

ORDINANCE NO. 17-017

ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE AMENDING THE SALARY SCHEDULE

Findings

1. The State of California has increased minimum wage to \$11.00 per hour effective January 1, 2018; and
2. Recreation Assistant I falls below the \$11.00 per hour minimum requirement at the first step; and
3. Amending the salary schedule will meet the State requirements; and
4. Amending the salary schedule by adjusting the range preserves the City's full flexibility for future hiring decisions and observes the intent of the state requirements; and
5. Amending the salary schedule for Recreation II in the classification job family avoids salary compaction issues; and
6. Crossing Guard, Custodian, Lighthouse Docent Coordinator, and Preschool Manager fall under 95% of market median of comparable agencies compensation; and
7. Amending the salary schedule for Crossing Guard, Custodian, Lighthouse Docent Coordinator, and Preschool Manager is consistent with City Council's direction to offer competitive pay to all employees at 95% of median market; and
8. As part of the Memorandum of Understanding with the Pacific Grove Police Officer Association, Police Officer, Police Sergeant and Police Reserve Officer I, II and III are due for a COLA effective the first full pay period in December 2017; and
9. Amending the salary schedule will allow for the new salary rates to take effect; and
10. Maintenance Assistant classification needs to be removed from the salary schedule as part of administrative clean-up and;
11. Correction to step 8H in the Administrative Technician classification is part of an administrative correction; and
12. Amendment to the salary schedule classification plan must be adopted by the City Council pursuant to Pacific Grove Municipal Code (PGMC) Section 4.20.280; and
13. 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.

Ordinance

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

SECTION 1. The foregoing findings of the City Council are incorporated into this Ordinance as if set forth in full.

SECTION 2. The position classification plan approved and adopted by the City Council pursuant to PGMC § 4.20.280 is amended for Recreation Assistant I, Recreation Assistant II, Crossing Guard, Custodian, Lighthouse Docent Coordinator, Preschool Manager, Police Officer, Police Sergeant, Police Officer Reserve I, II, III, Maintenance Assistant, and Administrative Technician classifications with the following salary schedule and effective dates:

Effective 12/31/17

Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E
Recreation Assistant I	11.00	11.55	12.13	12.73	13.37
Recreation Assistant II	11.88	12.47	13.10	13.75	14.44

Effective 30 days after second read of Ordinance to amend the salary schedule:

Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G	Step 8H
Crossing Guard	11.35	11.90	12.50	13.12	13.78			
Custodian	16.63	17.46	18.33	19.25	20.21			
Lighthouse Docent Coordinator	13.80	14.35	15.07	15.82	16.61			
Preschool Manager	18.74	19.68	20.66	21.69	22.78			
Administrative Technician	25.20	26.46	27.78	29.17	30.63	31.40	32.18	32.99
Maintenance Assistant	11.68	12.26	12.87	13.51	14.19			

Effective first full pay period in December 2017:

Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G
Police Sergeant	48.93	51.37	53.94	56.64	59.48	61.70	64.02
Police Officer	42.35	44.46	46.69	49.03	51.48	53.41	55.41
Police Officer Reserve III	10.97	11.52	12.10	12.70	13.34		
Police Officer Reserve II	11.52	12.10	12.70	13.34	14.00		
Police Officer Reserve I	12.07	12.67	13.31	13.96	14.67		

SECTION 3. The City Manager is directed to execute all documents and to perform all other necessary City acts to implement this Ordinance.

SECTION 4. In accord with Article 15 of the City Charter, this ordinance shall become effective upon its adoption.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE
this 6th day of September, 2017, by the following vote:

AYES: Mayor Kampe, Councilmembers Cuneo, Fischer, Garfield, Huitt, Peake, and Smith.

NOES: None.

ABSENT: None.

APPROVED:



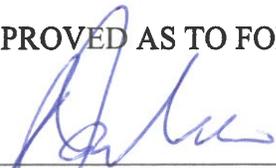
BILL. KAMPE, Mayor

ATTEST:



SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:



DAVID C. LAREDO, City Attorney