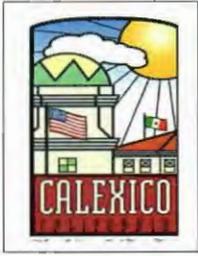


**AGENDA  
ITEM**

**8**



# AGENDA STAFF REPORT

**DATE:** December 18, 2019

**TO:** Mayor and Council Members

**APPROVED BY:** David B. Dale, City Manager *DD*

**PREPARED BY:** Denise Garcia HR/RM Manager *Denise Garcia*

**SUBJECT:** Approval of the Elimination of the Street Sweeper Position and the Reclassification of One Employee to Street Painter and Revision of the Salary Schedule to Reflect the New Range.

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## Recommendation:

Approve the Elimination of the Street Sweeper Position and the Reclassification of One Employee to Street Painter and revision of the Salary Schedule to reflect the new range.

## Background:

The City signed an agreement for solid waste services that also included street sweeping services. As a result, the City's existing street sweeping staff will be reclassified to street painter at Range 23.

## Discussion & Analysis:

The Street Painter position is part of the Streets Division and has been vacant since 2011. Responsibilities include, but are not limited to, street maintenance, repairs, painting, signage repairs and replacement, and other related street assignments. The employee currently performing these duties is classified as a Street Sweeper and needs to be reclassified respectively.

At this time, it is preferred that Council take action to approve the formal elimination of the Street Sweeper position as it is no longer necessary and reclassify one employee to Street Painter at the proposed salary range as presented effective January 2, 2020.

## Fiscal Impact:

Salary schedule is provided to reflect the base wage ranges. Funding for this position comes from Fund 231 (Gas Tax). The overall fiscal impact to the remaining 19/20 budget is \$1,547.



**Coordinated With:**

C.M.E.A. Representatives.  
Public Works Department.  
Finance Department.

**Attachments:**

1. Street Painter Job Description.
2. Proposed Salary Schedule.



## CITY OF CALEXICO

### CLASS TITLE: STREET PAINTER

MONTHLY: **\$2,945 - \$3,580**

**RANGE: G-23**

### BASIC FUNCTION:

Under the direction of the Supervisor-Maintenance & Operations, paint street lines, warnings and curb markings; paint, repair, install and maintain a variety of street signs.

### REPRESENTATIVE DUTIES:

#### ESSENTIAL DUTIES:

Paint street lines, warnings and curb markings; utilize paint brushes or painting machines to paint, center and side traffic lines, cross walks, loading zones, bus stops, parking lines, handicap zones and other street lines; maintain safe markings for drivers and pedestrians on City streets and sidewalks.

Lay out various street lines and zones; prepare surfaces for painting; set up and arrange traffic barricades and cones as needed.

Install, maintain and repair traffic regulatory, warning, guide, construction, advertising, street name, bus stop and other street signs.

Operate a paint truck, paint and line striper machines, spray guns, sweepers and a variety of hand tools; clean and maintain assigned equipment; drive a vehicle to conduct work.

Communicate with other City departments and outside agencies to coordinate activities, resolve issues and exchange information.

Maintain working areas and equipment in a safe, clean and orderly condition.

Maintain routine records related to assigned activities.

#### OTHER DUTIES:

Perform routine carpentry duties related to the construction and repair of street barricades and similar wooden structures as needed.

Perform general construction and maintenance work on a variety of public works projects as assigned including repairing sidewalks and trimming trees.

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Train and provide work direction to assistants as assigned.

Perform related duties as assigned.

**KNOWLEDGE AND ABILITIES:**

**KNOWLEDGE OF:**

Methods, tools, equipment and supplies utilized in painting pavement surfaces.

Materials and techniques utilized in installing and maintaining a variety of traffic and regulatory signs.

Operation of a paint truck, paint and line striper machines, spray guns, sweepers and a variety of hand tools.

Appropriate safety precautions and procedures.

Oral and written communication skills.

Health and safety regulations.

Traffic laws, defensive driving techniques and rules of the road.

Basic record-keeping techniques.

**ABILITY TO:**

Paint street lines, warnings and curb markings.

Paint, repair, install and maintain a variety of street signs.

Utilize paint brushes or painting machines to paint, center and side traffic lines, cross walks, loading zones, bus stops, parking lines, handicap zones and other street lines.

Learn applicable laws, codes, rules and regulations related to assigned activities.

Work safely and efficiently under traffic conditions.

Maintain working areas and equipment in a safe, clean and orderly condition.

Operate a variety of painting equipment.

Understand and follow oral and written instructions.

Communicate effectively both orally and in writing.

Work cooperatively with others.

Meet schedules and time lines.

**EDUCATION AND EXPERIENCE:**

Any combination equivalent to: graduation from high school and two years of painting experience.

**LICENSES AND OTHER REQUIREMENTS:**

Valid California driver's license.

**WORKING CONDITIONS:**

**ENVIRONMENT:**

Outdoor and shop environment.

Driving a vehicle to conduct work.

**October 2006**

**Ewing Consulting Services**

Seasonal heat and cold or adverse weather conditions.  
Regular exposure to paint fumes and vehicle exhaust.

**PHYSICAL DEMANDS:**

Dexterity of hands and fingers to operate painting equipment and tools.  
Seeing to mix and match paint colors.  
Standing for extended periods of time.  
Lifting, carrying, pushing or pulling heavy objects as assigned by the position.  
Reaching overhead, above the shoulders and horizontally.  
Bending at the waist, kneeling or crouching.

**HAZARDS:**

Regular exposure to fumes from paints and solvents.  
Traffic hazards.



GENERAL SALARY SCHEDULE

RANGE (Incr. by 2.5%)      STEP (Increase by 5%)  
 1                                  2                                  3                                  4                                  5

G-18	Hourly	15.01778	15.76867	16.55710	17.38495	18.25420
	Pay Period	1,201	1,261	1,325	1,391	1,460
	Monthly	2,603	2,733	2,870	3,013	3,164
	Annual	31,237	32,799	34,439	36,161	37,969

G-19	Hourly	15.39322	16.16288	16.97103	17.81958	18.71056
	Pay Period	1,231	1,293	1,358	1,426	1,497
	Monthly	2,668	2,802	2,942	3,089	3,243
	Annual	32,018	33,619	35,300	37,065	38,918

G-20	Hourly	15.77805	16.56695	17.39530	18.26507	19.17832
	Pay Period	1,262	1,325	1,392	1,461	1,534
	Monthly	2,735	2,872	3,015	3,166	3,324
	Annual	32,818	34,459	36,182	37,991	39,891

G-21	Hourly	16.17250	16.98113	17.83018	18.72169	19.65778
	Pay Period	1,294	1,358	1,426	1,498	1,573
	Monthly	2,803	2,943	3,091	3,245	3,407
	Annual	33,639	35,321	37,087	38,941	40,888

Street Sweeper Operator

G-22	Hourly	16.577	17.406	18.276	19.190	20.149
	Pay Period	1,326	1,392	1,462	1,535	1,612
	Monthly	2,873	3,017	3,168	3,326	3,493
	Annual	34,480	36,204	38,014	39,915	41,910

G-23	Hourly	16.99124	17.84080	18.73284	19.66948	20.65295
	Pay Period	1,359	1,427	1,499	1,574	1,652
	Monthly	2,945	3,092	3,247	3,409	3,580
	Annual	35,342	37,109	38,964	40,913	42,958

Street Painter Proposed

G-24	Hourly	17.41602	18.28682	19.20116	20.16122
	Pay Period	1,393	1,463	1,536	1,613
	Monthly	3,019	3,170	3,328	3,495
	Annual	36,225	38,037	39,938	41,935

G-25	Hourly	17.85142	18.74399	19.68119	20.66525
	Pay Period	1,428	1,500	1,574	1,653
	Monthly	3,094	3,249	3,411	3,582
	Annual	37,131	38,987	40,937	42,984