

**American Rescue Plan Act (ARPA)
First Responder Wellness, Recruitment, Retention, & Resiliency
Application** **Grant**

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County Cuyahoga

Authorized Signatory Official

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Project Eligibility: Hiring and Payroll for First Responders

To qualify for this project, complete ONE of the following, depending on whether hiring is to replace vacant or eliminated positions or to increase staffing levels to pre-pandemic levels (which can be adjusted up by 7.5%). A "Yes" for either question is required to be eligible for funding.

Filling Positions Left Vacant or Eliminated During the Pandemic

1. Were positions vacated or eliminated between 1/27/2020 and 3/03/2021? Yes

Please indicate the number of First Responders on staff on the following dates:

1/27/2020: # of Staff 2746
 3/03/2021: # of Staff 2593

Hiring Staff Up-To and Above (by up to 7.5%) Pre-Pandemic Levels

2. Was your number of First Responder FTEs on 3/03/2021 lower than your FTE's on 1/27/2020?

Please indicate the number of FTEs on the following dates:

1/27/2020: # of FTEs x 1.075 =
 3/03/2021: # of FTEs

Project Eligibility: Retention Bonuses, Incentives, and Activities

To qualify for retention bonuses and incentives referenced above, complete the items below. If not applying for staff retention bonus payments then leave blank. A "Yes" required for both A. and B. in order to be eligible for either C. or D.

A. Are you applying to pay retention bonuses to public sector staff? No

B. Are these staff likely to leave the agency if not for the bonus pay?

Please explain:

C. Is this bonus for a specific individual who is likely to leave?

If "Yes", then you may apply for a bonus of up to 25% of that person's annual base pay.

D. Is this bonus for a group of staff who are likely to leave?

If "Yes", then you may apply for a bonus of up to 10% of each person's annual base pay.

Note: "Retention incentives must be entirely additive to an employee's regular compensation, narrowly tailored to need, and should not exceed incentives traditionally offered by the recipient or compensation that alternative employers may offer to compete for the employees. Treasury presumes that retention incentives that are less than 25 percent of the rate of base pay for an individual employee or 10 percent for a group or category of employees are reasonably proportional to the need to retain employees, as long as other requirements are met." (Coronavirus State & Local Fiscal Recovery Funds: Overview of the Final Rule, p. 28)

Project Applications

Please answer the following questions to indicate which projects you are applying for funding to assist First Responders

- | | |
|---|-----|
| 1. Are you applying for funding to assist in the hiring of First Responders? | Yes |
| 2. Are you applying for funding to assist in the retention of First Responders? | No |
| 3. Are you applying for funding to address the wellness of First Responders? | No |

Project Narrative

Describe the project/projects to be implemented with grant funding. Narratives must respond to the following:

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1. Please describe the behavioral health, recruitment, or retention problem to be addressed by the proposed program.

The problem to be addressed is filling the vacancies created by the high rate of departures of law enforcement officers, firefighters, EMS employees, and dispatchers in Cleveland, Ohio since the beginning of the coronavirus pandemic.

The Cleveland Department of Public Safety lost 156 first responders from 1/23/2020 and 3/3/21. The Division of Police lost the most with 81 officers leaving during that period. That trend is continuing for the Division of Police where we now have only 1,386 sworn officers out of a budget of 1,640 (a difference of 254, or 15.5%)

In the Division of Police, due to the low staffing levels, we have been forced to mandate officers to stay and work overtime for the first time in our history. This is taking a toll on our officers. Our staffing is stretch thin and we are not able to meet our staffing levels for support units.

2. Please describe the project/projects to be implemented that will address the problem stated above.

The City of Cleveland is requesting funding to assist us in recruiting new first responders and dispatchers.

To accomplish this, we will:

1 - Offer signing bonuses to Police officers, Firefighters, EMS technicians and paramedics, and dispatchers. One of the situations that prevents some people from becoming a first responder is the low pay (\$15 per hour) while they are in training. Some people cannot afford to pay their bills on that rate of pay, which creates stress before they are even sworn in. We will offer new first responders and dispatchers a \$1,500 signing bonus once they have successfully completed the first four weeks of training. We selected four weeks because most first responders who resign from the academy, do it before the first four weeks. Then, after they graduate, are sworn in and complete three months of employment, we will give them another \$1,500. We selected three months believing they will be more likely to stay long

