

## City Council – Action Request Form

**Date:** April 8, 2024

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**To:** Mayor, Mayor Pro Tempore, and Members of the City Council

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**From:** Patrice Toney, Assistant City Manager  
William L. Mayo, Fire Chief

**Council Action Requested:**  
Resolution Authorizing Application for the 2023 Staffing for Adequate Fire and Emergency Response (SAFER) Grant

**Strategic Focus Area:** Safe and Secure Community  
**Strategic Objective:** No  
**Strategic Plan Action Item:** No  
**Key Work Item:** No



**Summary of Information:**

The Fire Department seeks approval to pursue a 2023 Department of Homeland Security (DHS) Staffing for Adequate Fire and Emergency Response (SAFER) Grant, aiming to hire 18 firefighters. The SAFER Grant aims to enhance staffing and deployment capabilities to align with national response standards. The grant entails a three-year performance period, commencing 90 days post-award notification, with DHS covering salaries and benefits totaling \$3,258,968. Award notification is anticipated between July and September 2024. Following the grant term, the City can assume full employee costs, retain, terminate, or decrease staff via attrition.

The proposed use of the 18 firefighters is to augment daily staffing by 6 across all shifts, addressing a current staffing deficit averaging 8.18 below minimum levels. This shortfall necessitates off-duty firefighters to undertake additional shifts at overtime rates, impacting the budget and risking personnel fatigue, burnout, and safety incidents. The department will cover training expenses of \$278,892, as outlined in its Capital Plan. A comprehensive cost breakdown of the grant will be presented at the Public Safety Committee Meeting.

**Committee Action:**

|                  |               |                |          |
|------------------|---------------|----------------|----------|
| <b>Committee</b> | PS – 04/08/24 | <b>Action</b>  | Approval |
| <b>For</b>       | Unanimous     | <b>Against</b> |          |
| <b>Remarks:</b>  |               |                |          |