ORDINANCE NO. 20-026

ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
AMENDING THE SALARY SCHEDULE FOR THE POLICE COMMANDER
CLASSIFICATION

Findings

1. The current Police Commander announced his retirement effective December 31, 2020; and

2. The City has launched a recruitment to fill the future vacancy of this crucial position within the Police Department; and

3. In reviewing the local salary for the same or equivalent positions, it has been determined that this position is under market for total compensation; and

4. The Commander classification is more than 3% below the target of 95% of market median for total compensation; and

5. An adjustment in compensation is necessary and appropriate to maintain and attract qualified individuals to fill this integral position within the Police Department; and

6. The requested change to the salary classification schedule impacts the Police Commander classification only, all other salaries in the classification schedule remain the same; 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 Police Commander classification.

<table>
<thead>
<tr>
<th>Police Commander</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Salary</td>
<td>$55.32</td>
<td>$58.09</td>
<td>$60.99</td>
<td>$64.04</td>
<td>$67.24</td>
<td>$70.60</td>
<td>$74.13</td>
</tr>
</tbody>
</table>

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 February 7, 2021.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this 4th day of November 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, Mayor

ATTEST:  

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

DAVID C. LAREDO, City Attorney