



Riviera Beach Fire Rescue Demographics and Diversity in Hiring





Fire Chief
John M. Curd



Riviera Beach Fire Rescue Demographics/Diversity

	<u>% by Nationality</u>	<u>% by Gender</u>	<u>National Avg.</u>
Admin (4)	50% Black or African American (2) 50% Caucasian (2)	100% Male	XXX
Fire Prevention (2)	50% Black or African American (1) 50% Caucasian (1)	100% Male	XXX
Division Chief (3)	33.3% Black or African American (1) 66.6% Caucasian (2)	66% Male 33% Female	XXX
Captains (13)	31% Black or African American (4) 69% Caucasian (9)	100% Male	XXX

XXX – National data not available based on rank



Riviera Beach Fire Rescue Demographics/Diversity

	<u>% by Nationality</u>		<u>% by Gender</u>	<u>National Avg.</u>
Driver Engineers (12)	25%	Black or African American (3)	100% Male	XXX
	66%	Caucasian (8)		
	8.3%	Asian (1)		
Paramedic Firefighters (25)	12%	Black or African American (3)	87.1% Male	XXX
	76%	Caucasian (19)	12.9% Female	
	8.0%	Hispanic (2)		
	4.0%	Asian (1)		
EMT Firefighters (17)	23%	Black or African American (4)	100% Male	XXX
	52%	Caucasian (9)		
	23%	Hispanic (4)		
Total Firefighters (44) (Medic/EMT)	15%	Black or African American (7)	91.9% Male	XXX
	73%	Caucasian (34)	8.1% Female	
	13%	Hispanic (6)		
	4.5%	Asian (2)		

XXX – National data not available based on rank



Riviera Beach Fire Rescue Demographics/Diversity

	<u>Riviera Beach</u>	<u>Race & Ethnicity</u>	<u>National Average</u>
Total (76)	24%	Black or African American (18)	6.3%
	64%	Caucasian (49)	80%
	7.8%	Hispanic (6)	1.3%
	3.9%	Asian (3)	1.6%

% of Total Diversity 35.5%





Assistant Chief
Keith Golden



Riviera Beach Fire Rescue Demographics/Diversity

- **Education, Outreach, and Recruitment**

- YEP – Summer Career Internship Program
- Community Education through Community Risk Reduction
- Internship Opportunities
 - Kauffman Lynn – Station 88 Build (Pride and Ownership)
 - Career Source – Funding for Additional Programs
 - Palm Beach County School District – Palm Beach Lakes/Wellington
 - Palm Beach State College, Epiphany Life, BSO Diversity and Recruitment Office etc.

- **Hiring Process**

- Passive Recruitment vs. Active Recruitment
- Test Driven vs Culturally Driven
- Highlight Diversity on our Website
- Seek to Establish Riviera Beach Fire Rescue Employment Sponsorship Program





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Riviera Beach Fire Rescue Employment Sponsorship Program

Who Will Qualify?

- Riviera Beach Residents
- Current City of Riviera Beach Employees
- 18 years old
- High school diploma or GED
- Valid Florida driver's license
- No tobacco use in the past 12 months
- Have no conviction of felonies or significant misdemeanors
- Cannot have been dishonorably discharged from military service
- Be of good moral character
- Must be in good physical condition



Riviera Beach Fire Rescue Employment Sponsorship Program

Requirements for State Certification as a State Certified Firefighter

- Successfully complete required coursework for this program
- Receive Certificate of Competency as Firefighter I
- Successfully pass the State Exam for Fire Fighter II



Riviera Beach Fire Rescue Employment Sponsorship Program

Requirements to Become a Riviera Beach Firefighter

- Successfully complete Emergency Medical Technician Course (EMT)
- Successfully pass National Registry Exam for EMT licensure in the State of Florida
- Successfully Complete Riviera Beach 6 week Recruit Academy
- Successfully complete Paramedic Course Successfully pass National Registry Exam for Paramedic licensure in the State of Florida
- Become a signed off protocolled Paramedic within 3 years of employment



Riviera Beach Fire Rescue Employment Sponsorship Program

Cost Associated With the Program

- Application Process – No Cost
- Salary – Minimum Wage (\$15.00 hr.) Currently Budgeted
- Palm Beach State Program
- This program combines both EMT and Firefighter curriculum into a single program of study, Students admitted into the 698 hour cohort, will prepare for entry level positions in Firefighting. Students first complete the 300 hour Emergency Medical Technician program, then continue directly into the Firefighter program. This program meets all curriculum requirements to prepare the student for the National Registry of Emergency medical technician assessment exam EMT-Basic, and for the State Firefighter certification exam.

Total Cost Estimated

\$4,000 (Program) + \$10,470 (Salary) + \$1,500 (Uniforms/Equipment/Books) = **\$15,970 per person**

