

March 13, 2025

Richard Morales, Business Representative
Auto, Marine, and Specialty Painters, Local 1176
2020 Williams Street, Suite A1
San Leandro, California 94577

RE: Letter of Understanding – Amending the Commercial Driver’s License Requirement for Traffic Worker I, Traffic Worker II, and Traffic Worker III

This letter confirms the agreement reached between the City of Sacramento (“City”) and the Auto, Marine, and Specialty Painters, Local 1176 (“Local 1176”) regarding changes to the job class specifications for Traffic Worker I, Traffic Worker II, and Traffic Worker III. These changes are in response to the State requirement that City employees who pull a trailer that has a Gross Vehicle Weight Rating higher than 10,000 pounds must hold a Class A Commercial Driver’s License (“Class A”).

Specifically, it is agreed as follows:

1. Currently, employees hired as Traffic Worker I, II, or III are required to obtain a Class B Commercial Driver’s License (“Class B”) prior to the completion of their probationary period. Employee ID #0001407 and #0002176 are exempt from this requirement.
2. Effective after all parties have signed this Letter of Understanding (LOU), and upon adoption by the Civil Service Board, the job descriptions for the classifications of Traffic Worker I, II, and III will be amended to replace all references to a Class B License with a reference to Class A Commercial Driver’s License (“Class A”). Employee ID #0001407 and #0002176 will be exempt from this requirement.
3. The City will send all employees who are identified in “Attachment A,” and who do not currently possess a Class A License to a certified trucking school of the City’s choice and pay the tuition costs for the employee to obtain their Class A License. The City will also provide a one-time reimbursement to these employees for receipted California Department of Motor Vehicles (DMV) fees of up to \$100 if they are charged a fee to upgrade their commercial license from Class B to Class A. All future DMV fees shall be the responsibility of the employee.
4. Except as provided in paragraph 3, current employees who are identified in “Attachment A”, and all future employees hired into the classifications of Traffic Worker I, II, and III are responsible for their own DMV license fees.

5. All current and future probationary employees in Traffic Worker I, II, and III job classifications will be required to obtain Class A License as a condition of successful completion of probation.
6. In the event an employee identified on “Attachment A” is unsuccessful in upgrading their Class B License to a Class A License, the City shall pay for remedial training at a certified trucking school of the City’s choosing. In the event the employee’s remediation is unsuccessful, additional training shall be at the employee’s personal expense and time.
7. Employees in the classification of Traffic Worker I, II, or III who are identified on “Attachment A,” and who are currently off probation and in career status, must successfully obtain their Class A License within three hundred and sixty-five (365) calendar days of this agreement. Employees who fail to obtain their Class A Commercial Driver’s License within 365 calendar days of the execution of this Agreement shall be terminated, pursuant to the terms and conditions contained within the Memorandum of Understanding between the City and Local 1176, Article 15 (Discipline); and the Rules and Regulations of the Civil Service Board, Rule 12 (Disciplinary Actions, Appeals, and Hearing Procedures).
8. Employees in the classification of Traffic Worker I, II, or III who are identified on “Attachment A” and are currently in probationary status must obtain their Class A License within twelve (12) months of their hire date. However, in recognition of the time required to obtain the Class A license, probationary employees will be granted a limited extension of the probation period equal to the number of months they have already completed in probation. This limited extension of probation applies only for the probationary employee to meet the new requirement of possessing a Class A License and does not extend the probationary period for any other reason or duration. Probationary employees who fail to obtain their Class A License by the extended probation deadline will be released from employment for failing to pass probation without the right of appeal.

This Agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of City departments of the City of Sacramento except as expressly stated herein.

The Agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussion, whether written or oral.

If this is your understanding of the agreement reached, please sign and date as indicated below.

Sincerely,

Leslie Wisniewski

Leslie Wisniewski 03/13/2025
Labor Relations Officer

AGREED TO:



Leyne Milstein (Mar 14, 2025 13:51 PDT)

Leyne Milstein 03/14/2025
Interim City Manager

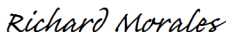
AGREED TO:



Matt Eierman (Mar 13, 2025 15:38 PDT)

Matt Eierman 03/13/2025
Director of Public Works

AGREED TO:



Richard Morales (Apr 11, 2025 07:08 PDT)

Richard Morales 04/11/2025
Business Representative, Local 1176

AGREED TO:



03/13/2025

Shelley Banks-Robinson
Human Resources Director

AGREED TO:



Aaron Donato (Mar 13, 2025 15:36 PDT)

Aaron Donato 03/13/2025
Labor Relations Manager

APPROVED AS TO FORM:



Brett Witter (Mar 13, 2025 11:08 PDT)

Brett M. Witter 03/13/2025
Assistant City Attorney

Attachment A

Employee Number	Current Commercial License Status	Eligible for Reimbursement for fees of up to \$100
0001407	Not Required	N/A
0002176	Not Required	N/A
0008867	Class B	Yes
0015682	Class B	Yes
0020930	Class B	Yes
0024165	Class B	Yes
0025696	Class B	Yes
0025727	Class B	Yes
0025729	Traffic Worker I On Probation Promoted on 05/18/24	No, did not obtain a Class B Commercial License
0027817	Traffic Worker I On Probation Hired on 06/15/24	No, did not obtain a Class B Commercial License
0028273	Traffic Worker I On Probation Hired on 10/05/24	No, did not obtain a Class B Commercial License