



## HUMAN RESOURCES BOARD

Meeting Minutes  
Monday, December 1, 2025

### Opening:

The hybrid meeting of the Human Resources Board was called to order at 5:01 p.m. on Monday, December 1, 2025, by Chair Kerry Pendergast.

#### Present:

Elizabeth Scott-Jones  
Jadie Lee  
Joshua Fleming  
Antonius Van Vegten  
Kerry Pendergast  
Michelle Stevens  
Rene Goldman

#### Absent:

Louise Borda  
Austin Attaway

### Public Comment Period:

- No Public Comments

### Department Presentation

- Public Utilities General Manager David Garcia presented the Board with a PowerPoint presentation overview of our Public Utilities Department. The presentation included the department's mission, organization, department overview, budget, employee statistics, funded positions, recruitment opportunities, training, and challenges.
- Mr. Garcia informed the Board that his department consists of five (5) divisions (Finance and Administration, Energy Delivery, Water, Power Resources, and Strategic Initiatives) with a total of 640 funded FTEs and 29 vacancies.
- Mr. Garcia shared an electric overview that 113,436 metered electric customers. We own maintain, and operate 99.2 circuit miles of transmission lines, along with 1,358 circuit miles of transmission lines, 16 substations and three (3) power generating plants totaling 262 megawatts.
- Mr. Garcia shared an overview of water by stating 66,570 metered water customers, 994 miles of pipeline, 51 domestic wells, 16 active reservoirs, and 14 miles of canals
- Director Garcia informed the Board; Utilities has eight (8) building locations to house 640 employees.
- Mr. Garcia shared his department's aging workforce is concerning as 141 FTE's are in retirement age.
- Chair Kerry Pendergast commended Mr. Garcia with such a large department and providing career development with multiple promotions in-house as it's a motivator to employees.
- Board Member Antonius Van Vegten inquired about aging workforce. Mr. Garcia stated that about 35% are in the range of 50+ his department is carefully watching, succession planning, training those employees coming onboard are well prepared in the next generation.

- Board Member Jadie Lee inquired about vacancies and under recruitment. Mr. Garcia stated the 53 positions under recruitment are positions going through the hiring process or are positions that will not be filled and through the budget process will be removed.

### **Quarterly Metrics**

- The Human Resources Department provided the Human Resources Board quarterly metrics for the period of January 1, 2025, through September 30, 2025.
- Business Systems Manager Jason Lappin presented the Board with a PowerPoint presentation that provided an overview of the department's performance metrics. This presentation captured (departments mission, employees by department, retention and turnover, demographics, employee tenure, retirement eligible, promotions & transfers, telecommute, workers' compensation, recruitment, and safety).
- Board Member Elizabeth Scott-Jones inquired about ethnicity distribution how does this compare to the city population. Ms. Goldman stated that the city does a good job of our constituency closely matches what our city employee make up is.
- Board Member Jadie Lee stated that she appreciates the additional data added to the presentation.

### **Consent Calendar**

#### **Minutes**

#### **• Review and Approval of October 6, 2025; Minutes**

Board Member Elizabeth Scott-Jones motioned to approve the minutes with a second by Board Member Antonius Van Vegten. The motion passed unanimously.

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

**Abstain:**

**Absent:** Borda, Attaway

### **Board Attendance**

- Board Member Antonious Van Vegten motioned to excuse Board Member Louise Borda absence from the Human Resources Board meeting on October 6, 2025. Board Member Jada Lee seconded the motion. The motion passed unanimously.

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

**Abstain:**

**Absent:** Borda, Attaway

### **Communications**

**Human Resources Director Updates – Rene Goldman, Human Resources Director**

- Ms. Goldman informed the Board the recruitment team currently has 22 requisitions open, and several job fairs are coming up.
- Director Goldman informed the Board of our Benefits/Wellness team has closed 2026 open enrollment and currently processing over 1500 employee requests. On the wellness front we have over 313 employees who have joined the 'Maintain Don't Gain' wellness challenge during the holidays.
- Director Goldman informed the Board that on December 9<sup>th</sup> there will be a City Council item for CA Fellow Program Youth Workforce grant on the agenda.

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

*Meeting was adjourned at 5:54 p.m. by Chair Kerry Pendergast.*

Minutes submitted by: Michelle Stevens, Secretary Human Resources Board