



## Legislation Details (With Text)

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**Title:** CONSIDERATION OF RESOLUTION NO. 19-108, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 19-083, BY AMENDING THE FY 2018-2019 BUDGET BY DOWNGRADING THE SENIOR ACCOUNTANT JOB CLASSIFICATION TO ACCOUNTANT I WITHIN THE CITY TREASURER'S OFFICE (CITY COUNCIL)

**Sponsors:**

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**Attachments:** 1. Ex. 1 Reso 19-108

Date	Ver.	Action By	Action	Result
5/14/2019	1	City Council		

## Report to Mayor and City Council

Tuesday, May 14, 2019

Consent

### SUBJECT:

**CONSIDERATION OF RESOLUTION NO. 19-108, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 19-083, BY AMENDING THE FY 2018-2019 BUDGET BY DOWNGRADING THE SENIOR ACCOUNTANT JOB CLASSIFICATION TO ACCOUNTANT I WITHIN THE CITY TREASURER'S OFFICE (CITY COUNCIL)**

### I. SUMMARY

When vacancies occur, they present Staff with the ideal time to enhance job specs to reflect current needs based upon industry trends, technological advancements and business evolution. At this time, staff is presenting this updated Accountant job spec to properly reflect current City needs.

### II. RECOMMENDATION

WAIVE further reading and ADOPT Resolution No. 19-108, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY AMENDING THE FY 2018-2019

BUDGET BY DOWNGRADING THE SENIOR ACCOUNTANT JOB CLASSIFICATION TO ACCOUNTANT I WITHIN THE CITY TREASURER'S OFFICE AND AMENDING THE CLASSIFICATION PLAN, RESOLUTION 77-111, BY ADOPTING REVISED CLASSIFICATION SPECIFICATION FOR ACCOUNTANT."

### **III. ALTERNATIVES**

TAKE any other action the City Council deems appropriate.

### **IV. BACKGROUND**

The required Meet & Confer with Carson Professional and Supervisors Association (CPSA) was conducted on April 9, 2019 and all parties are in agreement on the updated job spec. As part of the FY 2018-2019 Budget, the recommendation to reclassify the Accountant II in the City Treasurer's Office to Senior Accountant was approved. This recommendation was made due to the level of work performed by the incumbent Accountant II. Due to a recent promotion to fill the Deputy City Treasurer role, Staff is requesting that the position be downgraded to an Accountant I, a job series, entry-level opportunity. The volume of the work has changed due to the implementation of the new ERP system. There is also a reduction in reporting requirements and responsibilities. The Accountant I job spec is in need of revision. The education component has been amended to include a Bachelor's degree as a minimum qualification to ensure that Staff identifies/recruits a strong caliber of talent to add to the department.

### **V. FISCAL IMPACT**

The downgrade of the Senior Accountant, Salary Range 153, (\$6,344 - \$8,096) classification to the Accountant I, Salary Range 242, (\$4,932 - \$6,294) will present a salary savings of approximately \$16,944 per year.

### **VI. EXHIBITS**

1. Resolution 19-108 (pg. 3-7)

Prepared by: Faye Moseley, Director of Human Resources and Risk Management