



HUMAN RESOURCES BOARD

Meeting Minutes
Monday, December 3, 2018

Opening:

The regular meeting of the Human Resources Board was called to order at 5:01 p.m. on Monday, December 3, 2018 in the City Hall Art Pick Council Chamber by Chair Deanna Brown.

Present:

Deanna Brown
Ha Nghia
Karen Brown
Kerry Pendergast
Maureen Mitchell
Sonya Dew
Colene Torres
Elliot Min
Rene Goldman

Absent:

Wendy Strack

Public Comment Period:

- No Comments made

Approval of November 5, 2018 Minutes

Motion: Sonya Dew

Second: Ha Nghia

Ayes: D. Brown, K. Brown, Dew, Mitchell, Nghia,

Absent: Strack

Abstention: Pendergast

Presentation

1. Departmental Presentation – Larry Gonzalez, Deputy Police Chief

- Deputy Police Chief Larry Gonzalez presented the Board with a PowerPoint presentation overview of the Police Department. The presentation included the department's major accomplishments, diversity statistics, internal performance statistics, the department's current and projected employment opportunities, and training opportunities.
- Board Member Ha Nghia inquired as to what the department is doing to even out diversity demographics. Deputy Chief Gonzalez responded and informed the Board that the initial pool of employee candidates is very large however, during the background process many candidates fail as the City's standards are very high.
- Board Member Kerry Pendergast asked if there are any initiatives to bring parity to the underrepresented diversity group. Deputy Chief Gonzalez responded and informed the Board that the department would see a more diverse group if they recruited at the Military. Mr. Pendergast asked if it is difficult to recruit women. Deputy Chief Gonzalez responded and informed the Board that most women cannot pass the physical agility component of the physical exam.
- Board Member Dew asked if the Police Department recruits at the junior college level. Deputy Chief Gonzalez indicated that the department recruits specifically at RCC and Palomar Colleges.

- Deputy Chief Gonzalez indicated that the department has used Measure Z funding to purchase a fixed wing airplane and refurbish thirteen police vehicles. Board Member Ha Nghia asked if the department has had any discussion on purchasing drones. Deputy Chief Gonzalez responded and informed the Board that the department is currently working on developing a drone program with a long term strategy.
- Board Member Sonya Dew asked if there are any pending grievances. Deputy Chief Gonzalez responded and informed the Board that there are currently no internal grievances. However, there are a few discipline cases being arbitrated.
- Vice-Chair Maureen Mitchell asked if the City is considering adding area substations. Deputy Chief Gonzalez responded and informed the Board that the City is considering adding a substation in the Alessandro area.

2. Workforce Development Presentation – Sinclair Dickerson, Sr. Human Resources Analyst

- Senior Human Resources Analyst Sinclair Dickerson presented the Board with a PowerPoint presentation overview of the City's Workforce Development Programs. Mr. Dickerson indicated that these programs specifically target the residents of the City and provides a unique opportunity to obtain soft skills and on the job training. Senior Analyst Sinclair Dickerson indicated that the goal of the City is to hire program participants and backfill positions that employees are retiring from.
- Mr. Dickerson indicated that the RAW program provides supportive services to the homeless and unemployed residents of Riverside. Vice-Chair Maureen Mitchell asked if there is a plan to offer gently used clothing to candidates that have been homeless and unemployed. Mr. Dickerson responded and informed the Board that the City has established a partnership with Goodwill to assist in providing business clothes.
- Board Member Karen Brown inquired as to what the funding source is for the RAW Program. Mr. Dickerson responded and informed the Board that 70% of the program is funded through the City and 30% is funded through various grants. Mr. Dickerson indicated that the average cost to the City is 13k per participant.
- Senior Analyst Sinclair Dickerson informed the Board that the City successfully promoted a few RESET employees to permanent positions. Mr. Dickerson indicated that the RESET program is a program that is designed for residents between the ages of 18-23 and live in the City. Mr. Dickerson indicated that the program teaches technical skills to assist participants how to interact and develop confidence for interviewing.
- Vice-Chair Maureen Mitchell asked if similar mock interview training is provided to all other City employees. Mr. Dickerson responded and informed the Board that the Recruitment Division does provide assistance for mock interviews when requested. Deputy Human Resources Director Rene Goldman indicated that a mock interview panel is comprised of select Human Resources staff who will critique resumes and provide immediate feedback to employees following their mock interview.

Public Comment Period:

- No Comments made

Miscellaneous

3. Human Resources Director Updates – Rene Goldman, Deputy Human Resources Director

- Deputy Human Resources Director Rene Goldman informed the Board that Edward Enriquez was selected as the Chief Financial Officer/Treasurer.
- Ms. Goldman indicated that the Community Development Director recruitment closed on November 30th and applications are currently being reviewed.
- Deputy Director Goldman informed the Board that there are three (3) policies in the meet and confer process that will be presented to the Board in the next few months.
- Ms. Goldman informed the Board that Sexual Harassment Prevention Training for supervisors is complete and the City is 100% in compliance.

4. Items for Future Human Resources Board Consideration – Deanna Brown, Chair

- No items identified.

Meeting was adjourned at 6:01 p.m. by Chair Deanna Brown.

Minutes submitted by: Colene Torres