ORDINANCE NO. 20-029

ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
AMENDING THE SALARY CLASSIFICATION SCHEDULE TO COMPLY
WITH CALIFORNIA MINIMUM WAGE AND TO DELETE OBSOLETE
CLASSIFICATIONS

Findings

1. The State of California has increased minimum wage to $14.00 per hour effective January 1, 2021; and
2. Cashier and Crossing Guard, Intern, Lighthouse Docent Coordinator and Recreation Assistant I, falls below the $14.00 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 and Recreation Program Supervisor 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. Obsolete classifications will be deleted from the salary schedule; and
8. Community and Economic Development Director, Library & Information Services Director, Library Technician, Maintenance Assistant, Police Officer Annuitant, Police Reserve Officer I, Police Reserve Officer II and Police Reserve Officer III are considered obsolete classifications and shall be removed from the salary classification; and
9. 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
10. 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 Cashier, Crossing Guard, Intern, Lighthouse Docent Coordinator, Recreation Assistant I, Recreation Assistant II, and Recreation Program Supervisor classifications with the following salary schedule:
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 of 12/27/2020.

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

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

NOES: None.

ABSENT: Councilmember Tomlinson.

APPROVED:

BILL PEAKE, Mayor

ATTEST: 11/20/2020

BILL PEAKE, Mayor

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

DAVID C. LAREDO, City Attorney