

**ORDINANCE NO. \_\_\_\_\_**

**ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE  
AMENDING THE CITY'S CLASSIFICATION PLAN ESTABLISHING AND  
AMENDING CURRENT CLASSIFICATIONS, SALARY CHANGES, STEPS AND  
OTHER REMUNERATION FOR THE CURRENT AND ACTIVE POSITIONS**

**WHEREAS**, on September 18, 1996, the City Council did approve and adopt a position classification plan prepared for the City by Ralph Andersen & Associates; and

**WHEREAS**, on August 5, 2009 the City Council approved a memorandum of understanding with the POA that provided for annual salary adjustments, including an adjustment scheduled for January 1, 2012; and

**WHEREAS**, in May, 2011, the City Council approved a classification and salary schedule for City employees, including members of the POA; and

**WHEREAS**, due to the salary adjustments going into effect on January 1, 2012, it is now necessary to amend said plan;

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF PACIFIC GROVE DOES ORDAIN AS FOLLOWS:**

SECTION 1. Revising current full time salary schedule implementing previously approved salary increases for members of the Police Officer Association.

SECTION 2. Salary increases for non-sworn members represent a 1% salary increase to base salary and salary increases for sworn members represent a 4.5% salary increase to base salary, as set forth below, effective January 1, 2012. All other salaries remain unchanged:

Code	Asso	Dept	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
108-001	GEA	FIN	ACCOUNTING ASSISTANT I	3,538	3,715	3,901	4,096	4,300	4,407	4,518	4,631
120-001	GEA	FIN	ACCOUNTING ASSISTANT II	3,783	3,972	4,171	4,380	4,599	4,714	4,831	4,952
125-01	GEA	FIN	ACCOUNTING ASSISTANT III	4,048	4,250	4,463	4,687	4,921	5,044	5,169	5,299
505-001	POA	PD	ANIMAL CONTROL OFFICER	4,010	4,211	4,422	4,643	4,875	5,058	5,248	
168-004	GEA	PW	ARBORIST	5,377	5,645	5,928	6,224	6,535	6,699	6,866	7,038
216-002	CON	FIN	ASSISTANT FINANCE OFFICER	6,026	6,327	6,643	6,975	7,324	7,599	7,884	
165-001	GEA	CDD	ASSISTANT PLANNER	4,839	5,081	5,335	5,602	5,882	6,029	6,179	6,334
168-002	GEA	CDD	ASSOCIATE PLANNER	5,377	5,645	5,928	6,224	6,535	6,699	6,866	7,038
242-001	MEA	PW	BUSINESS MANAGER	7,780	8,169	8,577	9,006	9,456	9,811	10,179	
229-001	MEA	CDD	CHIEF PLANNER	6,942	7,289	7,654	8,036	8,438	8,755	9,083	
308-001	CON	CM	CITY ATTORNEY	10,561	11,089	11,643	12,225	12,836	13,478	14,152	
243-001	CON	CM	CITY CLERK	5,803	6,093	6,398	6,718	7,054	7,230	7,411	
301-001	CON	CM	CITY MANAGER	13,158							
164-002	GEA	CDD	CODE COMPLIANCE OFFICER	4,432	4,653	4,886	5,130	5,387	5,522	5,660	5,802
204-001	CON	FIN	DEPUTY CITY CLERK	5,079	5,333	5,600	5,880	6,174	6,405	6,645	
305-001	CON	CM	DEPUTY CITY MANAGER	10,561	11,089	11,643	12,225	12,836	13,478	14,152	

304-002	CON	FIN	DIRECTOR OF MANAGEMENT & BUDGET	8,688	9,123	9,579	10,058	10,561	10,957	11,367	
150-001	GEA	PW	EQUIPMENT MECHANIC I	4,382	4,601	4,831	5,072	5,326	5,459	5,595	5,735
156-001	GEA	PW	EQUIPMENT MECHANIC II	4,890	5,135	5,392	5,661	5,944	6,093	6,245	6,401
247-002	MEA	GLF	GOLF COURSE SUPERINTENDENT	5,614	5,895	6,189	6,499	6,824	7,080	7,346	
154-001	GEA	GLF	GOLF FIELD SUPERVISOR	4,486	4,710	4,945	5,193	5,452	5,589	5,728	5,872
217-006	MEA	GLF	GOLF SHOP SUPERVISOR/PRO	5,547	5,824	6,115	6,421	6,742	6,995	7,257	
169-002	GEA	CDD	HOUSING PROGRAM COORDINATOR	5,803	6,093	6,398	6,718	7,054	7,230	7,411	7,596
200-001	MEA	LIB	LIBRARIAN I	4,660	4,893	5,138	5,395	5,665	5,877	6,097	
208-002	MEA	LIB	LIBRARIAN II	5,232	5,494	5,769	6,057	6,360	6,598	6,846	
112-001	GEA	LIB	LIBRARY ASSISTANT I	3,611	3,792	3,981	4,180	4,389	4,499	4,612	4,727
122-001	GEA	LIB	LIBRARY ASSISTANT II	3,866	4,059	4,262	4,475	4,699	4,816	4,937	5,060
154	GEA	PW	MAINTENANCE FIELD SUPERVISOR	4,486	4,710	4,945	5,193	5,452	5,589	5,728	5,872
115	GEA	PW	MAINTENANCE WORKER I	3,638	3,820	4,011	4,212	4,422	4,533	4,646	4,762
132	GEA	GLF	MAINTENANCE WORKER II	3,894	4,089	4,294	4,508	4,734	4,852	4,973	5,098
208-003	CON	CM	MANAGEMENT ANALYST	5,232	5,494	5,769	6,057	6,360	6,598	6,846	
100-001	GEA		OFFICE ASSISTANT I	3,118	3,274	3,437	3,609	3,790	3,885	3,982	4,081
104-001	GEA		OFFICE ASSISTANT II	3,318	3,484	3,658	3,841	4,033	4,134	4,237	4,343
506-001	POA	PD	PARKING ENFORCEMENT OFFICER	3,953	4,151	4,359	4,577	4,806	4,986	5,173	
602-001	PMA	PD	POLICE CHIEF	9,110	9,556	10,044	10,547	11,073	11,489	11,919	
601-001	PMA	PD	POLICE COMMANDER	7,912	8,308	8,723	9,159	9,617	9,978	10,352	
520-001	POA	PD	POLICE CORPORAL	6,874	7,218	7,579	7,958	8,356	8,669	8,994	
516-001	POA	PD	POLICE OFFICER	6,547	6,874	7,218	7,579	7,958	8,256	8,566	
514-002	POA	PD	POLICE RECORDS SUPERVISOR	4,639	4,871	5,115	5,371	5,640	5,852	6,071	
524-001	POA	PD	POLICE SERGEANT	7,564	7,942	8,339	8,756	9,194	9,539	9,897	
504-001	POA	PD	POLICE SERVICES TECHNICIAN I	3,666	3,849	4,041	4,244	4,455	4,622	4,795	
508-001	POA	PD	POLICE SERVICES TECHNICIAN II	4,108	4,313	4,529	4,755	4,992	5,179	5,373	
219-001	MEA	CM	PROGRAM MANAGER	6,595	6,925	7,271	7,635	8,017	8,318	8,630	
220-002	MEA	PW	PUBLIC WORKS SUPERINTENDANT	7,780	8,169	8,577	9,006	9,456	9,811	10,179	
218-003	CON	FIN	SENIOR ACCOUNTANT	6,043	6,345	6,662	6,996	7,345	7,621	7,906	
217-001	MEA	LIB	SENIOR LIBRARIAN	5,547	5,824	6,115	6,421	6,742	6,995	7,257	
144-002	GEA	LIB	SENIOR LIBRARY ASSISTANT	4,144	4,351	4,568	4,797	5,037	5,163	5,292	5,424
146-001	GEA	PW	SENIOR MAINTENANCE WORKER	4,180	4,389	4,608	4,839	5,081	5,208	5,338	5,471
169-001	GEA	CDD	SENIOR PLANNER	5,803	6,093	6,398	6,718	7,054	7,230	7,411	7,596
217-003	MEA	REC	SENIOR RECREATION COORDINATOR	5,547	5,824	6,115	6,421	6,742	6,995	7,257	

SECTION 3. The City Manager is authorized and directed to take all necessary steps to implement the amended position classification plan.

SECTION 4. Upon approval at second reading, this ordinance be given an effective date of January 1, 2012.

**PASSED AND ADOPTED** BY THE COUNCIL OF THE CITY OF PACIFIC GROVE this \_\_\_\_\_ day of \_\_\_\_\_, 2012, by the following vote:

AYES:

NOES:

ABSENT:

APPROVED:

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CARMELITA GARCIA, Mayor

ATTEST:

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SUSAN MORROW, City Clerk

APPROVED AS TO FORM:

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DAVID C. LAREDO, City Attorney