

## **RESOLUTION NO. 19-092**

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, REPEALING IN ITS ENTIRETY RESOLUTION NO. 09-018 ESTABLISHING THE CERTIFIED SUPER USER STATUS AND SYSTEMS SUPER USER SPECIAL PAY**

**WHEREAS**, on June 4, 2009, the City Council of the City of Carson ("City") approved Resolution No. 09-018 that formally established a Certified Super User Status and Systems Super User Special Pay for City employees who met certain eligibility requirements, including but not limited to possessing the requisite knowledge, skills, and abilities to assist the information technology division of the City; and

**WHEREAS**, the Certified Super User Status classification was established to fill a void for services required by the information technology division which was not then-currently addressed; and

**WHEREAS**, there is no longer a need for the arrangement and the City desires to eliminate the Certified Super User Status and related Systems Super User Special Pay classification located in the City's employee classification plan and compensation plan; and

**WHEREAS**, pursuant to Carson Municipal Code ("CMC") Section 2797.1, the Director of Human Resources & Risk Management shall be the officer authorized by City Council to perform the duties of the Director of Personnel; and

**WHEREAS**, pursuant to Section 2797.3 of the CMC, the Director of Personnel shall be responsible to the City Administrator for certain duties, including but not limited to, preparing and recommending, after consulting with department directors, a position classification plan and compensation plan; and

**WHEREAS**, pursuant to Section 1 of Rule III of the City of Carson Personnel Rules, as amended, which is on file with the City Clerk and hereby incorporated herein by this reference, provides that the Director of Personnel may modify the classification plan only after the Director of Personnel consults with the department directors and any affected recognized employee organization; and

**WHEREAS**, the Director of Personnel has consulted, met, and conferred with the affected parties, including the Carson Professionals and Supervisors Association ("CPSA"), regarding the elimination of the Certified Super User Status and Systems Super User Special Pay arrangement;

**WHEREAS**, the CPSA did not agree with elimination of Super User Special Pay, but requested that the City hold subsequent meetings with the impacted employee to finalize a transition plan prior to eliminating Super User Pay;

**WHEREAS**, the City held subsequent meetings with the affected employee and the City and employee have agreed upon a transition plan; and

**WHEREAS**, the City Council now desires to repeal Resolution No. 09-018.

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

**Section 1.** The foregoing recitals are true and correct, and are incorporated herein by reference as though set forth in full.

**Section 2.** The City Council finds and determines that there is no longer a need for the Certified Super User Status nor the related Systems Super User Special Pay, and hereby orders and authorizes the Director of Human Resources & Risk Management, as Director of Personnel, to eliminate said position from the City's classification plan and compensation plan.

**Section 3.** The City's Resolution No. 09-018, which established certified Super User status and Super User Special Pay, is hereby repealed.

**Section 4.** The City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original resolution.

**Section 5.** This resolution shall be effective immediately upon its passage and adoption.

**PASSED, APPROVED and ADOPTED** this 4th day of June, 2019.

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**MAYOR ALBERT ROBLES**

**ATTEST:**

\_\_\_\_\_  
**CITY CLERK DONESIA GAUSE**

**APPROVED AS TO FORM:**

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**CITY ATTORNEY**

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

I, Donesia Gause, City Clerk of the City of Carson, California, do hereby certify that the whole number of members is five; that the foregoing resolution, being Resolution No. 19-092 was duly and regularly adopted by said City at a regular meeting duly and regularly held on the 4<sup>th</sup> day of June 2019, and that the same was passed and adopted by the following vote:

AYES:           COUNCIL MEMBERS:

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

By: \_\_\_\_\_  
City Clerk