

System for Award Management (SAM.gov) profile

Please identify your organization to be associated with this application.

All organization information in this section will come from the System for Award Management (SAM) profile for that organization.

SAN FRANCISCO FIRE DEPARTMENT

Information current from SAM.gov as of:	01/23/2021
DUNS (includes DUNS+4):	033428819
Employer Identification Number (EIN):	946000417
Organization legal name:	SAN FRANCISCO FIRE DEPARTMENT
Organization (doing business as) name:	
Mailing address:	698 SECOND STREET SAN FRANCISCO, CA 94107-2015
Physical address:	698 2ND ST STE SAN FRANCISCO, CA 94107-2015
Is your organization delinquent on any federal debt?	N
SAM.gov registration status:	Active as of 01/21/2021

We have reviewed our bank account information on our SAM.gov profile to ensure it is up to date

Applicant information

Please provide the following additional information about the department or organization applying for this grant.

Applicant name (i.e., fire department name)	San Francisco Fire Department
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Main address of location impacted by this grant

Main address 1	698 Second Street
Main address 2	
City	San Francisco
State/territory	CA
Zip code	94107
Zip extension	2015
In what county/parish is your organization physically located? If you have more than one station, in what county/parish is your main station located?	San Francisco County

Applicant characteristics

The SAFER (Staffing for Adequate Fire and Emergency Response) program intends to improve or restore local fire departments' staffing and deployment capabilities so they may more effectively respond to emergencies. With the restored or enhanced staffing, grantees should see a reduction in response times and an increase in the number of trained personnel assembled at the incident scene. Grant funds are available in two activities: Hiring Firefighters and Recruitment and Retention of Volunteer Firefighters. Please review the Notice of Funding Opportunity for information on available program areas and for more information on the evaluation process and conditions of award.

Please provide the following additional information about the applicant.

Applicant type **Fire Department/Fire District**

What kind of organization do you represent? **All Paid/Career**

Which activity are you applying for? **Hiring of Firefighters**

Operating budget

What was your department's operating budget (e.g., personnel, maintenance of apparatus, equipment, facilities, utility costs, purchasing expendable items, etc.) related to fire-related programs and emergency response for the current (at time of application) fiscal year, as well as the previous three fiscal years?

Current Fiscal Year (i.e., 2020) **2020**

Fiscal Year	Operating budget
2020	\$427,202,412.00
2019	\$400,721,970.00
2018	\$382,993,306.00
2017	\$376,049,960.00

What percentage of the declared operating budget is dedicated to **90** personnel costs (salary, benefits, overtime costs, etc.)?

Does your department have any rainy day reserves, emergency **No** funds, or capital outlay?

What percentage of the declared operating budget is derived from the following	2020
Taxes	78
Bond issues	0
EMS billing	7
Grants	0
Donations	0

What percentage of the declared operating budget is derived from the following	2020
Fund drives	0
Fee for service	15
Other	0

Describe your financial need to include descriptions of the following:

- Income vs. expense breakdown of the current annual budget
- Budget shortfalls and the inability to address financial needs without federal assistance
- Actions taken to obtain funding elsewhere (i.e. state assistance programs or other grant programs)
- How your critical functions are affected without this funding

The SFFD's Fiscal Year 2019-20 Operating budget is approximately \$427 million. 65% derived from the City's General Fund. The remaining 35% is funded through State sales tax revenue (12%), EMS Ambulance revenue (7%), Fire Prevention fees (5%), Federal funds for Airport Operations (7%), and other recoveries/fees for services (4%). Of the total operating budget, 90% is for personnel and workers comp costs, including salaries, overtime, and fringe benefits. That leaves only 10% to cover all the non-personnel costs for the Department. As has happened all over the country, the COVID19 pandemic has created devastating budget impacts to the City and County of San Francisco's annual budget, both in the short term as we close out the Fiscal Year 2020 and as we move into the next budget cycle. Back in December of 2019, at the onset of the current two-year budget process for the 2020-21 and 2021-22 fiscal years, the San Francisco was looking at a two-year projected budget shortfall of approximately \$419.5 million, made up of an estimated deficit of \$195.4 million for the Fiscal Year 2020-21 and \$224.1 million for the Fiscal Year 2021-22. With the onset of the COVID19 emergency, those deficits have now skyrocketed, making an already challenging fiscal environment for the Department's budget worse than could have been imagined and ripe for further deterioration given the uncertainty around the COVID19 pandemic. Financial losses associated with the COVID19 pandemic have been stark and immediate, and the level of uncertainty of City revenues and expenditures is historically high. According to a budget outlook update released on May 15, 2020, the City projects revenue reductions for the final quarter of the current fiscal year that are staggering – the City is anticipating \$246 million in General Fund losses. The reductions are driven by significant changes in major taxes including hotel tax, transfer tax, and sales tax. The report also projects that these significant revenue losses will continue into the next two fiscal years driving up the projected deficits of \$754 million for FY 2020-21 and \$735 million for FY 2021-22. That's a combined shortfall of up to \$1.7 billion compared to prior projections driven by health crisis related revenue loss. The result of this is large budget reductions and service reduction measures anticipated to be communicated to Departments as part of revised budget instructions. In December 2019, at the original onset of the current two-year budget process for the City, the Department was requested to reduce its general fund support by 3.5% in both years (7% cumulative). This request for budget cuts of the Department is anticipated to grow significantly and will be amended with hiring freezes/reductions, as well as the elimination of such infrastructure projects as capital projects and equipment purchases. This request is in addition to any

budget reductions imposed upon the Fire Department in the current fiscal year in order to address the current fiscal year deficit. Given the realities of the current fiscal environment, the SFFD is not anticipating being able to fund new hires for the foreseeable future. As the City grapples with the increased challenges of the COVID response, new hires will be even harder to come by, at a time when they are needed most given the dangers of the virus to protect our members. With these constraints, including hiring freezes, requests for new hires will be nearly impossible using general fund allocations, and the Department must rely on outside sources of funds, such as the FEMA SAFER program.

In cases of demonstrated economic hardship, and upon the request of the grant applicant, the FEMA Administrator may grant an Economic Hardship Waiver. Is it your organization's intent to apply for an Economic Hardship Waiver?

No

Other funding sources

This fiscal year, are you receiving Federal funding from any other grant program for the same purpose for which you are applying for this grant? **No**

This fiscal year, are you receiving Federal funding from any other grant program regardless of purpose? **Yes**

Please provide an explanation for other funding sources in the space provided below.

In the current fiscal year, the San Francisco Fire Department has received several Federal awards that will be expended during its fiscal year. These funds predominately come in the form of Federal grants. The Department was allocated funding in the 2018 and 2019 Port Security Grant Program for which it is currently underway on procurement. In addition, the Department has received a number of Homeland Security (UASI) grant awards resulting in the use of Federal funds.

Applicant and community trends

Please provide the following additional information about the applicant.

Injuries and fatalities	2020	2019	2018
What is the total number of fire-related civilian fatalities in your jurisdiction over the last three calendar years?	3	6	1
What is the total number of fire-related civilian injuries in your jurisdiction over the last three calendar years?	29	19	24
What is the total number of line of duty member fatalities in your jurisdiction over the last three calendar years?	0	0	0

Injuries and fatalities	2020	2019	2018
What is the total number of line of duty member injuries in your jurisdiction over the last three calendar years?	349	354	306

How many frontline vehicles does your organization have in each of the types or classes of vehicle listed below that respond to first alarm assignments in support of NFPA 1710/1720? You must include vehicles that are leased or on long-term loan as well as any vehicles that have been ordered or otherwise currently under contract for purchase or lease by your organization but not yet in your possession.

i Filled riding positions
The number of filled riding positions must be equal or less than the number of frontline apparatus multiplied by the number of available riding positions.

Type or class of vehicles	Number of frontline apparatus	Number of available riding positions	Number of filled riding positions
Engines or pumpers (pumping capacity of 750 gallons per minute (GPM) or greater and water capacity of 300 gallons or more): pumper, pumper/tanker, rescue/pumper, foam pumper, CAFS pumper, type I, type II engine urban interface.	44	24	176
Ambulances for transport and/or emergency response.	60	2	120
Tankers or tenders (water capacity of 1,000 gallons or more).	1	1	1
Aerial apparatus: aerial ladder truck, telescoping, articulating, ladder towers, platform, tiller ladder truck, quint.	20	8	100
Brush/quick attack (pumping capacity of less than 750 GPM and water carrying capacity of at least 300 gallons): brush truck, patrol unit (pickup w/ skid unit), quick attack unit, mini-pumper, type III engine, type IV engine, type V engine, type VI engine, type VII engine.	4	0	0
Rescue vehicles: rescue squad, rescue (light, medium, heavy), technical rescue vehicle, hazardous materials unit.	5	2	10
Additional vehicles: EMS chase vehicle, air/light unit, rehab units, bomb unit, technical support (command, operational support/supply), hose tender, salvage truck, ARFF (aircraft rescue firefighting), command/mobile communications vehicle.	18	6	24

Is your department facing a new risk, expanding service to a new area, or experiencing an increased call volume? **Yes**

Please explain how your department is facing a new risk, expanding service to a new area, or experiencing an increased call volume.

Over the last four months the Department has experienced a dramatic shift in response due to the outbreak of the COVID-19 virus. The Department has increased its activation of Emergency Medical Services and First Response Personnel in response to this health crisis. The San Francisco Fire Department must prepare for an increase in call volume based on current and predicted COVID-19 infection rates in relation to the city's population density, the recent opening of various businesses and public spaces, and community adherence to shelter in place orders and social distancing guidelines. Additionally, the City and County of San

Francisco has historically maintained a trend of rapid call volume with a noted 3% increase in 2019 of medical, traffic, overdose, mental health, and violence-related incident calls.

Community description

Please provide the following additional information about the community your organization serves.

Type of jurisdiction served **Other**

If "Other", please enter type of jurisdiction served. **City and County**

What type of community does your organization serve? **Urban**

What is the square mileage of your first due response zone/jurisdiction served? **47**

What percentage of your primary response area is protected by hydrants? **100**

What percentage of your primary response area is for the following:	Percentage (must sum to 100%)
Agriculture, wildland, open space, or undeveloped properties	31
Commercial and industrial purposes	25
Residential purposes	44
Total	100

What is the permanent resident population of your first due response zone/jurisdiction served? **884363**

Do you have a seasonal increase in population? **No**

Please describe your organization and/or community that you serve.

The City and County of San Francisco is ranked the second-most densely populated major city in the United States, with the California Department of Finance reporting a 2019 total residential population of 889,360, soaring to 1.5 million on any given day with the influx of commuters and tourists. And according to 2018 US Census Bureau estimates, San Francisco County's population's racial demographic makeup was 52.9% White (40.3% Non-Hispanic White), 35.9% Asian, 15.2% Latinx, 5.6% Black/African American, 4.4% from two or more races, 0.5% Pacific Islander, 0.7% Native American/Alaskan Native. Additionally, census data indicates an estimated 43.1% of resident families with children 5 years or older speak a language other than English in the home. The city's 47.355 square mileage is geographically circuitous, and the city's topography is difficult to maneuver with old and narrow streets and over 50 hills from 100 to 927 feet within its city limits. Meanwhile, San Francisco's infrastructure is distinctively susceptible to

fire with approximately 380,971 housing units, 48,000 historic wood houses, and a growing downtown with 72 high-rises and 26 skyscrapers. The San Francisco Fire Department (SFFD), established over 150 years ago, remains constant in its rich tradition and mission to protect the lives and property of the people of San Francisco from fires, natural disasters, and hazardous material incidents; to save lives by providing emergency medical services and to prevent fires through prevention and education programs and to provide a work environment that values health, wellness and cultural diversity, and is free of harassment and discrimination. Recognizing the City's current, unique and forthcoming needs, the SFFD has in its ranks approximately 1,600 Firefighting and Emergency Medical Personnel and a fleet of 44 Engines, 20 Trucks, 40 ambulances, divided into two Divisions, with ten Battalion Districts and 44 stations located throughout the city, and fortified with specialty units including 2 Heavy Rescue Squads, 2 Coastal Rescue units (Cliff & Surf), 1 Rescue Boat, 2 Rescue Water Craft, 3 Fireboats, a Mobile Command Vehicle, 2 Multi-Casualty Units, a Hazardous Materials Unit, a CO2 unit, and a Mobile Air Unit. The SFFD responded to 153,982 calls for service in 2019 and provides the public with; 1) Direct Service Operations delivering emergency medical services, fire suppression, and specialized unit deployment in times of emergency, 2) Fire Prevention through code enforcement, and inspection programs minimizing loss of life and property, 3) Emergency Response Planning and community disaster response coordination, to ensure the protection of thousands of lives should a large-scale disaster occur, 4) Investigations of the origin and cause of fires/explosions, ensuring prosecution if appropriate, 5) Community Outreach activities to promote community health and fire safety through information dissemination. Chief Jeanine Nicholson was sworn in as the 26th Fire Chief of San Francisco and leads a strong leadership team strategically engaged in activities to strengthen the SFFD's fiscal capacity to enable the acquisition of the critical tools needed to effectively protect the property and lives of the people of San Francisco and surrounding communities. While San Francisco has seen some 1,999 confirmed positive case levels of COVID-19, the SFFD's leadership team has assessed the community's strengths, challenges, and risks to develop a list of potential mitigation strategies to prepare and provide the responsive services the community needs to battle this virus and curtail increase of widespread infections within the community. One of the Department's key strategies involves the hiring of additional personnel to reduce the spread of COVID-19 and strengthen the ability of the SFFD to immediately respond to any and all emergency events as they occur.

Call volume

Summary

Summary of responses per year by category. Enter whole numbers only. If you have no calls for any of the categories, enter 0.

Summary of responses per year per category	2020	2019	2018
Fire - NFIRS Series 100	3851	3905	3845
Overpressure Rupture, Explosion, Overheat (No Fire) - NFIRS Series 200	8	124	125
Rescue & Emergency Medical Service Incident - NFIRS Series 300	121952	119410	119410
Hazardous Condition (No Fire) - NFIRS Series 400	2460	1866	1937
Service Call - NFIRS Series 500	6420	5655	7153
Good Intent Call - NFIRS Series 600	1871	1938	1768
False Alarm & Falls Call - NFIRS Series 700	15114	14715	14010
Severe Weather & Natural Disaster - NFIRS Series 800	38	5	44
Special Incident Type - NFIRS Series 900	207	233	324
Total	151921	147851	148616

Fire

How many responses per year by category? Enter whole numbers only. If you have no calls for any of the categories, enter 0.

How many responses per year per category?	2020	2019	2018
"Structure Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 111-120)	1271	1374	1470
"Vehicle Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 130-138)	256	259	288
"Vegetation Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 140-143)	167	157	134
Total	1694	1790	1892

What is the total acreage of all vegetation fires? Enter whole numbers only. If you have no vegetation fires, enter 0.

Total acreage per year	2020	2019	2018
Total acreage of all vegetation fires	0	0	0

Rescue and emergency medical service incidents

How many responses per year per category?	2020	2019	2018
"Motor Vehicle Accidents" (Of the NFIRS Series 300 calls, NFIRS Codes 322-324)	37	44	38

How many responses per year per category?	2020	2019	2018
"Extrications from Vehicles" (Of the NFIRS Series 300 calls, NFIRS Code 352)	118000	114815	113647
"Rescues" (Of the NFIRS Series 300 calls, NFIRS Code 300, 351, 353-381)	62277	62067	60274
EMS-BLS Response Calls	59675	57343	57614
EMS-ALS Response Calls	0	0	0
EMS-BLS Scheduled Transports	0	0	0
EMS-ALS Scheduled Transports	0	0	0
Community Paramedic Response Calls	0	0	0
Total	239989	234269	231573

Mutual and automatic aid

How many responses per year by category? Enter whole numbers only. If you have no calls for any of the categories, enter 0.

How many responses per year per category?	2020	2019	2018
Amount of times the organization received Mutual Aid	1	0	6
Amount of times the organization received Automatic Aid	0	3	3
Amount of times the organization provided Mutual Aid	4	4	1
Amount of times the organization provided Automatic Aid	2	13	6
Of the Mutual and Automatic Aid responses, amount that were structure fires	0	0	1
Total	7	20	17

Grant request details



Instructions

You can add the positions you are requesting by using the add buttons below. Include all positions in a single item. Please answer all the questions for the overall Hiring activity as well as the required information for the requested positions.

Grand total: \$13,760,604.00

Program area: Hiring of firefighters

Total requested for Hiring of Firefighters activity:

\$13,760,604.00

New, Additional Firefighter(s)

How many full-time firefighter positions are you requesting? "Full-time" is considered 2,080 hours or more worked per year and entitles the employee to receive benefits earned by the other full-time employees in the organization. "Part-time" positions are less than 2,080 hours per year. Often part-time employees do not earn benefits or do not earn them at the same rate or level as full-time employees.

NUMBER OF FIREFIGHTERS

36

What are the current usual annual costs of a first-year (i.e entry-level) firefighter in your department? "Usual annual costs" include the base salary (exclusive of non-FLSA overtime) and the standard benefits package (including the average health cost, dental, vision, FICA, life insurance, retirement/pension, etc.) offered by the fire departments to first-year (i.e., entry-level) firefighters. To get the "average" health care costs, average the annual cost among various health insurance plans offered (i.e., self only, family, etc). Do not use figures that assume all employees will select self or family coverage.

ANNUAL SALARY	ANNUAL BENEFITS	TOTAL PER FIREFIGHTER
\$88,423.00	\$38,990.00	\$127,413.00

What benefits are included in the standard benefits package your department provides to first-year firefighters? You must provide details on the dollar amounts or percentages for each benefit being provided (health costs (family, employee only, employee plus one), dental, vision, FICA, life insurance, retirement/pension, etc.). Note: Failure to provide this information may results in reductions to the requested amounts.

BENEFITS FUNDED

Benefits funded include estimates for retirement (22.01%), Medicare (HI only - 1.45%), Unemployment Insurance (.27%), Health and Dental (\$18,007)

Request total

YEARLY TOTAL	\$4,586,868.00
3 YEAR TOTAL	\$13,760,604.00

More Details for Hiring of Firefighters.

Staffing levels

SAFER intends to restore or improve local fire departments' staffing and deployment capabilities so they may more effectively respond to emergencies. With the enhanced staffing, a SAFER grant recipient's response time will be reduced sufficiently and an appropriate number of trained personnel will be assembled at the incident scene.

The following questions are designed to help us understand the staffing changes that have occurred in your department over the past several years and how the grant will assist in restoring or improving your staffing levels. The information provided must be a true and accurate depiction of your department on the timelines listed below.

For more information regarding these standards please see the Notice of Funding Opportunity or go to www.nfpa.org/freeaccess

Select the item that best describes the NFPA standard your **1710 - with aerial**

department is attempting to meet:

What is the department's current (at the start of the application period) budgeted [operational](#) ⁱ staffing level? Include all budgeted positions, even if they are not currently filled.

Current budgeted operational staffing level **1187**

How many budgeted, but vacant operational positions does your department have at the start of the application period? **0**

Please enter information about your organization's staffing levels in the table below.ⁱ

Staffing levels	Total number of operational career personnel	Number of operational officers	Number of NFFA support
Staffing levels at the start of the application period	1409	309	1187
Staffing levels at one year prior to the start of the application period	1406	292	1149
Staffing levels at two years prior to the start of the application period	1425	303	1136
If awarded this grant, what will the staffing levels be in your department?	1445	309	1223

Please provide details on the department's existing staffing model to include the number of shifts, number of positions per shift, chief level officer staffing per shift (i.e., Battalion Chief, District Chief, etc.), and contracted shift hours per week/pay period. If the contracted shift hours included FLSA overtime or Kelly Days, please be sure to include details.

The Department has voter mandated minimum daily staffing levels for operations, currently at 307 personnel on duty per day in fire suppression. Members are scheduled on a 31-day tour, working 9 24-hour shifts out of 31 for an average of approximately 48.7 hours per week. In addition, members are scheduled for overtime on a voluntary or mandatory (as needed) basis. Per MOU requirements, Department engines are staffed with 4 personnel and trucks with 5 personnel. The Department staffs 44 engines, 20 trucks, two rescue squads, and other specialty units throughout its ten battalions (divided into two Divisions) in the City proper, as well as staffing additional fire and medical resources at three stations at the San Francisco International Airport.

Does your department utilize part-time paid firefighters? **No**

Does your department utilize reserve/relief paid firefighters? **No**

Hiring of firefighters

Please provide the following additional information regarding your fire department.

Based on current staffing levels:

If your department utilizes overtime to fill positions to ensure you are meeting applicable NFFA staffing and deployment standards, you should remove the number of positions filled by overtime from your calculations.

How often does your department meet the NFPA assembly requirements as indicated in the table above for the department's first due response zone/jurisdiction served?

Most of the time (80 to 99%)

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?

4

Do you provide NFPA 1582 annual medical/physical exams?

Yes

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?

Most of the time (80 to 99%)

What will be 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?

4

Will you provide the new hires with NFPA 1582 entry-level physicals?

Yes

Will the personnel hired meet the minimum EMS training and certification as required by your Authority Having Jurisdiction (AHJ)?

Yes

Is it your department's intent to sustain the awarded positions after the completion of the period of performance?

Yes

Please provide a brief description on how the positions will be sustained.

The Department is intending to have these new positions absorbed into the Department's budget at the completion of the period of performance. While adding to the Department's staffing at that time, these positions will be replacing overtime shifts, resulting in minimal costs for adding the new positions, due to minimum staffing requirements.

Describe the department's step-by-step hiring process (application period, written test, physical, approval) and the timeline for each step.

The Department adheres to the following new firefighter academy candidate/hiring process: 1)All candidates must take an examination and be on an eligibility list, both administered by the City's Department of Human Resources (DHR). 2) DHR utilizes a continuous testing model, where candidates can take the exam at any time and are then scored and placed on the eligibility list as a result of their scoring. 3)Candidates are screened interviewed, and if selected, go through a background check and medical exam, which can take several months. 4) Members that pass are then selected to take part in the Department's Fire Academy. As it is a continuous testing process, the Department can request the current eligibility list from DHR at any time in preparation for a new academy.

How many recruits can be trained in one academy class?

48

How long after award will the department be able to start a recruit class?

Generally, the Department takes from two to four months to complete the ramp-up to the beginning of an academy. This process includes requesting a civil service eligibility list, interviewing and selecting candidates, conducting background and medicals, and prepping for the academy.

The Department should have no problem completing these tasks and beginning an academy within the 180-day recruitment period.

How often are your recruit classes held?

Due to the recent need for hiring, the Department has had approximately one firefighter recruit academy per year. However, given the City's hiring freeze as well as projected economic shortfalls due to COVID over the next few years, it is in doubt as to whether the Department will be able to hire additional personnel over the next few years outside of Federal assistance.

Does the department need governing body approval to accept and implement the award?

Yes

Provide details on the timeline needed to accept the grant award.

Under normal circumstances, the SFFD adheres to the City and County of San Francisco's grant award acceptance process to "Accept and Expend Resolutions and Ordinances", which takes roughly four to six weeks after submittal to the City and County of San Francisco's Controllers Office, the Board of Supervisors and Committees for review and approval and finally to the Mayor for signature and acceptance an executable ordinance. However, in times of emergency, crisis, or inevitable disaster the process for grant award acceptance may be expedited as required or necessary.

Is your request for hiring firefighters based on a risk analysis, staffing needs analysis, or an Insurance Services Office (ISO) rating?

Yes

Describe how the analysis was conducted and the outcome of the analysis or ISO rating.

An analysis was conducted of various variables to include the need and impact of overtime, both historical and projected in the coming years, given a variety of different staffing levels. The Department also analyzed projected retirements and the resulting staffing levels projected for the coming years. The Department cannot meet NFPA guidelines or voter mandated minimum staffing levels without the use of overtime. The Department is in the process of call volume projection analysis, looking at what the Department needs for new firefighters/companies/stations in the near future as a result of the current health crisis and it's potentially lasting detrimental outcomes of the health and safety of the community to include SFFD Personnel. A recent analysis affirmed the City's high ISO rating.

Does your department currently have a policy in place to recruit and hire veterans?

Yes

Please provide a brief description of the policy in place.

The Fire Department currently has an active eligible list for entry-level firefighters with the City's Department of Human Resources that any approved SAFER hiring would be selected from. The recruitment of military veterans is one of the focuses of the hiring process of the City and County of San Francisco. For the current eligible list (as in previous lists), prospective applicants are requested to include information about military service in their application and during the examination process. Additional points are added to the applicant's final score if the applicant is a military veteran. This information is

Narrative statements

The narrative statements must provide all the information necessary for you to justify your needs and for FEMA to make an award decision. A panel of peer reviewers will perform the second phase of the applications' evaluations by using the narrative statements below to determine the worthiness of the request for an award.

Please ensure that your narrative clearly addresses each of the following evaluation criteria elements to the best of your ability with detailed but concise information. Provide only the information being requested for each element; if you provided information pertaining to the narrative elements elsewhere in the application you must still include it below. Failure to provide the information being requested may result in a lower score or the application not being funded.

Project description

Why does the department need the positions requested in this application?

The San Francisco Fire Department (SFFD) is requesting a total of \$13,760,604 in FY2019 SAFER grant dollars to fund the salaries and benefits of 36 entry-level firefighters over two years. The funding would allow the department to fill firefighter vacancies due to projected attrition, allowing the Department to mitigate the negative fiscal impacts of the COVID pandemic which, given the economic impacts to the City's budget over the next few years, threatens to wipe out any new hiring previously projected. In the midst of being responsive to the community during the current health crisis, additional positions would alleviate some of the Department's overtime burden, scheduled to increase over the next few years in the projected economic downturn. The filling of some of these vacancies through a SAFER grant would result in operational benefits for the SFFD and local communities, and millions of dollars in savings over the grant period would be used to fund the hiring of more front-line personnel, increasing the impact of the grant. The City of San Francisco's population has grown rapidly over the years and is at the highest in its history, and in light of the current COVID-19 health crisis, the need for additional fire suppression and medical resources is both a critical current and future need for the City. The City is anticipating a \$1.7 billion shortfall to balance its budget in the next few years, indicating general fund dollars to support Departmental hiring will be more difficult to secure than in recent years. The SFFD has allocated funding to hire some additional academy classes, but economic projections indicate the health crisis has had a devastating effect on the city's current and future budgets, indicating previously allocated funding for new hires will be reduced or eliminated and available funds won't cover the cost of currently unfilled positions due to previous budget constraints and or retirements. Over the past few years, the City was experiencing an economic recovery that supported its rapid population growth and new construction developments, which will still require the Department to open additional facilities and provide services to meet constituents' needs. Having sufficient staffing on hand is crucial for the SFFD to protect itself against a large number of people getting ill or forced to quarantine from the COVID-19 virus, which would greatly hinder operations.

How will the positions requested in this application be used within the department? (e.g., 4th on engine, open a new station, eliminate browned out stations, reduce overtime)?

The Department has a voter mandated staffing requirement, setting the minimum for the number of personnel and companies that are on-duty per day in a 24-hour capacity. In addition, the Department has MOU requirements for a minimum level of staff on an apparatus. While in recent years the Department has been able to backfill much-needed positions with new hires, the upcoming financial recession threatens to push the Department backwards as far as the staffing gains it has made, as the Department is looking at having funding eliminated for new hires and will be forced to rely on overtime more in day to day operations. Depending on the level of retirements seen over the next few years, the Department could see an increase in mandatory overtime if it is not funded to hire additional personnel. New employees will assist in reducing the workload of current employees, potentially reducing the risk of firefighter fatigue. New SAFER personnel will assist the Department in reducing the overtime demand on its members. In addition, given the City's growth and planned increases in stations and daily staffing, these positions will assist the Department in having sufficient personnel to staff these additional requirements. The Department is committed to incorporating these new staff into its overall staffing model and intends to absorb the new firefighters into its annual operating budget and staff following the completion of the SAFER program.

What specific benefits will the requested positions provide to the department and community?

The filling of vacancies through a SAFER award would result in operational benefits for the Department and local communities, as well as millions of dollars in savings for the Department over the SAFER grant period, and those savings could be used to fund the hiring of even more front-line personnel, increasing the impact of the grant and the department's ability to respond to all types of emergency incidents. As a concrete example of this, by being awarded previous SAFER grants for the hiring of 72 additional personnel, the San Francisco Fire Department was able to use savings to hire an additional 36 new hires, increasing the total impact of the grant to 108 new hires. SAFER grant funds will allow the Department to address a number of operational issues, including reducing overtime, reducing potential firefighter fatigue, and providing adequate personnel on staff for normal operations as well as recall first responders for any number of disasters (wildfires, fires, earthquakes and terror incidents) that may occur simultaneously to the ongoing COVID-19 health crisis. With uncertainty of local funding hampering the Department's ability to hire, a SAFER award would help better protect the Department from a large number of retirements and any staffing ramifications of the COVID response.

Describe how funds awarded through this grant would enhance the department's ability to protect critical infrastructure within the primary response area.

As the City continues to look forward to the growth and recovery from the COVID-19 health crisis, new developments will continue to be built throughout the City, and additional stations will be eventually be required to meet the corresponding growth in the demand for services. Within the SFFD's response area is an array of critical infrastructures that are crucial for the local, State,

and Federal governments, in addition to supporting its tourist industry. Due to the potentially catastrophic consequences of damage or destruction to its critical infrastructure, the SFFD must be ready to respond to any type of emergency –fires, multi-casualty incidents, medical emergencies, water rescues, civil disturbances, hazardous material spills, above ground and underground transit incidents, floods, earthquakes, and terrorist attacks. With new critical infrastructure recently opened, such as a new basketball arena and major transportation terminal, and additional developments under construction with plans to continue even in light of the COVID pandemic, a SAFER award will assist the Department in ensuring it has sufficient staff to handle these varied responses.

Impact on daily operations

Explain how the community and the current firefighters employed by the department are at risk without the positions requested in this application.

As the City currently meets the emergency medical service needs of its population during the COVID-19 health crisis while also ensuring the safety and protection of its critical infrastructure from the harm of fire, natural disaster, and terrorist attacks and other potential threats, the Department is projected to grow in the coming years with new developments coming online and the population of the City booming. While the impacts of the COVID pandemic are very much uncertain at this time, there are a number of large infrastructure projects that are still moving ahead. As the City grapples with the financial impacts of COVID, the Department anticipates difficulty in hiring moving forward, and an increased reliance on overtime to meet its response goals and minimum staffing requirements. If the Department is unable to hire sufficient staff for both immediate needs and future growth, the Department's reliance on overtime and mandatory overtime will only increase. Given the fiscal issues of recent times, the Department has relied on overtime to meet its response goals and minimum staffing requirements. This places undue strain on members, both in their work schedule but also on their time away from work. Increasing staff has additional benefits for the community, by providing additional personnel for recall in the event of a disaster. In addition, as an active participant in the California Master Mutual Aid Agreement, more staff for the Department would allow for additional personnel to be available to respond to other jurisdictions in the event of a mutual aid call. Additional staffing helps protect the Department's staffing capabilities in light of additional outbreaks from COVID, where members may need to be put off for exposure or quarantine.

How will that risk be reduced if awarded?

The Department has concerns about heavy overtime as a long term strategy if vacancies were to continue to arise due to attrition and if the Department was not able to secure funding for new hires to replace them and fill out additional staffing requirements. Regardless of staffing levels, the Department must maintain mandated minimum staffing levels and standards on a daily basis. The only way this is possible is by relying on overtime to fill shifts as more and more people retire from the Department. With

an increased demand for services now and on the horizon, the need for additional personnel is only that much more pressing. Fiscal impacts from the COVID emergency resulting in reduced hiring will only amplify these issues. A SAFER award for additional personnel will assist with overtime dependence as well as allow the Department to better adapt to the quickly changing needs of the City.

Cost benefit

Describe the benefits (i.e. quantifying the anticipated savings and/or efficiencies) the department and community will realize if awarded the positions requested in this application.

A SAFER grant award for the SFFD will have numerous positive impacts for the Department and the local community, measured in both operational efficiencies as well as actual fiscal savings. The largest and most obvious benefit to the SFFD from the proposal would be the millions of dollars in savings that the Department would realize through reductions in overtime. There would also be a compounded positive impact of these savings, as they could be used to fund the hires of additional personnel beyond those hired for the SAFER grant, expanding the reach and impact of the SAFER grant dollars even further. The Department has additional local standards with regard to response times that it strives to adhere to. The Department complies with the two-in-two-out policies set forth by the NFPA and OSHA, and staffs four members per engine. Due to the lack of funding available to the Department to backfill these vacancies, the Department attempts to meet these standards and goals with a significant reliance on overtime by the Department, including a heavier reliance on mandatory overtime when needed. SAFER funds would be used to hire personnel to maintain these standards. As the City faces the prospect of the COVID-19 health crisis continuing to spike for some years, and the reopening of businesses and resumption of major city construction development projects resumes the number of fire, medical and disaster incidents is expected to continue to increase, the Department must be prepared for changes in the way it responds, and additional strains on its staffing. Additional hires must be made to match attrition and account for these additional staffing commitments, in order to meet the emergency response needs of the overall community and effectively strengthening the department's ability to save more lives and preserve more property.

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.

Part of the San Francisco Fire Department's mission is to provide the best possible first responder services to the residents and visitors of San Francisco in the most efficient and effective way possible. This has never been truer than in the past few months, as the City and the Department has responded to the unprecedented COVID pandemic. This impact of COVID will be lasting, both from a public health perspective as well as from a fiscal perspective. Given the projected \$1.7 billion deficit over the next two years facing the City and County of San Francisco, the Department is looking at a very real loss of funding for new hires at a time in which the Department

may need them the most to respond to the current health emergency. With anticipated retirements over the next few years, as well as the need to account to potential impacts to front line staff from COVID itself, the Department will likely need to rely on outside sources of funding to add additional staff for the foreseeable future. The San Francisco Fire Department appreciates your consideration of this application. Thank you.

Grant request summary

Is your proposed project limited to one or more of the [following activities](#) : Planning and development of policies or processes. Management, administrative, or personnel actions. Classroom-based training. Acquisition of mobile and portable equipment (not involving installation) on or in a building.

Yes

Budget summary

Budget summary

Object class categories	Year 1	Year 2	Year 3	Total
Personnel	\$3,183,228.00	\$3,183,228.00	\$3,183,228.00	\$9,549,684.00
Fringe benefits	\$1,403,640.00	\$1,403,640.00	\$1,403,640.00	\$4,210,920.00
Travel	\$0.00	\$0.00	\$0.00	\$0.00
Equipment	\$0.00	\$0.00	\$0.00	\$0.00
Supplies	\$0.00	\$0.00	\$0.00	\$0.00
Contractual	\$0.00	\$0.00	\$0.00	\$0.00
Construction	\$0.00	\$0.00	\$0.00	\$0.00
Other	\$0.00	\$0.00	\$0.00	\$0.00
Total direct charges	\$4,586,868.00	\$4,586,868.00	\$4,586,868.00	\$13,760,604.00
Indirect charges	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$4,586,868.00	\$4,586,868.00	\$4,586,868.00	\$13,760,604.00
Non-federal resources				
Applicant				\$5,274,898.20
State				\$0.00
Other sources				\$0.00

Object class categories	Year 1	Year 2	Year 3	Total
Remarks				The applicant amount has been listed as a place holder, as the most recent NOFA indicates a match is not required for this application.
Total Federal and Non-federal resources				
Federal resources	\$3,440,151.00	\$3,440,151.00	\$1,605,403.80	\$8,485,705.80
Non-federal resources	\$1,146,717.00	\$1,146,717.00	\$2,981,464.20	\$5,274,898.20
TOTAL	\$4,586,868.00	\$4,586,868.00	\$4,586,868.00	\$13,760,604.00
Program income				\$0.00

Contact information

No

Secondary point of contact

Please provide a secondary point of contact for this grant.

The Authorized Organization Representative (AOR) who submits the application will be identified as the primary point of contact for the grant. Please provide one secondary point of contact for this grant below. The secondary contact can be members of the fire department or organizations applying for the grant that will see the grant through completion, are familiar with the grant application, and have the authority to make decisions on and to act upon this grant application. The secondary point of contact can also be an individual who assisted with the development, preparation, or review of the application.

MS Shiloh K Kaho Senior Administrative Analyst shiloh.kaho@sfgov.org	Primary phone 4155583553 Work Fax	Additional phones 4157348647 Mobile
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Assurance and certifications

SMS number: 4049_0007, Expiration date: 02/28/2022 [View burden statement](#)

SF-424B: Assurances - Non-Construction Programs

Certain of these assurances may not be applicable to your project or program. If you have any questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee- 3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and

Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).

14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.
19. Will comply with the requirements of Section 106(g) of the Trafficking Victims Protection Act (TVPA) of 2000, as amended (22 U.S.C. 7104) which prohibits grant award recipients or a sub-recipient from (1) Engaging in severe forms of trafficking in persons during the period of time that the award is in effect (2) Procuring a commercial sex act during the period of time that the award is in effect or (3) Using forced labor in the performance of the award or subawards under the award.

Certifications regarding lobbying

OMB Number: 4040-0013

Expiration Date: 02/28/2022

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

SF-LLL: Disclosure of Lobbying Activities

OMB Number: 4040-0013
Expiration Date: 02/28/2022

Complete only if the applicant is required to do so by 44 C.F.R. part 18. Generally disclosure is required when applying for a grant of more than \$100,000 and if any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions. Further, the recipient shall file a disclosure form at the end of each calendar quarter in which there occurs any event described in 44 C.F.R. § 18.110(c) that requires disclosure or that materially affects the accuracy of the information contained in any disclosure form previously filed by the applicant.

The applicant is not currently required to submit the SF-LLL.

Notice of funding opportunity

I certify that the applicant organization has consulted the appropriate Notice of Funding Opportunity and that all requested activities are programmatically allowable, technically feasible, and can be completed within the award's Period of Performance (POP).

Accuracy of application

I certify that I represent the organization applying for this grant and have reviewed and confirmed the accuracy of all application information submitted. Regardless of intent, the submission of information that is false or misleading may result in actions by FEMA that include, but are not limited to: the submitted application not being considered for award, enforcement actions taken against an existing award pending investigation or review, or referral to the DHS Office of Inspector General.

Authorized Organizational Representative for the grant

By signing this application, I certify that I understand that inputting my password below signifies that I am the identified Authorized Organization Representative for this grant. Further, I understand that this electronic signature shall bind the organization as if the application were physically signed and filed.

Authorization to submit application on behalf of applicant organization

By signing this application, I certify that I am either an employee or official of the applicant organization and am authorized to submit this application on behalf of my organization; or, if I am not an employee or official of the applicant organization, I certify that the applicant organization is aware I am submitting this application on its behalf, that I have written authorization from the applicant organization to submit this application on their behalf, and that I have provided contact information for an employee or official of the applicant organization in addition to my contact information.