

CITY OF CHATTANOOGA
Classification Specification Title: Accountant 3

Department: Finance

Pay Grade: GS.13

Supervision Received From: Accounting Manager

FLSA Status: Exempt

Supervisory Responsibility For: None

Established: 3/11/14

**Revision Dates: 4/3/25;
8/27/24; 10/20/23; 1/11/23**

CLASSIFICATION SUMMARY:

Incumbents in this classification are responsible for performing professional accounting work by applying Generally Accepted Accounting Principles (GAAP) to analyze, research and compile financial data. Responsibilities include timely, accurate recording of financial transactions to ensure accurate presentation of the financial statements of the city. Areas of responsibility include general ledger, expenditure ledger, revenue ledger, payroll posting and taxes, capital assets, deferred compensation, grants, and employee benefits. Must be familiar with federal, state and local requirements and demonstrate compliance with IRS regulations. Duties also include providing input to the city's Annual Comprehensive Financial Report (ACFR). All duties are to be done in a professional, competent and confidential manner and should conform to the Federal Accounting Standards Board (FASB), Governmental Accounting Standards Board (GASB) and Office of Management and Budget (OMB) federal award regulations.

Senior-level accountant responsible for overseeing accounting operations, preparing complex reports and analysis, and ensuring compliance with federal, state, and local regulations. This role includes providing professional guidance to other accounting staff and assisting the Accounting Manager in supervising day-to-day operations.

SERIES LEVEL:

The Accountant 3 is the third level of a three-level accountant series.

ESSENTIAL FUNCTIONS:

(The following duties ARE NOT intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.)

Lead lower level accounting staff, ensuring proper prioritization of tasks and adherence to policies and procedures.

Manage the production of the city's ACFR, coordinating internal resources and meeting deadlines for the Government Finance Officers Association (GFOA) Award for Excellence in Financial Reporting.

Review and approve complex journal entries, ensuring the accuracy and completeness of financial records.

Oversee the debt management process, prepare debt analysis for rating agencies and ensure timely payments for the city's long-term debt service schedule.

Analyze and report on actuarial valuations for our fiduciary funds such as Pension and Other Post-Employment Benefits (OPEB).

Leads the planning and implementation of new software systems and interfaces, including testing and troubleshooting, for the city's financial systems.

Provide expertise in interpreting and implementing changes to GAAP, GASB, and other accounting standards.

Recommends and makes changes to the Chart of Accounts (COA), as needed.

Prepare and analyze financial statements, schedules, and disclosures in accordance with GAAP, GASB, and other applicable standards.

Assist in the preparation of the city's Annual Comprehensive Financial Report (ACFR) and the Popular Annual Financial Report (PAFR) to ensure timely and accurate reporting.

Reconcile accounts and prepare journal entries related to assets, liabilities, revenues, and expenses.

Performs fund and accrual accounting for various governmental and proprietary funds and component units. Maintains accounting records for proprietary funds; and analyzes information to determine entries required to convert from modified accrual to full accrual accounting for year-end financial reporting of all proprietary funds.

Reconciles bank statements to the accounting records and performs required follow-up with financial institutions and internal departments to maintain accurate accountability of city funds.

Analyzes city-wide purchases to determine capitalization for fixed assets based on established guidelines; prepares and updates additions to fixed assets; prepares year-end schedules for the external auditors in connection with fixed assets, including items in the ACFR and the Notes to the financial statements.

Review and analyze budget-to-actual results for annual appropriations, multi-year budgets, and capital projects.

Serves as the primary contact with fiscal analysts and finance managers in departments to provide guidance on financial matters, including proper accounting procedures and Enterprise Resource Planning (ERP) system usage.

Processes payroll taxes, 1099s, W2s, 941s, pension payments, deferred compensation and unemployment taxes in compliance with applicable Federal and State regulations.

Analyzes historical property tax receipts to determine the uncollectible amount and records the proper delinquent amounts.

Performs a detailed review annually of outstanding checks; prepares and submits unclaimed funds escheatment to the State.

Participate in external audit preparation, responding to auditor inquiries and providing necessary documentation, including coordination with internal audit recommendations.

Communicate financial information to internal and external stakeholders, including auditors, rating agencies, and state/federal agencies.

Prepare reports for management and assist with strategic financial decision-making processes.

Attends education and training seminars to maintain an in-depth knowledge of accounting principles, GAAP, GASB standards, and federal and state financial regulations.

Ensures that records are being kept and maintained in accordance with record retention requirements.

Oversees the workflow of the entire accounting department, which includes assigning work, providing leadership, and ensuring that deadlines and reporting standards are met.

Leads the preparation of high-level financial reports, strategic documents, and presentations for senior management or regulatory bodies, including guiding the development of reports to achieve certification from organizations like GFOA.

Oversees reconciliation processes and resolves any major discrepancies; may also recommend improvements to internal controls and reconciliation procedures.

Leads research initiatives, particularly for high-level decision-making.

Provides strategic recommendations based on deep analysis of accounting data, regulatory changes, and industry trends; provides oversight and decision-making, leading the accounting team through complex situations, regulatory issues, and audits.

Provides leadership and strategic input, often presenting financial findings and providing recommendations for organizational improvement.

Must meet regular attendance requirements.

Must be able to maintain good interpersonal relationships with staff, co-workers, managers, and citizens.

Must accomplish the essential functions of the job, with or without reasonable accommodations, in a timely manner.

Performs other duties as assigned.

DEPARTMENT SPECIFIC DUTIES (if any):

MINIMUM QUALIFICATIONS:

Bachelor's degree in Accounting, Finance or related field and six (6) years of experience engaging in professional accounting activities, such as preparing a variety of financial statements and performing fund/accrual accounting for governmental funds; or any combination of equivalent experience and education or any combination of equivalent experience and education.

LICENSING AND CERTIFICATIONS:

Certified Public Accountant (CPA), Certified Municipal Finance Officer (CMFO), Certified Public Finance Officer (CPFO), or Certified Government Financial Manager (CGFM)

KNOWLEDGE AND SKILLS:

Knowledge of accounting and mathematical principles; basic accounting practices, financial statement preparation, and calculations for payroll taxes, deductions, and reconciliations; payroll systems and tax reporting requirements (e.g., 1099, W2s); Federal, State, and Local laws; financial and governmental accounting principles; Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB); investment banking principles pertaining to complex financial instruments or public sector financing; accounting for grants, capital projects, and debt management; automated financial systems and advanced report writing tools; Government Finance Officers Association (GFOA) requirements

Ability to provide more complex analysis, such as variance analysis and financial forecasting; handling more advanced or complex payroll issues, such as compliance audits and multi-state tax calculations; to apply Federal, State and Local laws in more complex or nuanced situations, interpret regulatory changes, and advise on compliance; prepare comprehensive reports for certification. interpret complex financial data and provide clear recommendations to management; engage with senior management, external auditors, or regulatory bodies.

Skill in prioritizing tasks, managing multiple responsibilities simultaneously, and delegating work to others; overseeing and guiding Accountant 1 and 2 staff; preparing and analyzing more complex financial reports, including forecasts and budget-to-actual comparisons; assisting with preparing comprehensive reports for senior management or external stakeholders; handling more complex reconciliations and investigates discrepancies, often managing the reconciliation of large funds or multiple accounts; conducting detailed research on complex accounting issues, interpreting laws and regulations to solve problems and ensure compliance; displaying more autonomy in making decisions, particularly in reconciling accounts, preparing reports, and managing financial transactions; communicating more frequently with other departments, vendors, or stakeholders, often explaining financial data, policies, or regulations; preparing and analyzing financial statements, budgets, and reports; communication and interpersonal skills to interact with internal departments, auditors, and external agencies.

PHYSICAL DEMANDS:

Positions in this class typically require: reaching, fingering, grasping, talking, hearing, seeing, and repetitive motions.

WORK ENVIRONMENT:

Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

SPECIAL REQUIREMENTS:

Safety Sensitive: N

Department of Transportation - CDL: N

Child Sensitive: N

The City of Chattanooga, Tennessee is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourage both prospective and current employees to discuss potential accommodations with the employer.