

Departmental Update

Human Resources Department

Human Relations Commission
August 27, 2026

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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.

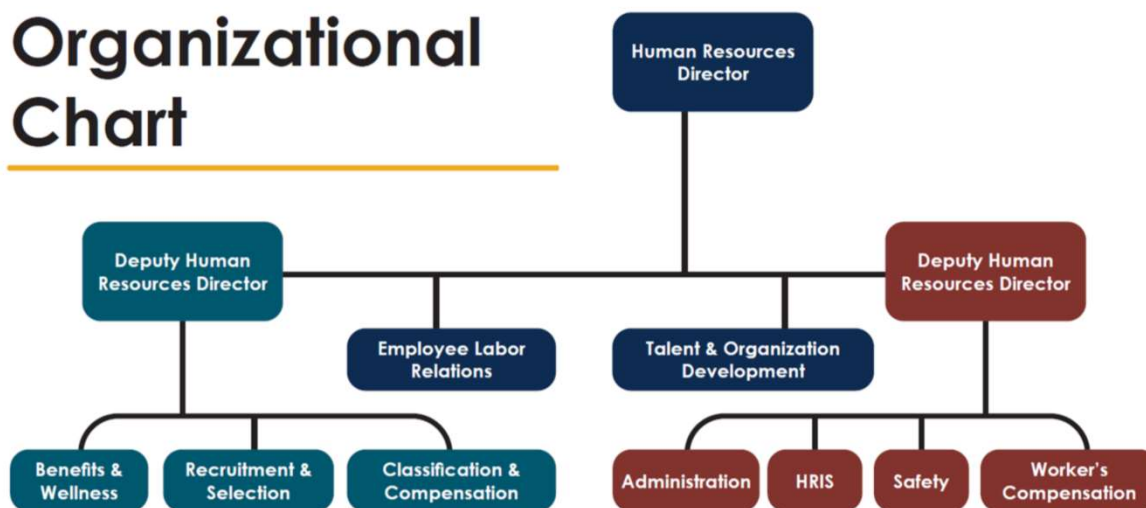


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Organizational Chart



Total FTE: 46

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RECRUITMENT EFFORTS

Marketing and Advertising Efforts

- All open positions are advertised Online via Job Boards/Websites below.
- Certain specialized positions may also be advertised on specific Associations or Industry-specific Organizations websites (Engineering, Finance, HR, Electric/Water, etc.)
- Electronic Billboards – 91 FWY/Auto center and Mission Inn Ave.

Regular attendance at Job/Career Fairs

- Recruitment team attends an average of 10 to 15 job/career fairs annually.
- Educational Partnerships with local colleges/universities, including Cal Baptist University, Claremont Lincoln University, DeVry University, National University, University of Redlands, American Public University System, and currently pending renewal with University of California, Riverside



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TRANSFORMING HR THROUGH STRATEGIC CHANGE

The 2024 Presidential election, and subsequent policy changes, put the City's Federal grant funding at risk

On June 24, 2024, the City Council voted to:

- Eliminate the DEI Officer position from the two-year biennial budget, and instead focus efforts on internal City staff by fostering engagement and a sense of belonging across all City employees
- Approve an Employee Experience Officer with a focus on city staff:
 - Building a culture where all employees feel they belong
 - Employee engagement across the employee lifecycle
 - Employee appreciation & recognition



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EMPLOYEE ENGAGEMENT



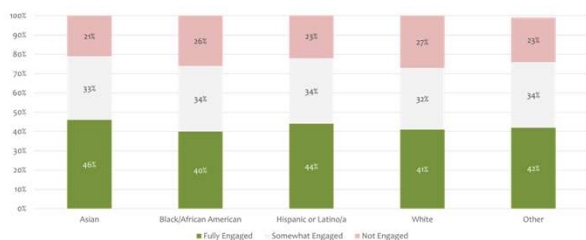
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EMPLOYEE ENGAGEMENT

Survey data showed there is little difference in engagement by gender or race / ethnicity



Engagement by Race / Ethnicity



Engagement by Gender



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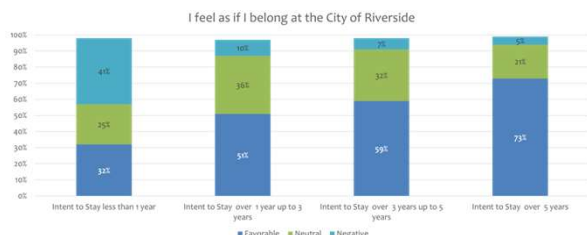
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EMPLOYEE ENGAGEMENT CONT.

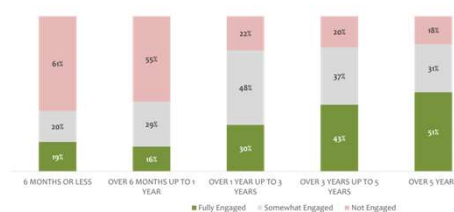
Employees Who Feel They Belong are Highly Engaged and Indicate they Intend to Stay at the City Longer

Feeling of Belonging by Intent to Stay Durations



73% of employees who intend to stay 5 years or more report they feel that they belong at the City.

Engagement Level by Intent to Stay Durations



51% of employees who intend to stay 5 years or more report being fully engaged.



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DEMOGRAPHICS & DIVERSITY

The City's Workforce Diversity Trends to the Diversity Across the Riverside Resident Population

Total Employees 2809					
	All Employees		Total Employees By Ethnicity		Riverside County Census.gov as of July 1, 2025
	#	%	#	%	%
White Female	281	10.00%			
White Male	726	25.85%	1007	35.85%	26.10%
Hispanic Female	544	19.37%			
Hispanic Male	768	27.34%	1312	46.71%	55.60%
Black Female	94	3.35%			
Black Male	94	3.35%	188	6.69%	6.30%
Indian/Alaskan Female	4	0.14%			
Indian/Alaskan Male	4	0.14%	8	0.28%	1.20%
Asian Female	54	1.92%			
Asian Male	103	3.67%	157	5.59%	8.20%
Other Female	58	2.06%			
Other Male	79	2.81%	137	4.88%	2.60%
Employees By Gender					
Female	1035	36.85%			
Male	1774	63.15%			



As of 07/14/26

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EMPLOYEE EXPERIENCE

2025 – 2026 Employee Experience Accomplishments

- Implemented Qualtrics as our survey platform
- Conducted surveys
 - Employee Engagement Survey: June 2025
 - Next survey: June 2027
 - Follow Up Pulse Survey (open, honest, & transparent communication)
 - Lifecycle surveys launching in 2026: exit, onboarding, stay interview
- Data published and communicated at the City-, Department-, and Division-level through virtual information sessions, in-person meetings, and a dedicated internal employee web page
- Employees participated in action sessions to gain input on key drivers of engagement and what they want to see going forward
- Implemented action tracker for accountability
- 1400 employees; 3 onsite lunch events; 26 site deliveries (Libraries, Fire Stations, Water Quality Treatment Plant, RERC, Corp Yard, Police Stations)



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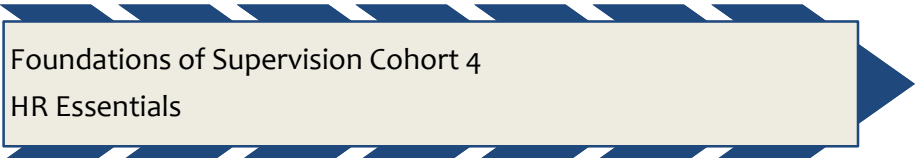
EMPLOYEE DEVELOPMENT

3844 Training hours delivered



Supervisor Programs:

Foundations of Supervision Cohort 4
HR Essentials



Emerging Leaders Academy Cohort 6



EPIC Professional Development Workshops for All Employees



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STRENGTHENING OUR WORKFORCE

Over 20 Team Development Days for Departments and Divisions across the City

- Using the Enneagram assessment as the team building tool
- Over 350 one-on-one Enneagram debrief sessions



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EDUCATION REIMBURSEMENT PROGRAM

190 education reimbursements processed for 110 employees totaling \$207,333

Three new University/ College Education Partnership programs for a total of nine



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THANK YOU



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