

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

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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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