

ORDINANCE NO. 20-013

ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE AMENDING THE CLASSIFICATION SCHEDULE MEA CLASSIFICATIONS

Findings

1. The City of Pacific Grove (City) entered into a new Memorandum of Understanding (MOU) with the Management Employees Association (MEA); and
2. The MOU is effective from January 1, 2020 through June 30, 2023; and
3. Construction Project Manager, Management Analyst and Principal Planner classifications were identified as being 95% under market median for total compensation in a recent salary survey; and
4. Provisions of the MOU provides for these classifications' salaries to adjust to 50% of the target 95% of market median; and
5. The remainder, 50% of the equity adjustment, will be provided in the first full pay period of January 2022; and
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 MEA positions and MEA 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
209-000	Construction Project Manager	\$35.81	\$37.60	\$39.48	\$41.45	\$43.53	\$45.16	\$46.85
208-003	Management Analyst	\$32.58	\$34.21	\$35.92	\$37.72	\$39.60	\$41.09	\$42.63
241-002	Planner, Principal	\$42.44	\$44.56	\$46.79	\$49.13	\$51.59	\$53.52	\$55.53

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 May 17, 2020.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this 6th day of May 2020, by the following vote:

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

NOES: None.

ABSENT: None.

APPROVED:

Bill Peake

BILL PEAKE, Mayor

ATTEST: 5/12/2020
DATED: _____

Sandra Kandell

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

David C. Laredo

DAVID C. LAREDO, City Attorney