



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: AUGUST 16, 2022
FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL
SUBJECT: HUMAN RESOURCES DEPARTMENT UPDATES AND EMPLOYEE RECOGNITION

ISSUE:

Receive a presentation of the Fiscal Year 2021/22 Human Resources Department updates and Human Resources Department Employee of the Year.

RECOMMENDATIONS:

That the City Council receive a presentation of the Fiscal Year 2021/22 Human Resources Department updates and Human Resources Department Employee of the Year.

DISCUSSION:

The attached presentation is an overview of the Human Resources Department's mission, the Department's Fiscal Year 2021/22 Strategic Goals, departmental updates, accomplishments, and the Human Resources Department's Employee of the Year. The Department's mission is to "be a professional strategic business partner that values innovation, integrity, confidentiality, and diversity; while continuing to provide a variety of resources to past, present, and future employees." The attached presentation demonstrates the Human Resources Department's ongoing commitment to the Envision Riverside 2025 Strategic Plan.

STRATEGIC PLAN ALIGNMENT:

This item contributes to **Strategic Priority 5 – High Performing Government** and **Goal 5.3** Enhance communication and collaboration with community members to improve transparency, build public trust, and encourage shared decision-making.

This item aligns with each of the five Cross-Cutting Threads as follows:

1. **Community Trust** – The Human Resources Department endeavors to foster community trust in its work through inclusive engagement efforts and its responsiveness to a variety of community requests and needs.
2. **Equity** – The services offered through the Human Resources Department are used across all departments of the city and the public.

3. **Fiscal Responsibility** – The Human Resources Department provides high-quality services to all, ensuring responsible management of financial resources.
4. **Innovation** – This presentation exemplifies that the city continues to develop collaborative partnerships and adaptive, consistent processes.
5. **Sustainability & Resiliency** – The Human Resources Department works to adapt and grow to the changing needs of the city.

FISCAL IMPACT:

There is no fiscal impact related to this presentation.

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Approved by: Rafael Guzman, Assistant City Manager
Approved as to form: Phaedra A. Norton, City Attorney

Attachment: Presentation