



HUMAN RESOURCES BOARD

Meeting Minutes
Monday, June 3, 2024

Opening:

The hybrid meeting of the Human Resources Board was called to order at 5:03 p.m. on Monday, June 3, 2024, by Chair Kerry Pendergast.

Present:

Austin Attaway
Brian Baird
H. Martin DeCampos
Bedan Kamau
Kerry Pendergast
Michelle Stevens
Rene Goldman

Absent:

Makisha Alexander

Public Comment Period:

- No Public Comments

Discussion Calendar

Annual Review of Code of Ethics and Conduct:

- The Human Resources Board had no recommendation for changes to the Code of Ethics and Conduct.

Department Presentation

- Chief Gonzalez, Riverside Police Department presented the Board with a PowerPoint presentation overview of his department. The presentation included the department's mission/vision, organizational chart, department functions, budget, employee statistics, development/training, recruitment efforts, and success/challenges.
- Chief Gonzalez informed the Board that the department has 555 filled FTE's out of 632 budgeted within five (5) divisions.
- Gonzalez pointed out that in 2023 the Police department reached the highest record of Police Officers hired in a year. Chief Gonzalez is always challenged by competing with other agencies.
- Chief Gonzalez stated they rely on social media, colleges, in-person recruiting events, along with several other recruitment efforts to spread the word for hiring and to retain employees with incentives.
- Vice Chair Martin H. DeCampos inquired about other agencies being better than our city. Chief Gonzalez responded by stating it comes down to negotiations and our market basket.
- Board Member Brian Baird inquired about the success Park and Neighborhood Specialists (PANS) and Police Explorer classifications have had on the city and what

can the Board do to continue in this way. Chief Gonzalez responded that we continue to hire diverse qualified candidates.

- Chair Kerry Pendergast thanked the Chief for his dedication and leadership, along with the knowledge the Chief passes along to our community and to his staff.
- Board Member Bedan Kamau inquired about artificial intelligence (AI) and how this is being used in your department. Chief Gonzalez responded that the Police department is currently looking for a software program that will allow his department to have real time crime activity.

Minutes

- **Review and Approval of April 1, 2024, Minutes**

- Vice Chair Martin H. DeCampos motioned to approve the minutes as presented with a second by Board Member Brian Baird. The motion passed unanimously.

Ayes: Baird, Attaway, DeCampos, Kamau and Pendergast

Absent: Alexander

Communications

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

- Human Resources Director Rene Goldman informed the Board that Fire Chief Moore will be retiring at the end of 2024.
- Ms. Goldman informed the Board about our RISE Program – Intern Power Hour has launched and 14 Inters toured Fire Station 1 and enjoyed lunch with Chief Moore and asked questions.
- Human Resources Director Goldman stated our Organizational Development and Training Team will celebrate its first cohort for Foundations of Supervisions (27 participants).
- Director Goldman stated in May we hosted/attended Customer Excellence Academy Training for all city staff and Dennis Snow was the keynote speaker (Lessons from the Mouse).
- Ms. Goldman also informed the Board that in May and June the city will be hosting an Employee Appreciation Event over 4 locations to reach all city staff and our first event took place on May 29th, 2024 at the Utility Operation Center (UOC).

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

- a. No items identified.

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

Minutes submitted by: Michelle Stevens, Secretary Human Resources Board