

**Parks  
Make  
Life  
Better!**



## Parks, Recreation, and Community Services Department

# HUMAN RESOURCES BOARD

**February 5, 2018**



## OUR MISSION

The mission of the Parks, Recreation and Community Services Department is to provide innovative recreational experiences and social enrichment opportunities to address the changing needs for people of all ages and cultures, in a variety of safe and attractive parks, trails, landscapes and facilities.



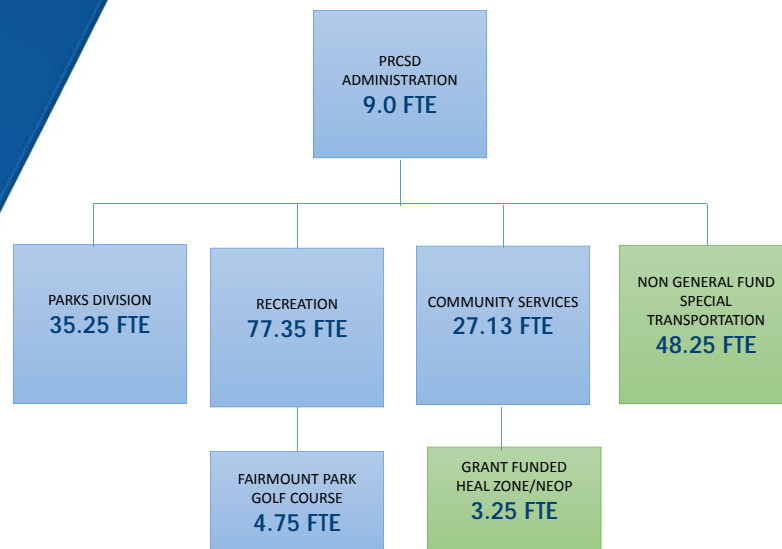
## OUR STRATEGIC GOALS



### Riverside 2.1 Goals

1. CONSISTENTLY DELIVER OUTSTANDING CUSTOMER SERVICE AND VALUE
2. PROVIDE A VARIETY OF RECREATION AND COMMUNITY SERVICES PROGRAMS AND EVENTS THAT ARE IN HIGH DEMAND
3. PROLONG THE LIFE AND USEFULNESS OF FACILITIES THROUGH TIMELY COMPLETION OF MAINTENANCE AND REPAIR WORK
4. PRESERVE, EXPAND, AND RECLAIM PARK PROPERTY FOR PUBLIC USE AND BENEFIT
5. PROVIDE A WORLD CLASS PARK AND RECREATION SYSTEM THAT IS NATIONALLY RANKED AND RECOGNIZED

## WORK FORCE ORGANIZATION CHART



## DEPARTMENT OVERVIEW

These are **just a few** of the services and products that Parks, Recreation and Community Services staff provide!

- Landscape Maintenance
- Building Maintenance
- Recreation Programming
- Special Events
- Facility Rentals
- Golf Course Management
- Gang Prevention
- Senior Programs
- Nutrition & Health
- Aquatics
- Sports
- Arts Programs



## EMPLOYEE STATISTICS

As of 01/10/2018

Positions		F/T Vacancies
Funded	204.98	Superintendent
Filled	164.30	Senior Analyst (Pending)
Vacant	40.68	Senior Planner
Position Types		Recreation Services Coordinator (2.0)
		Park Maintenance Worker (2.0) (Pending)
		Special Transit Supervisor
		Minibus Driver/Scheduler
		Minibus Driver (5.0)
Full Time	112.00	
½ or ¾ Time	13.75	
Temporary/ NB	79.23	



## OTHER STATISTICS



Position Types	
Unpaid Interns	4.0
Temp. Agency Staff	3.0
Independent Contract Class Instructors	65+
Volunteers	300+ (17,500 hours)

## DIVERSITY

As of 1/10/2018



Ethnicity	Female		Male		Total	
Caucasian	47	13.3%	47	13.3%	94	26.7%
Hispanic/Latino	104	29.6%	84	23.9%	188	53.5%
African American	25	7.1%	13	3.7%	38	10.8%
Indian/Alaskan	0	0%	0	0%	0	0%
Asian	7	2.0%	5	1.4%	12	3.4%
Other	8	2.2%	11	3.1%	19	5.4%
<b>Total</b>	<b>191</b>	<b>54.4%</b>	<b>160</b>	<b>45.5%</b>	<b>351</b>	<b>100%</b>

## 2017 Turnover Statistics



**Period**  
**01/01/2017 through 12/31/2017**

	Count
End of Temporary	7
Probationary Release	1
Resignations (Part-Time)	108
Resignations (Full-Time)	10
Retirement	2
<b>Total</b>	<b>128</b>
<b>Turn over Rate among Full-Time</b>	<b>11%</b>

## Employee Development (Orientation and Development)



### Our Employees receive the following avenues of Development and Training:

- Industry Training from Consultants and Partners
  - Liebert, Cassidy, Whitmore
  - California Aquatics Management School
- Professional Organization Training
  - California Parks & Recreation Society (CPRS)
  - National Recreation and Parks Association (NRPA)
  - Women in Leisure Society (WILS)
  - Southern California Public Pools Operators Association (SCPPOA)
  - Southern California Municipal Athletic Federation (SCMAF)
- Regulatory Requirements
- Professional Licenses
- Annual In-Service Trainings
- In-house staff development

## Recruitment/ Promotional Opportunity



PRCSD adheres to the Human Resources Policy and Procedure Manual, Requesting and Recruiting for Personnel in order to recruit and/or promote from a diverse and highly qualified applicant pool.

Recruitment outreach efforts are coordinated through the Human Resources Department and place emphasis on communication opportunities that reach a multitude of elements within the community. Opportunities are posted on the **City's Website**, and at **local colleges and universities**.

Additionally, recruitment ads are placed with the **CPRS** (California Parks and Recreation Society) and **NRPA** (National Recreation and Park Association) professional websites.

## ACCOMPLISHMENTS AND SUCCESSES

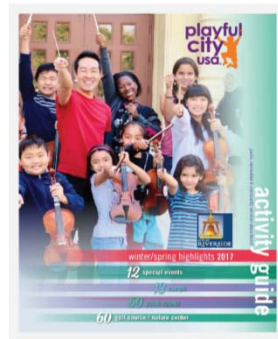


Award of Excellence Arts  
and Cultural Services,  
**Riverside Arts Academy**

Please rate our customer service today.



**90% Positive**  
Total feedback: 198

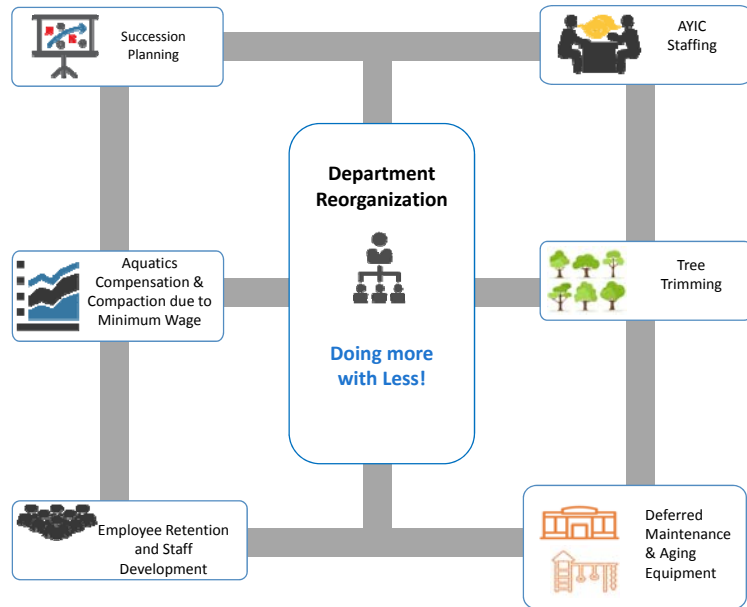


**Water Wise Demonstration  
Garden completed at  
Janet Goeske Foundation  
Senior Center**

**200,000+**  
**4th of July**  
Spectators



## ISSUES AND CHALLENGES



## PARKS, RECREATION, AND COMMUNITY SERVICES

