



## HUMAN RESOURCES BOARD

Meeting Minutes  
Monday, March 4, 2024

### Opening:

The hybrid meeting of the Human Resources Board was called to order at 5:03 p.m. on Monday, March 4, 2024, by Chair Kerry Pendergast.

### Present:

Makisha Alexander  
Austin Attaway  
Brian Baird (arrived 5:12pm)  
H. Martin DeCampos  
Bedan Kamau  
Kerry Pendergast  
Michelle Stevens  
Rene Goldman

### Absent:

### Public Comment Period:

- No Public Comments
- **Conduct Public Hearing to Accept Public Comment Regarding Human Resources Personnel Policies and Procedures**

Chair Kerry Pendergast opened public hearing and the following policy was presented:

- Veterans' Preference Policy (I-15)
  - Deputy Human Resources Director, Colene Torres gave the Board a verbal overview of policy (I-12) Veterans' Preference. Ms. Torres indicated that the policy was last revised in July 2009.
  - Ms. Torres informed the Board that this policy is in accordance with Government Code Sections 18973, 18540.4, and 18541.
  - Deputy Torres informed the Board the policy was updated to clarify eligibility and to define qualified candidates under preferences.
  - Deputy Human Resources Director Torres informed the Board the revisions to the definitions within the policy align with US Department of Veterans Affairs.
  - Vice Chair Martin H. DeCampos inquired about what prompted Human Resources to revise this policy. Deputy Director Torres stated that this policy was up for review, as it had not been revised since 2009. Mr. DeCampos inquired that after this revision will this attract more Veterans to apply. Ms. Torres stated that the veterans' preference only applies if there is an exam.
  - Board Member Makisha Alexander inquired where does it state there is a written exam. Ms. Torres responded by stating this is not in the policy; however, this is how we apply the points and will ensure it will be added next time for review.
  - Board Member Austin Attaway motioned to approve the policy as presented with a second by Vice Chair Martin H. DeCampos. The policy passed unanimously.

**Ayes:** DeCampos, Pendergast, Alexander, and Attaway

**Absent:**

**Abstain:** Kamau

### **Presentation**

- George Khalil, Innovation and Technology (IT) Director presented the Board with a PowerPoint presentation overview of the IT Department. The presentation included the department's mission/vision, organizational chart, department functions, budget, employee statistics, development/training, goals, and success/challenges.
- Mr. Khalil informed the Board that the department has 63 FTE's within seven (7) divisions. IT promoted 4 individuals and has 9 FTE's remaining to fill.
- Director George Khalil stated that in fiscal year 2022/23 the IT department had a 93% Excellent Service Rating and 57 projects completed. In the future IT will continue to focus on cyber security, comprehensive continuity operations, modernized information systems and infrastructure, and provide excellent customer service.
- Director Khalil pointed out that in fiscal year 2023 the city had 1.2 million cyber-attacks that were prevented.
- Chair Pendergast congratulated the IT department on their excellence.
- Board Member Austin Attaway inquired about cyber security attacks, along with training city staff. Mr. Khalil stated we had no intrusions, and that all city staff receive cyber security training annually.
- Vice Chair Martin H. DeCampos inquired about recruiting females. Mr. Khalil stated this is a challenge across all city departments and is hopeful that with internships to increase those numbers.

### **Communications**

- **Human Resources Director Updates – Rene Goldman, Human Resources Director**
  - Human Resources Director Rene Goldman informed the Board we kicked off Riverside Public Utilities Foreman Academy Training.
  - Ms. Goldman informed the Board we launched the Education Reimbursement Program, amounts were increased to \$2500 for fiscal year 2023/24.
  - Human Resources Director Goldman stated we held an education fair on 2/28/2024 (multiple universities attended).
  - Director Goldman stated in 2023 we hired almost 500 employees, with close to 200-250 promotions.
  - Ms. Goldman announced we launched a new page (job landing page) applicants can go to this page for benefits, apply for job, day in a life.
- **Items for Future Human Resources Board Consideration – Kerry Pendergast, Chair**
  - Board Member Attaway asked if an additional slide could be added to Department Presentations (What would you like to see from the Board).

*Meeting was adjourned at 5:51 p.m. by Chair Kerry Pendergast.*

Minutes submitted by: Michelle Stevens, Secretary Human Resources Board