



PACIFIC GROVE WEEKLY SUMMARY

March 25, 2016

CITY COUNCIL

Major actions taken by the Council at its Special Meeting of March 24, 2015 included:

- ❖ **Home Sharing.** Introduced and held first reading of an ordinance to amend Pacific Grove Municipal Code Chapter 23 to add a new Section 23.64.370 related to permitting Home Sharing. Council also adopted the Initial Study/Negative Declaration prepared and posted pursuant to CEQA Guidelines.
- ❖ **Short Term Vacation Rentals (STVRs).** Introduced and held first reading of an ordinance to amend Pacific Grove Municipal Code Chapter 7.40 and Chapter 23.64.350 related to Transient Use License for residential property – commonly referred to as Short Term Vacation Rentals, or STVRs. Council also adopted the Initial Study and Negative Declaration prepared and posted to CEQA Guidelines.

The agenda reports and supporting documents for all of these actions are on the City's website, at <http://www.cityofpacificgrove.org>. Details of the actions taken will also be available, upon completion and adoption of the meeting minutes, which will also be posted on the website.

Special Meeting. A Special Meeting has been set for **Thursday, March 31, 2016, at 8:00 AM** for further City Council interviews of City Manager candidates. With the exception of Public Comment, the meeting is a closed meeting. An agenda will be posted accordingly. For more information, please contact the City Clerk's office at cityclerk@cityofpacificgrove.org

CITY CLERK

April 19, 2016 Special Election as to Measure X. Vote by mail voters may drop off ballots at City Hall. A ballot box has been placed on the first floor near the Council Chambers. For more information, please contact the City Clerk's office at cityclerk@cityofpacificgrove.org

CITY MANAGER'S OFFICE/HUMAN RESOURCES

Library Clerk, Pre-School Manager and Chief of Police recruitments. Human Resources launched three new recruitments this week, Library Clerk (part-time, 20 hours weekly), Pre-School Manager (part-time, 20 hours weekly) and Chief of Police (full-time). Qualified and interested applicants may apply online for the Library Clerk and Pre-School Managers positions by accessing the City's website (<http://www.cityofpacificgrove.org/about-city/jobs>). Ralph Anderson & Associates are handling the executive level search for the Chief of Police. Qualified applicant may apply by sending a cover letter, resume and salary history for the last three years to appy@ralphandersen.com. Please see the attached flyers for more information regarding these opportunities with the City.

COMMUNITY AND ECONOMIC DEVELOPMENT

Brown Bag Training Series for Historic Buildings. Please join Planning staff in the Council Chambers on the following dates from 12-1:30PM for the following California Preservation Foundation (CPF) Webinars:

March 30, 2016: [ADA & Universal Access in Historic Buildings](#).

April 6, 2016: [Creative CEQA Mitigation Strategies for Historic Properties](#)

May 4, 2016: [Energy Efficiency and the Restoration of Historic Light Fixtures](#)

May 12, 2016: [Making it Pay: Incentives for Local Governments](#)

The webinars may qualify for Continuing Education credits for AICP, AIA-HSW and ASLA. Please check individual trainings for credit information. Please see the attached flyer or email or call Anastazia Aziz, AICP, Senior Planner at aaziz@cityofpacificgrove.org 831-648-3183 for more information.

Housing Loan Funds. The City of Pacific Grove offers low-interest and deferred payment rehabilitation home loans to income-eligible property owners in Pacific Grove. The City has been making these loans for over 20 years and hundreds of homeowners have already benefited from the program. Loans up to \$75,000 per household are available for both major housing rehabilitation and emergency home repairs. These loans are great for homeowners on a fixed income who cannot afford to make needed repairs to their homes or the monthly payments that traditional home loans require. Funds are limited. For more information about this program call or email Terri Schaeffer, Housing Program Coordinator, [831.648.3199](tel:831.648.3199) or tschaeffer@cityofpacificgrove.org

FIRE DEPARTMENT

Tsunami Preparedness Week. National Tsunami Preparedness week is March 27 – April 2, 2016 which coincides with the great 1964 earthquake and tsunami in Alaska. Different states recognize the week during different dates, California recognizes Tsunami Preparedness Week from March 20 - 26, 2016.

A tsunami is a series of large ocean waves usually caused by a major earthquake on the sea floor, a landslide or volcanic activity and can strike any ocean shoreline. When tsunami waves enter shallow water, they rise to form a mass of moving water called “run up.” Run-up, which can be many feet high, can rush onto the shore striking the coast with tremendous and destructive force. If you are on the shore or in a low coastal area, you should know that a tsunami could arrive within minutes after the earth shakes.

If you are in a coastal area and you feel a strong earthquake do the following: Drop, cover and hold on. You should first protect yourself from the earthquake. After the shaking stops, move quickly to higher ground away from the coast. Be prepared for aftershocks, which can happen frequently and monitor local news and NOAA weather via a portable radio for the latest updates.

Have a plan in mind to meet your loved ones at a specific location in a safe area. Below is a photo of devastation that was caused in Alaska by an Earthquake and Tsunami.

For more information on Tsunami awareness and preparation, please visit: www.tsunami.gov or <http://myhazards.caloes.ca.gov>.



LAW/POLICE DEPARTMENT

Weekly Highlights. Attached you will find Interim Chief Belcher's Weekly Police Report for the week of March 18, 2016 to March 24, 2016, with the Year-to-Date Monthly Highlights.

LIBRARY

Dates from the past. In 1886, the first library in Pacific Grove opened in the "reading corner" of the Old Parlor. The Old Parlor was located at 165 Fountain Avenue at the corner of Fountain and High, now Ricketts Lane. It was used as a community hall from the early 1880s until 1910.

The Pacific Grove Library Association dates from 1886. In 1904 the collection was given to the city which obtained a Carnegie grant of \$10,000 in 1906.

In 1908, the Pacific Grove Public Library opened at 550 Central Avenue, Pacific Grove, CA 93950.

History of the Carnegie Libraries

by Dr. George S. Bobinski

Andrew Carnegie and the Carnegie Corporation provided funding for 1,681 public library buildings in 1,412 U.S. communities between 1889 and 1923. This philanthropy had a great

impact on the growth of public library development in the United States. Free public libraries supported by local taxation had begun with Boston in 1849 and slowly spread throughout the country. The Carnegie benefactions made them leap forward. This internationally famous celebrity chose libraries as one of the primary sources for his philanthropy. He also attached two conditions to his offer of money for a public library building--the local community had to provide a suitable site and formally agree to continuously support the library through local tax funds. The latter solidified acceptance of the concept of tax support for libraries.

<http://www.carnegie-libraries.org>

Kelly Blue Book. Quick now. Can you name 11 midsize sedans? How about 9 compact SUVs? One of the first steps on the road toward a new (or used) car is knowing your options. And there's no better place to start than Kelly Blue Book online. From car values and deals to checking out the first pics of what's coming to the 2107 auto shows, this online resource puts you in the driver's seat. Check out the Resources link for a cool monthly payment calculator just in case you're eyeballing that 2017 Bentley Bentayga or Porsche 718 Boxster. If these babies are out of your price range, how about some cool cars under \$18,000? There's enough information at Kelly Blue Book for a really nice road trip. Enjoy! This resource is available online (and at the library) to Pacific Grove library-card holders. From the homepage, go to EXPLORE on the menu bar; then to INFORMATION & RESEARCH; then scroll down to CONSUMER INFORMATION. Click on the Kelly Blue Book link. If you need help, please call or stop by the library and a reference librarian will be happy to assist you. You can reach us at 648-5762.

SPLAMBA. Children's Librarian Alison Jackson participated in a workshop presented by SPLAMBA (School & Public Librarian's Association of the Monterey Bay Area) on Friday, March 18. The topic of the program was incorporating science into library programs for children. Alison presented a number of fun science experiments for preschoolers, including exploding film canisters, balancing a ping pong ball on a straw, and creating "elephant toothpaste."

MUSEUM

Science Saturdays. Come see what the buzz is all about for Science Saturday: Bees, Wasps, Honey & Hives on Saturday, March 26th beginning at 11 a.m. Examine bee stingers and wasp nests, taste honey made from different California wildflowers, create a beeswax candle to take home, and play games about pollination. Join us for a day of fun, science, & bees! Admission to the Museum is free for everyone on Science Saturdays! <http://www.pgmuseum.org/museum-events/2016/3/26/science-saturday-bees-wasps-honey-and-hives>

Wild Flower Show. The Wildflower Show is returning to the Pacific Grove Museum of Natural History in April for another amazing year. Expect more than 600 varieties and species of wildflowers on display for the 55th annual event - all hailing from the Central Coast region. Workshops, lectures and a members-only reception will be offered during this awesome event, beginning April 15th and running through April 17th.

<http://www.pgmuseum.org/wildflowershow/>

PUBLIC WORKS

Harbor Seal Fencing. This week the Public Works Department installed the Harbor Seal fencing for the season. To date, the seals have only been at the Hopkins beach, but are swimming up to the 8th Street and the 5th Street beaches to explore. The Bay Net Docents and the City expect the seals to begin to occupy 5th Street and 8th Street beaches within the next few weeks.

The Harbor Seals are a protected animal and it is against the law to harass or disturb them. This is the purpose for the City's installation of fencing. Human intrusion is the number one reason a mother will abandon her pup. Please enjoy viewing the seals, but respect that they are a wild animal and view only from the recreation trail.



CHAMBER OF COMMERCE

Grand Opening. Associated Building Supply, Inc. located at 157 Grand Avenue, Suite 106, will celebrate their official grand opening and ribbon cutting on Thursday, April 14, from 5:00 to 7:00 PM. Join the Pacific Grove Chamber of Commerce in welcoming Tim Bradshaw and Associated Building Supply, Inc. to their new showroom on Grand Avenue in downtown Pacific Grove. For more information: [\(831\) 373-3304](tel:8313733304) or www.pacificgrove.org.



PACIFIC GROVE POLICE DEPARTMENT

580 Pine Avenue, Pacific Grove, CA 93950

(831) 648-3143 – Fax (831) 648-3163

"Our community, your police"

Weekly Highlights

March 18, 2016 to March 24, 2016

Traffic Accidents	2
Arrests	3
Written Reports	60
Citations Issued	11
Parking Citations	17
Field Interviews	18

2016 Monthly Highlights

Activity	Jan	Feb	Mar*	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	2016 YTD	2015 YTD	2015 Total
Traffic Accidents	14	17	9										40	47	179
Arrests	10	11	10										31	25	136
Written Reports	226	214	178										618	650	2,820
Citations Issued	120	111	71										302	297	978
Parking Citations	143	124	91										358	1,006	3,736
Field Interviews	128	86	68										282	64	322

2016 Crime Comparison

Crime Type	Jan	Feb	Mar*	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	2016 YTD	2015 YTD	2015 Total
Homicide	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rape	1	-	-	-	-	-	-	-	-	-	-	-	1	1	1
Robbery	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4
Assault - Aggravated	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7
Assault - Simple	3	6	6	-	-	-	-	-	-	-	-	-	15	9	58
Burglary	1	-	3	-	-	-	-	-	-	-	-	-	4	10	52
Larceny	15	13	19	-	-	-	-	-	-	-	-	-	47	47	230
Auto Theft	3	2	1	-	-	-	-	-	-	-	-	-	6	-	18
Domestic Violence	2	4	1	-	-	-	-	-	-	-	-	-	7	12	46
Arson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Please Note: Monthly Highlights & Crime Comparison Tables are Updated Upon Submission of Monthly Uniform Crime Reporting (UCR) to the Department of Justice (DOJ) and Written Reports include Traffic Accidents.

*Stats through weekly reporting period.



CALIFORNIA PRESERVATION FOUNDATION



Historic Buildings Brown Bag Webinar Trainings

Hosted by the City of Pacific Grove



When	What	Where
Mar 30, 2016 12 - 1:30 pm	The California Historic Building Code (CHBC) and the Americans with Disabilities Act (ADA) in Historic Buildings and Sites	City Council Chambers
Apr 06, 2016 12 - 1:30 pm	Creative CEQA Mitigation Strategies for Historic Properties	City Council Chambers
May 04, 2016 12 - 1:30 pm	Energy Efficiency and the Restoration of Historic Light Fixtures	City Council Chambers
May 12, 2016 12 - 1:30 pm	Making it Pay: Incentives for Local Governments	City Council Chambers

“DON'T PUT OFF HOME REPAIRS ANY LONGER”

APPLY TODAY – LOW-INTEREST HOME LOAN, NO MONEY DOWN, NO MONTHLY PAYMENTS

Does your home need repairs that you cannot afford? We may be able to help.

Here are some examples of the types of improvements that can be made with this loan program:

- ✓ Roof repair or replacement
- ✓ Window and door replacement, weather-stripping and insulation
- ✓ Repairing or upgrading plumbing and electrical systems
- ✓ Replacing your heating system
- ✓ Bathroom and kitchen repairs

City staff services are provided at **NO Cost to Homeowner** and include:

- ✓ Assistance in application preparation
- ✓ Property inspection
- ✓ Preparation of work specification and cost estimates
- ✓ Assistance with selecting a licensed building contractor
- ✓ Construction monitoring, insuring that all work is inspected and approved
- ✓ Accounting services, including processing and payment for your contractor



Find out more about this program; **loan funds are limited and available on a first-come-first-served basis.**

Call the Housing Division today at (831) 648-3199

How can I prepare for a tsunami?

It is easy to prepare for a tsunami. Many preparedness actions are common across hazards. If your home, school, workplace, or other places you visit often are in tsunami hazard zones:

- Ensure you have multiple ways to receive warnings. Get a NOAA Weather Radio, sign up for text message alerts from your local government, and verify that your mobile devices receive wireless emergency alerts.
- Make an emergency plan that includes plans for family communication and evacuation.
- Map out routes from home, work, and other places you visit often to safe places on high ground or inland (away from the water) and outside the tsunami hazard zone. Your community may already have identified evacuation routes and assembly areas. Plan to evacuate on foot if you can; roads may be impassable due to damage, closures, or traffic jams.
- Practice walking your routes, even in darkness and bad weather. This will ease evacuation during an emergency.
- Put together a portable disaster supplies kit with items you and your family (including pets) may need in an emergency. Prepare kits for work and cars, too.



- Be a role model. Share your knowledge and plans with others.

If you have children in school in a tsunami hazard zone, find out the school's plans for evacuating and keeping children safe.



If you are visiting the coast, find out about local tsunami safety. Your hotel or campground should have this information.

What should I do after a tsunami?

- Stay out of the tsunami hazard zone until officials say it is safe. The cancellation of a warning does not mean danger has passed.
- Stay out of any building with damage or water around it until a professional or official says it is safe.
- Get updates and safety instructions from radio, television, or your mobile device (text or data).

Where can I learn more?

Tsunami safety: www.weather.gov/tsunamisafety

Tsunami alerts: www.tsunami.gov

Emergency planning: www.ready.gov

Information provided by the National Tsunami Hazard Mitigation Program (<http://nws.weather.gov/nthmp/>), a partnership of the National Oceanic and Atmospheric Administration, Federal Emergency Management Agency, U.S. Geological Survey, and 28 U.S. states and territories.

If you live, work, or play on the coast, learn more about tsunamis and tsunami safety.

Tsunami Awareness & Safety

Knowledge saves lives!



National Tsunami Hazard Mitigation Program

How will I be warned about a tsunami?

There are two types of tsunami warnings: official and natural. Both are important. You may not get both. Respond immediately to whichever you receive first.

Official tsunami warnings are broadcast through radio, television, and wireless emergency alerts. They may also come through outdoor sirens, officials, text message alerts, and telephone notifications.

How do I respond to a tsunami warning?

If you are in a tsunami hazard zone and receive an official warning:

- Stay out of the water and away from beaches and waterways.
- Get more information from radio, television, or your mobile device (text or data).
- If officials ask you to evacuate, move quickly to a safe place. Follow evacuation signs or go as high or far inland (away from the water) as possible.

- As soon as you can move safely, move quickly to a safe place. Follow evacuation signs or go as high or far inland (away from the water) as possible.
- If there is earthquake damage, avoid fallen power lines, and stay away from weakened structures.
- When you are in a safe place, get more information from radio, television, or your mobile device (text or data).

If you live, work, or play at the coast, you should prepare for tsunamis. Tsunamis do not occur very often, but they pose a major threat to coastal communities. While they cannot be prevented, there are things you can do that could save your life and the lives of your loved ones.

There may not be time to wait for an official warning. A natural tsunami warning may be your only warning. Natural warnings include:

- A strong or long earthquake
- A loud roar (like a train or an airplane) from the ocean
- Unusual ocean behavior (the ocean could look like a fast-rising flood or a wall of water or it could drain away suddenly like a very low tide)

If you experience any of these natural warnings, even just one, a tsunami could be coming.

If you are in a tsunami hazard zone and receive a natural warning, a tsunami could arrive within minutes:

- In case of an earthquake, protect yourself. Drop, cover, and hold on. Be prepared for aftershocks. Each time the earth shakes, drop, cover, and hold on.
- Take action. Do not wait for an official warning or instructions from officials.

If you are on the beach or near water and feel an earthquake of any size and length, move quickly to high ground or inland (away from the water) as soon as you can move safely. Get more information from radio, television, or your mobile device (text or data).

If you are outside of the tsunami hazard zone and receive a warning, stay where you are unless officials tell you otherwise.

What is a tsunami and where do they happen?

A tsunami is a series of waves caused by a large, sudden disturbance of the sea. Undersea earthquakes are the most common cause, but landslides, volcanic activity, certain types of weather, and meteorites can also cause tsunamis.

Most tsunami waves are less than 10 feet high. In extreme events, they can exceed 100 feet. Large tsunamis can flood more than a mile inland. The first wave may not be the largest or most damaging, and the danger may last for hours or days. Tsunamis are a serious threat to life and property. Even small tsunamis can be dangerous, especially to swimmers, surfers, and boats in harbors.

Tsunamis can strike any U.S. coast, but risk is greatest for states and territories with Pacific and Caribbean coastlines. Low-lying areas such as beaches, bays, lagoons, harbors, river mouths, and areas along rivers and streams leading to the ocean are the most vulnerable. Tsunamis can happen any time, any season, and during any weather. They can be generated far away (across the ocean) or locally. Local tsunamis can arrive just minutes after a disturbance.





CITY OF PACIFIC GROVE
EMPLOYMENT OPPORTUNITY/PART TIME (20 HR/PER WEEK)

Librarian Clerk

An Equal Opportunity Employer

The City of Pacific Grove is looking for a friendly, customer service oriented candidate for Library Clerk. This person should be detail oriented and be able to work in a busy public environment. Hours include evenings and Saturdays.

OPENING DATE: Tuesday, March 22, 2016

CLOSING DATE: Wednesday, April 6, 2016

EXAMPLE OF DUTIES:

- Provides technical and professional assistance to library patrons, and teaches the use of library resources and equipment; assists with researching complex and difficult queries.
- Provides assistance and customer service in a courteous and respectful manner; assists patrons in finding materials in the collection, answers informational requests, refers more difficult reference and research questions to the Reference Librarian when appropriate.
- Assists patrons with selecting, borrowing and returning library materials; responds to requests using knowledge of library policies and procedures; duties may vary according to job assignment.
- Supports the relationship between the City of Pacific Grove and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

QUALIFICATIONS:

(1) one year of customer service experience, preferably in the City of Pacific Grove; OR an equivalent of combination of education, training and experience.

THE EXAMINATION PROCESS: Interested and qualified applicants should file an online City application, www.cityofpacificgrove.org/about-city/jobs. All completed applications will be reviewed and qualified applicants will be invited to participate in examination process to evaluate the training, experience and qualifications of the applicant. This process may include, but not limited to, a written examination, skills assessment testing and oral board interview. Successful candidates will be placed on an eligibility list from which appointments may be made. Successful candidates must submit to the following: Drug screening, background investigation and live scan fingerprinting.

SALARY AND BENEFITS:

Total compensation consists of an hourly salary range from \$17.50 to \$21.28, for no more than 20 hours per week. City contributes to Medicare at the rate of 1.45% of the part-time employee's salary. Part-time employees are subject to withholding at the same rate. Employee contributes to the Public Agency Retirement Services Alternate Retirement System (PARS-ARS) at the rate of 7.5% of, in lieu of Social Security. No additional benefits are provided for part-time positions.



ANNOUNCEMENT

EMPLOYMENT OPPORTUNITY / PART TIME (20 HR/PER WEEK)

PRESCHOOL MANAGER

DEFINITION:

The City of Pacific Grove is seeking a Preschool Manager to be responsible for the daily operation of a half-day (9:00 a.m. to 12:00 p.m.) preschool program for children ages 3 to 5 years old at the Pacific Grove Community Center; to provide program planning, classroom instruction, supervision of other program employees, compilation and organization of publicity material, keeping of necessary records, maintenance equipment and supplies, and related duties.

Essential Functions: Knowledge of the requirements for providing the type of care and supervision needed by children, including ability to communicate with such children; Knowledge of and ability to comply with applicable law and regulations; Ability to maintain or supervise the maintenance of class rosters and records; Ability to direct the work of others; Ability to establish the facility's policy, program and budget; Ability to train, and evaluate staff; and Knowledge of developmentally appropriate activities and expectations of young children.

QUALIFICATIONS:

Bachelor's Degree in Child Development or Education; and three years of experience in pre-school programs; or an equivalent combination of education, training and experience.

LICENSE AND CERTIFICATION REQUIREMENTS:

A valid California State Driver's License is required.

Desired Certificates:

Tuberculosis Certificate
CPR/First Aid Certificate(s)

THE EXAMINATION PROCESS: Interested and qualified applicants should file an online City of Pacific Grove application form, <http://www.cityofpacificgrove.org/about-city/jobs>, Application deadline date is **April 11, 2016**. All completed applications will be reviewed and the most qualified applicants will be invited to participate in an examination process to evaluate the training, experience and qualifications of the applicant. This process may include, but is not limited to, a written examination, skills assessment testing, and oral board interview. Successful candidates will be placed on an eligibility list from which an appointment may be made. Successful candidates must submit to the following: Drug screening, Background investigation and Live Scan fingerprinting.

SALARY AND BENEFITS: Total compensation consists of an hourly salary range from \$16.05 to \$19.50, for no more than 20 hours per week. City contributes to Medicare at the rate of 1.45% of the part-time employee's salary. Part-time employees are subject to withholding at the same rate. Employee contributes to the Public Agency Retirement Services Alternate Retirement System (PARS-ARS) at the rate of 7.5% of, in lieu of Social Security. No additional benefits are provided for part-time positions.



POLICE CHIEF

PACIFIC GROVE

THE COMMUNITY OF PACIFIC GROVE

Sharing borders with the Pacific Ocean, Monterey Bay, Pebble Beach, and the City of Monterey, Pacific Grove combines an unparalleled quality of life with an ambience of charm, grace, and beauty. Located on the very tip of the scenic, tree-shrouded Monterey Peninsula, Pacific Grove boasts a beautiful, fully accessible coastline. The community encompasses a total of less than three square miles, with more than 3.5 miles of beaches, rocky outcroppings, and shoreline parks. Primarily a residential community, Pacific Grove has a population of 15,522 and over 1,300 registered historic homes and other structures.

Founded in the 1870s as a Methodist summer retreat, Pacific Grove continues to bear the look and feel of yesteryear. The original retreat area remains with homes dating back to the late 1800s and early 1900s. Many of Pacific Grove's homes reflect a vintage style, diverse architecture, and individuality. Among the historic buildings in Pacific Grove are stately Victorian mansions, many of which have been converted into bed and breakfast inns. Annual special events showcase Pacific Grove's historic homes and inns, including the Victorian Home Tour and Christmas at the Inns. In addition, a variety of annual festivities – such as the Good Old Days and the Butterfly Parade – celebrate the community's history.

Besides its scenic beauty and idyllic neighborhoods, Pacific Grove has five shopping districts including an eclectic downtown experience with small boutiques, gift shops, art galleries, antique stores, and restaurants. Other vibrant shopping areas are located throughout the community, including a Certified Farmer's Market offering local fare.

Often known as “Butterfly Town, USA,” Pacific Grove is famous for sheltering over-wintering Monarch butterflies after traveling up to 2,000 miles from the north. Every October, thousands of brightly colored Monarchs arrive and are protected in a special microclimate of eucalyptus trees and Monterey pines until their eventual departure in March.

Point Pinos is the oldest continuously operating lighthouse on the west coast as its beacon has flashed nightly since 1855 as a guide and warning to ships off the rocky California coast. The Hopkins Marine Station was founded in 1892 as the first marine laboratory on the west coast of North America, and faculty offer undergraduate and graduate courses in a variety of oceanic and marine sciences.

Lovers Point Park and beach, home of the annual Feast of Lanterns pageant and fireworks celebration, is a 4.4-acre landscaped community park used for picnicking, fishing, swimming, water sports, and surfing. Asilomar State Beach offers beach and coast trail walks past the Marine Reserve, a short boardwalk loop through the Natural Dune Preserve, and overnight room lodging and conference facilities.

Golfers have a unique opportunity to play a scenic 18-hole course at the oceanfront Pacific Grove Municipal Golf Links. Others may explore the City's award-winning Natural History Museum. Not only does Pacific Grove offer breathtaking views combined with a variety of recreational and cultural activities, but the City provides excellent public safety services; the City has one of the lowest crime rates in Monterey County; and a small-town hospitality and friendliness in a place that locals call simply “P.G.”



THE POLICE DEPARTMENT

The Pacific Grove Police Department is a service-oriented agency that provides full-service policing, 24/7, to the community. Unquestionably, the officers and support staff have mastered what so many agencies strive to achieve – the ability to be effective crime fighters and, at the same time, ambassadors for this idyllic community. Pride, dedication, and community spirit are very strong and both the business and residential communities have strong support for the Department.

The agency's authorized strength is 21 sworn officers; and supporting the Department are 10 non-sworn positions. Augmenting this staffing is a number of volunteer and part-time positions.

The Pacific Grove Police Department, like many communities, was deeply affected by the Great Recession of 2008. Necessary, but drastic, cuts in staffing have had an impact upon the Department's effectiveness and capabilities. Yet, an incredible amount of dedication and sacrifice by the officers and support staff allowed the agency to persevere to the point where it is reaching its full functionality again.



THE CITY ORGANIZATION

Incorporated in 1889, Pacific Grove is a charter city and operates under the Council-Manager form of government. The seven-member City Council appoints a City Manager, City Attorney, and members of the City's boards and commissions.

City amenities include a historic Carnegie public library, natural history museum, community center, youth center, senior center, an 18-hole golf course, cemetery, butterfly habitat preserve, shoreline recreation trails, and numerous parks. Departments within the city organization include the City Manager's Office (including the City Clerk and Human Resources), Finance, Library & Information Services, Community & Economic Development, Public Works, and Police. City Attorney and Fire services are provided on contract, and golf course operations have recently been contracted.

OPPORTUNITIES AND CHALLENGES

The next Police Chief will be presented with a number of known challenges and opportunities in which to excel including:

- The most pressing challenges continue to be issues related to funding and staffing. The agency will likely never reach its high water mark in staffing of 32 sworn officers, but may yet still need to grow above its currently funded 21 sworn positions. Right sizing the agency and driving efficiencies wherever possible are critical.
- Also related to funding are recruitment and retention. Pacific Grove's high cost of living, coupled with the lingering sacrifices to salary and benefits has made it difficult to attract and retain employees. However, labor negotiations between the City and the Police Officers' Association are moving toward a successful agreement soon, and it is likely many of the economic issues will be improved.

- Once again related to the belt-tightening that occurred in years past, the Department seeks to regain lost capabilities. As an example, the agency does not currently have a staffed detective position. Likewise, job duties and responsibilities have necessarily blurred, as employees picked up the work of others to get the job done. As staffing levels increase, clarity can increase for the duties and responsibilities of employees.
- The Department has been without a permanent Police Chief since 2012, when Chief Darius Engles retired. Following that, Pacific Grove shared Police Chief services with the City of Seaside until just prior to this recruitment. A seasoned and respected Interim Police Chief, Steve Belcher, is currently serving until a permanent Chief is selected. The lack of permanent and consistent leadership has had an effect on the Agency. Without consistent leadership, the Department has been unable to effectively develop goals, plans, and objectives. The new Chief should be able to instill a stronger culture of trust, mentoring, planning, and continuity.

THE IDEAL CANDIDATE

The next successful Police Chief must be experienced, well qualified, and possess exceptional skills to be a leader – not just an administrator. The following traits will be key ingredients for success:

- Active leadership is crucial to the success of the next Police Chief. The following are some examples that demonstrate this trait: engage officers in ride-alongs; choose to wear a uniform over business attire; be visible in the field and not just in the office; and train alongside the officers.
- A flexible leadership style, rather than a rigid one, will be accepted by all.

- Especially in an agency the size of the Pacific Grove Police Department, the Chief must be authentic, of the highest integrity, and with a good moral compass. A family atmosphere surrounds the employees and the Chief must have a relationship with everyone.
- In a small community the Chief must be a strong collaborator within the Department, the City organization, and across the community. Accomplishments are built upon partnerships and cooperation.
- Not only must the Chief have a strong vision, but be skilled in both communicating and executing it. Pacific Grove Police Department's vision should continue to promote a service orientation and develop a more robust adoption of Community Policing.
- A results-oriented approach will be well-received, backed up by a past track record of accomplishing goals and objectives.

EDUCATION, TRAINING, AND EXPERIENCE

Requires a Bachelor's Degree in Criminal Justice, Public or Business Administration, or related field and 7 years of extensive, progressively responsible supervisory and administrative experience, preferably in a municipal police department or other public agency; or an equivalent combination of education, training, and experience. A POST Management Certificate, completion of the POST Command College Program, or FBI National Academy is highly desirable, as is a Masters' Degree in Public Administration, Administration of Justice, or a related field.

LICENSE AND CERTIFICATION REQUIREMENTS

A valid California State Driver's License is required. Must obtain and/or maintain Peace Officer certification and requirements for the position of Chief of Police as required by the California Commission on Peace Officer Standards and Training (POST).

COMPENSATION

The salary for this at-will executive position will be dependent upon qualifications. Additionally, the selected candidate will enjoy an excellent benefits package including CalPERS retirement (3% at 50 for "Classic" members and 2.7% at 57 for PEPRA). The employee contribution toward CalPERS is currently 9% for Classic Safety and 11.5% for PEPRA. The intangible benefit of working in Pacific Grove is that it is nearly impossible to have a bad day at work. Stress is steadily erased by the magnificent and world famous stunning natural beauty of Pacific Grove.

HOW TO APPLY

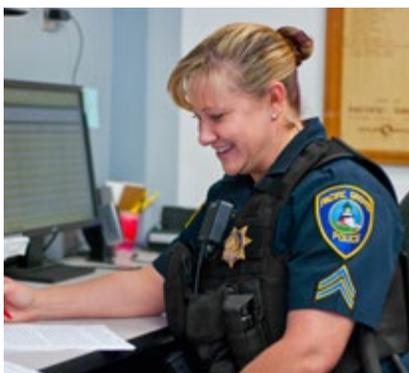
Interested candidates should apply by **April 29, 2016**. Electronic submittals are strongly preferred to Ralph Andersen & Associates at apply@ralphandersen.com and should include the following:

- Compelling cover letter;
- Comprehensive resume, and;
- Three years of salary history;

A comprehensive interview process is expected to occur mid-May and it is anticipated a selection will be made in late-May. Top candidates may be asked to complete a written supplemental questionnaire to elaborate on areas of expertise and demonstrate their ability to communicate effectively.

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Chief Greg Nelson (Ret.), Ralph Andersen & Associates, at (916) 630-4900.

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PACIFIC GROVE CHAMBER OF COMMERCE 59TH ANNUAL

Good Old Days

April 9 & 10, 2016
Saturday and Sunday
Downtown Pacific Grove

STREET FESTIVAL and FAIR



5 Stages • 60 Bands & Shows

220 Arts & Crafts Vendors • 35 Food Vendors

PG Rotary Parade • Carnival Rides • Petting Zoo • Pony Rides • YMCA Fair
Beer & Wine Garden • Kiwanis Pancake Breakfast • Pie Eating Contest
Quilt Show • Classic Car Display • Fireman Challenge • Mustache Competition

FREE ADMISSION

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