

**ORDINANCE NO. 18-020**

**ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE  
AMENDING THE CLASSIFICATION SCHEDULE FOR POLICE SERGEANT  
AND POLICE OFFICER**

**Findings**

1. The City of Pacific Grove (City) entered into a new Memorandum of Understanding (MOU) with the Pacific Grove Police Officer Association; and
2. The MOU is effective from July 1, 2018 through June 30, 2021; and
3. The MOU contains two salary adjustments; and
4. The first salary adjustment takes effect on January 27, 2019; and
5. The second salary adjustment takes effect the first full pay period of July 2019; and
6. Modifications to the salary classification plan are for Police Officer and Police Sergeant Classifications only; and
7. Modifications to the salary classification plan must be amended for each described date; and
8. Amendment to the classification plan must be adopted by the City Council pursuant to Charter Article 25 and Pacific Grove Municipal Code (PGMC) Section 4.20.280; and
9. The City Council desires to ratify the MOU and its implementation measures, including salary adjustment; and 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 POA positions, with the following salary schedule:

**City Of Pacific Grove**  
**Proposed New Salary Schedule - POA Hourly Rate**

Eff.	Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G
Jan. 27, 2019	524-001 Police Sergeant	49.71	52.20	54.81	57.55	60.43	62.69	65.04
July 2019	524-001 Police Sergeant	50.96	53.50	56.18	58.99	61.94	64.26	66.67

Eff.	Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G
Jan. 27, 2019	516-001 Police Officer	43.03	45.18	47.44	49.81	52.30	54.26	56.30
July 2019	516-001 Police Officer	44.10	46.31	48.62	51.06	53.61	55.62	57.70

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

**PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE** this 19<sup>th</sup> day of December, 2018, by the following vote:

AYES: Mayor Peake, Councilmembers Amelio, Garfield, Huitt, McAdams, Smith, and Tomlinson.

NOES: None.

ABSENT: None.

APPROVED:

*Bill Peake*

BILL PEAKE, Mayor

ATTEST:

*Sandra Kandell*

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

*David C. Laredo*

DAVID C. LAREDO, City Attorney