

**ORDINANCE NO. 14-023**

**ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE  
AMENDING THE CLASSIFICATION SCHEDULE**

**WHEREAS**, Council adopted Resolution 13-058 which established new job classifications and titles as recommended by the PSPC Study; and,

**WHEREAS**, the Program Manager job description was omitted from the Classification Plan and has subsequently been drafted by PSPC and the Library Clerk Classification is being added to the Classification Plan and the job description has been drafted by PSPC; and

**WHEREAS**, staff recommends adopting the job descriptions for the Program Manager and Library Clerk classifications; and

**WHEREAS** the PSPC Study identified job classes by level and complexity with the premise of “equal pay for equal work”; and

**WHEREAS** the City currently maintains two separate salary schedules for full-time and part-time positions; and

**WHEREAS** the consolidation of the two salary schedules into one comprehensive salary schedule is necessary to fully implement the PSPC Study; 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. The classification schedule approved and adopted by the City Council pursuant to PGMC § 4.20.280 is hereby amended to the following:

## Salary Schedule- Hourly Rate

Code	Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G	Step 8H
124-001	Accountant	27.89	29.28	30.74	32.28	33.89	34.74	35.68	36.59
219-000	Accountant, Chief	38.05	39.95	41.95	44.05	46.25	47.99	49.79	
218-003	Accountant, Senior	34.86	36.61	38.43	40.36	42.38	43.97	45.61	
120-001	Accounting Assistant	21.83	22.92	24.06	25.27	26.53	27.20	27.87	28.57
125-01	Accounting Assistant, Senior	23.35	24.52	25.75	27.04	28.39	29.10	29.82	30.57
170-000	Administrative Technician	21.26	22.32	23.43	24.61	25.83	26.48	27.14	27.83
505-001	Animal Control Officer	23.65	24.83	26.08	27.38	28.75	29.83	30.95	
168-004	Arborist	31.02	32.57	34.20	35.91	37.70	38.65	39.61	40.60
216-002	Assistant Finance Manager	34.77	36.50	38.33	40.24	42.25	43.84	45.48	
243-001	City Clerk	33.48	35.15	36.91	38.76	40.70	41.71	42.76	
002-000	City Council Member	420 per month							
301-001	City Manager	75.91							
164-002	Code Compliance Officer	25.57	26.84	28.19	29.60	31.08	31.86	32.65	33.47
229-001	Comm & Econ Dev. Program Mgr	40.05	42.05	44.16	46.36	48.68	50.51	52.40	
202-000	Community & Econ Dev. Dir	56.27	57.68	59.12	60.59	62.11	63.66	65.26	
40-000	Crossing Guard	9.26	9.72	10.2	10.71	11.24			
115-000	Custodian	12.88	13.52	14.20	14.91	15.66			
204-001	Deputy City Clerk	29.30	30.77	32.31	33.92	35.62	36.95	38.34	
305-001	Deputy City Manager	60.93	63.98	67.17	70.53	74.05	77.76	81.65	
102-000	Engineering Technician	33.50	34.34	35.20	36.08	36.98	37.90	38.85	39.82
156-001	Equipment Mechanic	28.21	29.63	31.11	32.66	34.29	35.15	36.03	36.93
157-000	Equipment Mechanic, Senior	30.18	31.70	33.28	34.94	36.69	37.61	38.55	39.52
256-000	Finance Director	56.27	57.68	59.12	60.59	62.11	63.66	65.26	
208-001	Financial Analyst	30.18	31.70	33.28	34.94	36.69	38.07	39.50	
169-002	Housing Prog Coord/ Code Comp	33.48	35.15	36.91	38.76	40.70	41.71	42.76	43.67
71-001	Housing Rehab Inspector	22.68	23.81	25.00	26.25	27.56			
66-000	Intern	13.81	14.50	15.23	15.99	16.79			
208-002	Librarian	30.18	31.70	33.28	34.94	36.69	38.07	39.50	
213-000	Library & Info Services Dir	43.80	45.99	48.29	50.71	53.24	55.90	58.00	
122-001	Library Assistant	22.30	23.42	24.59	25.82	27.11	27.78	28.48	29.19
144-002	Library Assistant, Senior	23.91	25.10	26.35	27.68	29.06	29.79	30.53	31.29
199-000	Library Clerk	17.50	18.38	19.30	20.27	21.28			
219-000	Library Director	38.05	39.95	41.95	44.05	46.25	47.99	49.79	
123-000	Library Technician	22.30	23.42	24.59	25.82	27.11	27.78	28.48	29.19
50-004	Lighthouse Docent Coordinator	8.75	9.19	9.65	10.13	10.64			
154-000	Maintenance Supervisor	25.88	27.17	28.53	29.96	31.45	32.24	33.05	33.88
20-000	Maintenance Assistant	11.68	12.26	12.87	13.51	14.19			
153-000	Maintenance Tech/Safety Coord	25.88	27.17	28.53	29.96	31.45	32.24	33.05	33.88
132-000	Maintenance Worker	22.47	23.59	24.77	26.01	27.31	27.99	28.69	29.41
146-001	Maintenance Worker, Senior	24.12	25.32	26.58	27.92	29.31	30.05	30.80	31.56
208-003	Management Analyst	30.18	31.70	33.28	34.94	36.69	38.07	39.50	
001-000	Mayor	700 per month							
104-001	Office Assistant	19.14	20.10	21.10	22.16	23.27	23.85	24.44	25.06
506-001	Parking Enforcement Officer	23.31	24.48	25.71	26.99	28.34	29.41	30.51	
165-001	Planner, Assistant	27.92	29.31	30.78	32.32	33.93	34.78	35.65	36.54
168-002	Planner, Associate	31.02	32.57	34.20	35.91	37.70	38.65	39.61	40.60
169-001	Planner, Senior	33.48	35.15	36.91	38.76	40.70	41.71	42.76	43.82
201-000	Police Adm Services Mgr	52.25	53.56	54.89	56.27	57.68	59.12	60.59	
602-001	Police Chief	52.56	55.13	57.95	60.85	63.88	66.28	68.76	
601-001	Police Commander	54.90	56.27	57.68	59.12	60.60	62.11	63.67	
520-001	Police Corporal	40.53	42.57	44.69	46.93	49.28	51.12	53.04	
516-001	Police Officer	38.61	40.53	42.57	44.69	46.93	48.69	50.52	
516-002	Police Officer Annuitant	37.77							
513-000	Police Officer Recruit	24.23	25.44	26.71	28.04	29.44	30.54	31.68	
514-002	Police Records Supervisor	27.36	28.73	30.16	31.67	33.26	34.51	35.80	
65-001	Police Reserve Officer III	9.00	9.45	9.92	10.42	10.94			
62-000	Police Reserve Officer II	9.45	9.92	10.42	10.94	11.49			
61-000	Police Reserve Officer I	9.92	10.42	10.94	11.49	12.06			
524-001	Police Sergeant	44.61	46.83	49.18	51.63	54.22	56.25	58.36	
508-001	Police Services Technician	24.23	25.44	26.71	28.04	29.44	30.54	31.68	
62-001	Pre School Manager	16.05	16.85	17.65	18.57	19.5			
219-001	Program Manager	38.05	39.95	41.95	44.05	46.25	47.99	49.79	
220-002	Public Works Superintendent	44.88	47.13	49.48	51.96	54.55	56.60	58.73	
10-001	Recreation Assistant I	9.26	9.72	10.20	10.71	11.24			
51-001	Recreation Assistant II	10.80	11.34	11.91	12.51	13.14			
118-001	Recreation Coordinator	12.17	12.78	13.42	14.09	14.79			
217-003	Recreation Coordinator, Senior	32.00	33.60	35.28	37.04	38.90	40.36	41.87	

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 19<sup>th</sup> day of November, 2014, by the following vote:

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

NOES: None

ABSENT: Councilmembers Huitt, Miller

APPROVED:

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Bill Kampe, Mayor

ATTEST:

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SANDRA KANDELL, Deputy City Clerk

APPROVED AS TO FORM:

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David C. Laredo, City Attorney