

MARIO ESPINDOLA, MPA

Pasadena, CA | 626-708-2220 | info@mario00.com | www.mario00.com

PROFESSIONAL SUMMARY

HR strategist with over a decade of progressive municipal government Human Resources experience across four Southern California cities, including direct oversight of a \$60M HR budget, HR administration for a 1,500+ employee workforce, and management of \$150M+ combined in federal grants and professional service agreements. IPMA-Senior Certified Professional (IPMA-SCP) with a Master of Public Administration. Proven expertise in employee and labor relations, ADA interactive process management, benefits administration, and labor negotiations. Currently developing an independent California HR compliance product suite, targeting a fully configured system by 2027.

CORE COMPETENCIES

Employee & Labor Relations • Internal Investigations • ADA Interactive Process • Benefits Administration • Recruitment & Talent Acquisition • Labor Negotiations & Collective Bargaining • Classification & Compensation • Workers' Compensation • HRIS (NEOGOV, CalPERS) • Budget & Fiscal Management • California Employment Law (FMLA, CFRA, ADA, FEHA) • Organizational Development

PROFESSIONAL EXPERIENCE

Founder | *BizHR* Oct 2023 – Present

- Founded an independent California employment law compliance venture, self-funding product development through concurrent contract HR work.
- Currently in active development with one beta client; targeting a fully configured, commercially ready system by 2027.

Human Resources Consultant, Contract Assignments | *Robert Half* Jun 2024 – Present

- Deliver specialized HR support across multiple client engagements, including benefits administration, compliance training, recruitment, and employee relations.
- Placed as Interim HR Manager for a 50-employee environmental consulting firm to conduct a personnel records compliance audit; identified an estimated \$800K–\$1.5M in regulatory penalty exposure and delivered a full remediation roadmap within a 6-week engagement.

Senior Human Resources Analyst | *City of Fountain Valley* Jan 2023 – Sep 2023

- Led talent acquisition for hard-to-fill public-safety and technical roles, including firefighters, police officers, an IT Manager, and a Prevention Analyst.
- Directed recruitment and benefits administration for a team of two HR Analysts and one HR Technician.

Employee Development Manager | *City of Anaheim* Apr 2022 – Jan 2023

- Managed the Employee Development Division for a 400+ employee organization, overseeing recruitment, employee and labor relations, workers' compensation, and training and development.
- Administered the progressive discipline process, including investigations and disciplinary documentation, and managed the ADA interactive process for reasonable accommodations.
- Orchestrated a 1,000-person employee recognition gala; led organizational climate assessments and change-management initiatives.

Human Resources Analyst | Management Analyst | Management Aide | *City of Santa Ana* Aug 2015 – Mar 2022

- Performed comprehensive HR administration for a 1,500+ employee organization with \$60M HR budget oversight; developed and launched an Employee Wellness Program.
- Managed \$50M+ in federal grants (WIOA, CDBG), ensuring fiscal compliance; conducted legislative analysis and report writing for department leadership.
- Oversaw \$100M+ in professional service agreements, including RFP management and fiscal monitoring.

NOTABLE PROJECTS

- Resident Stimulus Program — City of Santa Ana (2021–2022): Led a 13-person team distributing \$14M+ in emergency rental assistance and 140 small-business relief grants to underserved residents during COVID-19; unanimously approved by City Council.
- Land Annexation Cost-Benefit Analysis — City of Santa Ana (2018–2019): Managed a 24.79-acre municipal boundary change analysis; approved by LAFCO.
- Police Officer & Dispatcher Hiring Incentive Program — City of Fountain Valley (2023): Chaired the committee addressing a 15-position public-safety staffing crisis; recommendation unanimously adopted by City Council.
- Fire Department User-Fee Study — City of Fullerton (2022): Evaluated service-sustainability and cost-recovery options amid a 25% staffing vacancy rate; City Council voted to retain an independent department, avoiding an estimated \$5M/year in consolidation costs.
- California HR Compliance Toolkit — BizHR (2025–Present, in development): Authoring 20+ compliance artifacts addressing 2025–2026 CA employment law changes (SB 553, SB 513, AB 692, SB 464, SB 294).

ADDITIONAL LEADERSHIP

- President, Confidential Association of Santa Ana (union) (2019–2022) — negotiated a multi-million-dollar labor agreement; served as primary spokesperson on legislative matters.
- Adjunct Professor, Santiago Canyon College / Santa Ana College (2018–Present) — Human Resources, Public Administration, and Supervision; helped launch the first Associate of Arts in Public Administration program.

EDUCATION

Master of Public Administration — California State University, Fullerton

Bachelor of Arts, Public Administration — California State University, Fullerton

CERTIFICATIONS

IPMA-Senior Certified Professional (IPMA-SCP) — International Public Management Association for HR
Public Sector HR Essentials Certificate — IPMA-HR (2020)