



## HUMAN RESOURCES BOARD

Meeting Minutes  
Monday, July 6, 2015

### Opening:

The regular meeting of the Human Resources Board was called to order at 5:00 p.m. on Monday, July 6, 2015 in the City Hall Art Pick Council Chamber by Chair Sonya Dew.

### Present:

### Excused Absence:

### Unexcused Absence:

Alysia Webb  
Deanna Brown  
Darron Thompson  
Elvira DeCuir  
Lance Sayavong  
Norman Powell  
Rafael Elizalde  
Sonya Dew  
Tricia Eibs  
Deisy Ruiz  
Brenda Diederichs  
Gregg Gu

### Guests:

Colleen Nicol, City Clerk  
Sergio Diaz, Chief of Police  
John Wallace, Deputy Chief of Police  
Pia Rose, Deputy Human Resources Director

### Oath of Office:

City Clerk Colleen Nicol administered the Oath of Office to newly appointed Human Resources Board Member Deanna Brown, Ward 1.

### Public Comment Period:

- Jason Hunter addressed the Board.

### A. Approval of June 1, 2015 Minutes

The following revisions were identified:

- Item 6 - should reflect the Board's interest in revisiting the Public Comment Period during Board meetings.
- Item 7 – should reflect Sonya Dew as the Chair.

Approved as revised: Norman Powell

Second: Tricia Eibs

Ayes: All

## **B. Agenda Items**

### **1. Departmental Presentation – Sergio Diaz, Chief of Police**

- Chief Diaz provided the Board with a presentation overview of the Police Department. This included an overview of the department's current workforce, EEO breakdown for employees and applicants, retention/turnover rate, sick leave usage and training and development opportunities.
- In Terms of recruiting for sworn positions, Chief Diaz informed the Board that the Department comes across a big challenge in terms of recruiting African American Candidates. At this time the Police force is demographically representative of the community; however, that can change quickly with turnover or retirements.
- Chief Diaz also reported 16 officers hired from the San Bernardino Police Department.
- Board Member Tricia Eibs inquired about the sensitivity training provided. Chief Diaz indicated that sensitivity training is provided semi-annually in his Department and it is a 2 hour requirement. In addition, officers are provided with 8 hours of sign language training.
- Board Member Alysia Webb inquired as to the number of hours allocated to mental health training. Chief Diaz indicated 8 hours of training are provided.
- Board Member Lance Sayavong inquired as to the populations of veterans in the Police Department. Chief Diaz did not have the veteran breakdown for the department and will get the information to the Board at a later time.
- Board Member Darron Thompson inquired if the Police Explorers have an advantage when applying for positions in the Police Department. Chief Diaz indicated that surprisingly enough, most Police Explorers do not pursue a career in law enforcement. This flagship program is more of a citizen and leadership development program.
- Board Member Elvira DeCuir indicated that she would like some insight as to the Police Department statistics for previous years 2010-2013, leading up to the 2014 statistics shared during the presentation. Chief Diaz will arrange to provide the information requested.
- Chair Sonya Dew inquired as to the African American representation in 2015 hires thus far. Chief Diaz responded that in 2015 there have been approximately 18 officers hired, 2 of which are African American.
- Board Member Norman Powell shared that in 2014 his family experienced a tragedy in which the Riverside Police Department was involved in exemplary form. He expressed his appreciation and thanked Chief Diaz for the great work his Department is doing.

### **2. Human Resources Board Ad-Hoc Committee Report – Alysia Webb**

- Vice-Chair Alysia Webb distributed a drafted document outlining the meeting roles and procedures. She encouraged everyone to take a moment to review the document and provide some feedback. The final document is expected to be completed in 2 to 3 months. In addition, Vice-Chair Alysia Webb also expressed the need to have more members join the Ad-Hoc Committee.
- Board Members Tricia Eibs and Darron Thompson volunteered to join the Ad-Hoc Committee.

### **3. Classification Update Regarding At-Will Employees – Brenda Diederichs, Human Resources Director**

- Human Resources Director Brenda Diederichs informed the Board that the change back to classified status has been approved by City leadership.
- At this time the Council Report for this change has been drafted and it's at the Assistant City Manager and City Manager review level.
- The Board can expect another update in August, before the report goes to Council.

### **4. Human Resources Director Updates – Brenda Diederichs, Human Resources Director**

- Human Resources Director Brenda Diederichs reported the conclusion on National Safety Month (celebrated in June) with a successful Ice Cream Social hosted for employees.
- Ms. Diederichs advised the Board of a recent change to Board agendas. Moving forward, the Board will receive a typed report for agenda items.
- Ms. Diederichs reported that training opportunities are currently being explored for the Board.

### **Public Comment Period:**

Jason Hunter addressed the Board.

## **7. Future Discussion Items – Sonya Dew, Chair**

- Revisit structure of Public Comment Period during Board meetings.
- Overview of the City of Riverside's Threat Assessment Program.
- Define duties and responsibilities of the Board in responding to inquiries from the public (To be reviewed in the Ad-Hoc Committee).
- Training request for HR Board on Quasi-Judicial Reform Request to invite the County's Workforce Development Director to give a presentation to the Board. Chair Sonya Dew asked for time to discuss that with Brenda and Gregg Gu and report back on the possibility of this request.

***Adjournment:*** Meeting was adjourned at 6:32 p.m. by Chairperson Sonya Dew.

Minutes submitted by:           Deisy Ruiz