



Meeting Agenda

Monday, May 18, 2026

1:00 PM

Regular Meeting

City Hall Complex, 915 I Street, Sacramento, CA 95814

Civil Service Board

*Emmanuel Amanfor, Chair
Jules Stein, Vice Chair*

*Gwynnae L. Byrd, Esq.
Elena Gonzalez-Soto
Kathryn Elizabeth Meola, Esq.*

Open Session**Roll Call****Land Acknowledgement****Pledge of Allegiance****Consent Calendar**

All items listed under the Consent Calendar are considered and acted upon by one Motion.

1. Approval of Civil Service Board Meeting Minutes

File ID: 2026-00030

Location: Citywide**Recommendation:** Pass a **Motion** approving the Civil Service Board Meeting Minutes of March 16, 2026.**Contact:** Heather Brantley, Senior Deputy City Clerk, (916) 808-1486, hrbrantley@cityofsacramento.org; Mindy Cuppy, City Clerk, (916) 808-5441, mcuppy@cityofsacramento.org; Office of the City Clerk**Attachments:** [2026-00030 STAFF REPORT](#)**2. Revision of the Auto, Marine and Specialty Painters, Local 1176, Classification Specifications**

File ID: 2026-01007

Location: Citywide**Recommendation:** Pass a **Motion** approving the proposed revised Auto, Marine and Specialty Painters, Local 1176, Classification Specifications as part of the Citywide Classification and Compensation Study.**Contact:** Jennifer Wilkinson, Administrative Officer, (916) 808-5295, jwilkinson@cityofsacramento.org, Human Resources Department**Attachments:** [2026-01007 STAFF REPORT](#)**Adjourn to Closed Session****Closed Session Items****3. Pursuant to Government Code section 54957(b) for a matter pertaining to personnel. Discipline of Tree Maintenance Worker.****Reconvene to Open Session**

Member Comments-Ideas and Questions

Public Comments-Matters Not on the Agenda

Adjournment

Where to Find the Agenda and Staff Reports: The agenda provides a general description and staff recommendation; however, legislative bodies may take action other than what is recommended. Full staff reports are available at <https://meetings.cityofsacramento.org>.

Watch the Legislative Body Meeting Online: Live video streams and archives of past meetings are available at <https://meetings.cityofsacramento.org>.

Submit Written Comments Online: Written comments received are distributed to members, filed in the record, and will not be read aloud. Members of the public are encouraged to submit public comments electronically via eComment through the City's Upcoming Meetings website at <https://meetings.cityofsacramento.org>.

Public Comment Speaker Time Limits: In the interest of facilitating the legislative body's conduct of the business of the City, members of the public (speakers) who wish to address the legislative body during the meeting will have two minutes per speaker for Consent Calendar Items, Public Hearing Items, Discussion Calendar Items, and Matters not on the Agenda for a maximum total of eight minutes per speaker per meeting. Each speaker shall limit his/her remarks to the specified time allotment.

Notice to Lobbyists: When addressing the legislative body, you must identify yourself as a lobbyist and announce the client/business/organization you are representing.

Assistance: In compliance with the Americans with Disabilities Act, if you need special assistance, a disability-related modification or accommodation, agenda materials in an alternative format, or auxiliary aids to participate in this meeting, please contact the Office of the City Clerk at 916-808 7200 or clerk@cityofsacramento.org as soon as possible. Providing at least 72 hours' notice will help ensure that reasonable arrangements can be made.

City of Sacramento
Civil Service Board Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-00030

5/18/2026

Approval of Civil Service Board Meeting Minutes

File ID: 2026-00030

Location: Citywide

Recommendation: Pass a **Motion** approving the Civil Service Board Meeting Minutes of March 16, 2026.

Contact: Heather Brantley, Senior Deputy City Clerk, (916) 808-1486, hrbrantley@cityofsacramento.org; Mindy Cuppy, City Clerk, (916) 808-5441, mcuppy@cityofsacramento.org; Office of the City Clerk

Presenter: None

Attachments:

1-Description/Analysis

2-March 16, 2026, Civil Service Board Meeting Minutes

Description/Analysis

Issue Detail: It is best practice for the legislative body to approve the minutes for each meeting.

Policy Considerations: Per the City Charter, the City Council shall require the City Clerk to keep a permanent record of its proceedings showing all action considered and taken, motions and records, the text of ordinances and resolutions introduced or adopted and all amendments thereto proposed or adopted, and the vote of each council member regarding any matter before the Council or any committee thereof.

Economic Impacts: None.

Environmental Considerations: None.

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: After each board, commission, or committee meeting, the City Clerk composes the DRAFT Minutes for noting the action taken by the legislative body. The DRAFT Minutes are presented to the board, commission, or committee for its approval as a permanent record of the meetings actions.

Financial Considerations: None.

Local Business Enterprise (LBE): Not applicable.

DRAFT Minutes

Civil Service Board

City Hall Complex

915 I Street

Sacramento, CA 95814

Published by the Office of the City Clerk

(916) 808-7200

CIVIL SERVICE BOARD

Emmanuel Amanfor, Chair

Jules Stein, Vice Chair

Gwynnae L. Byrd, Esq.

Elena Monique Gonzalez-Soto

Kathryn Elizabeth Meola, Esq.

BOARD STAFF

Arvinder Kaur, Deputy City Attorney

Kim Guinan, Civil Service Board Secretary

Jennifer Wilkinson, Administrative Officer

Ebony Heaven, Human Resources Manager

Monday, March 16, 2026

1:00 PM

NOTICE TO THE PUBLIC

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**City of Sacramento
Civil Service Board**

City Hall Complex, 915 I Street, Sacramento, CA 95814

**Regular Meeting DRAFT Minutes
Monday, March 16, 2026
1:00 PM**

Open Session

Regular meeting called to order by Chair Emmanuel Amanfor at 1:01 p.m. on Monday, March 16, 2026, at the Sacramento City Hall Council Chamber.

Members Present: Gwynnae Byrd, Elena Gonzalez-Soto, Kathryn Meola, Julie Stein, and Chair Emmanuel Amanfor.

Land Acknowledgement – Led by Chair Emmanuel Amanfor.

Pledge of Allegiance – Led by Chair Emmanuel Amanfor.

Welcome New Commissioner - Elena Monique Gonzales-Soto

Consent Calendar

All items listed under the Consent Calendar are considered and acted upon by one Motion.

Action: Moved/Seconded: Member Byrd / Member Meola.

Yes: Members Gwynnae Byrd, Elena Gonzalez-Soto, Kathryn Meola, Julie Stein, and Chair Emmanuel Amanfor.

A motion **passed** to adopt the Consent Calendar in one motion except as indicated at each item.

1. Approval of Civil Service Board Meeting Minutes

File ID: 2026-00029

Location: Citywide

Action: Passed a **Motion** approving the Civil Service Board Meeting Minutes of January 26, 2026.

Contact: Heather Brantley, Senior Deputy City Clerk, (916) 808-1486, hrbrantley@cityofsacramento.org; Mindy Cuppy, City Clerk, (916) 808-5441, mcuppy@cityofsacramento.org; Office of the City Clerk

Discussion Calendar

2. **Appeal of the Disqualification of Wendy Guerrero from the Customer Service Specialist (Revenue Services) Recruitment**

File ID: 2026-00688

Location: Citywide

Action: Moved/Seconded: Member Meola / Member Byrd.

Yes: Members Gwynnae Byrd, Kathryn Meola, and Chair Emmanuel Amanfor.

Abstain: Members Elena Gonzalez-Soto and Julie Stein.

Passed a **Motion:** 1) waiving formal rules for conducting the hearing pursuant to Civil Service Board Rule 4(11)(c)(7); and 2) adopting the Director's findings, determinations, and decision of disqualification in the appeal of Wendy Guerrero, for the Customer Service Specialist (Revenue Services) recruitment pursuant to Civil Service Board Rule 4.11(c)(6).

Contact: Abby Souza, Personnel Analyst, (916) 808-8907, asouza@cityofsacramento.org, Human Resources Department

3. **Appeal of the Disqualification of Reyes Ayon from the Senior Code Enforcement Officer Recruitment**

File ID: 2026-00690

Location: Citywide

Action: Moved/Seconded: Member Meola / Member Stein.

Yes: Members Gwynnae Byrd, Elena Gonzalez-Soto, Kathryn Meola, Julie Stein, and Chair Emmanuel Amanfor.

Passed a **Motion:** 1) waiving formal rules for conducting the hearing pursuant to Civil Service Board Rule 4(11)(c)(7); and 2) adopting the Director's findings, determinations, and decision of disqualification in the appeal of Reyes Ayon for the Senior Code Enforcement Officer Recruitment pursuant to Civil Service Board Rule 4.11(c)(6).

Contact: Ambrosia Allen, Personnel Analyst, (916) 808-7065
alallen@cityofsacramento.org, Human Resources Department

Adjourned to Closed Session – 1:23 p.m.

Closed Session Item

4. Pursuant to Government Code section 54957(b) for a matter pertaining to personnel. Discipline of Police Officer.

Reconvened to Open Session – 2:29 p.m.

Closed Session Item

4. Closed Session Report Out - Pursuant to Government Code section 54957.1(a)(5) and Civil Service Board Rule 12.10 (d)(1), the Board, by a 4-0 vote, with 1 abstention, passed a motion to set aside its prior decision and reconsider this case in light of the POST determination letter; by a 4-0 vote, with 1 abstention, passed a motion denying appellant's request to augment the record to consider the briefs that were filed by both parties to the Superior Court; and by a 3-1 vote, with 1 abstention, passed a motion adopting the arbitrator's proposed decision in the discipline case of a police officer.

Member Comments-Ideas and Questions

Members of the board provided comments.

Public Comments-Matters Not on the Agenda

None.

Adjourned - 2:32 p.m.

File ID: 2026-01007

5/18/2026

Revision of the Auto, Marine and Specialty Painters, Local 1176, Classification Specifications

File ID: 2026-01007

Location: Citywide

Recommendation: Pass a **Motion** approving the proposed revised Auto, Marine and Specialty Painters, Local 1176, Classification Specifications as part of the Citywide Classification and Compensation Study.

Contact: Jennifer Wilkinson, Administrative Officer, (916) 808-5295,
jwilkinson@cityofsacramento.org, Human Resources Department

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-Proposed Revised Classification Specifications
- 3-Labor Union Concurrence

Description/Analysis

Issue Detail: The City was approved to proceed with a Citywide Classification and Compensation Study (Study) in Fiscal Year 2019/20 as a multi-year project. The Local 1176 classification specifications (Rep Unit 08; Traffic Worker Trainee, I, II, and III) are being revised as part of the Study. The purpose of the updates is to enhance inclusivity, eliminate gender-specific language, and remove artificial barriers to entry and advancement. The revisions also modernize and clarify job duties, responsibilities, and minimum qualification requirements, including alternative qualification pathways. Collectively, these changes are intended to improve access to employment and promotional opportunities while providing greater consistency across the City's classification specifications.

Policy Considerations: Per Civil Service Board Rule 3 - Position Classification, amendments to classifications become effective upon approval of the Board.

Economic Impacts: Not applicable.

Environmental Considerations: Not applicable.

Sustainability: Not applicable.

Commission/Committee Action: None.

Rationale for Recommendation: Local 1176 was informed of the proposed revisions and concurred with the recommendation to adopt the proposed revisions.

Financial Considerations: Not applicable.

Local Business Enterprise (LBE): Not applicable.

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.

Jennifer Wilkinson

From: richard@dc16.us
Sent: Friday, April 24, 2026 9:18 AM
To: Jennifer Wilkinson; Carlos Acosta
Cc: Class Comp Study; Ebony Heaven; Amber Foster; Christen Snyder; Hernandez, Allison B.
Subject: RE: Spec Revision Discussion (L1176)

Morning Jennifer,
Carlos and I reviewed and are good with the revisions, Thank you.

Richard Morales

Business Representative-District Council 16
Auto, Marine & Specialty Painters
Local Union 1176
PH:1-510-454-8150
CELL:1-510-508-5493
FAX:1-510-352-1758



From: Jennifer Wilkinson <JWilkinson@cityofsacramento.org>
Sent: Tuesday, April 21, 2026 2:28 PM
To: richard@dc16.us; Carlos Acosta <cacosta1@cityofsacramento.org>
Cc: Class Comp Study <classcompstudy@cityofsacramento.org>; Ebony Heaven <EHeaven@cityofsacramento.org>; Amber Foster <AFoster@cityofsacramento.org>; Christen Snyder <CSnyder@cityofsacramento.org>; Hernandez, Allison B. <ahernandez@bwslaw.com>
Subject: RE: Spec Revision Discussion (L1176)

Good afternoon Richard and Carlos,

Thank you for your patience. Following the request to add a respiratory requirement to the Traffic Worker III classification, I connected with our Environmental Health and Safety (EHS) team to confirm next steps for current incumbents. In coordination with the Traffic team in Public Works, EHS completed a thorough review of job duties, equipment used, and work environments to assess any potential exposure risks. Based on this review, they determined that respiratory protection is not required and confirmed that none of the classifications in the Traffic Worker series require it. It appears the prior requirement was tied to a process that is no longer in place.

Based on this, the updated Traffic Worker classification specifications (redline and clean versions) are attached for L1176's review and reflect removal of the respiratory requirement across the series. Please let me know if all requested edits were captured. If so, please let us know if L1176 concurs with the revisions.

Once we have concurrence, the next steps will be to finalize a Letter of Understanding (LOU) for the specification updates and move the items forward to the Civil Service Board meeting scheduled for May 18. To meet the May 1 submittal deadline, we will need concurrence and the executed LOU by April 30.

Thank you,

Jennifer Wilkinson

Administrative Officer

City of Sacramento | Human Resources | Employment Services

(916) 808-5295 | jwilkinson@cityofsacramento.org

Have questions? Visit our new [Employment Services FAQ Page](#) on Nexus for quick answers!

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Well-being Notice: If you are receiving this email outside of regular working hours, please note the following: balancing work and personal responsibilities varies for each individual. I have sent this email at a time that works for me. Your review/response is requested during your normal work hours.

Workforce Equity Goal: To Reflect the City to Better Serve the City
Have you viewed the City's [Racial and Gender Equity Action Plan](#)?

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