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August 31, 2006

Mr. Chris Christophersen  
Business Representative  
Auto Marine and Specialty Painters, Local 1176  
8400 Enterprise Way, Room 124  
Oakland, CA 94621

**Re: Pilot Program for Two-Man, Swing Shift for the Signs and Marking Crews**

Dear Mr. Christophersen:

The City of Sacramento, Street Services Division, Department of Transportation announces the implementation of a pilot project involving a two-man, swing shift crew for Traffic Signs and Markings. The purpose of the swing shift is to increase the safety for the driving public by adding a night time inspection and repair team to this work unit.

The implementation of the swing shift is consistent with provision 3.1, City Rights, of the 2005-2010 Labor Agreement between the City of Sacramento and Auto Marine and Specialty Painters, Local 1176 covering the Traffic Engineering Unit which states in relevant part:

The City retain the exclusive right, subject to and in accordance with applicable laws, regulation, and the provisions of this Agreement, (a) to direct employees in the performance of their duties; (b) to hire, promote, transfer and assign employees; . . . (f) to determine the mission of its Division and Departments, its budget, its organization, the number of employees, and the numbers, types, classification and grades of positions or employees assigned to an organization unit, **work project, shift or tour of duty**, and the methods and technology of performing its work; . . .” (Emphasis added.)

**Notice of Pilot for Two-Man, Swing Shift  
Auto Marine and Specialty Painters  
Local 1176  
August 31, 2006**

Attached you will find a description of the two-man swing shift. The implementation date for the pilot program is Monday, September 18, 2006. If you would like to meet and discuss this matter prior to implementation, please feel free to contact me at (916) 808-5424.

I am looking forward to your response.

Sincerely,



VeRonica Busby  
Labor Relations Representative

Attachment

cc: Jerry Way, Interim Director of Transportation  
Juan Montanez, Interim Street Services Division Manager  
Tom Webber, Operations General Supervisor



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### **Traffic Signs and Markings Swing Shift Pilot Program**

The purpose of this pilot program is to provide a swing shift for Traffic Signs and Markings. The intent is to increase the safety for the driving public by adding a night time inspection and repair team to this work unit.

Public Safety is Traffic Signs and Markings number one priority. Historically, traffic signs and markings are installed and maintained during the day light hours. This process is fine for the installation and in many cases is adequate for inspection of functionality of placement. This practice only provides for the inspection of installed safety measures during day light hours.

Traffic control devices serve many purposes. Night time and inclement weather affect the visual effectiveness of the devices and how the driving public negotiates using that information. Cal Trans and the Federal Highway Administration state the most reliable method to inspect the effectiveness of traffic devices is through the use of nighttime inspections.

The following are some of the positive returns from adding a swing shift.

- Increase awareness of signs and markings material or installations which are no longer performing or placement is no longer effective.
- Proactive response to failing traffic control devices. We can now repair and replace the failing devices prior to any potential legal action against the City.
- Quick and accurate correction of raised pavement marker failures.

**STAFF AND COST:** The crew profile will consist of one (1) Traffic Worker III, or one (1) Traffic Worker II and one (1) Traffic Worker I. Based on 9-80 schedules, working hours are from 2:30 p.m. to 12:00 midnight. Costs will include night differential for the two positions. The swing shift crew will use the equipment and vehicles used by the day shift. The individuals selected for the pilot program will first be volunteers. If no one volunteers then we will use seniority as the basis for selection.

**LOCATION:** The location for the pilot program will be focused on the major roadways around the city both north and south.

**SCOPE OF WORK:** The main thrust of the pilot program is to provide maintenance for the major arterial roadways and the associated reflective markers, markings and signs. Initially, this will pertain to the reflective nature of the devices. If the pilot proves effective, we may add GPS locating for inventory of signs and markings as part of the duties for this shift.

**DURATION:** The implementation date is Monday, September 18, 2006. The duration is three months. We will reevaluate the program at the end of three month period. If the program is providing benefits for the City, we may extend the pilot program for an additional three months, or add a permanent swing shift.

Quick repairs on raised pavement markers or signs can be performed during this shift. Larger maintenance issues found the night before which require day time repair to be performed will be written up and scheduled for the day crews.