



**CITY OF SALINAS  
COUNCIL STAFF REPORT**

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**DATE:** November 7, 2017  
**DEPARTMENT:** FIRE  
**FROM:** Edmond A. Rodriguez, Fire Chief  
**TITLE:** 2016 SAFER Grant

RECOMMENDED MOTION:

Accept the 2016 Staffing for Adequate Fire and Emergency Response (SAFER) Grant award, grant #EMW-2016-FH-00524, with the total project cost of \$2,269,314.

RECOMMENDATION:

The total project cost is \$2,269,314 for three years. The Federal cost share is \$1,399,409, the City cost share is \$869,905. The performance period of the grant is three years starting February 2018 through February 2021. The funding will be utilized to fill six current firefighter vacancies within the Fire Department.

EXECUTIVE SUMMARY:

The City of Salinas has been the benefactor of two previous SAFER Grant Awards in 2010 and 2013. The first award helped the City add 14 needed firefighter positions to the Department and the 2013 award allowed the City to sustain those positions. Subsequently, when the 2013 grant expired, the 14 positions were funded (and continue to be funded) by Measure G. The two previous grant awards were 100% funded by the federal government. The current grant is a matching grant where the first and second 12-month performance period federal share is 75% and the City match is 25%. For the third performance period, the Federal cost is 35% and the City share is 65%.

BACKGROUND:

The SAFER Grant program is a federal program through the United States Department of Homeland Security providing funding to local and state agencies for hiring, recruitment, and retention of emergency response personnel. The City of Salinas has received two previous SAFER grant awards in 2010 and 2013.

The Fire Department applied for the 2016 SAFER Grant utilizing our grant consultant, Shamrock Consulting, LLC, on February 10, 2017. The total request was for \$2,269,314. The 2016 SAFER Grant has a matching requirement, which is different from previous SAFER Awards. The 2016 grant calls for 25% matching funds for the first two 12-month performance periods and a 65%

match during the third 12-month performance period. The reason for this new requirement is the SAFER Program wanting awardees to focus more effort on retention of personnel following grant completion. The 2016 SAFER Grant set criteria to apply for a waiver from the matching requirement. The City of Salinas did not meet those requirements as outlined in the grant guidelines and we were unable to apply for such waiver.

The Grant was awarded to Salinas on September 1, 2017.

The original intent of the Grant was to add six new firefighter positions above current budgeted positions for the purposes of implementing a trial squad program. However, the City is not bound specifically to this intent. Due to the increasing number of vacancies in the Fire Department and need for a cost match on behalf of the City, the recommendation is to use this grant to fill six current openings in the Fire Department to lessen the impact to the General and Measure G funds.

The structure of the funding is as follows:

	1 <sup>st</sup> 12-Months	2 <sup>nd</sup> 12-Months	3 <sup>rd</sup> 12-Months	Total
Personnel	\$449,904	\$449,904	\$449,904	\$1,349,712
Benefits	\$306,534	\$306,534	\$306,534	\$919,602
Total:	\$756,438	\$756,438	\$756,438	\$2,269,314
City Share	\$189,110	\$189,110	\$491,685	\$869,905
Federal Share	\$567,328	\$567,328	\$264,753	\$1,399,409

A reporting criterion for the grant is whether the Fire Department meets response criteria under National Fire Protection Association Standard (NFPA) 1710. The acceptance of the grant includes an agreement by the City that no layoffs occur within the Fire Department that affect the total number of personnel assigned to meet NFPA 1710 response guidelines. That number has been established by the SAFER office as 87 and includes the six grant funded positions. The City transmitted a letter to the SAFER office on April 20, 2017 acknowledging this requirement. Following the completion of the grant performance period, the City is not obligated to retain the six positions.

The City has received two extensions from the SAFER office for acceptance of the grant. The expiration of our extension is November 10, 2017.

CEQA CONSIDERATION:

**Not a Project.** The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

This report supports the following City Council Initiative of a Safe, Livable Community to Recruit, Hire, and Retain Public Safety Officers Reflective of the Community served.

FISCAL AND SUSTAINABILITY IMPACT:

Acceptance of this grant will alleviate the General Fund and Measure G fund obligations for salary and benefits for six firefighters over a three-year period in the amount of \$1,399,409. The City matching funds will be realized from the salary savings of the grant funded positions. Grant administration costs of approximately \$5,000 per year are currently available in existing operational accounts.

ATTACHMENTS:

1. Resolution
2. Grant Application
3. Grant Award
4. City of Salinas Letter to SAFER Office – April 20, 2017