



RIVERSIDE PUBLIC UTILITIES

Board Memorandum

BOARD OF PUBLIC UTILITIES

DATE: NOVEMBER 14, 2022

SUBJECT: UPDATE ON SERVICES AND COLLABORATION BETWEEN PUBLIC UTILITIES DEPARTMENT AND THE HUMAN RESOURCES DEPARTMENT

ISSUE:

Consider receiving an update on the services and collaboration between the Public Utilities Department and the Human Resources Department.

RECOMMENDATION:

That the Board of Public Utilities receive an update on the services and collaboration between the Public Utilities Department and the Human Resources Department.

BACKGROUND:

In 2018, the Public Utilities Department entered into a Service Level Agreement with the Human Resources Department to create operational improvements and efficiencies for core services provided by the Human Resources Department. Because of Public Utilities' needs, programs and services have expanded since the initial Agreement.

DISCUSSION:

The attached presentation provides an update on the goals identified, and support provided and collaboration between the Public Utilities Department and the Human Resources Department.

STRATEGIC PLAN ALIGNMENT:

The collaboration between City departments contributes to **Strategic Priority 5 - High Performing Government** and **Goal 5.1** to attract, develop, engage and retain a diverse and highly skilled workforce across the entire city organization.

This agreement aligns with the five Cross-Cutting Threads:

1. **Community Trust** – The Human Resources Department provides subject matter expertise to the Public Utilities Department for all concerns related to personnel.

2. **Equity** – The Human Resources Department provides support and direction to Public Utilities to ensure equity is provided in all personnel related actions.
3. **Fiscal Responsibility** – The service level agreement brings economies of scale to the Public Utilities Department thus minimizing operational costs to rate payers.
4. **Innovation** – The service level agreement has proven to be adaptable to best meet the current and future needs of the Public Utilities Department.
5. **Sustainability & Resiliency** –The agreement allows Human Resources to ensure the Public Utilities Department attracts and retains a diverse highly skilled workforce that will continue to contribute to the City’s sustainability and resiliency goals.

FISCAL IMPACT:

There is no fiscal impact associated with this update.

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Attachments:

1. Service Level Agreement
2. Presentation