



PARKS, RECREATION AND COMMUNITY SERVICES

Presented by: Pamela Galera, Director

Human Resources Board

April 6, 2026



MISSION STATEMENT

**Parks
Make
Life
Better!**SM

The mission of the Parks, Recreation and Community Services Department is to provide innovative recreational experiences and social enrichment opportunities to address the changing needs of people of all ages and cultures, in a variety of safe and attractive parks, trails, landscapes and facilities.



DEPARTMENT STRUCTURE



DEPARTMENT OVERVIEW



PRCSD



Parks, Trails & Open Space

- 65 parks, 3,000 acres, 31 miles of trails
- Landscape, playground, and park asset maintenance
- Capital projects
- Adopt-a-Park program



Facilities & Community Spaces

- 9 community centers, 2 youth centers, 3 senior centers, 1 nature center
- 7 pools
- Facility rentals, restrooms, and concessions, Fox Performing Arts Center, Riverside Municipal Auditorium & The Box



Programs & Events

- Youth, adult, senior, and adaptive recreation programs
- Sports leagues, classes, and aquatics programming
- Citywide special events and ward celebrations



Enrichment & Quality of Life

- Senior and disabled transit
- Arts & Cultural programs and public space activation
- Community outreach, partnerships, nutrition, and engagement programs and services





WORKFORCE DEMOGRAPHICS

CITY OF RIVERSIDE HUMAN RESOURCES | Home | Employees | Third Party | Worker's Comp | Claims Metrics | Telecommute | Overtime | Position Tracking | Data Refreshed as of: 1/27/2026

EMPLOYEE DEMOGRAPHICS (Draft)

POSITION TYPE: All | DEPARTMENT/DIVISION: PARK & RECREATION

TOTAL EMPLOYEES
429

TOTAL FTEs
202

GENDER

Gender	Percentage
Male	45.69%
Female	54.31%

OF EMPLOYEES BY DEPARTMENTS

Department	Percentage
Park & Recreation	100%

OF EMPLOYEES BY BARGAINING UNIT

Bargaining Unit	Count
CONFIDENTIAL	4
EXECUTIVE	1
GENERAL-SEIU	105
MANAGEMENT	8
PROFESSIONAL	6
SPECIAL CLASSES	292
SR MANAGEMENT	4
SUPERVISORY	9

WORKFORCE AGE - # OF EMPLOYEES PER AGE GROUP

Age Group	Count
< 20	111
20-29	154
30-39	45
40-49	54
50-59	34
60-69	23
70-79	6
80-89	1
90-99	1

RACE AND ETHNICITY

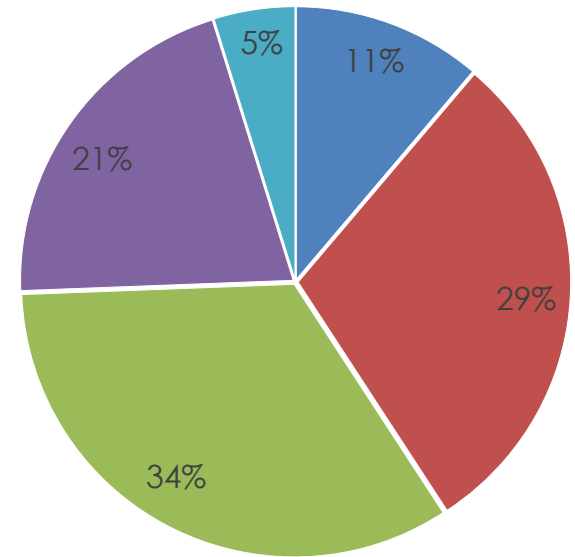
Race and Ethnicity	Count
Asian Female	6
Asian Male	8
Black Female	36
Black Male	18
Hispanic Female	140
Hispanic Male	107
Indian Alaskan Female	1
Other Female	16
Other Male	7
White Female	34
White Male	56



FTE BY DIVISIONS

Funded Positions By Divisions	
Administration & Planning and Design	14.00 FTE
Parks & Golf Course	46.75 FTE
Special Transit	42.00 FTE
Recreation & Youth Innovation Center	108.46 FTE
Arts and Culture	6.00 FTE
Total	217.21 FTE

Full-Time Positions by Division



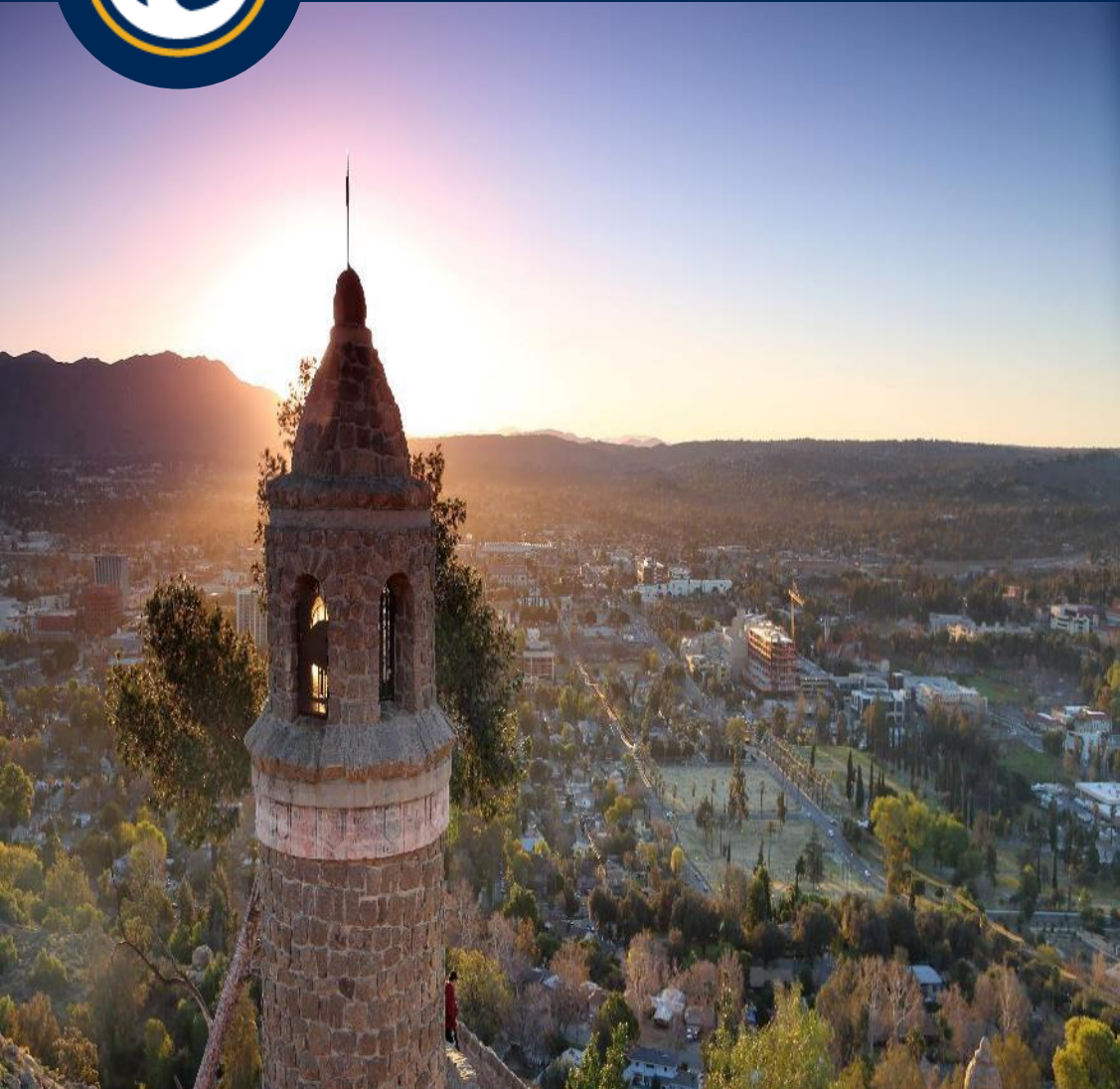
- Administration & Planning and Design
- Parks & Golf Course
- Special Transit
- Recreation & Youth Innovation Center
- Arts and Culture

Position Types	
Full-Time	125.00 FTE
Part-time Benefitted	14.25 FT
Part-time Temporary	77.96 FTE





BUDGET INFO

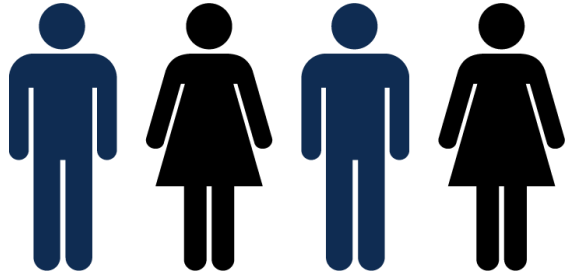


Budget Summary by Expenditure Category - All Funds

EXPENDITURE CATEGORY	Actual FY 2021/22	Actual FY 2022/23	Adopted FY 2023/24	Adopted FY 2024/25	Adopted FY 2025/26
Personnel	\$ 10,535,593	\$ 14,334,016	\$ 15,545,980	\$ 18,086,576	\$ 19,119,332
Non-Personnel	11,866,260	14,579,032	15,329,640	25,972,944	26,204,550
Special Projects	470,030	484,711	482,347	5,356,853	5,401,439
Debt Service / Debt Transfers Out	3,897,048	3,432,069	3,470,770	6,572,101	6,587,815
Equipment Outlay	23,230	562,736	468,410	294,250	39,994
Capital Outlay	1,737,595	2,619,474	-	4,355,690	3,793,267
Charges From Others	764,469	677,268	818,277	567,500	589,627
Charges To Others	(1,049,433)	(1,185,808)	(735,099)	(453,256)	(472,754)
Operating Transfers Out	90,731	235,129	-	-	-
Total Budget	\$ 28,335,523	\$ 35,738,627	\$ 35,380,325	\$ 60,752,658	\$ 61,263,270



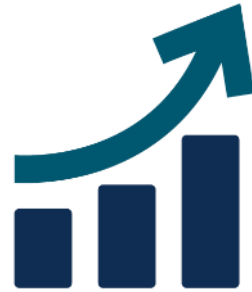
2025 STAFFING ACTIONS



Appointments (94)

includes 4 rehires

- 7 Full-Time
- 87 Part-Time



Promotions (9)

all benefitted positions

- 8 Internal Employees
- 1 External City Employee



Voluntary Demotions (8)

employee-initiated to allow year-round employment

- 2 Fellows →
Recreation Leaders
- 6 Aquatics Staff →
Recreation Leaders



EMPLOYEE TRAINING & DEVELOPMENT



California Parks and Recreation Society (CPRS) is dedicated to education and professional development in the parks and recreation field. CPRS offers a variety of training opportunities, including the Connections Conference & Expo, Maintenance Management School, and targeted trainings through its Districts and Sections, supporting skill development for professionals at all levels—from beginners to leaders in the field.



National Recreation and Park Association (NRPA) works to ensure all people have access to the benefits of high-quality parks and recreation. Staff participate in the NRPA Annual Conference and specialized training opportunities, including Supervisor, Maintenance, Special Event, and Revenue schools, to support professional development and strengthen departmental operations.



The **iEQ9 Enneagram Assessment** – Staff will complete an Individual Professional Report that helps identify their personality traits and leadership style using the Enneagram personality system, supporting greater self-awareness and professional growth.



American for the Arts' mission is to build recognition and support for the extraordinary and dynamic value of the arts and to lead, serve, and advance the diverse networks of organizations and individuals who cultivate the arts in America. Connecting your best ideas and leaders from the arts, communities, and business, together we can work to ensure that every American has access to the transformative power of the arts.



2025 EMPLOYEE RECOGNITION



2024 Employees of the Year

Marnie Smith, Recreation Services Coordinator
Gema Ramirez, Senior Project Manager
Anthony Barnhill, Park Maintenance Worker



Employees Service Awards

5 Years – 9 Employees
10 Years – 5 Employees
15 years – 1 Employee

Each May, the department hosts a recognition ceremony honoring Employees of the Year and Employee Service Award recipients.



NOTEWORTHY

CAPRA Accreditation

Commission for Accreditation of Park and Recreation Agencies
(through National Recreation and Park Association)

Staff led and successfully applied for **CAPRA accreditation**, demonstrating initiative, professionalism, and commitment to excellence.



NOTEWORTHY

California Cultural District Designation

Staff led and successfully applied for **designation**, demonstrating initiative, professionalism, growth and commitment to excellence

As stated by the California Arts Council, the designation is “a testament to the durable partnerships, cultural assets, and cross sector collaboration” in Riverside. The City’s application outshone dozens of other by fostering authentic community partnerships and “clearly demonstrating a cohesive vision for preserving your unique cultural identity.”





VOLUNTEER IMPACT

- **305** volunteers supported Department programs
- **11,858** total volunteer hours
- Estimated value: **\$34.79/hour** (≈ \$412,538 in service)

CELEBRATE OUR VOLUNTEERS!

DONALD ACOSTA IVAN AGUILAR RICARDO AGUILAR ERIKA AGUILERA ADAM AGUIRRE RUBEN ALANIZ ARLENE ALFARO CHAUNCEY ALLEN BASHIR-MAYLOR JR LAUREN ALLEN VICTOR ALVARADO JONATHAN ALVARADO ANDREW ANAYA MARIKO ANDERSON YEIMY ANDREA FELIX SCOTT ANDREWS GARY APPLEBEE LARRY ARCHULETA JESSICA ARDEMA DOROTHY ARMSTRONG RON ARMSTRONG SALMAN ASIF AUMAN ALLEN DEBORAH BARBER ROBERT BARRAZA LAURYNN BAUGHER KYLE BAYARYNSKI HANNAH BECKEDAHL ALFONSO BELTRAN SANDRA BENEFIELD DEEGEE BERG GIROLMO BEVINETTO REYSHAWN BOBO GREGORY BOWERS NATAHNIEL BRADSHAW BRAIM THOMAS BRANAMAN ANTHONY BRELAND BRANCH CANDACE MARIE BRANCH SAMANTHA BRAVO CONNIE BREECE KAYLA BREWER BAWAKA BREWSYER JR BRANDON BROOM ETTA BROWN JOURDAN BROWN JOURDEN BROWN TIM BRUZZESKI VICKY ANN BUCKLEY COURTNEY BUDICIN ALMA CABALLERO MARK CADENA KENNETH CALHOUN CHRYSYAL CAMPOS CLAIRE CARBAJAL EDUARDO CARBAJAL JOSH CARBAJAL JACOB CARLSON MARIA CARMEN FLORES EUGENE CARSON MARCIA CASTRO DEBBIE CAUDILL MIKE CAUSEY ARIANA CAZARES QUINTERO IVAN CAZAS CLAUDIA CERVANTES GONZALEZ CINDY CERVANTES EMELY CERVANTES ISSAC CERVANTES LUIS CERVANTES AURORA CHAVEZ HEBER CHAVEZ SUSANA CHAVEZ TIFFANY CHEEK DELANCY CHRISTION KEVIN CIFOR CORINA CISNEROS KEVIN CLARKE LANNY COON RAMON CORONA MIRIAM CORTEZ YVONNE CORTEZ YVONNE CORTEZ-SHELDON JEAN PAUL CONSTANTINO AMANI DAHDUL JED DANNIS MARIA DE JESUS LEON DEEP CREEK FLY FISHERS STEVEN DELAO RON DELCID ANDREA DE LEON REYNA DESUTTER AALIYAH DIAZ VERONICA DIAZ GRANT DISMUKE AUGUSTUS DNANE JEFFERSON MICHAEL DOMINGUEZ KASUBA DOROTHY NGOMA DOMINIC ELDER ROBYN ELLIOT YOSIMAR ENRIQUEZ ADAM EPSTEIN BRYAN ESCALANTE MANUEL ESPINOZA ROBERT FIELD WILLA FOLMAR THOMAS FORBES ANDREW FRANCO CHEYENNE FRAZIER FRIENDS OF MT. RUBIDOUX ALMA FRISK JEANIE GAINES ALEJANDRO GAMBOA MONTES BRANDON GARCIA BRYAN GARCIA EVELYN GARCIA IAN GARCIA MARIO GARCIA MICHAEL GARCIA LANDON GARDNER QUINNON GARNER ERRON GARZA NATHAN GARMAN GARCIA ANDY GIBEAULT ORION GOE DIANNA GOMEZ JERRY GOMEZ THEODORE GONG ANTHONY GONZALEZ JESUS GONZALEZ JOSE GONZALEZ RICK GONZALEZ ROSA GONZALEZ LORENZA GONZALEZ-NORIEGA KATIE GREEN KRYSTA GUERRERO SALVATORE GUIDO FERDINAN GUIZAR NATHAN GUTIERREZ GABRIEL GUZMAN RACHAEL HAMILTON DANIEL HANSEN LYNN HEATLEY IVAN HEREDIA CESAR HERNANDEZ FREDERICK HERNANDEZ REBECCA HERNANDEZ GABRIEL HICKS ANGELA HOILETT DARYL HOOPER EDUARDO HUERTA ANITA IZUNZA RONNIE IS GOOD CATHY JABLONSKY JAMES JAY JABLONSKY STACEY JARRELL ALYSSA JASZEWSKI JAIME JAUREGUI PATRICK JIACOMA VICENTE JIMENEZ CASH JOHNSON CHRIS JOHNSON LARRY JOHNSON EILEEN JONES HAROLD JONES JOSH JOSEPH BISCHLER LEA KANG CALVIN KAVANAUGH CAMERON KEITH MAURUYCE KENNON RYAN KNIGHT JEFFREY KOK JOSH KOPP MARK KORN JAMIE KOVICH KEVIN KYKER WILL LANDA ALBERT LARA LINDA LAWYER RHONDI LENAHER ALEXIS LILLY MICHAEL LILLY AMBER LINDSEY BREANN LINDSEY JONTE LINDSEY JOSE LLAMAS NORA LOBATO MONICA LOMELI JOSHUA TROY LOPEZ RAUL LOPEZ NICOLE LUNA KATIE MACHADO KURT MACKS VERONICA MANN MAYRA MANRIQUEZ DARCI MANZO MICOLE MARIE SMITH MARIO ZAVALA GEORGE MARQUECHO JANET MARTINEZ RICHARD MARTINEZ JR RALPH MARTINEZ DAVID HUMBERTO MASVALO KATHY MATTSOON LOUISE MATUS ROSE MAYES WALTERINE MCCLAIN JOAN MCCULLOUGH PEPPER MCDONEL CHELSEA MCELWEE MICHAEL MCGUINNESS DEBBIE MEDEIROS CRYSTAL MEDINA KARLA MELISSA VILLANUEVA ROMEO MENNIFIELD JERRI MIDDLETON EZEQUIEL MIGUEL ADRIAN MIRANDA ANGEL MIRANDA MATT MITCHELL AMANDA MONCURE ARLEE MONTALVO ADAN MORALES ALEXANDER MORALES SOPHIA MORALES JULIAN MORGAN CHRIS MORTON ANGELA MOUNTAIN EDNA NAPIER JESSIE NATHAN GARCIA NICLAUS NAVARRO RITA NIETO JUDITH NOBORIKAWA MIKE NOVAK MICHELLE NUGENT ELIZABETH OCAMPO JESUS OCAMPO MATTHEW OCHOA NORBERTO OCHOA KURT K OKABE PEDRO ARMANDO PABLO ANTONIO KARLOS PADILLA YVONNE PALEMBAS GREGORY PALMER IMELDA PARDO CELINA PARRA JENNIE PAULI JACY PEDERSEN BLAIR PENNER JOE PEREZ JONATHAN PEREZ JOSE JOE PEREZ BRIAN PERKINS MARK PETERS LETITIA PIRY MIGUEL ALFONSO PULIDO ERNESTO QUINTERO ROBERT RAMIREZ JR ALEXIS RAMIREZ JOHANNA RAMOS ABEL RANGEL CRISTIAN RANGEL BLAIR RASMUS OLIVIA RECALDE ANDREA REMO SHING REUBEN COQUILLA FELIX REYES JOSEPH RINCON ANTHONY RIVERA DAMIAN RIVERA TONY RIVERA RIVERS & LANDS CONSERVANCY CARMEN ROBERTS DELL ROBERTS JAMES RODRIGUEZ NIDIA RODRIGUEZ CELIA ROJAS PHILIPPE ROLSHAUSEN HAROLD ROSS RAMON RUBIO JENAVIEVE RUDY CRISTOPHER RUIZ GUADALUPE RUIZ MACRINA RUIZ DANIEL RULLIONE RUN RIVERSIDE CIANNA RUSSEL CARINA RUIVALCABA SAILING PROGRAM VICTORIA SALAS ANDREA PAOLA SALAZAR ANGIE SALINAS KAREN SANTILLAN CATHERINE SEIFEN WALTER SHRASS MICHELLE SKOWZGRID ALFONSO SMITH CHERYL SMITH STEVE SMITH ERIN SNYDER STEVEN SMO MARCOS JOSEPH SOLANO FELIX SOLIS RICHARD SOLIZ LI SONG REBECCA SOSA KATHY SPALDING JEREMY STARK LAUREN STAYTON PAT STEWART MARISOL STOKES KIMBERLY SWENSRUD JUNKO SZALAI JOSHUA TAYLOR CYDNEY TEISSEDRE BERNIE TEMOL JOE TEMPLETON DAVID TERRLE RAY THIBODEAUX AMY TIMS BILL TOLTON CHRISTIAN TORRES EMILY TORRES STEVEN TORRES OSCAR JR TOVAR ROY TSO ISSAC TURLEY MARK UPTON OMAR URIBE CHRISTINA VALDEZ RICHARD VADENBERG DANNY VERA OLIVER VILLALOBOS ERIC VILLEGAS MICHAEL VIRAMONTES KIMBERLY WALLEN RAYMOND WARHOP DAVELL WASHINGTON GLENN WENZEL JOHNISHA WESTBROOK DARWIN WILLIAMS III DEMETRIUS WILLIAMS OBIE WILSON DAYNE WILSON BRITANNY WINK MICHAEL WINK DENISE WOODS SANDRA WOODS CECILY WOOTEN SAMUAL YANG JUAN ZAMBRANO JOE ZAMPARRIPA



We recognize and celebrate our volunteers annually at a BBQ & Recognition event during our summer concert series.



CHALLENGES



Changing workforce demographics: Retirements, generational shifts, and evolving employee expectations (flexibility, work-life balance) require new approaches to staffing and culture.

Budget constraints: Rising personnel costs, combined with limited funding, affect ability to adjust pay scales, provide incentives, or expand staff. Also, high program and operation expectations with static or reduced budget and resources.

Internal pay disparities: Similar roles within the department have different pay scales, which can affect morale and retention.

HR BOARD SUPPORT



Continue:

- Position reclassifications
- Job description updates
- Compensation studies

New / Enhanced Support:

- Development of an employee training program.
- Cross-departmental training initiatives to promote internal career growth and succession planning.



THANK YOU



I AM AVAILABLE FOR ANY QUESTIONS

Pamela Galera

Director

Parks, Recreation and Community Services Department

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