



## Legislation Text

File #: 2023-0440, Version: 1

### Report to Mayor and City Council

Tuesday, June 20, 2023

Consent

#### **SUBJECT:**

**CONSIDERATION OF RESOLUTION NO. 23-098, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A JOB SERIES FOR THE ACCOUNTANT I AND ACCOUNTANT II (CITY COUNCIL)**

#### **I. SUMMARY**

The job series program was created and designed for certain positions; to provide promotional and growth opportunities for employees. The Accountant classifications were originally members of the American Federation of State, County and Municipal Employees Union (AFSCME), Local 809 and when they were transitioned to the Carson Professionals and Supervisors Association, the job series program was dropped from its classification. At this time, the City would like to restore the job series for Accountant I and Accountant II.

#### **II. RECOMMENDATION**

WAIVE further reading and ADOPT Resolution No. 23-098, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING BY ADOPTING A JOB SERIES FOR THE ACCOUNTANT I AND ACCOUNTANT II."

#### **III. ALTERNATIVES**

TAKE any action deemed necessary.

#### **IV. BACKGROUND**

The Finance department is comprised of Accountants and other accounting professionals. Several years ago, the Accountant classifications were reassigned from the American Federation of State, County and Municipal Employees Union (AFSCME), Local 809 to the Carson Professionals and Supervisors Association

(CPSA). It is believed that when that move occurred, the job series language was erroneously

omitted from the Memorandum of Understanding (MOU).

In order to provide professional growth, development and opportunity for City employees, the City would like to restore the job series program back to Accountant classification.

The purpose of the Job Series is to provide upward mobility for classifications which achieve increased skill and knowledge after specific time in grade. In order for an individual in a job series classification 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 months).

The required Meet & Confer with the Carson Professionals and Supervisors Association/Service Employees International Union (CPSA/SEIU), Local 721, was completed via email on May 25, 2023 and both parties are in agreement with Accountant job series.

## **V. FISCAL IMPACT**

The fiscal impact of the Accountant job series at this particular time is a maximum of \$11,330, to be absorbed by the departmental budget.

## **VI. EXHIBITS**

1. Resolution No. 23-098 Accountant Job Series

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