



HUMAN RESOURCES BOARD

Meeting Minutes
Monday, March 4, 2019

Opening:

The regular meeting of the Human Resources Board was called to order at 5:01 p.m. on Monday, March 4, 2019 in the City Hall Art Pick Council Chamber by Chair Deanna Brown.

Present:

Deanna Brown
Ha Nghia
Karen Brown
Kerry Pendergast
Wendy Strack
Colene Torres
Elliot Min
Stephanie Holloman

Absent:

David Snow
Maureen Mitchell
Sonya Dew

Public Comment Period:

- No Comments made

Approval of February 4, 2019 Minutes

Motion: Wendy Strack
Second: Ha Nghia
Ayes: D. Brown, K. Brown, Nghia, Strack
Abstain: Pendergast

1. Nomination and Election of Board Officers – Deanna Brown, Chair

- Nomination (s) for Chair – Vice-Chair Maureen Mitchell nominated herself for Chair via email. Chair Deanna Brown motioned to approve the nomination and Board Member Kerry Pendergast seconded the motion. The motion passed unanimously.
- Nomination (s) for Vice-Chair. Chair Deanna Brown motioned to nominate herself for Vice-Chair. Board Member Ha Nghia seconded the motion. The motion passed unanimously.

Presentation

2. Departmental Presentation – Todd Corbin, Public Utilities General Manager

- Public Utilities General Manager Todd Corbin presented the Board with a PowerPoint presentation overview of the Public Utilities Department. The presentation included the department's major accomplishments, employee statistics, services provided, the department's current and projected employment and training opportunities.

- General Manager Corbin informed the Board that the department conducts a 90-day new employee survey for all new hires. Board Member Ha Nghia asked Mr. Corbin if there are any survey results available. Mr. Corbin responded and informed the Board that there are currently no results available and will tackle any issues that are presented one-by-one.
- Mr. Corbin informed the Board that the Public Utilities Department is reviewing the current organization structure and only filling positions that are needed. Mr. Corbin stated that the department previously had six (6) Assistant General Manager positions and currently only has the need for four (4).
- General Manager Corbin indicated that new rebate schedules will soon be sent out to all Riverside customers. Mr. Corbin indicated that there will be an expansion of the shared assistance program and additional funding has been added to the program this fiscal year. Board Member Kerry Pendergast inquired as to where the funding for these programs come from. General Manager Corbin responded and informed the Board that the largest funding source is the public benefit charge and discretionary charges. Mr. Pendergast asked if any program funding has been depleted. General Manager Corbin responded and informed the Board that he is not aware of any program where the funding has been exhausted.
- General Manager Corbin indicated that the department will be implementing new technologies to dispatch crews in a more efficient way. Board Member Ha Nghia inquired as to how the utility workforce will adapt to the technology change. Mr. Corbin responded and informed the Board that most employees welcome technology changes and are adapting to technology that is well established.
- Mr. Corbin indicated that the department's 4th quarter OSHA recordable stats are down from previous years. Board Member Pendergast requested a comparison to the prior year to see trends.

3. CalPERS Challenge Presentation – Carlie Myers, Deputy City Manager and Edward Enriquez, Chief Financial Officer/Treasurer

- Deputy City Manager Carlie Myers presented the Board with a PowerPoint Presentation overview of the long-term fiscal management of the City's California Public Employees Retirement System (PERS) unfunded pension obligations.
- Ms. Myers informed the Board that the Unfunded Accrued Liability (UAL) varies every year due to people living longer. Ms. Myers stated that this issue is not just in California it is a nationwide challenge.
- Deputy City Manager Carlie Myers informed the Board that classic CalPERS members began contributing to CalPERS in 2016 in an effort to mitigate costs to the City.
- Deputy City Manager Carlie Myers informed the Board that in December 2018, carryovers were swept from departments citywide. In turn, this initiative saved \$4.5 million in the general fund and the City was able to apply those funds towards the UAL.
- Board Member Ha Nghia asked if the recommendations to mitigate costs will significantly drive down the UAL and how much will be saved. Chief Financial Officer Edward Enriquez responded and informed the Board that there is really no way to put a number on some of the recommended items and indicated that it will take a combination of multiple things to drive down the UAL going forward.
- Board Member Wendy Strack inquired as to what year we will see the five (5) year scenario trend come back down as we transition from classic employees to PEPRA employees. Mr. Enriquez responded and informed the Board that based on assumptions by the year 2032, the UAL should begin to go back down.
- Board Member Wendy Strack asked if the UAL is driven by the number of employees to retiree ratio and if there will be a cut to staffing. Chief Financial Officer Edward Enriquez responded and informed the Board that the UAL is based on past earned benefits and it helps to have more current employees than retirees to help fund the system.

- Vice-Chair Deanna Brown asked if the UAL assessment is made by actuarial's outside of the City. Mr. Enriquez responded and informed the Board that CalPERS has an actuarial evaluation for all plans in the system and conducts an evaluation. Mr. Enriquez stated that the City has done an independent evaluation based on the City actual data history and will rely on this information going forward.

Public Comment Period:

- No Comments made

Attendance

4. Board Attendance

- Board Member Karen Brown motioned to excuse Board Member Kerry Pendergast's absence from the Human Resources Board meeting of February 4, 2019. Board Member Ha Nghia seconded the motion. The motion passed unanimously.

Motion: K. Brown

Second: Nghia

Ayes: D. Brown, K. Brown, Nghia, Strack

Abstain: Pendergast

Miscellaneous

5. Human Resources Director Updates – Stephanie Holloman, Human Resources Director

- Human Resources Director Stephanie Holloman informed the Board that this year's Health and Wellness Fair will be held on May 23rd. Ms. Holloman asked the Board to provide innovative ideas for new vendors.
- Ms. Holloman informed the Board that Volunteer Recognition Day will be held on April 9th this year in the Grier Pavilion.
- Director Holloman indicated that the Human Resources Department is working closely with the City Manager's Officer on the CalPERS Challenge and welcomed all creative ideas on the topic.

6. Items for Future Human Resources Board Consideration – Deanna Brown, Vice-Chair

- No items identified.

Meeting was adjourned at 5:59 p.m. by Vice-Chair Deanna Brown.

Minutes submitted by: Colene Torres