

 <p style="text-align: center;"><b>Council Communication</b> Office of the City Manager</p>	<b>Date:</b>	August 31, 2016
	<b>Agenda Item No.</b>	<b>6</b>
	<b>Roll Call No.</b>	[ _____ ]
	<b>Communication No.</b>	<u>16-487</u>
	<b>Submitted by:</b>	<b>John F. TeKippe, Fire Chief</b>

**AGENDA HEADING:**

Acceptance of the U.S. Department of Homeland Security 2015 Staffing for Adequate Fire and Emergency Response (SAFER) grant.

**SYNOPSIS:**

- U.S. Department of Homeland Security 2015 SAFER grant application to hire 13 firefighters.
- Grant pays salary and benefits during the two (2) year performance period.
- No City match during performance period, no requirement to maintain positions after the performance period.
- City must agree to maintain new authorized strength throughout two (2) year performance period by taking active and timely steps to fill any vacancies.
- Grant awarded on August 5, 2016; acceptance due September 5, 2016.
- Strategic Plan: Goal #1; Financially Sound City.
- Strategic Plan: Goal #3; High Performing City Organization.

**FISCAL IMPACT:**

Amount: Grantees must agree to maintain the number of firefighting positions throughout the performance period by taking active timely steps to fill any vacancies.

Total cost of 13 new firefighters for two (2) years:	\$2,499,627
• First year cost:	\$1,188,917
• Second year cost:	\$1,310,710
Grant Award:	\$2,499,627

Council consideration will need to be given in future budget cycles to determine how the General Fund might absorb the cost of these positions over the next three (3) budget cycles to make as many of them permanent as possible.

Funding Source: The SAFER Grant Program following acceptance of the award and designation of the performance period is the funding source.

**ADDITIONAL INFORMATION:**

- The SAFER grant directly relates to the City’s Strategic Plan:
- Strategic Plan: Goal #1; Financially Sound City. Provides an alternate revenue stream.

- Strategic Plan: Goal #3; High Performing City Organization. As a part of the Goal #3 Action Items: Accreditation, the additional firefighters will be utilized to increase the reliability of the Fire Department frontline apparatus; i.e., the percentage of time that they are in service. Additionally, this reliability of public safety resources enhances quality of life.

The grant obligation is to maintain staffing levels. This becomes effective at the acceptance of the grant. Today's authorized strength is 282. Now awarded this grant to hire 13 additional firefighters, the Council needs to take action to accept the grant, amend its operational budget to reflect the award, and a new total authorized strength of 295, and maintain the new authorized strength during the performance period of the grant. The new positions will be a part of the next Training Academy scheduled to begin January 2017; SAFER funded positions plus vacancies.

Department of Homeland Security's goal of SAFER:

- To provide funding directly to fire departments and volunteer to help increase or maintain the number of trained firefighters available in their communities.
- Enhance the local fire department's abilities to comply with staffing, response, and operational standards established by the National Fire Protection Association (NFPA); NFPA 1710.

The City and the SAFER grant:

- Add 13 firefighter positions that have been lost as a result of budget reductions.
- Primary goal is to have all frontline units in service.
- Added firefighters will increase the percentage of time frontline fire apparatus are in service.
- Department would measure effectiveness of having additional personnel assigned to frontline apparatus.
- Report findings to program administrators as part of the grant program.

Fire Department personnel (current):

- Authorized Strength is 282.
- Sworn employees 270; non-sworn employees 12.
- 13 supervisors in total.

#### **PREVIOUS COUNCIL ACTION(S):**

Date: March 7, 2016

Roll Call Number: [16-0414](#)

Action: [Application](#) for U.S. Department of Homeland Security 2015 Staffing for Adequate Fire and Emergency Response (SAFER) Grant. ([Council Communication No. 16-104](#)) Moved by Gatto to adopt. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS:**

Council consideration will need to be given in future budget cycles to determine the type and level of funding within the General Fund for these and existing positions.

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