

**FEMA Form 080-0-0-4a, Staffing for Adequate Fire and Emergency Response  
Hiring of Firefighters Application (Questions and Narrative)**

<b>LOCATION</b>	<b>CURRENT TEXT</b>	<b>REVISED TEXT</b>
p. 1, Question Added	New Question	<ul style="list-style-type: none"> <li>• In cases of demonstrated economic hardship, and upon the request of the grant recipient, the FEMA Administrator may waive or reduce a SAFER Hiring grant recipient's cost share requirement, the minimum budget requirement, and/or the restriction on supplanting. Is it your department's intent to apply for an economic hardship waiver, if awarded?</li> </ul>
p. 1, Question Added	New Question	If yes, which type of waiver will you be applying for?
	<p>* 2a. In your best estimate, with your current staffing levels and without having to use overtime to fill the vacant positions, how often does your organization meet the NFPA assembly requirements detailed in the table above?</p> <p>Retention Applicants: Answer this question as you would IF the layoffs had been executed prior to the start of the application period.</p>	<ul style="list-style-type: none"> <li>• 2. Given your current staffing levels, how often does your department meet the NFPA assembly requirements as indicated in the table above for the department's primary/first due response area?</li> </ul> <p>NOTE: If your department utilizes overtime to fill positions to ensure you are meeting applicable NFPA staffing and deployment standards, you will want to remove the number of positions filled by overtime from your calculations</p>
	* 2b. With the additional or restored staffing requested in this application, how often do you anticipate that your organization will meet the NFPA assembly requirements detailed in the table above?	<ul style="list-style-type: none"> <li>• 2a. If awarded the number of positions requested in this application, how often do you anticipate that your department will meet the NFPA assembly requirements as indicated in the table above?</li> </ul>
p. 2	<p>* 3a. Given your current staffing levels, without using overtime to fill vacant positions, and given the number of structure fires indicated in the "Department Call Volume" section of your application, what is the average actual staffing level on your first arriving engine company or vehicle capable of initiating suppression activities? (Up to one decimal e.g., 2.5)</p> <p>Retention Applicants: Answer this question as you would IF the layoffs had been executed prior to the start of the application period. (Up to one decimal e.g., 2.5)</p>	<ul style="list-style-type: none"> <li>• 3. Given your current staffing levels and without using overtime to fill vacant positions, what is the average actual staffing level on your first arriving engine company or vehicle capable of initiating suppression activities on the number of structure fires indicated in the "Department Call Volume" section of your application? (Up to one decimal i.e., 2.5)</li> </ul> <p>NOTE: If your department utilizes overtime to fill positions to ensure you are meeting applicable NFPA staffing and deployment standards, you will want to remove the number of positions filled by overtime from your calculations.</p>
	* 3b. With the additional or restored staffing requested in this application and given the number of structure	<ul style="list-style-type: none"> <li>• 3a. If awarded the number of positions requested in this application, what will be the average actual staffing level on your first arriving engine</li> </ul>

	fires indicated in the "Department Call Volume" box of your application, what will be the average actual staffing level on your first arriving engine company or vehicle capable of initiating suppression activities? (Up to one decimal e.g., 2.5)	company or vehicle capable of initiating suppression activities on the number of structure fires indicated in the "Department Call Volume" section of your application? (Up to one decimal i.e. 2.5)
p. 2	New Question	<ul style="list-style-type: none"> <li>• 4. Please describe the departments hiring practices and timelines including how long after award will you be able to start a recruit class and how many recruits can be trained in one class. If you are requesting more positions than can be trained in one recruit class, please discuss when you will be able to hold the second class. If your department will need governing body approval before the award can be accepted, please be sure to include details on the timeline needed for acceptance (2000 characters)</li> </ul>
p. 2-3	<p>* 8a. Do you assure that your organization will, to the extent practicable, seek, recruit, and hire members of racial and ethnic minority groups and women to increase their ranks within your department?</p> <p>* 8b. If so, explain what efforts your organization has instituted and how successful those efforts have been.</p> <p>If not, explain what policies and procedures you will implement to assure that, to the extent possible, you will seek, recruit, and hire minorities and women.</p> <p>If additional space is needed for your response, please include it in the Narrative section of your application.</p>	<ul style="list-style-type: none"> <li>• 10. Is it your department's intent to sustain the positions filled under this grant after the completion of the period of performance?</li> </ul> <p>10a. If yes, please provide a brief description on how the positions will be sustained.</p>
p. 4	* 9a. Does your organization currently have a policy ensuring that firefighters in positions filled under the SAFER grants are not discriminated against for, or prohibited from, engaging in volunteer firefighting activities in another jurisdiction during off-duty	Question Removed

	hours.	
p. 5 Question Removed	* What is the type of position being filled with this Hiring activity line item? Note: Only one type of position can be requested per line item. If you are seeking funding for more than one type of position or vacancy, you MUST enter each one separately by filling out an additional set of Add Budget Item pages. You can however have multiple line items for each position type and this should be used when the salary and benefits are different for each position/activity being requested.	Question Removed
p. 5	* What are the anticipated two year costs per requested Firefighter? (whole numbers only)	Currently, what are the usual annual costs of a first-year firefighter in your department?  "Usual annual costs" include base salary and the typical benefits package offered to a first-year firefighter.
p. 8-12	* Element #1 - Project Description (30%): This statement should describe the following: <ul style="list-style-type: none"> <li>● Why the applicant needs the grant funds;</li> <li>● How the requested firefighters will be used within the department;</li> <li>● A description of the specific benefit these firefighters will provide for the fire department and community.</li> <li>● If the applicant is requesting funding under the rehiring of firefighters activity, the narrative should provide details as to when and why the vacancies occurred and how the vacancies have affected the service to the community.</li> <li>● Applications must also discuss how the grant would enhance the department's ability to protect critical infrastructure.</li> </ul>	• 1 a. Why does the department need the positions requested in this application? When were the positions requested vacated (or will they be vacated) and under what circumstance? If your request is based on a needs assessment or Insurance Services Office rating, please provide details of those outcomes. (3000 characters)
p. 8-12	* Element #2 - Impact on Daily Operations (30%): This statement should explain how the community and current firefighters are at risk without the requested firefighters, and to what extent that risk will be reduced if the applicant is awarded. What impact will the newly funded positions have on NFPA?	• 1 b. How will the positions requested in this application be used within the department (i.e., 4th on1 engine, open a new station, eliminate browned out stations, reduce overtime)? What are the specific benefits the positions will provide to the department and community? (2000 characters)
p. 8-12	New Question	1 c. Please describe how the awarding of this grant would enhance the department's ability to protect

		the critical infrastructure discussed in the Applicant Characteristics section of the application. (1000 characters)
p. 8-12	* Element #3 - Financial Need (30%): This statement should explain the applicant's organizational budget and its inability to address the need without federal assistance, including other actions the applicant has taken to meet their staffing needs.	• 2a. How are the community and the current firefighters employed by the department at risk without the positions requested in this application? How will that risk be reduced if awarded? (2000 characters)
p. 8-12		• 2b. What impact will the positions requested in this application have on the departments NFPA compliance, if awarded? (2000 characters)
p. 8-12	* Element #4 - Cost/Benefit (10%): This statement should explain, as clearly as possible, what benefits your department and/or your community will realize if the project described is funded (i.e. anticipated savings and/or efficiencies).	• 3a. Please provide additional details on the department's current operating budget. This must include an income verse expenses breakdown of the current annual budget indicated in Applicant Characteristics section of the application. If you were unable to provide the department's operating budget for the 2001, 2002, and 2003 fiscal years, please provide details on why you were not able to provide the information. (2000 characters)
p. 8-12	New Question	• 3b. Please describe the department's budget shortfalls and the inability to address the financial needs without federal assistance. What other actions have you taken to obtain funding elsewhere (i.e., state assistance programs, other grant programs, etc.)? (2000 characters)
p. 8-12	New Question	• 3c. How are the critical functions of your department affected without this funding? (2000 characters)
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p. 8-12	New Question	• Please describe the benefits (i.e., anticipated savings, efficiencies) the department and community will realize if awarded the positions requested in this application. (3000 characters)
p. 8-12	* Element #5 - Performance (Additional Consideration): Applicants should explain whether they have a proven track record for timely project completion and satisfactory performance in other AFG, FP&S, and SAFER awards.	Element #5 - Additional Information: If you have any additional information you would like to include about the department and/or this application in general, please provide below. (2000 characters)