

Departmental Update and Employee Recognition

Human Resources Department

City Council
August 16, 2022

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MISSION STATEMENT

The Human Resources Department is committed to being 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.



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HR STRATEGIC PLAN ALIGNMENT

High Performing Government

Provide world class public service that is efficient, accessible, and responsive to all.

- 5.1 Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization.
- 5.2 Utilize technology, data and process improvement strategies to increase efficiencies, guide decision making, and ensure services are accessible and distributed equitably throughout all geographic areas of the City.
- 5.3 Enhance communication and collaboration with community members to improve transparency, build public trust, and encourage shared decision-making.
- 5.4 Achieve and maintain financial health by addressing gaps between revenues and expenditures and aligning resources with strategic priorities to yield the greatest impact.
- 5.5 Foster a culture of safety, well-being, resilience, sustainability, diversity, and inclusion across the city organization.



KEY HR FUNCTIONS





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GOALS FOR FY 2022/23

- Continue to revise all Human Resources Policy & Procedures
- Provide required compliance training for Harassment Prevention
- Provide DEI Training to all employees hired since last years' training and incorporate into new employee orientation
- Develop and launch new employee orientation program



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GOALS FOR FY 2022/23

- Develop a strategy and plan to conduct exit and stay interviews with City employees
- Transparently communicate results of the Employee Engagement Survey to all Employees and implement strategy to act on the survey at both the City level and the Department level
- Implement a Training Registration System
- Continue to re-establish Safety Culture
- Decrease injury incidents citywide by analyzing the root cause
- Establish an internal procedure to assist employees in procuring a Commercial Drivers License



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2021 HRD PROMOTION RECOGNITION

Colene Torres
Deputy
Human
Resources
Director


Chuck
McDonald
Safety
Manager

Oswaldo
Galdamez
Sr. Human
Resources
Analyst

Adriana Parga
Principal
Human
Resources
Analyst

Kristle Tucker
Human
Resources
Analyst

Jennifer
Brown
Sr. Human
Resources
Analyst



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HUMAN RESOURCES DEPARTMENT EMPLOYEE OF THE YEAR

Miriana Gonzalez
Deputy Human Resources Director



Miriana is an exceptional professional who has taken on many new tasks in 2021, including sitting at the table for negotiations for multiple bargaining partners. She has also been instrumental in the creation of the DEI Officer position/role and securing a vendor to start us down the path of the DEI initiatives and alignment with the City Strategic Plan. Miriana is truly passionate about what she does, and challenges staff everyday to be our best. Miriana is always engaged, supportive and highly deserving of this award. We are so thankful for her leadership and dedication to our team. We are proud to have her represent the department as the 2021 Employee of the Year...



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