ORDINANCE NO. 21-034

ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE
AMENDING THE CLASSIFICATION SCHEDULE FOR CONSTRUCTION PROJECT MANAGER, MANAGEMENT ANALYST, AND PRINCIPAL PLANNER

Findings

1. The City of Pacific Grove (City) entered into a new Memorandum of Understanding (MOU) with the Management Employees Association (MEA); and

2. Construction Project Manager, Management Analyst and Principal Planner classifications were identified as being 95% under market median for total compensation; and

3. Provisions of the MOU provides for these classifications’ salaries to adjust to 50% of the target 95% of market median in 2020 and 2022 respectively; and

4. The remainder, 50% of the equity adjustment, will be provided in the first full pay period of January 2022; and

5. Modifications to the salary classification plan must be amended to revise hourly rates; and

6. 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

7. 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 Construction Project Manager, Management Analyst and Principal Planner, with the following salary schedule:
### Salary Schedule - Hourly Rates

<table>
<thead>
<tr>
<th>Code</th>
<th>Classification</th>
<th>Step 1A</th>
<th>Step 2B</th>
<th>Step 3C</th>
<th>Step 4D</th>
<th>Step 5E</th>
<th>Step 6F</th>
<th>Step 7G</th>
</tr>
</thead>
<tbody>
<tr>
<td>209-000</td>
<td>Construction Project Manager</td>
<td>$37.49</td>
<td>$39.36</td>
<td>$41.33</td>
<td>$43.40</td>
<td>$45.57</td>
<td>$47.28</td>
<td>$49.05</td>
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<td>208-003</td>
<td>Management Analyst</td>
<td>$33.78</td>
<td>$35.47</td>
<td>$37.24</td>
<td>$39.11</td>
<td>$41.06</td>
<td>$42.60</td>
<td>$44.20</td>
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<tr>
<td>241-002</td>
<td>Planner, Principal</td>
<td>$43.57</td>
<td>$45.75</td>
<td>$48.04</td>
<td>$50.44</td>
<td>$52.96</td>
<td>$54.95</td>
<td>$57.01</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 January 9, 2022.

**PASSED AND ADOPTED** BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this 15th day of December 2021, by the following vote:

**AYES:** Mayor Peake, Mayor Pro Tem Smith, Councilmembers Amelio, Poduri and Tomlinson.

**NOES:** Councilmember Coletti.

**ABSENT:** Councilmember McAdams.

**APPROVED:**

ATTEST: 12/16/2021

DATED: ____________________________

BILL PEAKE, Mayor

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

DAVID C. LAREDO, City Attorney