

**ORDINANCE NO. 17-026**

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

**Findings**

1. The City of Pacific Grove (City) conducted a compensation survey for non-represented management employees; and
2. Classifications have been identified under market 95% of market median per Council philosophy of total compensation; and
3. The City desires to eliminate non PERS-able salary offsets; and
4. The City desired to eliminate longevity steps; and
5. By making these salary changes will provide uniformity and parity with like classification; and
6. 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
7. 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 Charter Article 15 and PGMC § 4.20.280 is amended for the below classifications, with the following salary schedule:

Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
124-001	Accountant	\$30.46	\$31.98	\$33.58	\$35.26	\$37.03	\$37.95	\$38.90	\$39.87
243-001	City Clerk	\$41.94	\$44.04	\$46.24	\$48.55	\$50.98	\$53.53	\$56.20	
202-000	Community & Economic	\$54.71	\$57.45	\$60.32	\$63.33	\$66.50	\$69.83	\$73.32	

Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Development Director								
210-001	Human Resources Manager	\$45.66	\$47.94	\$50.34	\$52.86	\$55.50	\$58.28	\$61.19	
208-003	Management Analyst	\$31.36	\$32.93	\$34.57	\$36.30	\$38.12	\$39.54	\$41.03	
201-000	Police Administrative Services Manager	\$49.06	\$51.51	\$54.09	\$56.79	\$59.63	\$62.61	\$65.75	
602-001	Police Chief	\$69.33	\$72.80	\$76.44	\$80.26	\$84.27	\$88.48	\$92.91	
601-001	Police Commander	\$53.30	\$55.97	\$58.76	\$61.70	\$64.79	\$68.03	\$71.43	
207-000	Public Works Director	\$56.78	\$59.62	\$62.60	\$65.73	\$69.02	\$72.47	\$76.09	

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 20th day of December, 2017, by the following vote:

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

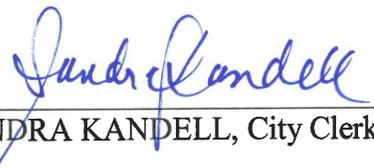
NOES: None.

ABSENT: Councilmember Huitt.

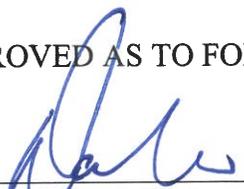
APPROVED:

  
 BILL. KAMPE, Mayor

ATTEST:

  
 SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

  
 DAVID C. LAREDO, City Attorney