



# 2023 Fire Department Overview

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## Fire Department

Human Resources Board  
April 3, 2023

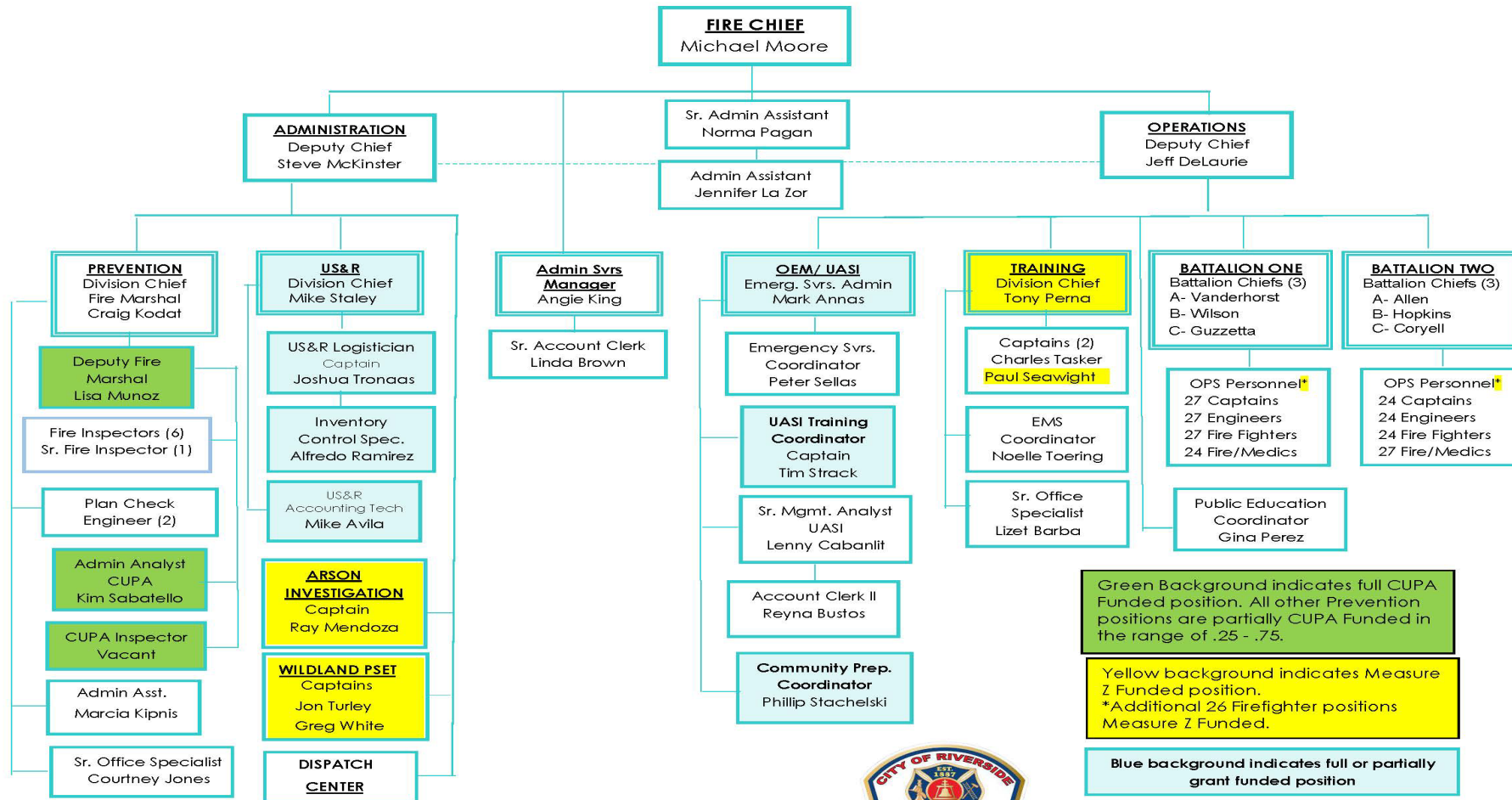


# Department's Mission

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



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

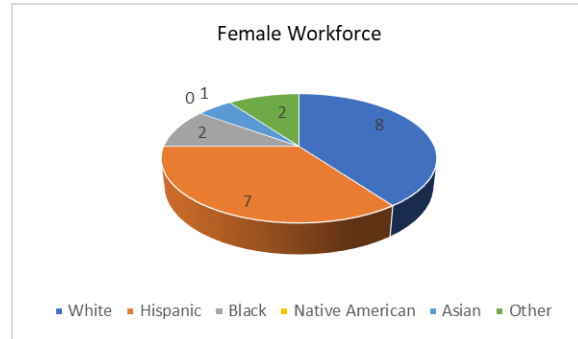
Yellow background indicates Measure Z Funded position.  
\*Additional 26 Firefighter positions Measure Z Funded.

Blue background indicates full or partially grant funded position

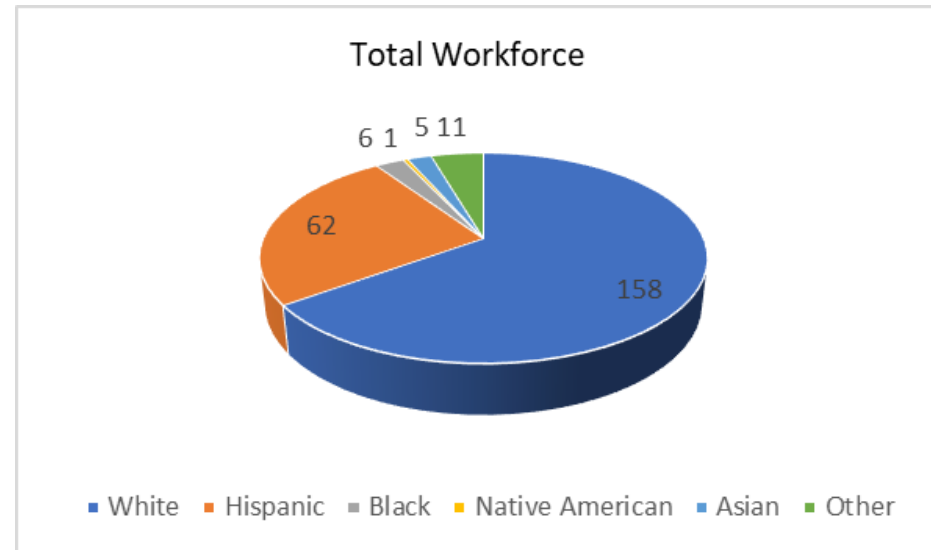


Updated: 02/2023

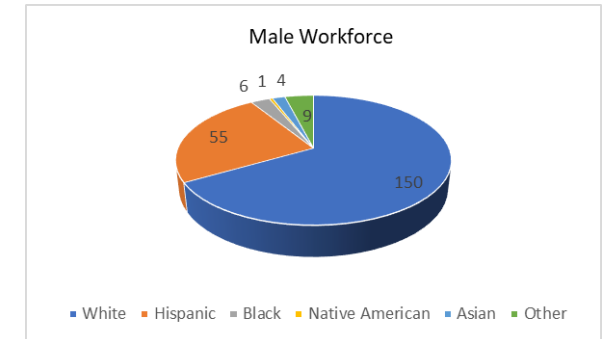
# Workforce Demographics



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



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



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

In 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

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





# Fire Dept Budget Summary

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



# Training & Development Opportunities

## Total 2022 Training Hours: 45,000

- NFPA 1410 Compliance
- Annual Hazmat FRO MCD
- Annual Respiratory MCD
- Company Officer MCD's Command & Control (Blue Card)
- EMS Update Training (21 classes/84 hours)
- CPR Renewal Classes (15 classes/60 hours)
- EMS Onboarding (61 hours)
- Video Laryngoscope training & implementation



# Departmental Morale

## Budgetary 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

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



# Strategic Initiatives

1. Maintain Center for Public Safety Excellences and Insurance Service Office Accreditations.
2. Continue to monitor emergency response times.
3. Ensure Fire Safety Inspections are completed as planned.
4. Implement a comprehensive fireworks education and enforcement campaign.





# Thankyou

