

2023 Fire Department Overview

Fire Department

Human Resources Board
January 1, 2023



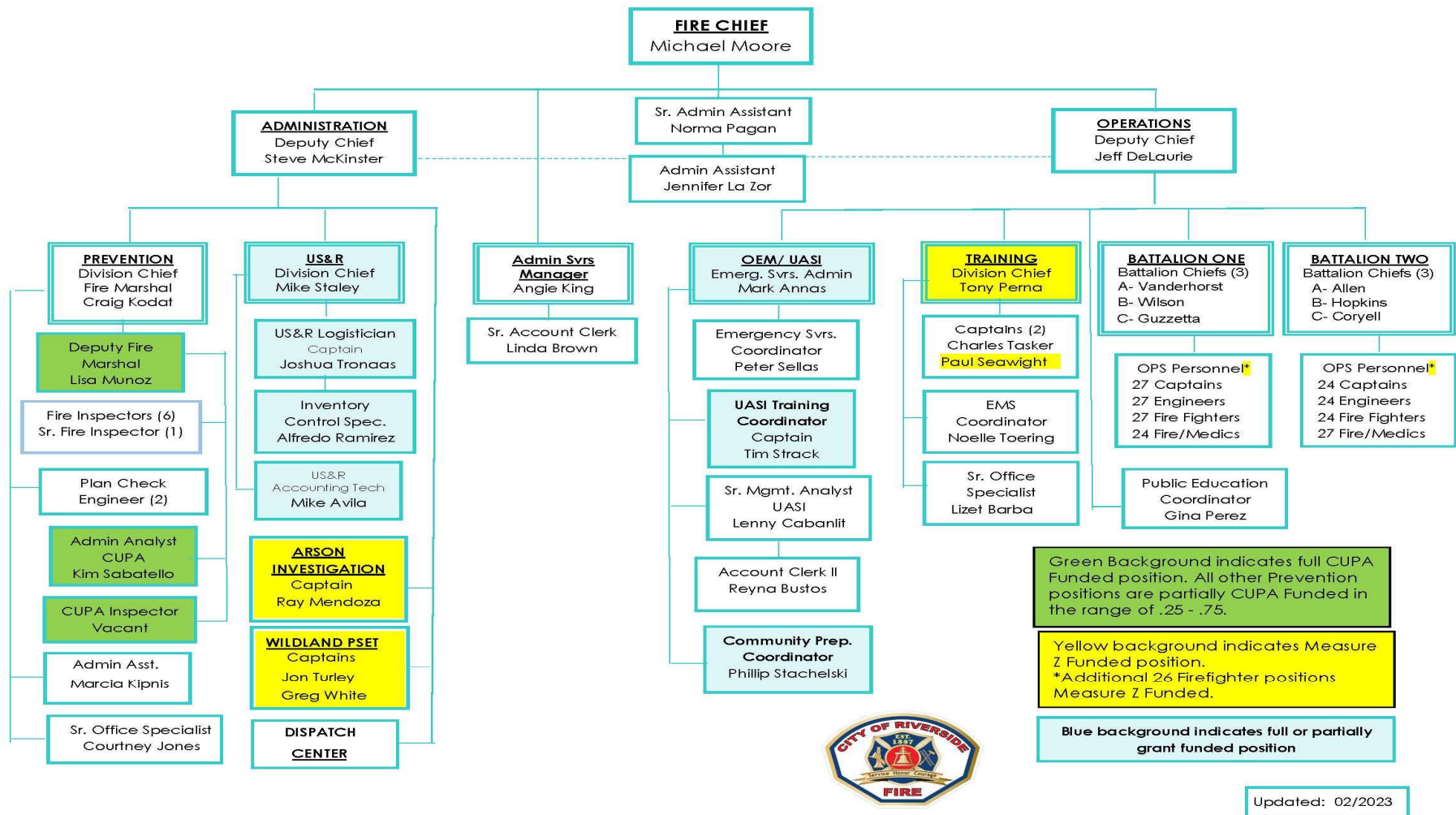
RiversideCA.gov

Department's Mission

The 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

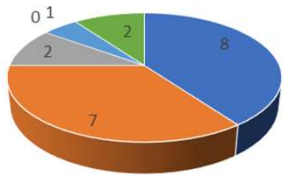


Organizational Chart



Workforce Demographics

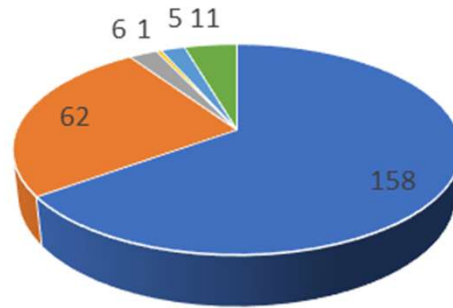
Female Workforce



White Hispanic Black Native American Asian Other

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

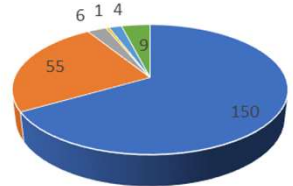
Total Workforce



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

In 2022, the Fire Recruitment Team created a webpage (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

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

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 Company Accreditations.

Continue to monitor emergency response times.

Ensure Fire Safety Inspections are completed as planned.

Implement a comprehensive fireworks education and enforcement campaign.



Thankyou

