

**FEMA Form 080-0-4b, Staffing for Adequate Fire and Emergency Response
Recruitment and Retention of Volunteer Firefighters Application (Questions and
Narrative)**

LOCATION	CURRENT TEXT	REVISED TEXT
p. 1 New Question	New Question	<ul style="list-style-type: none"> • In cases of demonstrated economic hardship, and upon the request of the grant recipient, the FEMA Administrator may waive or reduce a SAFER Recruitment and Retention (R&R) minimum budget requirement. Is it your intent to apply for an economic hardship waiver, if awarded?
	New Question	<ul style="list-style-type: none"> • Is there a grant-writing fee associated with the preparation of this request? (if yes, you must add the cost as a budget item below in order to be reimbursed with grant funds)
	* 3. What is your current total number of volunteer members in your? (This should include both administrative and operational members.) (Whole Numbers only)	
p. 2	*10. Will your program have a regional impact?	<ul style="list-style-type: none"> • 9. Will your grant have a regional and or local impact beyond your fire department? <p>9a. If Yes, please list the departments and describe how they will benefit from this application. (Note: If awarded, you may be required to provide documentation of the fire department's consent to participate in the application). If additional space is needed for your response, please include it in the Project Description section of the application Narrative (1000 characters) .</p> <p>9b. If Yes, do you certify that you will ensure that the fire departments benefiting from this application have not received grants for similar items/activities?</p>
P. 4	*11. Do you currently provide entry-level physicals in accordance with NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments 2003 Edition, Chapter 6?	* 10. If awarded a grant, will you provide the new recruits with entry-level physicals in accordance with NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments 2003 Edition, Chapter 6?
	New Question	<ul style="list-style-type: none"> * 14a. 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? * 14b. If so, explain what efforts your organization has instituted and how successful those efforts have been.

		<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 Additional Information portion within the Narrative section of your application.</p>
	New Question	<ul style="list-style-type: none"> • Category <p>If you selected Other, above, please specify:</p>
	New Question	<ul style="list-style-type: none"> • Sub-Category <p>If you selected Other, above, please specify:</p>
	New Question	<p>*Cost</p> <p>At least one box must have a value greater than zero.</p>
P. 11-13	<p>* Element #1 - Project Description (30%): This statement should describe how the applicant will use the grant funds. The project description should include:</p> <ul style="list-style-type: none"> • How the recruitment of new volunteer firefighters and/or retention of current volunteer firefighters will impact the identified operational needs and/or capabilities of the fire departments participating in this application; • A description of the specific benefit these firefighters will provide to fire departments and their respective communities; • A description of the recruitment and/or retention problems or issues the departments have identified ; • How the activities being requested will address those identified needs; and • Specifics about the recruitment and/or retention plan 	<ul style="list-style-type: none"> • 1 a. What problems and/or issues is the department experiencing in recruiting new volunteer firefighters (i.e., why are you unable to recruit members)? What are the problems and/or issues the department is experiencing in retaining current members (i.e., why are the current volunteer firefighters leaving)? (3000 characters)
P. 11-13	New Question	<ul style="list-style-type: none"> • 1 b. What is the department's implementation plan to directly address the problems and/or issues discussed above? What are the methods and specific steps that will be used to achieve this plan? (3000 characters)
P. 11-13	New Question	<ul style="list-style-type: none"> • 1 c. How will the recruitment of new volunteer firefighters and/or retention of current volunteer firefighters impact the department's operational needs or capabilities? (1500 characters)

		<ul style="list-style-type: none"> • 1 d. What are the specific benefits the new volunteer firefighters and/or retention of current volunteer firefighters will provide for the fire department(s) and community? (1000 characters)
P. 11-13	New Question	<ul style="list-style-type: none"> • 1 e. If your grant will have a regional impact, which activities are part of the regional request and which activities are exclusive to the host applicant, if applicable. (2000 characters)
P. 11-13	* Element #2 - Impact on Daily Operations (30%): This statement should explain how the regions and/or all the fire departments (participating in this application) communities, and their current firefighters are at risk without the requested firefighters, and to what extent that risk will be reduced if the applicant is awarded.	2a. How are the community and the current volunteer firefighters in the department at risk without the items/activities requested in this application? How will that risk be reduced if awarded? (2000 characters)
P. 11-13	New Question	<ul style="list-style-type: none"> • 2b. How often does your department current ly comply with the applicable NFPA 1710 or NFPA 1720 standards? What impact will the recruitment of new volunteer firefighters and/or the retention of current volunteer firefighters have on the departments NFPA compliance, if awarded? (2000 characters)
P. 11-13	* 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.	<ul style="list-style-type: none"> • 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 the 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. 11-13	New Question	<ul style="list-style-type: none"> • 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.)? How have similar projects been funded in the past? (2000 characters)
P. 11-13		<ul style="list-style-type: none"> • 3c. How are the critical functions of your department affected without this funding? (1000 characters)
P. 11-13	* Element #4 - Cost/Benefit (10%): This statement should explain, as clearly as possible, what benefits the applicant and/or fire departments participating in this application will realize if the project described is funded (e.g. anticipated savings and/or efficiencies). Is there a high benefit for the cost incurred? Are the costs reasonable? Provide	<ul style="list-style-type: none"> • Please describe the benefits (i.e., anticipated savings, efficiencies) the department and community will realize if awarded the items/activities requested in this application. (3000 characters)

	justification for the budget items relating to the cost of the requested items.	
P. 11-13	* 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.	Question Removed
P. 11-13	* Element #6 - Additional Information: If you have any additional comments you would like to include about your organization or this application, please provide them here.	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)