



**MINUTES OF THE REGULAR MEETING  
OF THE  
CIVIL SERVICE BOARD OF THE CITY OF ALAMEDA  
WEDNESDAY, July 7, 2021**

1. **CALL TO ORDER**

The meeting was called to order at 5:01 p.m. by President, Marguerite Malloy.

2. **ROLL CALL:**

PRESENT: President Marguerite Malloy, Vice President Troy Hosmer, Members Bob Barde, Human Resources Director and Executive Secretary of the Civil Service Board, Nancy Bronstein

ABSENT: Members Donna Hom, April Madison-Ramsey

STAFF PRESENT:

Chris Low, Senior Human Resources Analyst  
Sabina Netto, Senior Human Resources Analyst  
Jessica Romeo, Senior Human Resources Analyst  
Steve Woo, Human Resources Analyst II  
Nafisah Ali, Human Resources Analyst I  
Chad Barr, Administrative Technician II

3. **SPECIAL PRESENTATION:**

**Lisa Foster gave presentation of Draft Vision Zero Action Plan to Eliminate Traffic Fatalities and Severe Injuries by 2040.**

4. **CONSENT CALENDAR:**

**MINUTES OF THE CIVIL SERVICE BOARD MEETING OF APRIL 7, 2021**

**President Malloy moved to accept consent calendar. Seconded by Member Barde, passed by a 3-0 roll call vote.**

5. **REGULAR AGENDA ITEMS:**

**5-A. SUMMARY REPORT OF EXAMINATION ELIGIBLE LISTS AND CLASSIFICATIONS FOR JULY 7, 2021**

**5-A-i. ELIGIBLE LIST ESTABLISHED                      DATE ESTABLISHED                      EXAM NO.**  
(March 1, 2021 – May 31, 2021)

Administrative Technician II	03/16/2021	2020-1465-01
Administrative Technician III	03/16/2021	2021-1460-01
Assistant City Attorney I	05/18/2021	2021-1015-01
Assistant Engineer	03/22/2021	2021-3120-01
Associate Civil Engineer	03/22/2021	2021-3140-01
Deputy City Attorney II	05/18/2021	2021-1017-01
Energy Resources Analyst	04/06/2021	2021-7075-01
Financial Services Manager	04/28/2021	2021-1695-01
Fire Apparatus Operator - Promotional	05/18/2021	2021-4505-01
Fire Captain – Promotional	03/29/2021	2021-4520-01
Human Resources Analyst II – Promotional	05/13/2021	2021-1260-01
Librarian	04/26/2021	2021-3530-01
Maintenance Worker II	04/27/2021	2021-2520-01
Park Maintenance Foreperson – Promotional	03/18/2021	2021-5230-01
Permit Technician II – Promotional	05/03/2021	2020-3270-01
Police Lieutenant – Promotional	05/11/2021	2021-4020-01
Public Works Maintenance Foreperson – Electrical/ Pump Station	04/27/2021	2021-2555-01
Public Works Maintenance Foreperson – Sewer/Storm	04/28/2021	2021-2555-02
Senior Combination Building Inspector – Promotional	03/31/2021	2021-3242-01
Senior Energy Resources Analyst	04/06/2021	2021-7073-01

**5-A-ii. CONTINUOUS ELIGIBLE LISTS    DATE FIRST ESTABLISHED    EXAM NO.**

Electrical Equipment Superintendent	12/23/2020	2020-7711-01
Journey Lineworker	12/30/2020	2020-7775-01
Line Superintendent	05/06/2021	2021-7702-01
Police Officer – Academy Graduate	02/17/2021	2021-4040-01
Police Officer – Pre-Graduate Academy Attendee	03/29/2021	2021-4040-02
Police Officer – Lateral	01/07/2021	2020-4040-01
Police Officer – Recruit	02/25/2021	2021-4057-01
Public Safety Dispatcher	05/13/2021	2021-4074-01
Substation & Meter Supervisor	03/25/2021	2021-7750-01

**5-A-iii. ELIGIBLE LIST EXTENDED                      DATE ESTABLISHED                      EXAM NO.**

Associate Civil Engineer (Associate Civil & Transportation Engineer)	10/22/2020	2020-3140-01
Gardener	03/10/2020	2020-7120-01

Maintenance Worker II	11/05/2019	2019-2520-03
Park Manager – Promotional	10/28/2020	2020-5145-01
Police Sergeant	04/22/2020	2020-4030-01
Recreation Assistant	03/20/2020	2020-5114-01
Senior Librarian	10/30/2020	2020-3540-01
Senior Management Analyst	10/03/2019	2019-1408-01
Sustainability and Resilience Manager	11/03/2020	2020-1406-01
Utility Energy Analyst (Utility Program Manager)	09/16/2020	2020-7630-01

**5-A-iv. ELIGIBLE LIST EXPIRED/  
CANCELLED/EXHAUSTED**      **DATE ESTABLISHED**      **EXAM NO.**

Assistant City Attorney II (Prosecutor)	11/12/2019	2019-1013-01
Assistant Engineer	03/22/2021	2021-3120-01
Building Code Compliance Officer	06/17/2019	2019-2077-01
Combination Building Inspector II	05/15/2019	2019-3245-01
Deputy City Attorney II (Prosecutor)	11/12/2019	2019-1017-02
Energy Resources Analyst	04/06/2021	2021-7075-01
Fire Captain – Promotional	03/29/2021	2021-4520-01
Human Resources Analyst II – Promotional	05/13/2021	2021-1260-01
Office Assistant (Investigations Division Office Assistant)	04/16/2019	2019-1550-01
Park Manager - Promotional	10/28/2020	2020-5145-01
Permit Technician II – Promotional	05/03/2021	2020-3270-01
Technology Services Coordinator – (Public Safety Technology Service Coordinator)	10/22/2019	2019-1670-01
Senior Combination Building Inspector – Promotional	03/31/2021	2021-3242-01
Senior Energy Resources Analyst	04/06/2021	2021-7073-01
System Operator Trainee – Promotional	03/06/2019	2019-7761-01

**5-B. Activity Report – Period of March 1, 2021 through May 31, 2021.**

**FULL-TIME HIRES**

<b>DATE</b>	<b>DEPARTMENT</b>	<b>JOB CLASSIFICATION</b>
03/01/21	AMP	System Operator
03/01/21	Library	Library Technician
03/03/21	Public Works	PW Project Manager III
03/09/21	Recreation & Park	Recreation Assistant
03/29/21	Fire	Firefighter x6
04/06/21	AMP	Utility Energy Analyst
04/12/21	Police	Police Officer x 3
04/25/21	Community Development	Community Development Director
05/08/21	Public Works	Assistant Engineer

### **PROMOTIONS**

<b>DATE</b>	<b>DEPARTMENT</b>	<b>JOB CLASSIFICATION</b>
03/01/21	Public Works	Public Works Supervisor x 2
03/29/21	Recreation & Park	Park Maintenance Foreperson
04/11/21	Fire	Fire Captain x 2
04/12/21	Planning, Building, & Transportation	Senior Combination Building Inspector
05/23/21	Human Resources	Human Resources Analyst II
05/24/21	Planning, Building & Transportation	Permit Technician II
05/24/21	Public Works	PW Maintenance Foreperson

### **RETIREMENTS**

<b>DATE</b>	<b>DEPARTMENT</b>	<b>JOB CLASSIFICATION</b>
03/25/21	Community Development	Base Reuse Manager
03/31/21	Fire	Fire Captain
04/01/21	AMP	Engineering Office Assistant
04/05/21	AMP	Chief System Operator
05/07/21	IT	Computer Services Technician
05/20/21	Human Resources	Administrative Technician III

### **SEPARATIONS**

<b>DATE</b>	<b>DEPARTMENT</b>	<b>JOB CLASSIFICATION</b>
03/03/21	Finance	Financial Services Manager
03/21/21	Police	Public Safety Dispatcher
04/08/21	Public Works	Program Specialist II
04/29/21	AMP	Line Superintendent
05/04/21	IT	Technology Services Coordinator
05/06/21	Library	Library Technician
05/07/21	Public Works	Supervising Civil Engineer
05/20/21	AMP	Journey Lineworker
05/21/21	AMP	Utility Analyst
05/24/21	Recreation & Park	Gardener
05/27/21	Community Development	Development Manager

## **5-C. LIST OF SPECIFICATIONS**

### **Existing Classification Specification Revision:**

- Computer Services Technician

### **New Classification Specifications:**

- Crime Analyst

Member Barde voiced some concern regarding the Crime Analyst position. Member Barde asked what the intent of the City Council was with the position. Director Bronstein stated it is a common class in police departments to get better data on what crimes are happening and finding better ways to respond. It is a statistical position, crunching numbers, for example, how to handle mental health calls. Council gave direction in the last Council meeting on how to handle mental health calls.

Member Barde continued to explain his concern that this job and data is heavy on standard methods of policing and recent discussions about who is being policed and how interactions with public are being evaluated, with not much attention being paid to victims or equity or adverse interactions. President Malloy stated she believed Member Barde is speaking to who uses the data and is that data used for policy to reinforce that status quo. Director Bronstein noted that without the data it is hard to know what is working. President Malloy continued that the CSB role is not to speak to political policy, cultural competency, or emotional intelligence of how the data is used. Director Bronstein noted that the Council will see the information collected and then can say this is not the data we need.

**President Malloy moved to approve items 5-A-I, 5-A-ii, 5-Aiii, 5-A-iv, 5-B and 5-C. Seconded by Vice President Hosmer, passed by a 3-0 roll call vote.**

6. **ORAL COMMUNICATIONS, NON-AGENDA (PUBLIC COMMENT)**

No comment from public.

7. **CIVIL SERVICE BOARD COMMUNICATIONS (COMMUNICATIONS AND REQUESTS FROM THE BOARD)**

Member Barde asked to get information regarding the decision of the special meeting, to hear if the long and short term outcome was a good decision. President Malloy asked that Director Bronstein provide information by reaching out to Member Barde rather than discuss in open meeting.

8. **CIVIL SERVICE BOARD COMMUNICATIONS (COMMUNICATIONS FROM STAFF)**

HR Director Bronstein informed the Board about the City implementing a new human resources information and finance system and with the work load, providing data reports is challenging. We are concerned about the volume of work and amount of time it has taken so far, but hope to be able to provide data in December.

President Malloy wondered if we wanted to consider developing a 1 or 2 page handout related to hearing rules to provide to the public so they understand what to expect when these infrequently happen.

9. **CONFIRMATION OF NEXT CIVIL SERVICE BOARD MEETING**

Future meetings were confirmed for Wednesday, 5:00 PM on October 6, 2021.

10. **ADJOURNMENT**

Meeting was adjourned at 5:30 p.m.

Respectfully submitted,

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Nancy Bronstein, Human Resources Director  
and  
Executive Secretary to the Civil Service Board



**Civil Service Board  
July 7, 2021**

**Presentation on the  
Draft Vision Zero  
Action Plan**



1

## Vision Zero defined

Vision Zero is an international movement that provides a framework for reducing traffic deaths and life-changing injuries to zero, while increasing safe, healthy, equitable mobility for all.



2

# Vision Zero Policy, November 2019

- Eliminate traffic deaths and severe injuries
- Safety is the highest priority in transportation efforts
- Vision Zero Action Plan
- Equitable implementation



3

# Vision Zero Action Plan



- No deaths/severe injuries by 2040
- Five-year plan
- Five central goals
- 50+ actions



4

# Vision Zero Task Force



5



## The Vision Zero Approach

6

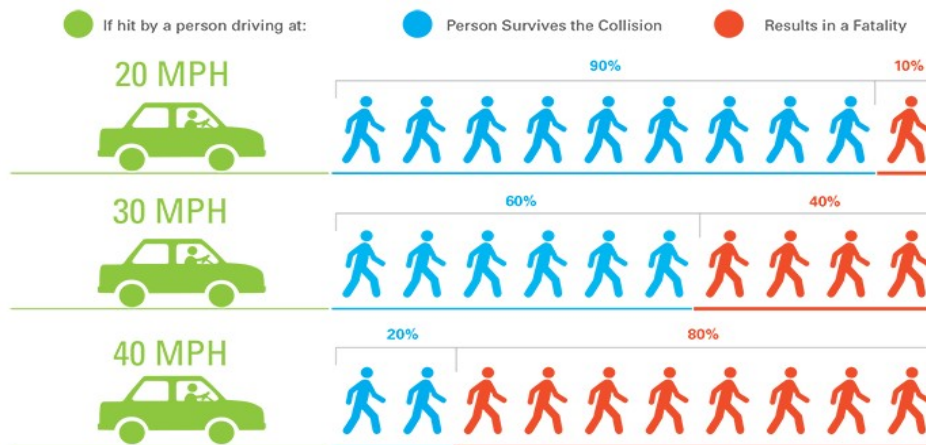


# The Vision Zero difference

Traditional approach	Vision Zero approach
Traffic deaths are inevitable	Traffic deaths are preventable
Individual responsibility	Systems approach
Perfect human behavior	Integrate human error
Prevent collisions	Prevent fatal and serious injuries



# Speed management saves lives



Source: SFMTA

8



# A growing movement



## Traffic Safety In Alameda

10

# Traffic fatalities & injuries

## Average per year

- 2 people die
- 10 severe injuries
- 221 total injuries



11

CITY OF Alameda

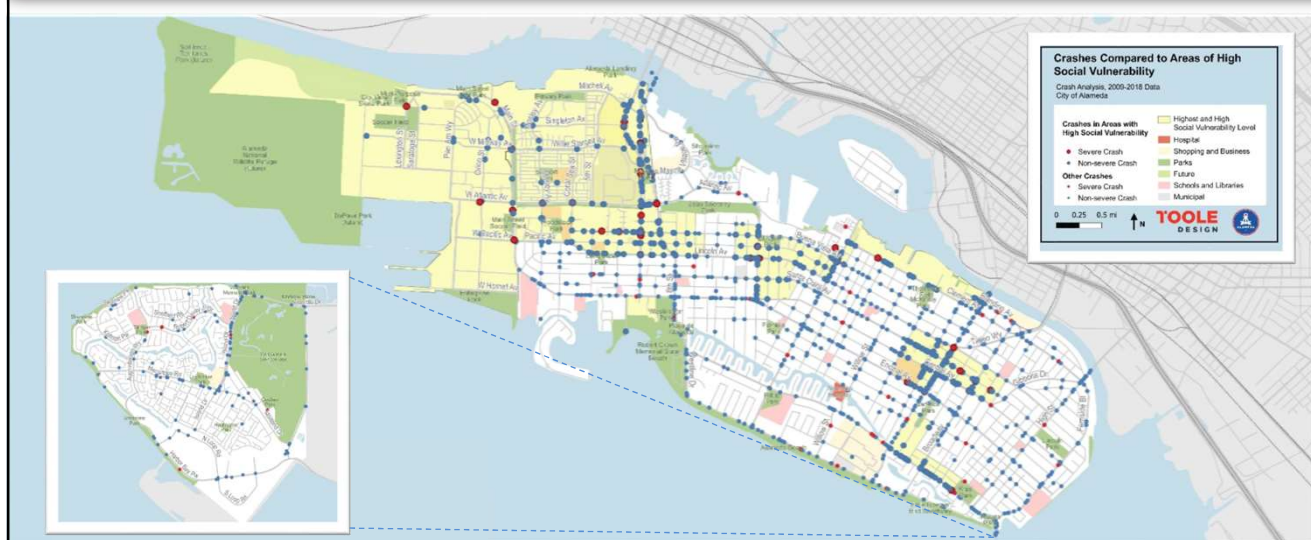
# Disproportionate impacts

- Ages 10-24 and 65-84 overrepresented in severe and fatal crashes.
- Pedestrians and bicyclists
  - 39% of Alameda's crashes
  - 62% of deaths and severe injuries



12

# Socially vulnerable populations



# High-injury corridors



# Top two dangerous behaviors

## FAILURE TO YIELD TO PEDESTRIAN



## UNSAFE SPEEDS



CITY OF Alameda

# Actions to Make Our Streets Safer



16

# Action Plan Goals

1. Equity
2. Institutional commitment
3. Community support
4. Decrease speeds and crashes
5. Improve data

17



# 50 Actions to Increase Safety

- Prioritize high injury corridors
- Prioritize socially vulnerable areas
- Community education campaigns
- Focus enforcement on traffic safety dangers
- School street safety

18



## Staffing policy/program actions

2.5 Update Vehicle and Equipment Use Maintenance Policy with City driver behavior expectations related to traffic safety.

2.7 Require staff who drive for work to review the policy before driving a City vehicle or driving on City business for the first time. Create a flyer highlighting the safe driving elements of this policy and require departments to post it near vehicle sign-out sheets.



19

## Staffing policy/program actions

2.6 Require Alameda Police officers to participate in the NHTSA's pedestrian training for law enforcement and consider integrating Vision Zero into APD's training for new officers.

2.8 Integrate Vision Zero traffic safety into existing trainings for commercial drivers.

2.12 Develop a network of City staff who pledge to support Vision Zero through the dissemination of safety and educational information to their colleagues.



20

# Vision Zero Action Plan Timeline

- **July 12-August 6:** Public input on draft
- **September:** Transportation Commission
- **Late fall:** City Council



21

[www.AlamedaVisionZero.org](http://www.AlamedaVisionZero.org)  
[VisionZero@alamedaca.gov](mailto:VisionZero@alamedaca.gov)

Lisa Foster, Transportation Planner



22