



HUMAN RESOURCES BOARD

Meeting Minutes
Monday, October 6, 2025

Opening:

The hybrid meeting of the Human Resources Board was called to order at 5:01 p.m. on Monday, October 6, 2025, by Chair Kerry Pendergast.

Present:

Elizabeth Scott-Jones

Jadie Lee

Joshua Fleming

Antonius Van Vugten

Austin Attaway

Kerry Pendergast

Michelle Stevens

Rene Goldman

Absent:

Louise Borda

Public Comment Period:

- No Public Comments

Department Presentation

- Chief Innovation Officer George Khalil presented the Board with a PowerPoint presentation overview of our Innovation and Technology (IT) Department. The presentation included the department's mission, organization, department overview, accomplishments & milestones, department awards & recognition, personnel metrics, and success stories.
- Mr. Khalil informed the Board that his department consists of four (4) divisions (Administration, Innovation, Strategic Initiatives, Cybersecurity) with a total of 63 funded FTEs and 8 vacancies.
- Mr. Khalil shared an overview of the IT department (9,000+ connected devices managed daily, 30,553 service tickets completed, 37 projects completed, 1.2 million cyberattacks prevented).
- Mr. Khalil shared that 'RIVY' has been launched and averaging 3-500 interactions with the chat box daily.
- Director Khalil informed the Board IT was recognized for 2024 Award of Excellence for IT practices from the Municipal Information Systems Association of California.
- Chair Kerry Pendergast commended the department for their Excellence of Service Award.
- Board Member Antonius Van Vugten inquired about 2025 open enrollment. George stated it's an annual task in our system from (payroll, rates, benefit, bargaining changes).
- Board Member Jadie Lee inquired about 'RIVY', is there a timeline for the integration of the phone being added, and the chat to 311 Call Center. Ms. Khalil stated 'RIVY' is being tested internally as we speak on City work phones, if you dial 'RIVY' on work

phones 'RIVY' will answer. Ms. Lee inquired about personnel metrics and was concerned about your retirement's coming up.

- Vice-Chair Dr. Austin Attaway complimented the IT department on the award received for Excellence of Service and 'RIVY'. George stated we are tying into AI.
- Board Member Joshua Fleming inquired if staff are represented or unrepresented. George stated all staff in IT are unrepresented.
- Board Member Elizabeth Scott-Jones is pleased to hear that IT is working closely with high schools and colleges.

Discussion Calendar

- Vice-Chair Dr. Austin Attaway opened the floor to discuss Personnel Policies and Procedures and being proactive and provide recommendations/changes to policies.
- Board is concerned that when policies are presented to the Board, it's too late for Board to make recommendations/suggestions.
- Board does not want to hold up policies and reject them when they are presented at the Public Hearing.
- Provide a quarterly timeline and list of upcoming policies with links of policies in advance, for Board to review prior to going to Unions for Meet and Confer.

Consent Calendar

Minutes

• Review and Approval of September 8, 2025, Minutes

Vice-Chair Dr. Austin Attaway motioned to approve the minutes with a second by Board Member Antonius Van Vegten. The motion passed unanimously.

Ayes: Borda, Lee, Attaway, Scott-Jones, Van Vegten, Fleming and Pendergast

Abstain:

Absent:

Board Attendance

- Board Member Scott-Jones motioned to excuse Board Member Joshua Fleming absence from the Human Resources Board meeting on September 8, 2025. Vice-Chair Austin Attaway seconded the motion. The motion passed unanimously.

Ayes: Scott-Jones, Borda, Lee, Van Vegten, Attaway, and Pendergast

Abstain: Fleming

Absent:

Communications

Human Resources Director Updates – Rene Goldman, Human Resources Director

- Ms. Goldman informed the Board the recruitment team currently has over 40 recruitments in process.
- Ms. Goldman informed the Board our recruitment team will be attending two (2) career job fairs on 10/17 at UCR and 10/22 at Galleria at Tyler Mall
- Director Goldman informed the Board of our Benefits/Wellness team will be hosting some webinars in the coming weeks on 10/9 Blue Zones, and 10/16 one on Bullying.
- Director Goldman informed the Board on 10/19 a few staff from Human Resources department will be supporting the 48th Annual Riverside Mission Inn Run.
- Ms. Goldman announced that 1400 employees attended the city's Employee Appreciation event(s), that recognized employees.
- Director Goldman informed the Board that Open Enrollment for city staff will be open from 10/27-11/17/25 for Health Benefit changes.
- Ms. Goldman stated in the coming weeks our safety team will be offering Stop the Bleed on 10/21 and Defensive Driving on 11/4.

Items for Future Human Resources Board Consideration – Kerry Pendergast, Chair

Meeting was adjourned at 6:26 p.m. by Chair Kerry Pendergast.

Minutes submitted by: Michelle Stevens, Secretary Human Resources Board