

2019 FIRE DEPARTMENT OVERVIEW

Fire Department

Human Resources Board
January 6, 2019

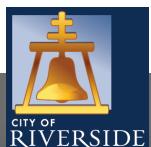
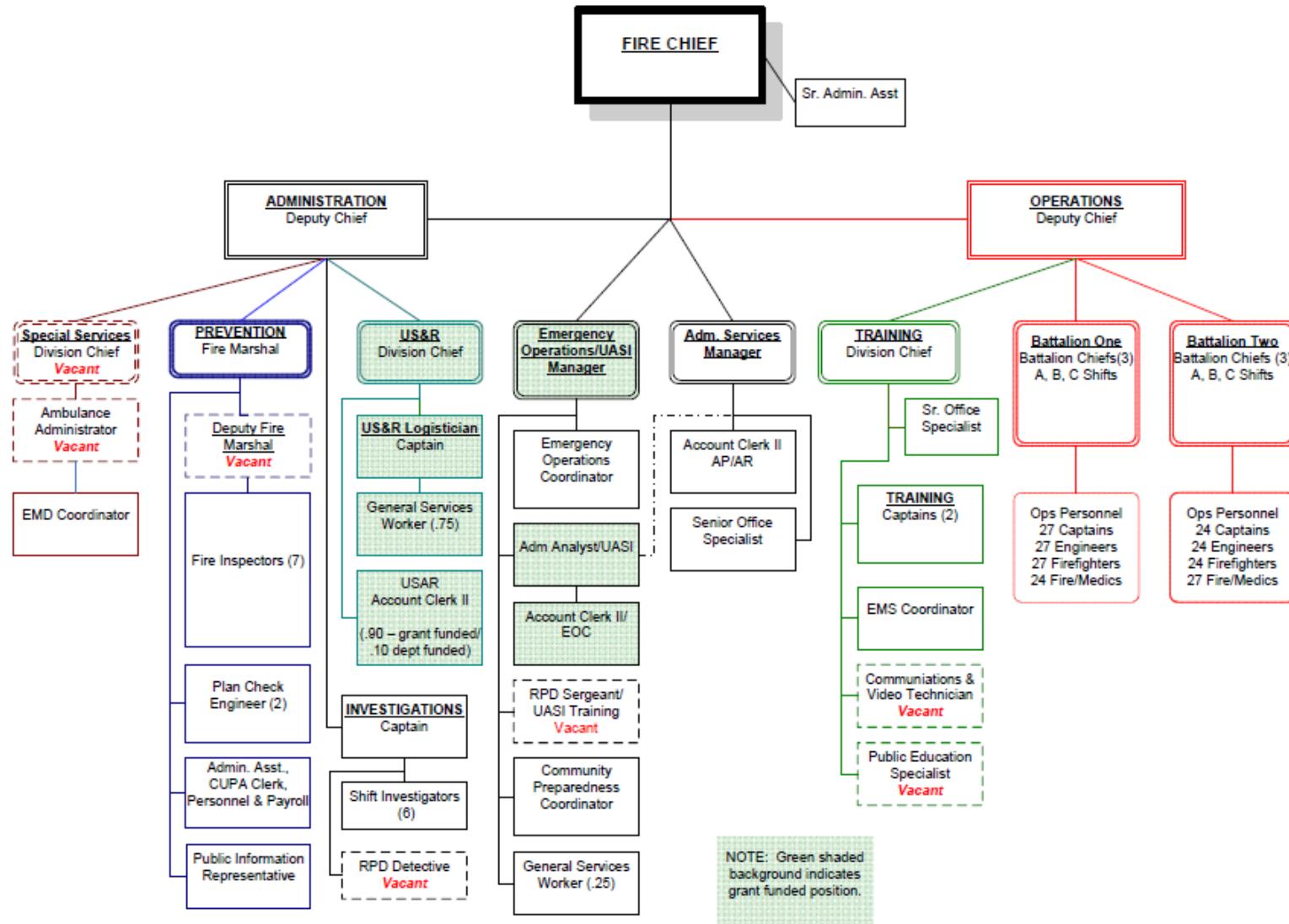


DEPARTMENT'S MISSION

The mission of the City of Riverside Fire Department is to protect life, property, and the environment by providing exceptional and progressive all hazard emergency services, public education and safety programs



ORGANIZATIONAL CHART



CURRENT WORKFORCE

EEO DEPARTMENTAL REPORT

FIRE

11/05/2019

JOB CATEGORY	ETHNIC CODE	Total Employees 1.000						
		WF	11.00	4.60%	WM	156.00	65.27%	167.00
SUMMARY								
WF	11.00	4.60%	WM	156.00	65.27%	167.00	69.87%	
HF	6.00	2.51%	HM	41.00	17.20%	47.00	19.66%	
BF	1.00	0.41%	BM	9.00	3.76%	10.00	4.18%	
IF	0.00	0.00%	IM	1.00	0.41%	1.00	0.41%	
AF	2.00	0.83%	AM	4.00	1.67%	6.00	2.51%	
OF	2.00	0.83%	OM	6.00	2.51%	8.00	3.34%	
TOTAL EMPLOYEES						239.000		

CURRENT AND PROJECTED EMPLOYMENT OPPORTUNITIES

- Current Vacancies
 - 2 Firefighter
 - Administrative Services Manager
 - Administrative Analyst
 - Account Clerk II
- Promotional Opportunities:
 - Testing for Battalion Chief 2020
 - Administrative Analyst Trainee (CUPA)



EMPLOYEE TURNOVER RATE

	2016	2017	2018	2019
Captain	3	2	3	2
Engineer	3	1	0	3
Firefighter	0	0	1	1
Admin Staff	0	0	1	0
Division Chief	1	0	0	0
Totals	7	3	5	6

21 retirements over the last 4 years

RECRUITMENT OUTREACH

In 2019, the Fire Recruitment Team created a Fire Department Webpage and a recruitment PSA video and conducted outreach at the following;

- 2 Elementary Schools
- 7 High School
- 9 Public Events

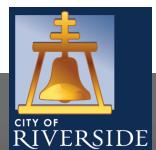
Chief Officers regularly attend community meetings and report on recruitment opportunities:

- The Group
- Latino Network



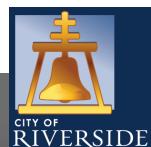
RECRUITMENT OUTREACH

Fire Explorer Post 101: Weekly program for youth ages 14 – 21 interested in a fire service career



FIRE DEPT BUDGET SUMMARY

Division	FY 2019/20 Budget	Programs/Function
Administration	\$2,721,457	Office of the Chief; Administration; Fiscal Management
Prevention	\$1,602,449 \$ 650,000	Fire Marshal; Fire Safety Inspection; Plan Check; CUPA
Operations	\$52,236,989	Fire Suppression, Hazmat, Investigations
Special Services	\$509,028	Emergency Operations Center, Grant Administration; CERT
Training	\$439,225	Training
Total	\$58,159,148	



TRAINING & DEVELOPMENT OPPORTUNITIES

Total 2019 Training Hours: **84,494**

- Federal and State Mandated Curriculum along with ISO required training.
 - Respiratory (4 hours)
 - Hazmat Refresher (8 hours)
 - CPR/Medical (4 hours)
 - Confined Space (1 hour)
 - Wildland/RT130 (4 hours)
- ISO requirements:
 - Company Officer training (12 hours)
 - Drivers training (12 hours)
- Other wildland training:
 - S131 (all probationary employees)
 - CICCS overhead updates (all personnel that could be assigned to an incident as a single resource)



DEPARTMENTAL MORALE

Budgetary Challenges:

- Restrictions on travel and training
- Deferred Maintenance on Fire Stations
- Limited Administrative Staff- Increased Turnover

Opportunities:

- Promotional Ceremony: April 17, 2019
- Family Day: October 6, 2019
- Fire Safety Expo: October 6, 2019

ACCOMPLISHMENTS

1. International Accreditation
2. Insurance Services Office- Class 1 designation
3. Placed 16 new fire apparatus in service
4. Enhanced technology- Mobile Data Computers
5. Hired a new Public Education Coordinator
6. Finalized 911 Franchise Agreement
7. Completed external mutual aid contracts with Cal Fire, Corona Fire and San Bernardino County Fire



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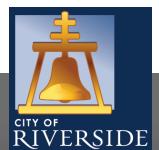


STRATEGIC INITIATIVES

1. Implement Vehicle Replacement Program
2. Continue to monitor emergency response times
3. Ensure Fire Inspections are completed as planned
4. Implement a comprehensive fireworks education and enforcement campaign



THANK YOU



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