832	\$95,799
BILLING CLERK	\$39,843	\$49,804	\$59,765
BUILDING OFFICIAL	\$59,845	\$74,806	\$89,767
CITY ENGINEER	\$83,992	\$104,990	\$125,988
CITY MANAGER	\$122,865	\$153,582	\$184,298
CITY RECORDER	\$60,131	\$75,164	\$90,197
CITY TREASURER	\$52,040	\$65,051	\$78,061
CODE COMPLIANCE SPECIALIST	\$39,342	\$49,177	\$59,012
COMMUNICATION AND ENGAGEMENT DIRECTOR	\$61,352	\$76,690	\$92,028
CONSTRUCTION INSPECTOR	\$45,929	\$57,411	\$68,893
DEPUTY RECORDER	\$41,855	\$52,318	\$62,782
DEPUTY TREASURER	\$41,355	\$51,694	\$62,032



City of Moab

Proposed Pay Plan 2019-20 (2% COLA)

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range			Pay Range			Pay Range		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
DEVELOPMENT SERVICES COORDINATOR	\$26.67	\$33.34	\$40.01	\$4,624	\$5,780	\$6,935	\$55,484	\$69,355	\$83,226
EXECUTIVE ADMINISTRATIVE ASSISTANT	\$20.73	\$25.91	\$31.10	\$3,593	\$4,492	\$5,390	\$43,120	\$53,900	\$64,680
FACILITIES MECHANICAL TECHNICIAN	\$19.54	\$24.42	\$29.31	\$3,387	\$4,233	\$5,080	\$40,640	\$50,800	\$60,960
FILM COMMISSION ASSISTANT	\$18.40	\$23.00	\$27.60	\$3,190	\$3,987	\$4,784	\$38,274	\$47,843	\$57,412
FILM COMMISSION COORDINATOR	\$25.32	\$31.65	\$37.99	\$4,389	\$5,487	\$6,584	\$52,673	\$65,842	\$79,010
FINANCE DIRECTOR	\$46.39	\$57.99	\$69.59	\$8,041	\$10,052	\$12,062	\$96,496	\$120,621	\$144,745
HUMAN RESOURCE ASSISTANT	\$20.58	\$25.73	\$30.87	\$3,568	\$4,460	\$5,352	\$42,812	\$53,515	\$64,218
HUMAN RESOURCE DIRECTOR	\$36.13	\$45.17	\$54.20	\$6,263	\$7,829	\$9,395	\$75,158	\$93,947	\$112,737
LIFEGUARD	\$17.66	\$22.08	\$26.50	\$3,062	\$3,827	\$4,593	\$36,743	\$45,928	\$55,114
MARC ADMINISTRATIVE ASSISTANT	\$18.21	\$22.77	\$27.32	\$3,157	\$3,946	\$4,735	\$37,881	\$47,351	\$56,822
MARC ASSISTANT	\$17.67	\$22.09	\$26.51	\$3,063	\$3,829	\$4,595	\$36,761	\$45,952	\$55,142
OFFICE MANAGER	\$23.63	\$29.54	\$35.44	\$4,096	\$5,119	\$6,143	\$49,146	\$61,433	\$73,720
PARKS SERVICE WORKER I	\$17.89	\$22.36	\$26.84	\$3,101	\$3,876	\$4,652	\$37,213	\$46,516	\$55,819
PARKS SERVICE WORKER II	\$18.41	\$23.01	\$27.61	\$3,191	\$3,989	\$4,786	\$38,290	\$47,862	\$57,435
PARKS SERVICE WORKER III	\$19.17	\$23.96	\$28.76	\$3,323	\$4,154	\$4,984	\$39,874	\$49,842	\$59,810
PARKS SUPERINTENDENT	\$26.66	\$33.33	\$39.99	\$4,621	\$5,777	\$6,932	\$55,455	\$69,318	\$83,182
PARKS/RECREATION/TRAILS DIRECTOR	\$35.33	\$44.16	\$52.99	\$6,123	\$7,654	\$9,185	\$73,481	\$91,852	\$110,222
PLANNING DIRECTOR	\$30.61	\$38.26	\$45.92	\$5,306	\$6,633	\$7,959	\$63,672	\$79,591	\$95,509
POLICE CHIEF	\$44.54	\$55.68	\$66.81	\$7,720	\$9,650	\$11,580	\$92,644	\$115,805	\$138,966
POLICE OFFICER I	\$21.27	\$26.59	\$31.91	\$3,688	\$4,610	\$5,531	\$44,251	\$55,314	\$66,377
POLICE OFFICER II	\$21.91	\$27.38	\$32.86	\$3,797	\$4,747	\$5,696	\$45,568	\$56,960	\$68,352
POLICE OFFICER II/DRUG ENFORCEMENT	\$21.91	\$27.38	\$32.86	\$3,797	\$4,747	\$5,696	\$45,568	\$56,960	\$68,352
POLICE OFFICER III	\$22.82	\$28.52	\$34.23	\$3,955	\$4,944	\$5,932	\$47,460	\$59,325	\$71,190
POLICE OFFICER III/DRUG ENFORCEMENT	\$22.82	\$28.52	\$34.23	\$3,955	\$4,944	\$5,932	\$47,460	\$59,325	\$71,190
PUBLIC FACILITIES SERVICE WORKER I/CUSTODIAN	\$16.72	\$20.91	\$25.09	\$2,899	\$3,624	\$4,348	\$34,788	\$43,484	\$52,181
PUBLIC FACILITIES SUPERINTENDENT	\$25.72	\$32.15	\$38.58	\$4,458	\$5,573	\$6,688	\$53,501	\$66,876	\$80,251
PUBLIC FACILITIES WORKER II	\$17.00	\$21.25	\$25.50	\$2,946	\$3,683	\$4,420	\$35,358	\$44,197	\$53,037
PUBLIC FACILITIES WORKER III	\$18.25	\$22.81	\$27.38	\$3,164	\$3,954	\$4,745	\$37,962	\$47,453	\$56,943
PUBLIC WORKS DIRECTOR	\$38.92	\$48.65	\$58.38	\$6,746	\$8,432	\$10,119	\$80,950	\$101,187	\$121,425



City of Moab

Proposed Pay Plan 2019-20 (2% COLA)

Hourly Pay Rates

Monthly Pay Rates

Annual Pay Rates

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
RECORD/PROJECT SPECIALIST	\$20.00	\$24.99	\$29.99
RECREATION ASSISTANT - PROGRAMS	\$17.48	\$21.85	\$26.22
SAFETY SPECIALIST	\$20.82	\$26.02	\$31.22
SENIOR PROJECTS MANAGER	\$23.46	\$29.32	\$35.19
SERGEANT	\$26.26	\$32.82	\$39.39
SEWER DIVISION SUPERINTENDENT	\$27.82	\$34.78	\$41.73
SEWER SERVICE WORKER I	\$18.74	\$23.42	\$28.10
SEWER SERVICE WORKER II/CDL	\$19.79	\$24.74	\$29.68
SEWER SERVICE WORKER III/CDL	\$22.09	\$27.62	\$33.14
SPORTS/RECREATION ASSISTANT	\$21.00	\$26.25	\$31.50
SPORTS/RECREATION MANAGER	\$25.62	\$32.02	\$38.43
STREETS SERVICE WORKER I	\$18.18	\$22.73	\$27.27
STREETS SERVICE WORKER II/CDL	\$18.76	\$23.45	\$28.13
STREETS SERVICE WORKER II/MECHANIC	\$19.78	\$24.73	\$29.68
STREETS SERVICE WORKER III/CDL	\$20.47	\$25.59	\$30.71
STREETS SERVICE WORKER III/MECHANIC	\$23.05	\$28.82	\$34.58
STREETS SUPERINTENDENT	\$27.08	\$33.85	\$40.63
SUSTAINABILITY DIRECTOR	\$30.24	\$37.80	\$45.36
VICTIM ADVOCATE	\$21.22	\$26.53	\$31.84
WATER DIVISION SUPERINTENDENT	\$28.11	\$35.14	\$42.16
WATER SERVICE WORKER I	\$18.74	\$23.42	\$28.10
WATER SERVICE WORKER I/METER READER	\$18.80	\$23.50	\$28.20
WATER SERVICE WORKER II/CDL	\$19.79	\$24.74	\$29.68
WATER SERVICE WORKER III/CDL	\$22.09	\$27.62	\$33.14
WATER/SEWER SERVICE WORKER II/WWTP	\$19.92	\$24.90	\$29.88
WWTP OPERATOR/SUPERINTENDENT	\$29.00	\$36.25	\$43.50

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
RECORD/PROJECT SPECIALIST	\$3,466	\$4,332	\$5,199
RECREATION ASSISTANT - PROGRAMS	\$3,030	\$3,788	\$4,545
SAFETY SPECIALIST	\$3,608	\$4,510	\$5,412
SENIOR PROJECTS MANAGER	\$4,066	\$5,082	\$6,099
SERGEANT	\$4,551	\$5,689	\$6,827
SEWER DIVISION SUPERINTENDENT	\$4,823	\$6,028	\$7,234
SEWER SERVICE WORKER I	\$3,247	\$4,059	\$4,871
SEWER SERVICE WORKER II/CDL	\$3,430	\$4,288	\$5,145
SEWER SERVICE WORKER III/CDL	\$3,830	\$4,787	\$5,744
SPORTS/RECREATION ASSISTANT	\$3,640	\$4,550	\$5,460
SPORTS/RECREATION MANAGER	\$4,441	\$5,551	\$6,661
STREETS SERVICE WORKER I	\$3,151	\$3,939	\$4,727
STREETS SERVICE WORKER II/CDL	\$3,251	\$4,064	\$4,877
STREETS SERVICE WORKER II/MECHANIC	\$3,429	\$4,286	\$5,144
STREETS SERVICE WORKER III/CDL	\$3,549	\$4,436	\$5,323
STREETS SERVICE WORKER III/MECHANIC	\$3,996	\$4,995	\$5,994
STREETS SUPERINTENDENT	\$4,695	\$5,868	\$7,042
SUSTAINABILITY DIRECTOR	\$5,242	\$6,553	\$7,863
VICTIM ADVOCATE	\$3,679	\$4,599	\$5,518
WATER DIVISION SUPERINTENDENT	\$4,872	\$6,090	\$7,308
WATER SERVICE WORKER I	\$3,247	\$4,059	\$4,871
WATER SERVICE WORKER I/METER READER	\$3,259	\$4,074	\$4,889
WATER SERVICE WORKER II/CDL	\$3,430	\$4,288	\$5,145
WATER SERVICE WORKER III/CDL	\$3,830	\$4,787	\$5,744
WATER/SEWER SERVICE WORKER II/WWTP	\$3,453	\$4,316	\$5,179
WWTP OPERATOR/SUPERINTENDENT	\$5,027	\$6,284	\$7,541

JOB TITLE	Pay Range		
	Minimum	Midpoint	Maximum
RECORD/PROJECT SPECIALIST	\$41,591	\$51,989	\$62,387
RECREATION ASSISTANT - PROGRAMS	\$36,362	\$45,452	\$54,543
SAFETY SPECIALIST	\$43,298	\$54,122	\$64,947
SENIOR PROJECTS MANAGER	\$48,792	\$60,990	\$73,188
SERGEANT	\$54,615	\$68,269	\$81,922
SEWER DIVISION SUPERINTENDENT	\$57,870	\$72,338	\$86,806
SEWER SERVICE WORKER I	\$38,970	\$48,712	\$58,455
SEWER SERVICE WORKER II/CDL	\$41,162	\$51,452	\$61,742
SEWER SERVICE WORKER III/CDL	\$45,954	\$57,443	\$68,931
SPORTS/RECREATION ASSISTANT	\$43,681	\$54,601	\$65,521
SPORTS/RECREATION MANAGER	\$53,289	\$66,611	\$79,933
STREETS SERVICE WORKER I	\$37,817	\$47,271	\$56,725
STREETS SERVICE WORKER II/CDL	\$39,013	\$48,766	\$58,520
STREETS SERVICE WORKER II/MECHANIC	\$41,150	\$51,437	\$61,725
STREETS SERVICE WORKER III/CDL	\$42,584	\$53,230	\$63,876
STREETS SERVICE WORKER III/MECHANIC	\$47,951	\$59,938	\$71,926
STREETS SUPERINTENDENT	\$56,334	\$70,418	\$84,502
SUSTAINABILITY DIRECTOR	\$62,905	\$78,631	\$94,357
VICTIM ADVOCATE	\$44,148	\$55,184	\$66,221
WATER DIVISION SUPERINTENDENT	\$58,466	\$73,082	\$87,698
WATER SERVICE WORKER I	\$38,970	\$48,712	\$58,455
WATER SERVICE WORKER I/METER READER	\$39,109	\$48,887	\$58,664
WATER SERVICE WORKER II/CDL	\$41,162	\$51,452	\$61,742
WATER SERVICE WORKER III/CDL	\$45,954	\$57,443	\$68,931
WATER/SEWER SERVICE WORKER II/WWTP	\$41,435	\$51,794	\$62,152
WWTP OPERATOR/SUPERINTENDENT	\$60,325	\$75,407	\$90,488

ATTACHMENT B

Exempt and Elected Official Salaries

Section 1. The following are exempt positions:

City ManagerSee approved pay plan
 Assistant City ManagerSee approved pay plan
 Police Chief.....See approved pay plan
 Finance Director.....See approved pay plan
 City Recorder.....See approved pay plan
 City EngineerSee approved pay plan
 City Treasurer.....See approved pay plan
 Parks, Recreation & Trails DirectorSee approved pay plan
 Human Resource Director.....See 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:

July 1 to December 31, 2019

	Salary	Benefits	Total
Mayor	\$6,461	\$1,680	\$8,141
Councilmember	\$4,413	\$398	\$4,810
Planning Commission Members	\$50 per meeting		

January 1 to June 30, 2020

	Salary	Benefits	Total
Mayor	\$6,461	\$14,243	\$20,705
Councilmember	\$4,413	\$12,986	\$17,399
Planning Commission Members	\$50 per meeting		

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

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