



GRFD Hiring Analysis



- GRFD was not budgeted for a recruit class in FY22
- GRFD Performed an analysis that showed hiring a class during FY22 would provide long term savings (\$723,473) for the FD and address attrition related staffing issues
- GRFD is requesting \$500,000 from ARPA funding to assist with this need

GRFD HIRING ANALYSIS

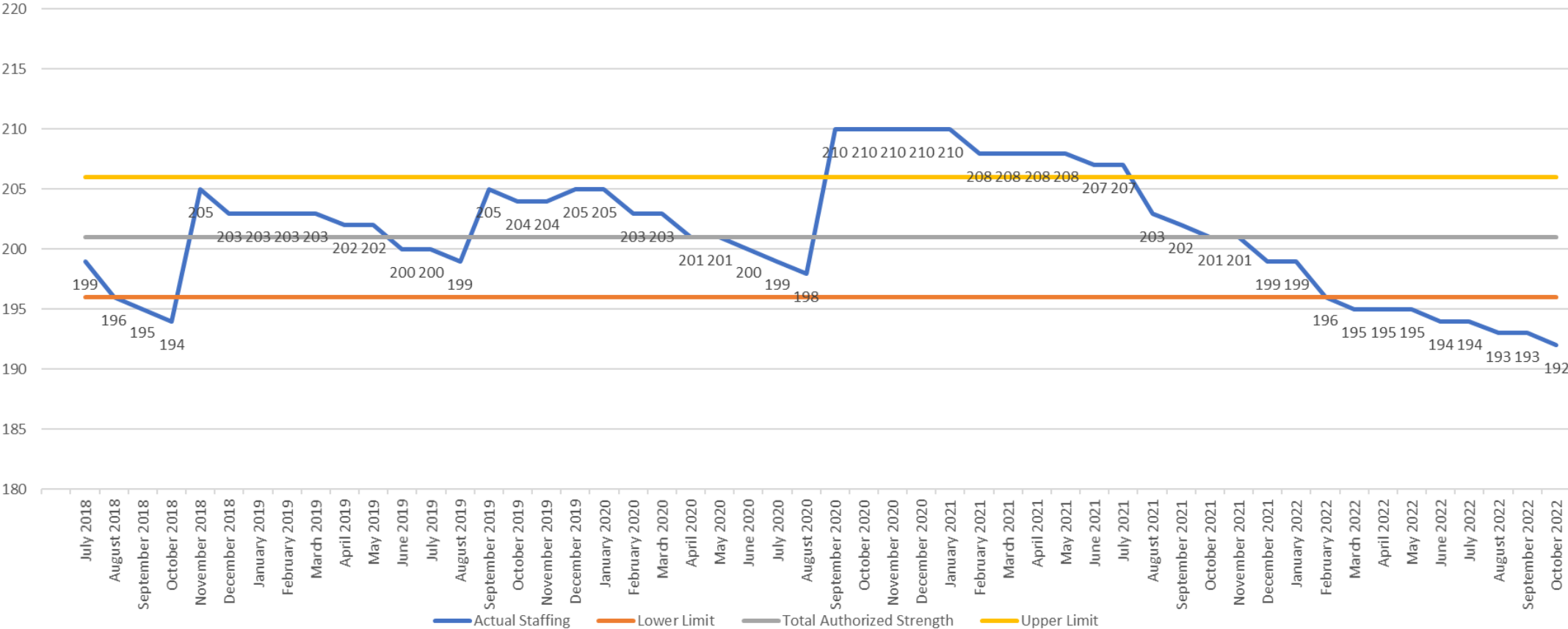
The GRFD strives to maintain a Total Authorized Strength* (TAS) of **196-206**:

201	Current Staffing (<i>October 2021</i>)
- 6	Known Retirements (<i>through July 2022</i>)
- 2	Known Retirements (<i>through September 2022</i>)
- 1	Projected Attrition
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192	Actual Staffing (<i>September 2022</i>)
+15	Personnel needed to return to Maximum TAS
- 1	Projected Academy Attrition of one Employee
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206	TAS at Academy Completion (<i>September 2022</i>)

**The fire department implemented this 10-person swing in 2014 with an A3 to minimize the large swings in staffing between classes.*

GRFD TOTAL ACTUAL STAFFING

FY19 - FY21 GRFD TAS Monthly Numbers



GRFD RECRUITMENT ACTIVITIES

- Coordinated with the offices of Diversity and Inclusion, Human Resources, Special Events and GR Fire Administration to reach a diverse candidate pool
- Networked with the Community Relations Committee
- Attended the African American Music and Art Festival and signed up numerous candidates
- Hosted three Recruitment Events (Kalamazoo Ave and Leonard St Fire Stations and the Kroc Center) and signed up candidates
- Completed and launched the website joiningrfire.com to provide an avenue for people to apply and gather information

GRFD RECRUITMENT ACTIVITIES

- Completed an informational handout card to be disseminated by fire personnel
- Reassigned a suppression Captain to assist with recruitment activities
- Met with the Urban League to vet them as a possible feeder program for the GRFD hiring process
- Met with GRPS, GRPD and Mercantile Bank to establish a Fire Cadet intern program by the summer of 2022
- Engaged with Spanish speaking staff and residents at Bethany Christian Services (670 Burton SE) to engage any prospective applicants/future applicants

GRFD CANDIDATE DEMOGRAPHIC COMPARISON

City of Grand Rapids Firefighter Applicants					
Ethnicity	2019		2021		Difference
White or Caucasian	1,014	79.16%	525	74.68%	-4.48%
Black or African American	89	6.95%	47	6.69%	-0.26%
Hispanic or Latino	68	5.31%	55	7.82%	2.52%
Asian or Pacific Islander	15	1.17%	13	1.85%	0.68%
American Indian or Alaskan Native	7	0.55%	7	1.00%	0.45%
Multi-Racial	58	4.53%	31	4.41%	-0.12%
Other	3	0.23%	3	0.43%	0.19%
I prefer not to respond	27	2.11%	22	3.13%	1.02%
Unknown	-	0.00%	-	0.00%	0.00%
Total:	1,281	100.00%	703	100.00%	
Gender					
Male	1,174	91.65%	632	89.90%	-1.75%
Female	97	7.57%	63	8.96%	1.39%
Non Binary	-	0.00%	-	0.00%	0.00%
I prefer not to respond	10	0.78%	8	1.14%	0.36%
Unknown	-	0.00%	-	0.00%	0.00%
Total:	1,281	100.00%	703	100.00%	

PROPOSED GRFD FIRE CADET PROGRAM

Grand Rapids Fire Department Paid Intern Program

REQUIREMENTS

- Must be 18 years old
- Possess good moral character
- Possess good reading and writing skills
- Possess a valid driver's license
- Be able to work 16-24 hours/week

APPLICATION PROCESS

- Complete interest sheet with the Recruitment Unit
- Attend oral interview with GRFD and Human Resource personnel
- Complete and submit background questionnaire
- Conditional offer of part time employment

BUDGETARY REQUIREMENTS

6 INTERNS \$74,800

PROGRAM OVERSIGHT \$19,200

EQUIPMENT & SUPPLIES \$6,000

TOTAL \$100,000

