

Departmental Update and Employee Recognition

Human Resources Department

City Council
August 5, 2025

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STAFF INTRO

ADMINISTRATION



Rene Goldman
Human Resources Director



Miriana Gonzalez
Human Resources
Deputy Director



Colene Torres
Human Resources
Deputy Director



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OUR MISSION

The Human Resources Department is committed to being a professional strategic business partner that values innovation, integrity, confidentiality and diversity; while continuing to provide a variety of resources to past, present and future employees.

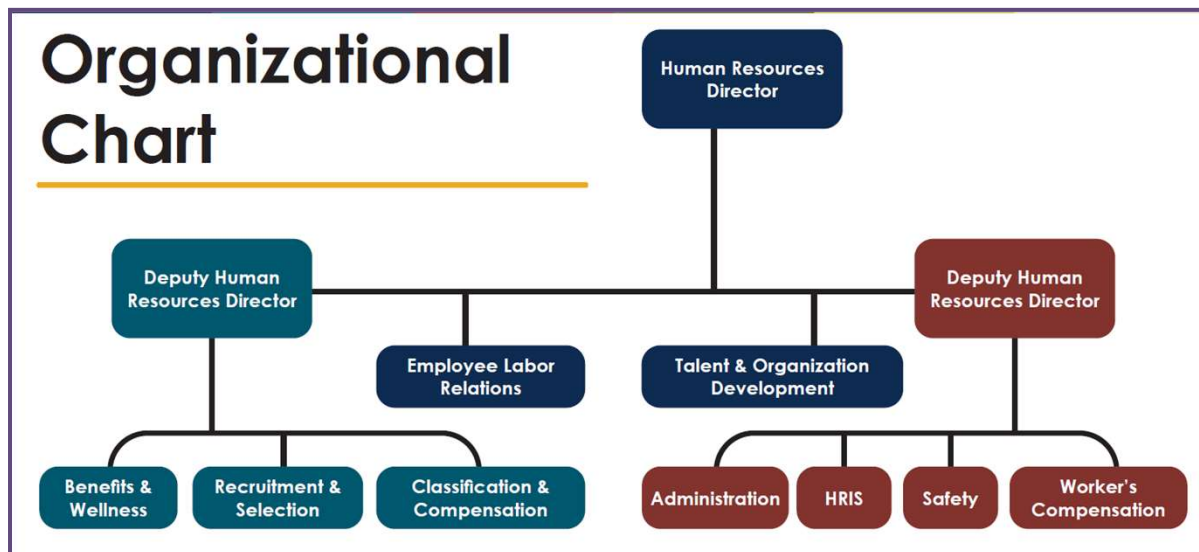


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Organizational Chart



Total FTE: 44

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DEPARTMENTAL ACCOMPLISHMENTS

➤ Processed 760 open enrollment transactions	➤ Implemented Preventative Screening Program with Lifeline and distributed 124 vouchers. Screenings included are risk for stroke, vascular disease, heart disease, diabetes and other chronic conditions
➤ Hosted 11 wellness webinars on various Wellness topics	➤ Hosted 20 Retirement Sessions (363 employees in attendance)
➤ Processed 272 Leaves (GLOA,FMLA,PDL,CFRA, Military)	➤ Successfully completed the Go for Gold Virtual Wellness Challenge (6-week challenge with the goal of logging at least 6k steps a day)
➤ Completed 20 reclassifications studies	➤ Created 16 new classifications
➤ Salary adjustments were made to 56 classifications resulting from salary surveys or internal parity adjustments	➤ Updated 22 job descriptions
➤ Hosted 4 Employee Appreciation Events	➤ Hosted 2024 Wellness/Safety Fair with over 350 participants

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DEPARTMENTAL ACCOMPLISHMENTS

➤ Created executive PowerBI Dashboards	➤ Closed 208 Workers' Compensation Claims
➤ Settled 90 Workers' Compensation Claims	➤ Settled 5 Workers' Compensation Cases by way of compromise and release (C&R's) that closed out a total of 14 claims permanently
➤ Assisted departments with 201 Disciplinary Cases	➤ Received/Investigated and/or assisted external investigators with 18 complaints
➤ Facilitated 8 Interactive Process/ADA cases	➤ Facilitated and/or assisted 8 grievances
➤ Participated in 2 EEOC mediations	➤ Updated 5 safety policies and created 2 new policies
➤ Completed 40 Ergonomic Evaluations	➤ Reduced total Recordable injuries to 109, lowest # in a decade
➤ Completed annual CHP audit with ZERO findings	➤ Provided 21 in-person safety trainings (Stop-the Bleed, Defensive Driver, Confined Space Entry, Situational Awareness/Active Shooter)

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DEPARTMENTAL ACCOMPLISHMENTS

➤ Redesigned and re-launched four training programs: ELA, EPIC, Foundations of Supervision, HR Essentials	➤ Launch of Foreman Academy program for RPU
➤ ELA Cohort 5 program kick off	➤ FOS Cohort 1 Graduation and program completion
➤ Centralized and co-located citywide intern programs; took over administration of CA for All Grant	➤ Designed and completed GROW Academy program for High School Juniors and Seniors
➤ Education Reimbursement Program Enhancement from \$1,000 annually to \$2500 annually	Facilitated training, team building and working sessions for department-specific needs: <ul style="list-style-type: none"> • Economic Development Summit of Excellence • HHS Staff Retreat; Mission Statement Development; Quarterly Retreat – Adapting to change training • Citywide Customer Service Day – designed and facilitated Breakout Sessions • City Clerk Office Team Building • ELT/DLT Retreat • Conducted CEDD Employee & Culture Survey • Facilitated Office of Sustainability Mission and Vision Statement Development

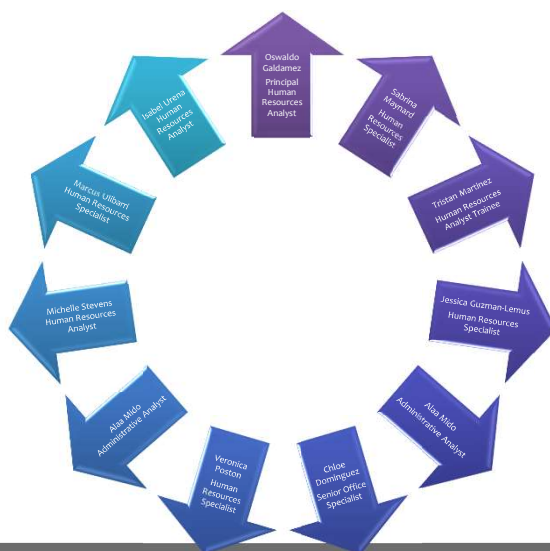


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2024 HRD PROMOTION RECOGNITION



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HR PROFESSIONAL GROWTH HIGHLIGHTS



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LEGACY OF ACHIEVEMENT



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HUMAN RESOURCES DEPARTMENT EMPLOYEE OF THE YEAR

Maggie Tanner Principal Human Resources Analyst

It is an honor to have Maggie represent the Human Resources Department as the
2024 Employee of the Year!

Maggie began her career with the City of Riverside Human Resources Department as a Human Resources Specialist in January 2012. Over the years, Maggie has grown into a key leader within our team, currently serving as our Recruitment Manager. Maggie has made outstanding contributions to the department and the City particularly through her skilled handling of high-level recruitments, attention to detail and her ability to lead by example, with professionalism and care. Maggie has a strong commitment to service and is truly passionate about what she does.



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THANK YOU

Mayor, City Council, CMO Team and City Staff

Thank you for your continued support of the City of Riverside Human Resources Department. Your partnership has been essential to our success in serving the City's workforce and the community as a whole. Your input and feedback have been invaluable in helping us to shape our programs and services. Your support has also helped us to attract and retain top talent, which has made a significant difference in the City's ability to deliver high-quality services to the community.

I am proud to serve alongside this amazing team as the City's Human Resources Director, and I am grateful for the opportunity to work with such a dedicated and supportive team. It is a privilege to serve the City's staff and community as a strategic HR partner.

Thank you again for your continued support.



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