# FILE NO. 1229-2022-A

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		Application		
Agency Name	Cirt of Cleveland			
Street Address	601 Lakeside Ave Room 230		City Cleveland	
Zlp		44114	County Cuyahoga	
unionedesidationediticial				
Name	Justin M. Bibb		Title	Mayor
Phone	216-664-3544	,	Email	Rpuente@ClevelandOhio.gov
Organization	City of Cleveland			
	601 Lakeside Ave Room 230		City Cleveland	
Zip		44114	County Cuyahoga	
iolec Mainger				
Name	Dawn Heartsong		Title	Grants Coordinator
	216-623-5126		Email	Dheartsong@ClevelandOhio.gov
-	Cleveland Dept. of Public Safety			
	1300 Ontario Street, Room 828		City Cleveland	
Zip		44113	County Cuyahoga	
roject Fiscal Manager				
Name	Amy Hewett		Title	Budget Administrator
Phone	216-664-3735		Email	Ahewett@ClevelandOhio.gov
Organization	Cleveland Dept. of Public Safety			
	601 Lakeside Avenue, Room 230		City Cleveland	
Zip		44114	County Cuyahoga	
roject Eligibility: Hiring and	Payroll for First Responders			
o qualify for this project, complete	ONE of the following depending of	n whether hiring is t	o replace vacant or elimi	nated positions or to increase staffing le
	be adjusted up by 7.5%). A "Yes" fo	-		
			eduica to pe culture to	ionomb.
Illing Positions Left Vacant or Elim	instad During the Pandamia			
	e positions vacated or eliminated b	etween 1/27/2020 a	nd 3/03/2021?	Yes
	First Responders on staff on the fol	lowing dates:		
	•			

Hirlng 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

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.

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A. Are you applying to pay rentention 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 likley 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 likley 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		
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:

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

3. Please describe the benefits of the proposed program for First Responders.

The benefits of these programs will include:

1 - Attracting new recruits because they will be better able to afford the initial low pay during training.

2-Improve our message and exposure when we advertise and attend recruitment events, leading to more recruits and a sustainable message that can be used long-term.

3- Reaching more people by increasing our exposure through more and better advertising.

4. Please describe the history and background of the programs being recommended.

We recently created a Public Safety Recruitment Manager position to oversee all first responder recruitment efforts. Previously, each division was responsible for doing their own recruitment. This move allows us to better collaborate and combine efforts.

We have never offered signing bonuses, but we have seen it work in other jurisdictions.

5. Please describe any measures or metrics that will be used to evaluate the efficacy of the program.

The success of the program will be measured by various data sets, including:

Increases in the number of people from out of the area who apply for a first responder or dispatcher position.

Increases in the total number of applicants.

Increases in the number of new employees who remain on staff through the entire grant period.

Increases in the number of responses to advertising.

6. Please describe the plan to partner with local resources in providing training or support for First Responders.

We will partner with universities both local and out of state to attend hiring events. We will also partner with regional high schools to attend career days. And we will partner with regional community groups to attend events and promote public safety jobs.

Budget: Description Describe any costs associated with implementing the activities described in the har	ative:					
Project Type	Expense Type	Quantity/ # of Hours		item Cost	Total Cost	Description/Justification
Hiring & Payoll	Travel	3 trips	\$	3,000.00	\$ 9,000.00	Airfare for 5 people to travel out of state for recruitment
Hiring & Payoll	Travel	3 trips	5	2,850.00		hotel for S people to travel out of state for recruitment (5 staff x 15 nights x \$
Hiring & Payoll	Trave	5 staff	5	236.00		mileage for 5 staff to attend continuing education classes (400 miles x .59 per
Hiring & Payoll	Travel	5 staff	\$	2,050.00		S staff x \$2050 for continuing education classes
Hiring & Payoll	Contractor Costs	Two years	\$	75,000.00		Contract with a marketing firm to create a public safety recruitment marketin
Hiring & Payoll	Contractor Costs	24 months	\$	4,575.00		Monthly fees for advertising (busses, billboards, radio, TV
Hiring & Payoll	Other	550 first responders/dispatch	\$	3,000.00		Signing bonuses for first responders and dispatchers
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