

# 2023 Fire Department Overview

## Fire Department

Human Resources Board  
January 11, 2023

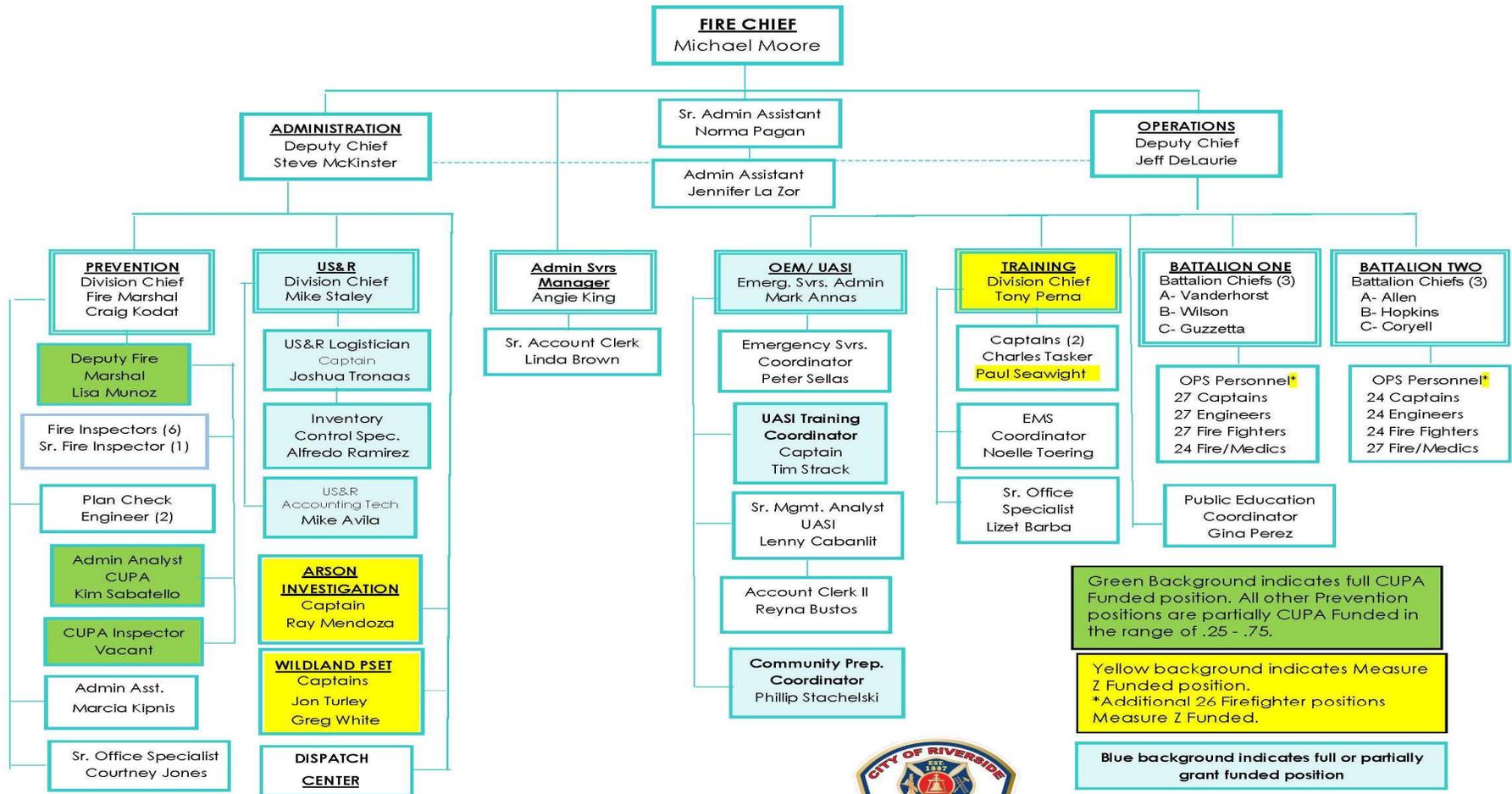


# Department's Mission

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



# Organizational Chart



Green Background indicates full CUPA Funded position. All other Prevention positions are partially CUPA Funded in the range of .25 - .75.

Yellow background indicates Measure Z Funded position.  
\*Additional 26 Firefighter positions Measure Z Funded.

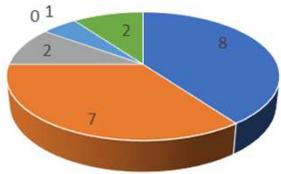
Blue background indicates full or partially grant funded position



Updated: 02/2023

# Workforce Demographics

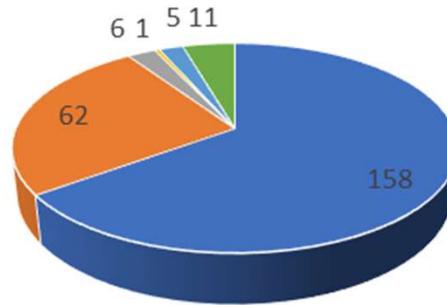
Female Workforce



White Hispanic Black Native American Asian Other

White = 8  
 Hispanic = 7  
 African American = 2  
 Native American = 0  
 Asian = 1  
 Other = 2

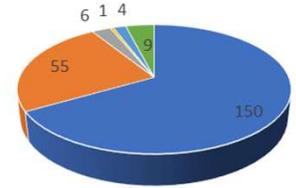
Total Workforce



White Hispanic Black Native American Asian Other

Total = 241  
 White = 158  
 Hispanic = 62  
 African American = 8  
 Native American = 1  
 Asian = 5  
 Other = 11

Male Workforce



White Hispanic Black Native American Asian Other

White = 150  
 Hispanic = 55  
 African American = 4  
 Native American = 1  
 Asian = 6  
 Other = 9

# Current and Projected Employment Opportunities

## Current Vacancies

13 Firefighters

Fire Safety Inspector II

## Promotional Opportunities:

Testing for Captain May 2023

Testing for Engineer June 2023

Testing for Battalion Chief February 2024



# Employee Turnover Rate

	2019	2020	2021	2022
Captain	3	6	2	2
Engineer	5	6	5	4
Firefighter	3	5	11	14
Admin Staff	3	4	2	3
Division/BC Chief	0	2	3	1
Totals	14	23	23	24

31 - Resignations over the 4-year period  
44- Retirements over the 4-year period

# Recruitment Outreach

2022, the Fire Recruitment Team created a webpage ([joinrfd.org](http://joinrfd.org)), a recruitment public service announcement video, and participated in the following:

- Elementary school visits
- High school visits
- High-profile community events

In addition, Chief Officers regularly attend community meetings and report on recruitment opportunities such as The Group and The Latino Network.



# Recruitment Outreach

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



# Fire Dept Budget Summary

	FY 2022/2023 Budget	Programs/Function
Administration	\$2,468,294	Office of the Chief; Administration Fiscal Management
Inspection	\$2,127,134; \$677,730 (CUPA)	Fire Marshal; Fire Safety Inspection Plan Check; CUPA
Operations	\$53,900,513	Fire Suppression, Hazmat, Investigations
Services	\$535,774	Emergency Operations Center, Administration; CERT
Training	\$542,707	Training
Total	\$60,252,152	

# Training & Development Opportunities

**Total 2022 Training Hours: 45,000**

EPA 1410 Compliance

Annual Hazmat FRO MCD

Annual Respiratory MCD

Company Officer MCD's Command & Control (Blue Card)

MS Update Training (21 classes/84 hours)

PR Renewal Classes (15 classes/60 hours)

MS Onboarding (61 hours)

Video Laryngoscope training & implementation



# Departmental Morale

## Adversity Challenges:

Inadequate funding for safety clothing and gear ;  
Deferred Maintenance on Fire Stations; and  
Understaffed Administrative positions

## Opportunities:

Implementation of confidential Suggestion Box;  
Promoting transparency and openness to strengthen the department  
and  
Reviewed the Employee Engagement Survey with Division and Battalion  
Chiefs to address various matters.

# Accomplishments

Installed Diesel Exhaust Systems for Stations 1,2,3,4,5,7,8, and 9.  
Implemented Assembly Bill 38 Defensible Space Inspection Program.  
Placed 2 new fire apparatus in service.  
Direct community engagements over 2,000 participants.  
Completed fee study for both CUPA and Fire Prevention.  
Awarded over \$5 Million in grant funding.  
Launched PulsePoint Respond life-saving technology.  
Training and implementation of Video Laryngoscope.



# Strategic Initiatives

Maintain Center for Public Safety Excellences and Insurance Service Center accreditations.

Continue to monitor emergency response times.

Ensure Fire Safety Inspections are completed as planned.

Implement a comprehensive fireworks education and enforcement campaign.



# Thankyou

