



# City of Riverside

## Human Resources Board

3900 Main Street  
Riverside, CA 92522  
(951) 826-5808

*City of Arts & Innovation*

### Agenda

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Meeting Date: Monday, February 2, 2026  
Publication Date: Wednesday, January 28, 2026

5:00 PM

City Hall - Art Pick Council Chamber  
3900 Main Street, Riverside  
Live Webcast at:  
[www.RiversideCA.gov/Meeting](http://www.RiversideCA.gov/Meeting)

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### MISSION STATEMENT

The City of Riverside is committed to providing high quality municipal services to ensure a safe, inclusive, and livable community.

For virtual Public Comment, two options are available:

#### VIA TELEPHONE:

Call (951) 826-8688

Press \*9 to be placed in the queue to speak.

Individuals in the queue will be prompted to unmute by pressing \*6 to speak.

#### VIA ZOOM:

Use the following link: <https://zoom.us/j/92696991265>

Select the "raise hand" function to request to speak.

An on-screen message will prompt you to "unmute" and speak.

Public comments are limited to 3 minutes.

Please follow along via the telephone or Zoom options above to ensure you call in at the appropriate time for your item(s).

Public comments regarding items on this agenda or any matters within the jurisdiction of the Commission can be submitted by eComment at [www.RiversideCA.gov/Meeting](http://www.RiversideCA.gov/Meeting) until two hours before the meeting.  
Email comments to [Mrstevens@riversideca.gov](mailto:Mrstevens@riversideca.gov)

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*Pursuant to the City Council Rules of Procedure and Order of Business Resolution, the Members of all Boards and Commissions and the public are reminded that they must preserve order and decorum throughout the meeting. In that regard, Members of the Boards and Commissions and the public are advised that any delay or disruption in the proceedings or a refusal to obey the orders of the Board or Commission or the presiding officer constitutes a violation of these rules.*

*The City of Riverside is committed to fostering a workplace that provides dignity, respect, and civility to our employees, customers, and the public they serve.*

*The City of Riverside wishes to make all of its public meetings accessible to the public. Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities, as required by 42 U.S.C. §12132 of the Americans with Disabilities Act of 1990. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the City's ADA Coordinator at (951) 826-2211 at least 72 hours before the meeting, if possible.*

*Agenda related writings or documents provided to the Board are available for public inspection at [www.RiversideCA.gov/Meeting](http://www.RiversideCA.gov/Meeting) and in the binder located at the entrance of the meeting room.*

*PLEASE NOTE--The numerical order of items on this agenda is for convenience of reference. Items may be taken out of order upon request of the Board Members.*

CHAIR CALLS MEETING TO ORDER

## **5 P.M.**

### **PUBLIC COMMENT**

*Audience participation is encouraged. Public comments are limited to 3 minutes.*

- 1 To comment on any matters within the jurisdiction of the Human Resources Board, you are invited to participate in person or call at (951) 826-8688. Press \*9 to be placed in the queue to speak. Individuals in the queue will be prompted to unmute by pressing \*6 when you are ready to speak.

To participate via ZOOM, use the following link: <https://zoom.us/j/92696991265>, select the "raise hand" function to request to speak. An on-screen message will prompt you to "unmute" and speak - Individual audience participation is limited to 3 minutes.

**PUBLIC HEARING**

- 2 Conduct Public Hearing to Accept Public Comment Regarding Human Resources Personnel Policies and Procedures - Colene Torres, Deputy Human Resources Director

- Overtime Compensation (non-Safety) and Administrative Leave - II-6

**Attachments:**    [HR Policy Revisions -Overtime and Admin Leave](#)  
                         [II-6 - Overtime Compensation for Non-Safety Management Employees and Adm](#)

- 3 Conduct Public Hearing to Accept Public Comment Regarding Human Resources Personnel Policies and Procedures - Michelle Vizcarra, Principal Human Resources Analyst

- Family Medical Leave Act (FMLA)/California Family Rights Act (CFRA) - V-4

**Attachments:**    [HR Policy Revisions - FMLA Policy](#)  
                         [V-4 FMLA and CFRA](#)

- 4 Conduct Public Hearing to Accept Public Comment Regarding Human Resources Personnel Policies and Procedures - Kristle Snyder, Senior Human Resources Analyst

- Equal Employment Opportunity (EEO) - I-16

**Attachments:**    [HR Policy Revisions - EEO Policy](#)  
                         [I-16 Equal Opportunity](#)

**PRESENTATION**

- 5 Departmental Presentation - Chief Larry Gonzalez, Police Department

**Attachments:**    [Police Department Presentation](#)

- 6 2025 Quarterly and Year-End Departmental Metrics - Human Resources Department

**Attachments:**    [HRB Report Quarterly Metrics 2-2-26](#)  
                         [HRD Presentation 2025 4th Quarter and Year-End](#)

**CONSENT CALENDAR**

*All matters listed under the CONSENT CALENDAR are considered routine by the Human Resources Board and may be enacted by one motion in the form listed below. There will be no separate discussion of these items unless, before the Human Resources Board votes on the motion to adopt, Members of the Human Resources Board or staff request*

*specific items be removed from the Consent Calendar for separate action.*

### Minutes

7 Minutes for January 5, 2026

**Attachments:** [Minutes 01-05-26](#)

### Board Attendance

8 Whether to excuse the absence of Board Member Jadie Lee from the regular meeting of the Human Resources Board on January 5, 2026.

**Attachments:** [Ms. Lee Excused Absence Report](#)

9 Whether to excuse the absence of Board Member Joshua Fleming from the regular meeting of the Human Resources Board on January 5, 2026.

**Attachments:** [Mr. Fleming Excused Absence Report](#)

### COMMUNICATIONS

10 Items for future Human Resources Board Consideration – Chair and Board Members

11 Human Resources Director Updates – Rene Goldman, Human Resources Director

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*The next regular scheduled Human Resources Board Meeting  
is scheduled on March 2, 2026, at 5 p.m.*

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*For live Webcast of the Committee Meeting:  
[www.RiversideCA.gov/Meeting](http://www.RiversideCA.gov/Meeting)*

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missing persons, and evacuations of buildings or neighborhoods.*

*[www.RiversideAlert.com](http://www.RiversideAlert.com)*