

ORDINANCE NO. 14-003

**ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
AMENDING THE FULL-TIME POSITION CLASSIFICATION SCHEDULE**

WHEREAS, certain key positions in the City are vacant and a recruitment to fill the positions is necessary; and,

WHEREAS, at the February 5, 2014, Council received a report of the proposed reorganization plan; and

WHEREAS, in order for the City to be competitive and recruit the most qualified candidates, an amendment to the full-time position classification schedule is recommended; and

WHEREAS, this recommended amendment is necessary in advance of the full salary schedule adoption that result from the Classification and Compensation Study conducted by Public Sector Personnel Consultants; and

WHEREAS, staff recommends amendment of the classification salary schedule for the following positions; Police Administrative Services Manager, Police Commander, Community & Economic Development Director, Finance Director and Engineer Technician.

WHEREAS the salary schedule for the identified positions is amended accordingly; and

WHEREAS, any amendment to the classification plan must be adopted by the City Council pursuant to Pacific Grove Municipal Code (PGMC) Section 4.20.280; and

WHEREAS, in the enactment of this ordinance, the City followed the guidelines adopted by the State of California and published in the California Code of Regulations, Title 14, Section 15000, et seq. Enactment of this ordinance action does not constitute a “project” as defined by California Environmental Quality Act (CEQA) because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment pursuant Section 15378.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE:

SECTION 1. The foregoing recitals are adopted as findings of the City Council as though set forth fully herein.

SECTION 2. That certain position classification plan approved and adopted by the City Council pursuant to PGMC § 4.20.280 is hereby amended to add the classifications of Community & Economic Services Director, Finance Director and Engineering Technician and amend the classifications of Police Commander and Police Administrative Services Manager with salary schedule as indicated:

Range	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
201	Police Administrative Services Manager	9,057	9,283	9,515	9,753	9,997	10,247	10,503	
601	Police Commander	9,516	9,754	9,998	10,248	10,504	10,766	11,036	
202	Community & Economic Development Director	9,753	9,997	10,247	10,503	10,766	11,035	11,311	
256	Finance Director	9,753	9,997	10,247	10,503	10,766	11,035	11,311	
102	Engineering Technician	5,807	5,952	6,101	6,253	6,409	6,570	6,734	6,902

SECTION 4. The City Manager is directed to execute all documents and to perform all other necessary City acts to implement this Ordinance.

SECTION 5. In accord with Article 15 of the City Charter, this ordinance shall become effective upon adoption hereof.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE
this 5th day of March, 2014, by the following vote:

AYES: Mayor Kampe, Councilmembers Cohen, Cueno, Fischer, Huitt, Lucius and Miller.

NOES: None.

ABSENT: None.

APPROVED:

ATTEST:

BILL. KAMPE, Mayor

DEBORA THOMSEN, Interim City Clerk

APPROVED AS TO FORM:

DAVID C. LAREDO, City Attorney