

February 1, 2012

Request to Budget Committee for Permission to submit an application for the Staffing for Adequate Fire and Emergency Response (SAFER) Grant Program.

Staffing grant: (4) four full-time firefighters 24/7, pay grade 5 \$31,140-\$33,430 level of pay. Personnel will staff main station.

FEMA will pay 100% of the actual salary/benefits for the SAFER-funded firefighters, for the two-year commitment. The County is not required to commit beyond the two-year contract.

Cost Share or Match – None Required

Recruitment and retention grant: Will fund a recruitment and retention coordinator: same pay grade and pay as FFs. The County has 70 volunteers and is receiving 4-5 calls a week from new potential volunteers that see the advertisements (paid from current SAFER grant). The coordinator will help recruit and retain the county's volunteer force. Funding is provided for periods of up to four years.

Also, planning to request four-year long-term disability and life insurance policy for all the volunteers under this grant request.

Cost Share or Match – None Required

Additional Overview Information – Key Changes

The content of this Program Guidance reflects the Department of Homeland Security (DHS) Secretary and FEMA's implementation of P.L. 112-10 and P.L. 112-74.

Under authorities provided under P.L. 112-74, the following requirements are being waived for the FY 2011 SAFER Grant Program:

- **Salary limits:** There are no annual salary limits.
- **Cost-share:** There is no prescribed cost-share.
- **Retention commitment:** Grantees that are hiring firefighters do not have to commit to retaining the SAFER-funded firefighters.
- **Period of performance:** For Hiring of Firefighters Activity grants, the period of performance has been reduced to 2 years.
- **Attrition of firefighters during the period of performance:** FY 2011 grantees who are unable to back-fill firefighting positions that were vacated due to documentable economic hardship may petition FEMA for a waiver of staffing maintenance requirements. In order to qualify for this waiver, the economic hardship must affect the entire public safety sector in your jurisdiction, and not only the fire department.

Under the Hiring of Firefighters Activity, we will distinguish between grants to hire new firefighters and grants to rehire laid-off firefighters, giving applications for the rehiring of firefighters who have been laid off the highest priority over any other hiring request.

- **Helping our post-9/11 veterans:** FEMA strongly encourages applicants, to the extent practicable, to seek, recruit, and hire post-9/11 veterans to increase their ranks within your department in order to take advantage of the provisions of the VOW To Hire Heroes Act of 2011. More information on the Act can be found at http://www.gibill.va.gov/benefits/other_programs/vow.html. In FY 2012, FEMA anticipates a requirement that all SAFER applicants have a policy in place addressing their intent to implement strategies to support this Act and have recruiting efforts aimed at post-9/11 veterans.