



RPU DEPARTMENT ANNUAL UPDATE

Public Utilities Department

Human Resources Board

December 1, 2025

MISSION STATEMENT

The City of Riverside Public Utilities Department is committed to providing the highest quality water and electric services while maintaining the lowest possible rates to benefit the community.

RPU ORGANIZATIONAL CHART



DEPARTMENT OVERVIEW - ELECTRIC

1. 113,436 metered customers
2. Owns, maintains and operates:
 - a. 99.2 circuit miles of transmission lines
 - b. 1,358 circuit miles of distribution lines
 - c. 16 substations
 - d. 3 power generating plants totaling 262 megawatts

DEPARTMENT OVERVIEW - WATER

1. 66,570 metered customers
2. Owns, maintains and operates:
 - a. 994 miles of pipeline ranging from 2 inches to 72 inches in diameter
 - b. 51 domestic wells
 - c. 16 active reservoirs with a capacity of 109 million gallons
 - d. 14 miles of canals

LOCATIONS

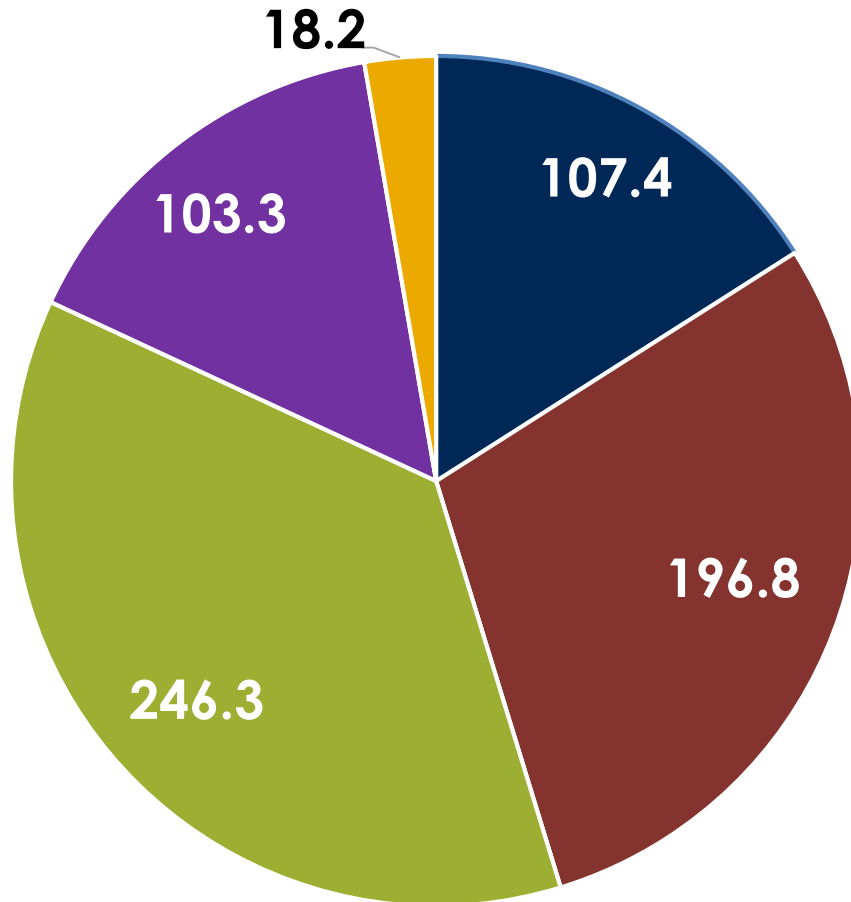
1. Mission Square (160 FTEs)
2. Orange Square (109 FTEs)
3. Gateway (43 FTEs)
4. Utilities Operations Center (257 FTEs)
5. Poe Building (39 FTEs)
6. Casa Blanca Resource Center (10 FTEs)
7. Riverside Energy Resource Center (17 FTEs)
8. Clearwater Cogeneration Power Plant (5 FTEs)



RPU BUDGET

FISCAL YEAR 2025/26 BUDGET SUMMARY

(in millions)



- Personnel, \$107.4
- Non-Personnel, \$196.8
- Power Supply, \$246.3
- Capital Improvement Projects, \$103.3
- Public Benefits, Water Conservation, \$18.2

Total Budget \$672.0

EMPLOYEE STATISTICS

Positions	
Filled	558 FTE
Under Recruitment	53 FTE
Vacant	29 FTE
Total	640 FTE

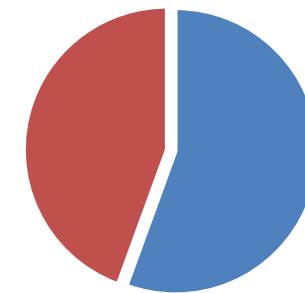
2025-26 Approved FTEs



■ Filled ■ Under Recruitment ■ Vacant

Temporary Staff	
Temp Staff	5 Part-time Employees
CA Fellows	4 Program Employees
Total	9 Part-time Temporary Employees

Part-time Temporary Staff

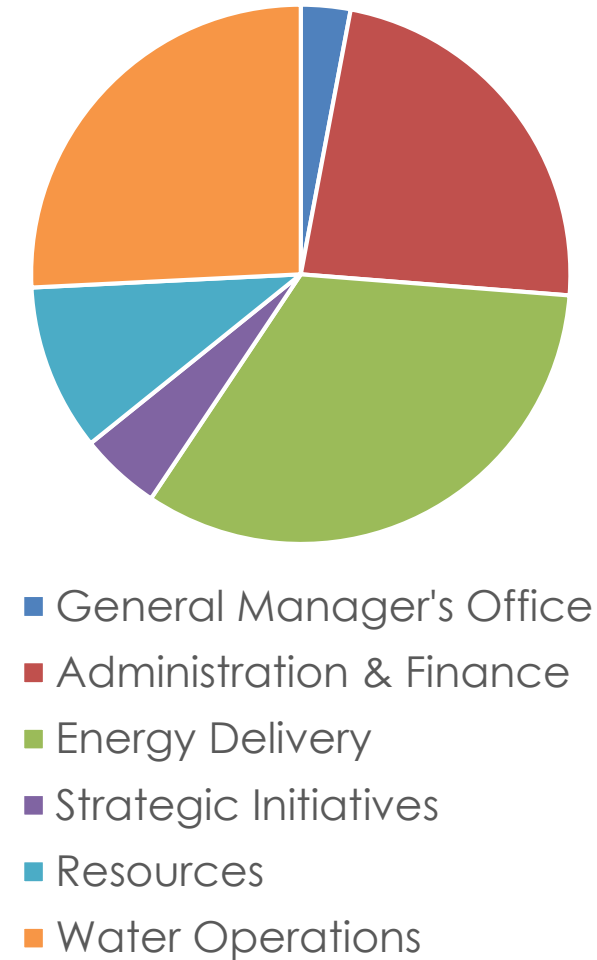


■ Temp Staff ■ CA Fellows

POSITIONS FUNDED BY DIVISION

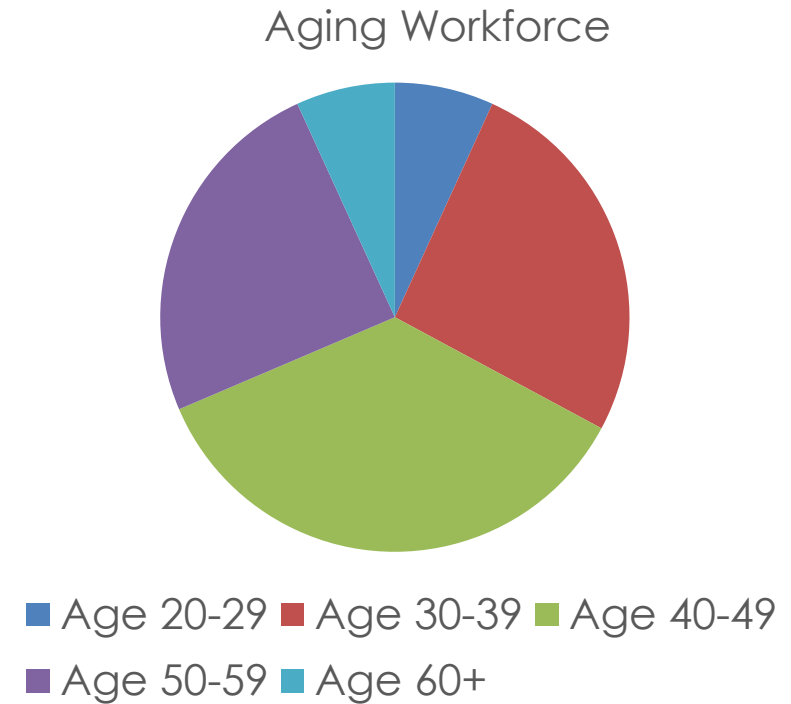
Funded Positions by Division	
General Manager's Office	19 FTE
Finance & Administration	149 FTE
Strategic Initiatives	31 FTE
Energy Delivery	212 FTE
Resources	64 FTE
Water	165 FTE
Total	640 FTE

Funded Position by Division



AGING WORKFORCE

Aging Workforce	
Age 20 - 29	37 FTE
Age 30 - 39	132 FTE
Age 40 - 49	192 FTE
Age 50 - 59	141 FTE
Age 60+	56 FTE
TOTAL	558 FTE



RECRUITMENT/PROMOTIONAL OPPORTUNITIES

Riverside Public Utilities adheres to the Human Resources Policy and Procedure Manual, Policy I-1

~Requesting and Recruiting for Personnel~

“To recruit and/or promote from a diverse and highly qualified applicant pool.”

NEW HIRE, PROMOTION & TRANSFER STATISTICS

	2025*	2024	2023
New Hires (new employees to the City)	51	41	67
Promotions	43	34	69
Transfer – External	2	3	3
Transfer – Internal	3	0	3
Grand Total	99	78	142

* Calendar Year- 2025 as of October 24, 2025



HR DEVELOPMENT / TRAINING

Employees receive the following training/development:

- Career Growth
- Cross Training within Department
- Equipment Operating
- Personnel Procedures
- Professional Licenses/Certifications
- Regulatory Requirements
- Supervisory
- Safety

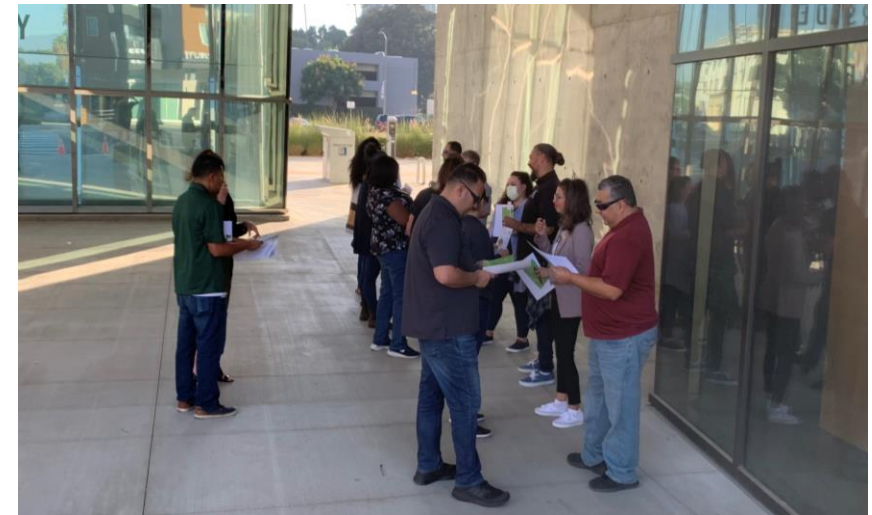
HR TRAINING PROGRAMS

1. EPIC Training
2. Foundations of Supervision Training
3. Foreman Academy Program - RPU Only
4. Emerging Leaders Academy
5. De-escalation Training

RPU Participation		
RPU Employees	135	35% of the City
RPU Training Seats	215	33% of the City
RPU Training Hours	1,188	

FOUNDATION OF SUPERVISORS

- **Cohort 2**
 - **6** participants, 30% of cohort
 - **210** employee training hours
- **Cohort 3**
 - **3** participants, 20% of cohort
 - **105** employee training hours



FOREMAN ACADEMY

RPU Specific Program

- Approved by the Board of Public Utilities on November 13, 2023, and City Council on November 28, 2023
- Program taught foundational supervisory skills
- Attendees were UOC field Supervisors, Superintendents and Managers
- 2 Cohorts – **31** total participants
- Program ran from January 2024 – April 2025
 - **13** full-day sessions
 - **2,821** total training hours
- Group coaching added for Superintendents and above
- 1:1 coaching added for managers



EMERGING LEADERS ACADEMY

Cohort 5

- 9 RPU participants (30% of cohort)
- **333** employee training hours



RPU SAFETY TRAINING - 2025

Training Required by All RPU Employees				
Training	Frequency	Required	Trained	% Compliant
Blood Borne Pathogens	Annual	566	560	99%
Fire Extinguisher	Annual	566	560	99%
Heat Illness	Annual	566	559	99%
Workplace Violence Prevention	Annual	566	519	92%
Wildfire Smoke Protection	Annual	566	555	98%
First Aid/CPR/AED	Every 2 yrs	339	312	92%
Defensive Driving	Every 5 yrs	55	43	78%
Total			3,108	

RPU SAFETY SENSITIVE POSITION TRAINING - 2025

33 Courses - 1,235 Attended

Training for Safety Sensitive Positions	
Training Topic	Attendees
CHP Driving Awareness	45
Competent Person Fall Protection	13
Confined Space Training: Competent Person	80
Electric Fault Location	27
Electrical Awareness and Slip, Trips, & Falls	34
Fall Harnesses Use and Fittings	13
Hazard Training Discussion	16
Hazcom	42
Hazwoper 40-Refresher	11
Hearing Conservation Program	84
I-02 Mishap, Incident Investigation, Reporting	16
In Person Forklift Certification	45
Industrial Ergonomics	31
Injury & Illness Prevention Program	29
JELCO Harness Fitting	23
Lockout and Tagout	82

Training for Safety Sensitive Positions	
Training Topic	Attendees
Narcan	39
NFPA70E High Voltage	30
Office Ergonomics	36
Office Safety	64
OSHA 10 Hour General Industry	29
OSHA 30 Hour Construction	4
OSHA 30 Hour General Industry	12
OSHA Train the Trainer: Energy Transmission and Distribution ETD	1
Overhead Crane	25
Permit Confined Space Awareness	31
Robbery Prevention and Response	5
RPU Maintenance and Electrical Awareness	14
Rubber Glove Training	45
Slips, Trips & Falls	90
Substation Transfer Fall Arrest Training	19
Traffic Control and Flagging: Competent Person	86
Trenching and Excavation: Competent Person	114



EDUCATION REIMBURSEMENT PROGRAM

- City-sponsored program that offers up to \$2,500 per fiscal year to employees pursuing a degree program, certification, or other professional development courses.
- Fiscal Year 2024 – 2025 Participation:
 - **17** RPU employees participated
 - **24** reimbursements
 - **9** enrolled in degree programs
 - **15** enrolled in certificate or other programs
 - **\$23,200** reimbursed to RPU employees

EMPLOYEE RECOGNITION AND MORALE

1. Employee Service Awards – Annually
2. Employees of the Year – Annually
3. Employee Safety Fair – Annually in June
4. Customer Service Week – Annually in October
5. Coffee Connection – New Employees/Executive Staff
6. Open Door Policy with **all** Executive Staff



EMPLOYEE SERVICE AWARDS



EMPLOYEES OF THE YEAR - 2024



**Fausto
Rodriguez, Jr.**



La Colina Substation – Leading a multi-year capital improvement effort to modernize a 1960s substation serving over 18,000 customers by replacing aging infrastructure with high-capacity, modern equipment that enhances reliability and supports future growth.



66kV Power Circuit Breaker Replacement – Spearheaded a systemwide initiative to replace aging sub-transmission breakers with modern, environmentally responsible solutions that improved reliability and strengthened operational resilience across the grid.



Plaza Substation Relay Upgrade Project – Completed the modernization of the substation's protection system, delivering improved reliability, enhanced grid stability, and long-term operational resilience.



Riverside Substation As Builts – Led a collaborative effort to improve the accuracy of substation records by coordinating field reviews, resolving drawing discrepancies, and updating as-built documentation to accurately reflect the existing conditions, supporting safe operations and future planning.



**Kimberly
Wyman**



Expanded safety compliance assessments and reporting in **Four Key Areas:** Vehicle Inspections, Medical certification for commercial drivers, DOT self audit, and behind the wheel training



Partnered with IT to implement a system for tracking cybersecurity training completion, ensuring 100% compliance with organizational standards.



Collaborated with ROSA to design and deliver internal training on Energy Risk Management Policies, improving staff awareness and risk mitigation.



Led the initiative to evaluate and select vehicles for replacement with electric vehicles, advancing the City's sustainability and clean fleet objectives.



Coordinated with Fleet Services to address vehicle repairs, replacements, and DOT inspections, reducing downtime and maintaining compliance with federal safety regulations.



Collaborated with Electric Utility SME's to improve our NERC Compliance efforts and NERC evidence submission & retention process



Alma Franco



Represented **311 at community events** strengthening community engagement ties including multiple **City Council Town Hall events** throughout the year



Represented RPU Customer Service at the Customer Resource Center on a customer service and engagement **visit by California Energy Commission Commissioner, SCPPA Board of Directors, and CMUA Executive Team**



Worked with IT to implement the IVR phone line customer notification **hold time and all back** functionality



Coordinated the successful City-Wide **Customer Service Week**



Kicked-off working IT to implement the City's **Rivy AI** functionality utilizing 311

SAFETY FAIR - 2025

June is recognized nationally as Safety Month

- RPU Safety hosted a Safety Fair on June 5th with over 25 vendors displaying safety tools, innovation, and safety material to over **300 RPU employees** who attended the event.



CUSTOMER SERVICE WEEK

RIVERSIDE PUBLIC UTILITIES
**ALL DAY
EVERY DAY**

THANK YOU

Each October, we celebrate Customer Service Week, Water Professionals Week, and Public Power Week by acknowledging the hard work and dedication of the people who make up Riverside Public Utilities. Your efforts help to power our city and keep our communities thriving.

I'd like to sincerely thank you for all that you do, day in and day out. This week we celebrate each of you!

Warm regards,
David A. Garcia, Utilities General Manager



**Thank You
CE Team!**



CUSTOMER ENGAGEMENT AND OUTREACH



- Good Morning Riverside
- Earth Day & Insect Fair
- STEP CON Student Event
- SCPPA & CMUA Summer Tours



CHALLENGES

TRAINING
OPPORTUNITIES

TALENT
MANAGEMENT
SYSTEM

SUCCESSION
PLANNING

INCREASING
TECHNOLOGY

CHANGE
MANAGEMENT
STRATEGY

ONGOING HR SUPPORT

- Workforce Development
- Recruitment Response with HR Staff
- Talent Management System
- Collaboration of Safety Awareness & Training