CITY COUNCIL REPORT

Meeting Date: **July 7, 2022**
General Plan Element: ***Public Services & Facilities***
General Plan Goal: ***Provide a safe environment for all citizens, visitors, and private interests***

ACTION

If awarded adopt Resolution No. 12450 authorizing:

1. In Fiscal Year 2022/23 the spending of Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) grant funds, in the total amount of $6,584,497 over three, 12-month periods beginning FY 2022/23.
2. Fire Chief Tom Shannon or designee to conduct all negotiations and to execute and submit all documents and other necessary or desirable instruments in connection with the acceptance of a FEMA grant.
3. The addition of thirty new, full-time equivalent positions (30 FTE) at the job classification of Firefighter in the Fire Department during FY 2022/23.
4. Up to a $1,445,995 budget transfer from the adopted FY 2022/23 Future Grants Budget and/or Grant Contingency to a newly created cost center within the Fire Department's operating budget to record the related SAFER Grant activity. The transfer is to cover the first year beginning October 9, 2022 to be funded by the grant.
5. Up to a $812,922 budget transfer from the FY 2022/23 adopted General Fund Operating Contingency to the Fire Department's operating budget to cover expenses such as the difference in salary and benefit costs since applying for the grant, medical exams, and one-time costs associated with the academy and uniforms/gear.

BACKGROUND

The majority of the Scottsdale Fire Department personnel were hired in 2005, the department anticipates the unprecedented attrition of 85% of the sworn workforce from 2021 through 2025. The request is for (30) firefighters to address the impending issues our attrition rate will create. The large number of firefighters that will retire at the same time will create a workforce that has minimal experience therefore exposing the community and other firefighters to unnecessary risk. It is our plan to early-hire Firefighters based on predictive employee retirement trends.

The positions will receive required training and become proficient before the veteran skilled and seasoned firefighters begin retiring which will ensure the safety of the citizens of Scottsdale, visitors, and all firefighters. This will allow the early hiring of staffing for new fire station 612 prior to the opening and return a 4-person staffed response unit to fire station 601. The early-hire of the firefighters prior to the construction of fire station 612 and the purchase of new response units, will allow seasoned firefighters the opportunity to pass on needed skills and knowledge to a younger workforce which will ensure the department continues to provide excellent service to the community while also ensuring the safety of all firefighters.

The department is committed to enhancing and improving member wellness and safety and employs a full-time civilian to develop and oversee department-wide initiatives. The award of this SAFER grant will reduce the risk to the community, organization, and personnel by continuing to provide experienced and trained appropriate number of resources to support fire responses and EMS critical tasks in the City of Scottsdale and to our border automatic aid partners in the northern portion of the City.

ANALYSIS & ASSESSMENT

Recent Staff Action

If awarded this SAFER grant will reduce the risk to the community, organization, and personnel by providing the department the opportunity to provide training and skills necessary to ensure the appropriate number of resources to support fire responses and EMS critical tasks in the City of Scottsdale and to our border automatic aid partners. This will be accomplished by allowing new firefighters the ability to be mentored by a seasoned workforce. It will also allow the department to train additional firefighters in specialty skills to replace those vacated in the future years.

The request is for 30 firefighters to address the staffing needed for the approved Bond 2019 fire station 612 near the 101 and Hayden, and returning a 4-person staffed response unit to fire station 601. The large number of firefighters that will retire at the same time will create a workforce that has minimal experience therefore exposing the community and other firefighters to unnecessary risk. It is our desire to early-hire and train 30 firefighter to minimize the time it takes to replace retiring personnel and to allow them to gain experience before the loss of our veteran workforce.

This request addresses a part of the departments plan to minimize the expense and impact on the workforce that will be caused by the high attrition rate we will experience. The department continuously seeks out grant opportunities and submits applications for all federal opportunities available. Each year during our budget development process our department identifies all shortfalls within the department to address the impending attrition rate.

A grant application was submitted to FEMA for the hiring of 30 Firefighter positions through the SAFER Grant Program in February 2022 and if awarded the period of performance is 36 months from the time the Firefighters are hired, or 180 days from award, whichever is sooner. The grant will cover almost 100% of all salaries (FLSA overtime included) and benefits of the 30 basic Firefighter positions for three years. The General Fund will cover the change in salary and benefit costs since the time of applying for the grant.

The department has an active hiring list and will not incur any recruitment costs, if awarded, hiring is planned to occur within 30 days of award and start the next available 16-week recruit academy. The recruit training time pay is eligible for reimbursement; however, the overtime cost for the recruit training officer is not.

RESOURCE IMPACTS

Future Budget Implications

The SAFER Grant will fund three,12-month periods beginning at time of hire, which is anticipated to be October 9, 2022.

The Fire Department will work closely with the Budget Department each year, by utilizing an internal staffing calculator tool and leave use trends, to best calculate the constant staffing and overtime dollars needed to support the City's emergency response. This will be evaluated against the reality of the department's impending attrition issue, sustainability of current service levels, and future growth of the City's public safety needs due to development.

The following table illustrates the expenses that are not eligible for reimbursement during the life of the SAFER Grant and would require use of General Fund monies. Note: The salaries and benefits allowed were the FY 21/22 rates for a firefighter. The difference in year one for each firefighter is $4,431 for 18 pay periods. Year 2 and Year 3 have a 5% increase assumed for each year.

	Recruit Training Officers: Backfill Overtime	* Personal Protective Equipment, Uniforms, training, and Medical Exams	Salary & Benefit Difference Since Time of Application	Regional Academy Fees	Total
FY 2022/23	$174,277	$438,612	$92,033	$108,000	$812,922
FY 2023/24	$0	$199,043	$139,584	$0	$338,627
FY 2024/25	$0	$199,980	$146,563	$0	$346,543
				3-Year Total	**$1,498,092**

** Personal Protective Equipment traditionally has an average seven-year shelf-life and employees get $700 per year in uniform allowance and $1,000 for medical exams.*

The necessary budget authority for the SAFER grant and the General Fund needed for the City's expenses incurred by the 30 new Firefighter positions that are not eligible for reimbursement will be included in future budget years through the budget development process.

OPTIONS & STAFF RECOMMENDATION

Recommended Approach
If awarded, adopt Resolution No.12450 authorizing:

1. In Fiscal Year 2022/23 the spending of Federal Emergency Management Agency (FEMA) Staffing Adequate Fire and Emergency Response (SAFER) grant funds, in the total amount of $6,584,497 over three, 12-month periods beginning FY 2022/23.
2. Fire Chief Tom Shannon or designee to conduct all negotiations and to execute and submit all documents and other necessary or desirable instruments in connection with the acceptance of a FEMA grant.

3. The addition of thirty new, full-time equivalent positions (30 FTE) at the job classification of Firefighter in the Fire Department during FY 2022/23
4. Up to a $1,445,995 budget transfer from the adopted FY 2022/23 Future Grants Budget and/or Grant Contingency to a newly created cost center within the Fire Department's operating budget to record the related SAFER Grant activity. The transfer is to cover the first year beginning October 9, 2022 to be funded by the grant.
5. Up to a $812,922 budget transfer from the FY 2022/23 adopted General Fund Operating Contingency to the Fire Department's operating budget to cover expenses such as the difference in salary and benefit costs since applying for the grant, medical exams, and one-time costs associated with the academy and uniforms/gear.

RESPONSIBLE DEPARTMENT(S)

Fire Department

STAFF CONTACT(S)

Ryan Freeburg, Assistant Fire Chief rfreeburg@scottsdaleaz.gov

Tom Shannon, Fire Chief tshannon@scottsdaleaz.gov

APPROVED BY

Tom Shannon, Fire Chief — Date 6/16/22
480-312-1821 tshannon@scottsdaleaz.gov

Judy Doyle, Budget Director — Date 6.16.22
480-312-2603, jdoyle@scottsdaleaz.gov

FOR Jim Thompson, City Manager — Date 6/16/2022
480-312-2811 jthompson@scottsdaleaz.gov

ATTACHMENTS

1. Resolution No. 12450

RESOLUTION NO. 12450

A RESOLUTION OF THE COUNCIL OF THE CITY OF SCOTTSDALE, MARICOPA COUNTY, ARIZONA, AUTHORIZING, IF AWARDED, THE ACCEPTANCE, OF A FISCAL YEAR 2022/23 FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA) STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER) GRANT FUNDS IN THE AMOUNT OF $6,584,497.

WHEREAS, the City of Scottsdale has applied for a $6,584,497 over three, 12-month periods beginning FY 2022/23 from the Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER); and

WHEREAS, acceptance of this grant, if awarded, will enhance the City's ability to ensure adequate firefighter staffing for two new response units.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Scottsdale, Maricopa County, Arizona, as follows:

Section 1. Authorize, if awarded, acceptance in Fiscal Year 2022/23 the spending of Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) grant funds, in the total amount of $6,584,497 over three, 12-month periods beginning FY 2022/23.

Section 2. Fire Chief Tom Shannon or designee to conduct all negotiations and to execute and submit all documents and other necessary or desirable instruments in connection with the acceptance of a FEMA grant.

Section 3. The addition of thirty new, full-time equivalent positions (30 FTE) at the job classification of Firefighter in the Fire Department during FY 2022/23.

Section 4. Up to a $1,445,995 budget transfer from the adopted FY 2022/23 Future Grants Budget and/or Grant Contingency to a newly created cost center within the Fire Department's operating budget to record the related SAFER grant activity. The transfer is to cover the first year period beginning October 9, 2022 to be funded by the grant.

Section 5. Up to a $812,922 budget transfer from the FY 2022/23 adopted General Fund Operating Contingency to the Fire Department's operating budget to cover expenses such as the difference in salary and benefit costs since applying for the grant, medical exams, and one-time costs associated with the academy and uniforms/gear.

PASSED AND ADOPTED by the City Council of the City of Scottsdale this ____ day of _____, 2022.

CITY OF SCOTTSDALE, an
Arizona municipal corporation,

_____
David D. Ortega, Mayor

ATTEST:

_____
Ben Lane, City Clerk

APPROVED AS TO FORM:

_____
Sherry R. Scott, City Attorney
By: Luis E. Santaella, Deputy City Attorney

ATTACHMENT 1

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