

**CITY OF OAKLAND**  
**AGENDA REPORT**

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2010 APR 29 PM 7:1

TO: Office of the City Administrator  
ATTN: Dan Lindheim  
FROM: Gerald A. Simon, Fire Chief  
DATE: May 11, 2010

**RE: Resolution Authorizing The City Administrator To 1) Accept A Grant From Department Of Homeland Security 2009 Assistance To Firefighter's Staffing For Adequate Fire And Emergency Response Program In The Amount Of \$921,735.00 To Fund The Salary And Benefits For Three Firefighter Trainee Positions For A Two Year Period And 2) Rehire Three (3) Firefighter Trainees That Were Laid Off In May 2009.**

---

**SUMMARY**

In December 2009, Council approved Resolution No. 82440 C.M.S, which authorized the City Administrator to apply for grant funds of up to \$1 million under the Department of Homeland Security's (DHS) Staffing for Adequate Fire and Emergency Response Program (SAFER) grant program which provides funding for the salaries and benefits of firefighters in eligible agencies. Staff developed and submitted a competitive grant application requesting \$921,735.00 in federal grant funds, which funds three (3) firefighter positions for a two year period. The grant request was approved and staff received notice of award on April 9, 2010.

**FISCAL IMPACT**

Accepting this grant reduces General Fund spending by \$921,735.00. The grant award amount is \$921,735.00, with no matching cost requirement.

The grant funds will be deposited to FEMA Fund 2124, Fire Suppression Organization 20411, FEMA Miscellaneous Federal Grants Account 46129, Project TBD, Fire Suppression/Operations Program PS17.

The OFD Chief Financial Officer and the Assistant to the Chief, who is assigned to manage grants and special projects, will share responsibility for project management and ensuring that the terms set forth in the grant agreement are met. The grant performance period is June 30, 2010 through June 30, 2012.

Item: \_\_\_\_\_  
Public Safety Committee  
May 11, 2010

## **BACKGROUND**

In the FY 2009-11 budget development, it was identified that the City faced approximately a \$100 million General Purpose Fund (GPF) deficit. As part of the budget balancing measures, each labor union took concessions to close the gap between the projected revenue and the expenditure appropriation. The International Association of Firefighters (IAFF), Local 55 and the City agreed that all suppression sworn personnel will work a 56 hour week instead of a 52 hour week without additional compensation, reducing the number of personnel required to work the extra shifts.

The change of schedule and budget shortfall resulted in the lay off of eleven (11) Firefighter Trainees on May 20, 2009. These employees were within one week of completing the academy. Currently, there is a need for additional firefighters to staff vacant positions. The SAFER grant will fund the salary and benefits of three (3) firefighter positions. The Oakland Fire Department intends to rehire laid off Firefighter Trainees to fill vacancies created through attrition.

## **KEY ISSUES AND IMPACTS**

In the face of the current economic crisis, one of the most difficult challenges is to continue providing high quality emergency response services to the Oakland community despite significant budget reductions. Finding alternative funding sources to provide essential services and reduce General Fund spending is a top priority and staff aggressively pursues grants, donations and public-private partnerships to augment existing financial resources.

With the approval of the current Memorandum of Understanding (MOU) between the City of Oakland and International Association of Firefighters, Local 55 sworn firefighters work a 56 hour week, which reduced the number of personnel necessary to meet mandatory staffing requirements. However, because of promotions and retirements there are currently vacancies in the firefighter rank. Hiring for these positions does not increase the number of firefighters. Rather, it fills vacancies that exist due to attrition. As a result of the layoffs in May 2009, there are eleven (11) people who have received extensive and costly firefighter training. It is in the best interest of the City of Oakland to hire from the layoff list to fill current vacancies because we have invested a significant amount of time and money in training these individuals and they will complete their training and become firefighters in two-three weeks. Accepting the SAFER grant allows us to fund three (3) of these positions that would otherwise be funded by the General Fund to meet mandatory minimum staffing requirements.

The rehire process was developed and approved through collaboration with the Fire Department, Department of Human Resources Management.

Item: \_\_\_\_\_  
Public Safety Committee  
May 11, 2010

Individuals will receive a conditional job offer subject to their successful completion of a background check, personality trait assessment and medical examination to determine their continued eligibility for employment. Successful candidates will receive additional training and be assigned to stations throughout the City, ready to serve the Oakland community.

### **SUSTAINABLE OPPORTUNITIES**

**Economic:** This grant allows the City to continue to meet minimum staffing requirements and hire firefighters to fill authorized vacant positions, with no impact to the General Fund.

**Environmental:** There are no environmental issues associated with this report.

**Social Equity:** There are no social equity issues associated with this report

### **DISABILITY AND SENIOR CITIZEN ACCESS**

The Oakland Fire Department complies with all ADA laws.

### **RECOMMENDATION AND RATIONALE**

The SAFER grant provides funding for three (3) of the current vacant firefighter positions for two years. This reduces General Fund spending in the amount of \$921,735.00 over a two year period.

Therefore, staff recommends that the City Council authorize the City Administrator to:

- 1) accept a grant from Department of Homeland Security 2009 Assistance to Firefighter's Staffing for Adequate Fire and Emergency Response Program in the amount of \$921,735.00 to fund the salary and benefits for three Firefighter Trainee positions for a two year period and
- 2) rehire three (3) Firefighter Trainees that were laid off in May 2009.

Item: \_\_\_\_\_  
Public Safety Committee  
May 11, 2010

**ACTION REQUESTED OF THE CITY COUNCIL**

Staff requests that the City Council approve a Resolution authorizing the City Administrator to 1) accept a grant from Department of Homeland Security 2009 Assistance to Firefighter's Staffing for Adequate Fire and Emergency Response Program in the amount of \$921,735.00 to fund the salary and benefits for three Firefighter Trainee positions for a two year period and 2) rehire three (3) Firefighter Trainees that were laid off in May 2009.

Respectfully submitted,



Gerald A. Simon  
Fire Chief

Prepared by:  
Nina S. Morris, Assistant to the Director  
Office of the Fire Chief

APPROVED AND FORWARDED TO THE  
CITY COUNCIL:

  
\_\_\_\_\_  
Office of the City Administrator

Item: \_\_\_\_\_  
Public Safety Committee  
May 11, 2010

**DRAFT**

Approved as to Form and Legality

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
2010 APR 29 PM 7:48

Oakland City Attorney's Office

**OAKLAND CITY COUNCIL**

Resolution No. \_\_\_\_\_ C.M.S.

Introduced by Councilmember \_\_\_\_\_

---

**RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO 1) ACCEPT A GRANT FROM DEPARTMENT OF HOMELAND SECURITY 2009 ASSISTANCE TO FIREFIGHTER'S STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE PROGRAM IN THE AMOUNT OF \$921,735.00 TO FUND THE SALARY AND BENEFITS FOR THREE FIREFIGHTER TRAINEE POSITIONS FOR A TWO YEAR PERIOD AND 2) REHIRE THREE (3) FIREFIGHTER TRAINEES THAT WERE LAID OFF IN MAY 2009.**

---

**WHEREAS**, the Homeland Security Assistance to Firefighter's Staffing For Adequate Fire and Emergency Response (SAFER) Program provides funding for Fire Department staffing; and

**WHEREAS**, accepting the SAFER grant will provide \$921,735.00 for the salary and benefits of three (3) firefighters for a two (2) year period from June 30, 2010 through June 30, 2012 which decreases General Fund spending; and

**WHEREAS**, the City of Oakland must comply with the minimum staffing requirements of the current Memorandum of Understanding between the City of Oakland and International Association of Firefighters and the voter approved Measure Y; and

**WHEREAS**, there are currently authorized vacant positions in Firefighter rank due to promotions and retirements; now, therefore, be it

**RESOLVED**, that the City Council authorizes the City Administrator to accept a grant from Department of Homeland Security 2009 Assistance to Firefighter's Staffing for Adequate Fire and Emergency Response Program in the amount of \$921,735.00 ; and be it

**FURTHER RESOLVED**, that the City Council authorizes the City Administrator to rehire (3) firefighter trainees that were laid off in May 2009

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES - BROOKS, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, QUAN, REID, AND  
PRESIDENT BRUNNER

NOES -

ABSENT -

ABSTENTION -

ATTEST:

\_\_\_\_\_  
LATONDA SIMMONS  
City Clerk and Clerk of the Council of  
the City of Oakland, California