

ORDINANCE NO. 19-018

**ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
AMENDING THE SALARY CLASSIFICATION SCHEDULE TO COMPLY
WITH CALIFORNIA MINIMUM WAGE**

Findings

1. The State of California has increased minimum wage to \$13.00 per hour effective January 1, 2020; and
2. Recreation Assistant I, Cashier and Crossing Guard falls below the \$13.00 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. 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 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, Cashier and Crossing Guard classifications with the following salary schedule:

Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E
Recreation Assistant I	13.00	13.65	14.33	15.05	15.80
Recreation Assistant II	14.04	14.74	15.48	16.25	17.07
Cashier	13.00	13.65	14.33	15.05	15.80
Crossing Guard	13.00	13.65	14.33	15.05	15.80

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. Upon approval at second reading, this ordinance shall be given an effective date 12/29/2019.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this 4th day of December, 2019, by the following vote:

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

NOES: None.

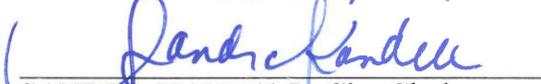
ABSENT: None.

APPROVED:

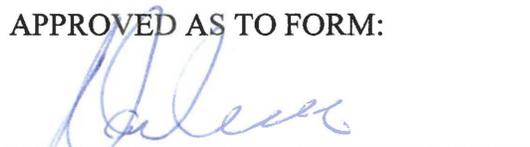


BILL PEAKE, Mayor

ATTEST: *December 5, 2019*


SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:


DAVID C. LAREDO, City Attorney