ORDINANCE NO. 18-016

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

Findings

1. The State of California increased the minimum wage to $12.00 per hour effective January 1, 2019; and
2. Recreation Assistant I and Crossing Guard falls below the $12.00 per hour minimum requirement at the first step; and
3. Amending the salary schedule will meet 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. Amending the salary schedule will allow for the new salary rates to take effect; and
7. 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
8. In the enactment of this ordinance, the City followed 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, and Crossing Guard classifications with the following salary schedule:
<table>
<thead>
<tr>
<th>Classification</th>
<th>Step 1A</th>
<th>Step 2B</th>
<th>Step 3C</th>
<th>Step 4D</th>
<th>Step 5E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recreation Assistant I</td>
<td>12.00</td>
<td>12.60</td>
<td>13.23</td>
<td>13.89</td>
<td>14.59</td>
</tr>
<tr>
<td>Recreation Assistant II</td>
<td>12.83</td>
<td>13.47</td>
<td>14.15</td>
<td>14.85</td>
<td>15.60</td>
</tr>
<tr>
<td>Crossing Guard</td>
<td>12.00</td>
<td>12.60</td>
<td>13.23</td>
<td>13.89</td>
<td>14.59</td>
</tr>
</tbody>
</table>

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 on the thirtieth (30th) day following passage and adoption hereof.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this 28th day of November, 2018, by the following vote:

AYES: Mayor Kampe, Councilmembers Cuneo, Fischer, Huitt, Peake, and Smith
NOES: None
ABSENT: Councilmember Garfield

APPROVED:

BILL KAMPE, Mayor

ATTEST:

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

DAVID C. LAREDO, City Attorney