

May 18, 2026

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

**Re: Letter of Understanding – Modification of Job Specifications for Auto, Marine,  
and Specialty Painters, Local 1176 (Rep Unit 08) Represented Classifications**

This Letter of Understanding (LOU) memorializes the agreement between the City of Sacramento (“City”) and Auto, Marine, and Specialty Painters, Local 1176 (“Union”), regarding the above referenced matter.

The agreement is as follows:

1. As soon as practicable following adoption by the Sacramento Civil Service Board, the City shall modify the classification specifications for the classifications of Traffic Worker Trainee, Traffic Worker I, Traffic Worker II, and Traffic Worker III as reflected in Attachment A, Exhibits 1 through 4, respectively.

The LOU does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement, the Rules and Regulations of the Civil Service Board, or any applicable policies and procedures of the City of Sacramento.

This LOU 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 as indicated below.


Sincerely,




Amber Foster  
Labor Relations Officer


[Signatures continue on the following page]

**FOR THE CITY:**


  
Leyne Milstein (Jun 1, 2026 12:20:57 PDT)  
Leyne Milstein 06/01/2026  
Assistant City Manager

  
Aaron Donato (Jun 1, 2026 11:49:04 PDT)  
Aaron Donato 06/01/2026  
Labor Relations Manager

**FOR THE UNION:**

  
Richard Morales 06/01/2026  
Business Representative, Local 1176

**APPROVED AS TO FORM:**

  
Brett Witter (Jun 1, 2026 11:16:56 PDT)  
Brett M. Witter 06/01/2026  
Chief Assistant City Attorney

## **Traffic Worker Trainee**

### **DEFINITION**

The purpose of this position is to perform semi-skilled work involving the manufacture, installation, and maintenance of traffic directional and informational signs and the layout, painting and application of street markings, striping, lines and directional messages on City street and parking lot surfaces.

### **DISTINGUISHING CHARACTERISTICS**

The Traffic Worker Trainee is the entry-level classification filled with multiple incumbents. Incumbents are responsible for performing a wide range of installation, repair and maintenance work related to traffic signs and street markings and work is generally observed and reviewed both during performance and upon completion. This classification is distinguished from the next higher-level classification of Traffic Worker I in that the former performs entry-level work and does not require previous traffic safety experience.

Some positions in the Traffic Worker classification series are flexibly staffed at the trainee, I, II, and III levels. Appointment to the higher classification requires that the employee be performing substantially the full range of duties for the classification and meet the qualification standards for the classification.

### **SUPERVISION RECEIVED AND EXERCISED**

Direct supervision is provided by a Traffic Supervisor or other higher-level personnel. This classification does not supervise.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

This information is intended to be descriptive of the key responsibilities of the classification. The list of essential functions below does not identify all duties performed by any single incumbent in this classification.

- Assist and participate in the preparation and manufacture of traffic, directional, and informational City signs.
- Layout and paint lanes, parking lots, and curbs.
- Operate sign marking equipment such as, but not limited to, stencils, pipe threaders, power saws, power tools, and hand tools.
- Operate, maintain, and repair specialized and complex street marking equipment such as, but not limited to, jackhammers, grinders, paint applicators, and thermoplastic equipment.
- Operate and drive a variety of vehicles and mobile equipment, such as forklifts, skid steers, overhead lift trucks, and similar material-handling and construction equipment.
- Set up and remove barricades, cones, and warning signs.
- Remove obsolete traffic markings on street surfaces using grinding and power equipment.
- Perform related work of a similar nature and level as assigned.

## QUALIFICATIONS

Knowledge of:

- The care and use of mechanical tools and equipment used in rough carpentry, painting, and digging.

Skill In:

- Read, interpret, and apply information from maps, blueprints, construction plans, and drawings.
- Use assigned equipment while performing work at elevated heights for sign placement.
- Use of modern office equipment, including computers, computer applications, and computer software, to accomplish a variety of tasks.

Education:

None

Experience:

Six (6) months of experience using simple carpenter and mechanical hand tools and small power, painting and digging tools.

Substitution:

The completion of a certified program from an accredited college or university in painting, construction, or mechanics may substitute for the required experience.

SPECIAL QUALIFICATIONS

Driver License:

Possession of a valid California Class C Driver License at the time of appointment.

Assessment:

If considered for appointment, candidates must pass a pre-employment drug test.

### **PROBATIONARY PERIOD:**

Employees must complete twelve (12) months of probation at a satisfactory performance level prior to gaining permanent status.

## **Traffic Worker I**

### **DEFINITION**

The purpose of this position is to perform semi-skilled and skilled work involving the manufacture, installation, and maintenance of traffic directional and informational signs and the layout, painting and application of street markings, striping, lines and directional messages on City street and parking lot surfaces.

### **DISTINGUISHING CHARACTERISTICS**

The Traffic Worker I is a journey-level classification filled with multiple incumbents. Incumbents are responsible for performing a wide range of installation, repair and maintenance work related to traffic signs and street markings. Generally, work is reviewed upon completion. This class is distinguished from the next higher-level classification of Traffic Worker II the latter receives more complex assignments and is expected to perform with the greater independence and leads a small work crew.

Some positions in the Traffic Worker classification series are flexibly staffed at the trainee, I, II, and III levels. Appointment to the higher classification requires that the employee be performing substantially the full range of duties for the classification and meet the qualification standards for the classification.

### **SUPERVISION RECEIVED AND EXERCISED**

Direct supervision is provided by a Traffic Supervisor or other higher-level personnel. Lead responsibilities may include the guidance and coordination of Traffic Worker Trainees.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

This information is intended to be descriptive of the key responsibilities of the classification. The list of essential functions below does not identify all duties performed by any single incumbent in this classification.

- Perform work involving the installation, removal, replacement, reset, repair, and maintenance of traffic signs.
- Assist and participate in the preparation and manufacture of traffic, directional, and informational City signs.
- Layout and apply hot thermo plastic and adhesive taped traffic stripes and markings and paint lanes, parking lots, and curbs.
- Operate sign marking equipment such as, but not limited to stencils, pipe threaders, power saws, power tools, and hand tools.
- Operate, maintain, and repair specialized and complex street marking equipment such as, but not limited to, jackhammers, grinders, paint applicators, and thermoplastic equipment.

- Operate and drive a variety of vehicles and mobile equipment, such as forklifts, skid steers, overhead lift trucks, and similar material-handling and construction equipment.
- Set up traffic control, including street closures for special or urgent circumstances.
- Tow and transport heavy equipment and materials using trucks and trailers with a gross vehicle weight rating (GVWR) exceeding 10,000 pounds.
- Remove obsolete traffic markings on street surfaces, using grinding and power equipment.
- Install parking meter pipe.
- Perform related work of a similar nature and level as assigned.

## **QUALIFICATIONS**

Knowledge of:

- The care and use of mechanical tools and equipment used in rough carpentry, painting, and digging.
- Methods, materials, tools, and techniques used in the manufacture, installation, maintenance and repair of signs and street markings and associated equipment.
- Occupational hazards and standard safety precautions necessary in the work being performed.
- Use and care of equipment such as , jackhammers, sprayers, and grinders.

Skill in:

- Proper techniques for the manufacture, installation and maintenance of traffic directional and informational signs, and the layout, painting and application of street markings.
- Read, interpret, and apply information from maps, blueprints and construction plans and drawings.
- Measure distances accurately and layout work precisely.
- Maintain time and material records.
- Use of modern office equipment, including computers, computer applications, and computer software, to accomplish a variety of tasks.

Education:

None

Experience:

Two (2) years of experience assisting in the installation and maintenance of traffic sign and street marking and striping work.

OR

Current employment as a Traffic Worker Trainee and eighteen (18) months of experience in the classification of Traffic Worker Trainee with the City of Sacramento.

**SPECIAL QUALIFICATIONS**

Driver License:

Possession of a valid California Class C Driver License at time of appointment.

Possession of a California Class A Driver License is required to pass the probationary period.

Assessment:

If considered for appointment, candidates must pass a pre-employment drug test.

**PROBATIONARY PERIOD:**

Employees must complete twelve (12) months of probation at a satisfactory performance level prior to gaining permanent status.

## Traffic Worker II

### DEFINITION

The purpose of this position is to perform semi-skilled and skilled work involving the manufacture, installation, and maintenance of traffic directional and informational signs and the layout, painting and application of street markings, striping, lines and directional messages on City street and parking lot surfaces.

### DISTINGUISHING CHARACTERISTICS

The Traffic Worker II is an advanced journey-level classification filled with multiple incumbents. Incumbents are responsible for performing a wide range of installation, repair and maintenance work related to traffic signs and street markings. This classification is distinguished from the next higher-level classification of Traffic Worker III in that the latter requires specialized skill to perform assignments and by the responsibility for directing the activities of Traffic Workers during the absence of the Traffic Supervisor.

Some positions in the Traffic Worker classification series are flexibly staffed at the trainee, I, II, and III levels. Appointment to the higher classification requires that the employee be performing substantially the full range of duties for the classification and meet the qualification standards for the classification.

### SUPERVISION RECEIVED AND EXERCISED

Direct supervision is provided by a Traffic Supervisor or other higher-level personnel. Lead responsibilities include the guidance and coordination of Traffic Worker Is and Trainees.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

This information is intended to be descriptive of the key responsibilities of the classification. The list of essential functions below does not identify all duties performed by any single incumbent in this classification.

- Lead a small crew, assign, and participate in work involving the installation, removal, replacement, reset, repair and maintenance of traffic signs.
- Perform street and parking lot markings.
- Perform field maintenance for pavement markings and traffic control devices such as raised pavement markers and delineators.
- Set up traffic control, including street closures for special or urgent circumstances.
- Operate sign making equipment such as, but not limited to, stencils, pipe threaders, power saws, power tools, and hand tools.
- Operate, maintain, and repair specialized and complex street marking equipment such as, but not limited to, jackhammers, grinders, paint applicators, and thermoplastic equipment.
- Operate and drive a variety of vehicles and mobile equipment, such as forklifts, skid steers, overhead lift trucks, and similar material-

- handling and construction equipment.
- Tow and transport heavy equipment and materials using trucks and trailers with a gross vehicle weight rating (GVWR) exceeding 10,000 pounds.
- Layout and apply hot thermo plastic and adhesive taped traffic stripes and markings, and paint lanes, parking lots, and curbs.
- Set up temporary traffic control, detours and lane shifts around work sites using cones, barricades, and changeable message boards.
- Perform related work of a similar nature and level as assigned.

## **QUALIFICATIONS**

Knowledge of:

- The care and use of mechanical tools and equipment used in rough carpentry, painting, and digging.
- Methods, materials, tools, and techniques used in the manufacture, installation, maintenance and repair of signs and street markings and associated equipment.
- Occupational hazards and standard safety precautions necessary in the work being performed.
- Use and care of equipment such as plasma cutter, jackhammers, sprayers, and grinders.
- Geography of the City's street system.
- Pertinent traffic codes, laws, statutes, and regulations.

Skill in:

- Proper techniques for the manufacture, installation and maintenance of traffic directional and informational signs, and the layout, painting and application of street markings.
- Read, interpret, and apply information from maps blueprints, and specifications related to the traffic markings.
- Measure distances accurately and layout work precisely.
- Maintain time and material records.
- Use of modern office equipment, including computers, computer applications, and computer software, to accomplish a variety of tasks.

Education:

None

Experience:

Two (2) years of experience performing work in the manufacture, installation, and maintenance of traffic signs and the layout, painting, and application of street markings and striping.

OR

Current employment as a Traffic Worker I and one (1) year of experience in the classification of Traffic Worker I with the City of Sacramento.

## SPECIAL QUALIFICATIONS:

### Driver License:

Possession of a valid California Class C Driver License at time of appointment.

Possession of a California Class A Driver License is required to pass the probationary period.

### Assessment:

If considered for appointment, candidates must pass a pre-employment drug test.

## **PROBATIONARY PERIOD:**

Employees must complete twelve (12) months of probation at a satisfactory performance level prior to gaining permanent status.

## **Traffic Worker III**

### **DEFINITION**

The purpose of this position is to perform specialized work in either the manufacturing and preparation of traffic signs and other City markers, or the painting and application of street striping, markings, and directional lines on street surfaces.

### **DISTINGUISHING CHARACTERISTICS**

The Traffic Worker III is a principal-level classification filled with multiple incumbents. Incumbents are responsible for performing specialized work related to traffic signs and street markings. This classification is distinguished from the next higher-level classification of Traffic Supervisor in that the latter provides direct supervision to lower-level personnel.

Some positions in the Traffic Worker classification series are flexibly staffed at the trainee, I, II, and III levels. Appointment to the higher classification requires that the employee be performing substantially the full range of duties for the classification and meet the qualification standards for the classification.

### **SUPERVISION RECEIVED AND EXERCISED**

Direct supervision is provided by the Traffic Supervisor or other higher-level personnel. Lead responsibilities include the guidance and coordination of lower-level Traffic Worker personnel.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

This information is intended to be descriptive of the key responsibilities of the classification. The list of essential functions below does not identify all duties performed by any single incumbent in this classification.

- Plan and coordinate daily fabrications, maintenance, installation, and repair of traffic signage and pavement markings.
- Manufacture all signage types for City inventory and public safety.
- Maintain, develop, and improve City standards of sign manufacturing and installations.
- Maintain inventory and purchase materials needed for the fabrication of signage and field work.
- Operate and drive a variety of vehicles and mobile equipment, such as forklifts, skid steers, overhead lift trucks, and similar material-handling and construction equipment.
- Tow and transport heavy equipment and materials using trucks and trailers with a gross vehicle weight rating (GVWR) exceeding 10,000 pounds.
- Submit and ensure completeness for external section billing requests.
- Ensure all outgoing fabricated products meet City standards and codes.
- Perform job estimates for future projects.
- Perform related work of a similar nature and level as assigned.

## QUALIFICATIONS

Knowledge of:

- State and local laws, codes, statutes, regulations and specifications regarding traffic safety and directional markings and signs.
- Methods, materials, equipment, tools, and techniques used in sign preparation, street marking, and application of raised pavement markers.
- Occupational hazards and standard safety precautions necessary in the work being performed.
- Paints, thermoplastics, and other materials used in the application of traffic markings on street surfaces.
- Reflective processing techniques and materials in the preparation and manufacture of traffic and other municipal signs.

Skill In:

- Operate, maintain, and repair specialized, and complex machinery used in the work.
- Read, interpret, and apply information from maps, blueprints, and specifications related to the traffic markings.
- Maintain time and material records.
- Use of automated maintenance management systems.
- Use of modern office equipment, including computers, computer applications, and computer software, to accomplish a variety of tasks.

Education:

None

Experience:

One (1) year of experience leading a work crew to perform the manufacture, installation, and maintenance of traffic signs and the layout, painting, and application of street markings and striping.

OR

Current employment as a Traffic Worker II and one (1) year of experience in the classification of Traffic Worker II with the City of Sacramento.

SPECIAL QUALIFICATION:

Driver License:

Possession of a valid California Class C Driver License at time of appointment.

Possession of a California Class A Driver License is required to pass the probationary period.

Assessment:

If considered for appointment, candidates must pass a pre-employment drug test.

**PROBATIONARY PERIOD:**

Employees must complete twelve (12) months of probation at a satisfactory performance level prior to gaining permanent status.