

ORDINANCE NO. 20-010

**ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
AMENDING THE SALARY SCHEDULE FOR LIBRARY DIRECTOR**

Findings

1. The City is currently recruiting for Library Director; and
2. A recent survey on total compensation shows the Library Director Classification is under market; and
3. Amending the salary schedule by increasing the salary range for Library Director assists the City in competitive recruitment and aligns with City Council's compensation philosophy of total compensation being 95% of market median; and
4. 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
5. 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 Library Director classification.

Classification	Step						
	1A	2B	3C	4D	5E	6F	7G
Library Director	\$58.58	\$61.51	\$64.58	\$67.81	\$71.20	\$74.76	\$78.50

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 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

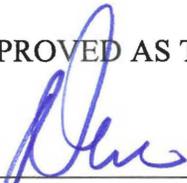
ATTEST:

Dated: 3/20/2020



SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:



DAVID C. LAREDO, City Attorney