DEPARTMENT: Fire Protection

RECOMMENDED ACTION AND JUSTIFICATION:

Authorize the Fire Chief to sign the awarded 2007 SAFER Act Recruitment and Retention grant program funded through the Department of Homeland Security and FEMA. The goal of recruitment and retention programs are to create a net increase in the number of trained, certified, and competent volunteer members capable of safely responding to emergencies likely to occur within the fire department's geographic response area. The SAFER grant funds will improve recruitment advertising and will enhance staffing and response deployment capabilities. The ability to offer stipends and college scholarships to members are positive benefits for both recruitment and retention.

The grant program will take four years to implement with 100% federal participation with no local funds required.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Board has approved grant applications in the past.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Forgo an opportunity to enhance much needed recruitment and retention benefits for firefighters.

Financial Impact? (X) Yes ( ) No Current FY Cost: $

Budgeted In Current FY? (X) Yes ( ) No ( ) Partially Funded

Amount in Budget: $421,820

Additional Funding Needed: $

Source:

Unanticipated Revenue (X) 4/5's vote

Transfer Between Funds ( ) 4/5's vote

Contingency ( ) 4/5's vote

( ) General ( ) Other

CLERK'S USE ONLY:

Res. No.: 2003-3

Vote - Ayes: 4

Absent:

Approved

( ) Minute Order Attached ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date:

Attest: MARGIE WILLIAMS, Clerk of the Board

County of Mariposa, State of California

By: Deputy

COUNTY ADMINISTRATIVE OFFICER:

Requested Action Recommended

No Opinion

Comments:

(CAO: [Signature])

Revised Dec. 2002
<table>
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<th>FUND</th>
<th>DEP/DIV</th>
<th>ACCOUNT</th>
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|       |         |          | General Contingency                |         |          |          |

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<thead>
<tr>
<th>TRANSFER</th>
<th>BETWEEN</th>
<th>FUNDS</th>
</tr>
</thead>
</table>

**TOTALS**

**-0-**

**ACTION REQUESTED:** (CHECK ALL THAT APPLY)

[X] Budget appropriation by Board of Supervisors (4/5ths Vote Required): Amending the total amount available in the county budget, or in any fund of the budget, or appropriating Reserve for Contingencies.

[] Transfer by Board of Supervisors (3/5ths Vote Required): Moving existing appropriations from one budget to another, or between categories within a budget unit;

**JUSTIFICATION:**

Accounting adjustment to reflect grant award.

**DEPT HEAD SIGNATURE:**

**DATE:** 5/14/08

**APPROVED BY RES NO.**

**DATE:** 5/22/08

**AUDITORS USE ONLY**

**BA#**

Revised Dec. 2002
Mr. Jim Wilson  
Mariposa County Fire Department  
P. O. Box 162  
Mariposa, California  95338-0162  

Re: Grant No. EMW-2007-FF-00145  

Dear Mr. Wilson:

On behalf of the Department of Homeland Security (DHS), I am pleased to inform you that your grant application submitted under the FY 2007 Staffing for Adequate Fire and Emergency Response (SAFER) grants has been approved. The DHS Federal Emergency Management Agency's National Preparedness Directorate, in consultation with the U.S. Fire Administration, carry out the Federal responsibilities of administering your grant. The approved project costs total to $421,920.00. The Federal share is $421,920.00 of the approved amount and your share of the costs is $0.00.

As part of your award package, you will find Grant Agreement Articles. Please make sure you read and understand the Articles as they outline the terms and conditions of your Grant award. Maintain a copy of these documents for your official file. **You establish acceptance of the Grant and Grant Agreement Articles when you request and receive any of the Federal Grant funds awarded to you.**

The first step in requesting your grant funds is to confirm your correct Direct Deposit Information. Please go online to the AFG eGrants system at [www.firegrantsupport.com](http://www.firegrantsupport.com) and if you have not done so, complete and submit your SF 1199A, Direct Deposit Sign-up Form. Please forward the original, completed SF 1199A, Direct Deposit Sign-up Form, signed by your organization and the banking institution to the address below:

Department of Homeland Security  
FEMA, National Preparedness Directorate  
Grants Management Branch  
500 C Street, SW, Room 334  
Washington, DC 20472

Attn: Staffing Adequate Fire and Emergency Response (SAFER)

After your SF 1199A is reviewed and you receive an email indicating the form is approved, you will be able to request payments online. Awardees will draw the Federal Share of the awarded amount on a reimbursement basis no more frequently than quarterly. If you have any questions or concerns regarding the process to request your grant funds, please call 1-877-274-0960.

Sincerely,

[Signature]

R. David Paulison  
Administrator
Preliminary Request--Permission to Apply
2007 Federal Assistance to Firefighters SAFER Grant Program

Grant Program: The SAFER (Staffing for Adequate Fire and Emergency Response) Grant was created to provide funding directly to fire departments in order to help them increase the number of trained, "front-line" firefighters available in their communities. MCFD's single highest priority is to recruit and retain emergency responders. This grant program provides multiple year funding with which to fully implement successful volunteer incentives.

The goal of SAFER is to enhance the local fire departments ability to comply with staffing, response and operational standards established by NFPA and OSHA (NFPA 1710 and/or NFPA 1720 and OSHA 1910.134). Specifically, SAFER funds should assist local fire departments to increase their staffing and deployment capabilities in order to respond to emergencies whenever they may occur. As a result of the enhanced staffing, response times should be sufficiently reduced with an appropriate number of personnel assembled at the incident scene. Ultimately, a faster, safer and more efficient incident scene will be established and communities will have more adequate protection from fire and fire-related hazards.

The goal of recruitment and retention programs are to create a net increase in the number of trained, certified, and competent emergency responders capable of safely responding to emergencies likely to occur within the fire department geographic response area. The primary focus is the recruitment and retention of volunteer firefighters who are involved with or trained in the operations of firefighting and emergency response. Volunteer, paid-on-call, and combination fire departments as well as local and statewide volunteer firefighter interest organizations are eligible to receive grants in this activity. There is no local match requirement for this activity and there are no maximum Federal share limits.

Background: The 2007 SAFER Act grant is funded with $115 million dollars, thirty percent of which is dedicated to volunteer and combination fire departments for use in recruitment and retention programs. The submission period opened August 1 with a submission deadline of 2:00 PM August 31. If successful, the grant program will take four years to implement with 100% federal participation. There is no local match required.

Proposal: Mariposa County Fire is proposing programs in both recruitment and retention. The proposal is as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
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<tr>
<td><strong>Recruitment</strong></td>
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<td>Vinyl Station Banners</td>
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<td>21,165</td>
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<td><strong>Total Request</strong></td>
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<td>100,280</td>
<td>110,530</td>
<td>116,930</td>
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</table>

- 421, 820
Grant Description: While MCFD does a relatively good job of gaining publicity, local newspapers reach a small percentage of the County’s households. Even fewer read the entire publication or are exposed to the fire department’s staffing needs. In small, rural communities, the most effective method for placing a fire department recruitment message into every household and business is through direct mail. The itemized amount will cover design, printing and mailing a brochure to all US Mail patrons in Mariposa County. The vinyl recruitment banners will be placed on all fire stations and normally are good for two years.

In the four-year grant program, the primary goal is to increase membership from the current 88 to 300. To do so will overwhelm our current staff. This item will fund a half-time Volunteer Coordinator at $14 per hour plus benefits and payroll taxes. The role of a volunteer coordinator will be to track and encourage every new volunteer from application through necessary training and certification. This person will also act as ombudsman with all volunteers to ensure every member is afforded equal opportunity for training, certification, and response.

The training and response stipends are patterned after many other successful programs. The stipend is set at $10 per training session and incident response. Per Federal Department of Labor guidelines, the stipend is to offset volunteer out-of-pocket expenses such as fuel, laundry, and childcare. It is not per hour but per session or per incident. While no member will “make a living” collecting a stipend, with today’s high cost of fuel, energy, and childcare, a stipend program will make the personal cost of volunteering more affordable. Since it is to compensate out-of-pocket expenses, a stipend will not and does not create an employee/employer relationship.

Each year the Mariposa Grizzly fire program graduates many very fine and talented students who desire to make a career of the fire service. In addition, our volunteer roster features some individuals who desire to further their education while building a career. With the annual scholarship allotment, MCFD could offer eight, $1,000, or sixteen, $500 community college scholarships (or any combination totaling $8,000 per year) as an incentive for remaining active members.

After the Grant: It is a proven concept that if a fire department can increase the retention time a volunteer remains an active member, aggressive recruitment becomes less important. No recruitment or retention technique works universally. If successful, this grant request will afford a no-risk, four year trial program utilizing several highly successful techniques. At the end of the grant cycle, it will be incumbent on Department leaders to evaluate the effectiveness of each element. Should one or all be unsuccessful, they can be eliminated when funding disappears. If one or all prove beneficial, it will then be up to the Board of Supervisors in conjunction with Department leaders to make decisions to retain or discontinue each based on merits.

If authorized by the Board, this grant request will compete with all other Recruitment and Retention requests submitted through FEMA and Department of Homeland Security. If successful, the Board will retain final grant acceptance authority at the time of notification. Final notice will probably be in six-to-eight months.