

RESOLUTION NO. 23-098

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE ADVANCEMENT CRITERIA REGARDING THE JOB SERIES PROGRAM FOR ACCOUNTANT I AND ACCOUNTANT II

WHEREAS, pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), Gov’t Code §§ 3500 *et seq.*), the City of Carson (“City”) may adopt reasonable rules and regulations for the administration of employer-employee relations, and must meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations for City employee bargaining units; and

WHEREAS, the City has and continues to recognize the Carson Professionals and Supervisors Association (“CPSA”) as the sole exclusive bargaining agent for those City employees designated as being in the professional and supervisory units for all matters concerning wages, hours and working conditions; and

WHEREAS, on November 1, 2022 the City Council adopted Resolution No. 22-226, approving the successor memorandum of understanding between the City and CPSA for the period July 1, 2021 through June 30, 2024 (“CPSA MOU”), and prior to that the City and CPSA adopted a side letter agreement regarding a job series program on December 6, 2021 (“Side Letter Agreement”); and

WHEREAS, several years ago, the Accountant I and Accountant II classifications were reassigned from the American Federal of State, County, and Municipal Employees (“AFSCME”) Local 809 bargaining group to the CPSA bargaining group, and when such reassignment occurred, the job series language was erroneously omitted from the CPSA MOU; and

WHEREAS, the classification specifications for the Accountant I and Accountant II job series do not describe or define the job series and advancement for the two positions within the job series program; and

WHEREAS, in order to provide professional growth, development and opportunity for City employees, the City would to restore the job series program back to Accountant I and Accountant II classifications; and

WHEREAS, the City and CPSA met and conferred to include the two-level job series for the Accountant I and Accountant II classifications into the job series program; and

WHEREAS, the City and CPSA desire to document their agreement and confirm the language of the job series program for the Accountant I and Accountant II classifications.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The foregoing recitals are true and correct and are incorporated by reference herein.

Section 2. The following specific two-level job series for the Accountant I and Accountant II classifications, shall be included in the Job Series Program as follows:

- (1) The City has established a Job Series Program for the Accountant I and Accountant II classifications. The purpose of the Job Series is to provide upward mobility for these classifications which achieve increased skill and knowledge after specific time in grade. In order for Unit members to promote through job series classifications, they must pass the required test and have a current performance evaluation on file with a “meets job requirements” or higher overall performance rating (issued within the last twelve (12) months).
- (2) Said Job Series Program for the Accountant I and Accountant II classifications will follow the Job Series Program provided in the CPSA MOU and Side Letter Agreement.

Section 3. The City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original resolutions.

Section 4. This Resolution shall be effective immediately upon its passage and adoption.

PASSED, APPROVED and ADOPTED this 20th day of June, 2023.

Lula Davis-Holmes, Mayor

APPROVED AS TO FORM:

Sunny K. Soltani, City Attorney

ATTEST:

Dr. Khaleah K. Bradshaw, City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CARSON)

I, Khaleah Bradshaw, City Clerk of the City of Carson, do hereby certify that the foregoing Resolution, being Resolution No. 23-098, was passed and approved by the City Council of the City of Carson at its meeting held on June 20, 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dr. Khaleah K. Bradshaw, City Clerk