

ORDINANCE NO. 20-009

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

Findings

1. The City of Pacific Grove (City) entered into a new Memorandum of Understanding (MOU) with the General Employees Association (GEA); and
2. The MOU is effective from January 1, 2020 through June 30, 2023; and
3. Provisions of the MOU provides for a 4.5% cost of living adjustment (COLA) in the first year of the agreement; and
4. Classifications that align with GEA for salary and benefits will also be included for a COLA; and
5. The following Classifications salary ranges will be revised to reflect the COLA increase:

Accountant	Maintenance Supervisor
Accounting Assistant	Maintenance Technician/Safety Coordinator
Accounting Assistant, Senior	Maintenance Worker
Administrative Technician	Maintenance Worker, Senior
Animal Control Officer	Office Assistant
Arborist	Parking Enforcement Officer
Code Compliance Officer	Planner, Assistant
Deputy City Clerk	Planner, Associate
Engineering Technician	Planner, Senior
Equipment Mechanic	Police Records Supervisor
Equipment Mechanic, Senior	Police Service Technician
Library Assistant	Recreation Coordinator
Library Assistant, Senior	Volunteer Coordinator
Library Technician	

6. Modifications to the salary classification plan must be amended to revise hourly rates; and
7. 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
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 Charter Article 15 and PGMC § 4.20.280 is amended for the GEA positions and GEA aligned positions, with the following salary schedule:

Salary Schedule - Hourly Rates

Code	Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G	Step 8H
120-001	Accounting Assistant	25.12	26.38	27.69	29.08	30.53	31.30	32.08	32.89
125-01	Accounting Assistant, Senior	26.71	28.05	29.45	30.92	32.47	33.28	34.12	34.97
170-000	Administrative Technician	26.33	27.65	29.03	30.48	32.01	32.81	33.63	34.47
505-001	Animal Control Officer	25.30	26.63	27.95	29.35	30.83	31.98	33.18	
168-004	Arborist	39.33	41.30	43.37	45.53	47.81	49.01	50.23	51.49
164-002	Code Compliance Officer	32.54	34.17	35.87	37.67	39.55	40.55	41.56	42.59
102-000	Engineering Technician	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61
156-001	Equipment Mechanic	31.96	33.55	35.23	36.99	38.84	39.81	40.81	41.83
157-000	Equipment Mechanic, Senior	34.01	35.72	37.51	39.38	41.34	42.37	43.44	44.53
122-001	Library Assistant	23.31	24.47	25.69	26.98	28.33	29.03	29.76	30.51

Salary Schedule - Hourly Rates

Code	Classification	Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G	Step 8H
144-002	Library Assistant, Senior	24.98	26.23	27.54	28.92	30.37	31.13	31.90	32.70
123-000	Library Technician	23.31	24.47	25.69	26.98	28.33	29.03	29.76	30.51
154-000	Maintenance Supervisor	33.96	35.67	37.44	39.31	41.28	42.31	43.37	44.45
153-000	Maintenance Tech/Safety Coord	33.96	35.67	37.44	39.31	41.28	42.31	43.37	44.45
132-000	Maintenance Worker	27.11	28.47	29.89	31.38	32.95	33.77	34.62	35.48
146-001	Maintenance Worker, Senior	30.41	31.94	33.52	35.21	36.96	37.89	38.83	39.80
104-001	Office Assistant	21.66	22.75	23.88	25.08	26.33	26.99	27.66	28.35
506-001	Parking Enforcement Officer	24.36	25.58	26.86	28.20	29.62	30.73	31.88	
165-001	Planner, Assistant	33.08	34.74	36.48	38.30	40.21	41.23	42.25	43.30
168-002	Planner, Associate	36.76	38.60	40.54	42.56	44.68	45.80	46.95	48.12
169-001	Planner, Senior	41.63	43.71	45.90	48.20	50.61	51.87	53.17	54.50
514-002	Police Records Supervisor	29.33	30.80	32.34	34.04	35.73	37.07	38.46	
508-001	Police Services Technician	25.91	27.20	28.56	29.99	31.49	32.67	33.89	
118-001	Recreation Coordinator	23.81	25	26.25	27.56	28.94	29.66	30.40	31.16
124-001	Accountant	31.83	33.42	35.09	36.85	38.70	39.66	40.65	41.66
201-001	Deputy City Clerk	30.62	32.15	33.76	35.45	37.22	38.62	40.07	
170-001	Volunteer Coordinator	26.33	27.65	29.03	30.48	32.01	32.81	33.63	34.47

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 March 22, 2020.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE
this 18th day of March 2020, by the following vote:

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

NOES: None.

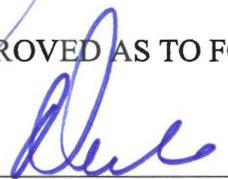
ABSENT: Councilmember McAdams.

APPROVED:


BILL PEAKE, Mayor

ATTEST: 3/23/2020
DATED: _____


SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

DAVID C. LAREDO, City Attorney