

Exhibit 3

RESOLUTION NO. 24-070

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A REVISED SALARY STRUCTURE FOR BOTH THE NETWORK ADMINISTRATOR AND GIS ADMINISTRATOR; IN ADDITION, TRANSFERRING THE GIS ADMINISTRATOR CLASSIFICATION FROM THE AME BARGAINING UNIT TO THE CPSA BARGAINING UNIT.

WHEREAS, the Meyers- Milius- Brown Act (the MMBA) (Government Code § 3500 et seq.) imposes on public employers and recognized employee organizations a “mutual obligation” to meet and confer regarding wages, hours, and other terms and conditions of employment, and thereby freely exchange information, opinions, and proposals to reach an agreement on matters within the scope of representation; and

WHEREAS, the Director of Human Resources is authorized and directed under provisions of Sections 2797.1 and 2797.3 of the Carson Municipal Code to prepare and recommend position classification and compensation plans, after consultation with the affected Directors, which becomes effective upon approval by the City Council; and

WHEREAS, Rule III of the City of Carson Personnel Rules provides that modification to the classification plan, embodied in Resolution No. 77-111, shall be made only after the Director of Human Resources consults with the affected Directors and affected recognized employee organizations; and

WHEREAS, the City of Carson seeks to update the existing classification specifications for the Network Administrator and GIS Administrator positions by assigning them to salary range (918; \$57.29- \$73.12), to ensure equity with the Systems Administrator salary range.

WHEREAS, the Director of Human Resources has consulted with the affected parties and has met and conferred with representatives of the recognized employee organizations in accordance with the obligations under MMBA, regarding the revised salary ranges for the Network Administrator and GIS Administrator positions, and the movement of the GIS Administrator position from the Association of Management Employees (AME) to the Carson Professionals and Supervisors Association (CPSA).

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESERVES AS FOLLOWS:

Section 1. The above recitals are true and correct and are incorporated herein by this reference as though set forth in full.

Section 2. The City Council hereby acknowledges, approves, and ratifies the revised salary ranges for **Network Administrator and GIS Administrator**, (Range 918; \$57.29- \$73.12), attached hereto as Exhibit A, assigned to the CPSA, is hereby adopted, and placement of the GIS Administrator classification from the AME bargaining unit to the CPSA bargaining unit.

Section 3. The resolution shall be effective July 1, 2024, upon its adoption.

Section 4. The City Clerk shall certify the adoption of this resolution and deem it effective as of August 6, 2024, the same shall be in force and effect.

PASSED, APPROVED AND ADOPTED this 6th day of August 6, 2024.

APPROVED AS TO FORM:

Lula Davis-Holmes, Mayor

Sunny K. Soltani, City Attorney

ATTEST:

Dr. Khaleah K. Bradshaw, City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF CARSON)

I, Dr. Khaleah K. Bradshaw, City Clerk of the City of Carson, California do hereby attest to and certify that the foregoing resolution, being Resolution No. 24- 070 adopted by the City of Carson City Council at its meeting held on August 6, 2024, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

By:

Dr. Khaleah K. Bradshaw, City Clerk