

RESOLUTION NO. 14-025

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
ESTABLISHING NEW EMPLOYEE JOB CLASSIFICATIONS AND TITLES,
AMENDING THE CITY'S CLASSIFICATION PLAN, AND RESCINDED EXISTING
EMPLOYEE JOB CLASSIFICATIONS**

FINDINGS

1. The City retained the services of Public Sector Personnel Consultants (PSPC) to conduct a comprehensive classification and compensation study resulting in the development of updated job descriptions and amendments to the City's Classification Plan.
2. On December 18, 2013, the City Council approved and adopted Resolution 13-058 establishing new employee job classifications and titles.
3. Subsequently, several classification changes have results as a result of contracting the golf course operations and reorganization within the Finance, Public Works and Community and Economic Development Departments. Changes to the classification plan are necessary to reflect these changes.
4. The City met and conferred with City employee organizations units to discuss the proposed changes.
5. Upon adoption of the amended Classification Plan all prior classifications schedules which are in conflict or inconsistent with this classification plan are hereby rescinded.
6. The action proposed by this Resolution does not constitute a "Project" as the term is defined under the California Environmental Quality Act (CEQA), CEQA Guideline section 15378.

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

1. The Council determines that each of the Findings set forth above is true and correct, and by this reference incorporates those Findings as an integral part of this Resolution.
2. The Council authorizes the adoption of the amended Classification Plan described below and incorporated herein by reference.

**City of Pacific Grove
Classification Plan**

Accountant
Accounting Assistant
Accounting Assistant, Senior
Accounting Technician
Administrative Technician
Animal Control Officer
Arborist
Assistant Finance Manager

City Clerk
City Manager
Code Compliance Officer
Community and Economic Development Department Director
Community and Economic Development Department Program Manager
Community Liaison Officer
Crossing Guard
Custodian
Deputy City Clerk
Engineering Technician
Environmental Programs Manager
Equipment Mechanic
Equipment Mechanic, Senior
Financial Analyst
Finance Director
Housing Program Coordinator/Code Compliance Officer
Housing Rehabilitation Inspector
Intern
Librarian
Library and Information Services Director
Library Assistant
Library Assistant, Senior
Library Director
Library Technician
Lighthouse Docent Coordinator
Maintenance Assistant
Maintenance Supervisor
Maintenance Technician/Safety Coordinator
Maintenance Worker
Maintenance Worker, Senior
Management Analyst
Office Assistant
Parking Enforcement Officer
Planner, Assistant
Planner, Associate
Planner, Senior
Police Administrative Services Manager
Police Chief
Police Commander
Police Corporal
Police Officer
Police Records Supervisor
Police Sergeant
Police Services Technician
Pre-School Manager
Public Works Director
Public Works Program Manager
Recreation Assistant I
Recreation Assistant II
Recreation Coordinator
Recreation Coordinator, Senior

Reserve Police Officer I
Reserve Police Officer II
Reserve Police Officer III
Traffic Engineer

3. The Council authorizes the City Manager to take all necessary steps to implement the Classification Plan, which may include but is not limited to revisions to associated City documents.
4. This Resolution shall become effective immediately following passage and adoption thereof with implementation following salary scheduled adoption.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this 7th day of May 2014, by the following vote:

AYES: Mayor Kampe, Councilmembers Cohen, Cuneo, Fischer, Lucius, Miller

NOES: None

ABSTAIN: Councilmember Huitt

ABSENT: None

APPROVED:

Bill Kampe, Mayor

ATTEST:

Ann Camel, Interim City Clerk

APPROVED AS TO FORM:

David C Laredo, City Attorney