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OFFICE OF THE CITY CLERK
OAKLAND

CITY OF OAKLAND
AGENDA REPORT

2010 SEP 30 PM 6:13

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Gerald A. Simon, Fire Chief
DATE: October 12, 2010

RE: **A Report And Resolution Authorizing The City Administrator To Accept And Appropriate A Grant From The Department Of Homeland Security 2010 Assistance To Firefighter's Staffing For Adequate Fire And Emergency Response Program In The Amount of Nine Hundred Twenty One Thousand Seven Hundred Thirty Five Dollars (\$921,735) To Fund The Salary And Benefits For Three (3) Firefighter Trainee Positions For A Two Year Period**

SUMMARY

Oakland Fire Department staff submitted an application requesting \$921,735 in federal grant funds for the salary and benefits of three (3) firefighter positions for a two year period from 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.

A resolution has been prepared requesting the City Council to authorize the City Administrator to accept and appropriate the grant funds if awarded.

FISCAL IMPACT

If awarded, this grant will reduce 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 two years from the date of award.

Item: _____
Public Safety Committee
October 12, 2010

BACKGROUND

Staff learned of the current grant opportunity in late August 2010 and developed a competitive grant application requesting funding to rehire three (3) firefighters that were laid off in May 2009 due to a budget shortfall by the September 17, 2010 deadline.

The budget shortfall in FY 2009-2011 and the subsequent change from a 52 hour work week to a 52 hour work week for all suppression sworn fire personnel resulted in the layoff of eleven (11) Firefighter Trainees on May 20, 2009. These employees were within one week of completing the academy. In June 2010, six (6) of these employees were rehired and the salary and benefits for three of them is fully funded by the 2009 SAFER grant program, which was awarded to the City of Oakland.

As a result of attrition, there are currently vacancies in the Oakland Fire Department that must be filled in order to continue meet mandatory staffing requirements and reduce overtime costs. The Oakland Fire Department intends to rehire previously laid off Firefighter Trainee's to fill existing vacant positions.

KEY ISSUES AND IMPACTS

In the face of the current economic crisis, one of the most difficult challenges is to continue provide 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. The City of Oakland rehired six (6) laid off employees in June 2010 and they have completed training and are serving the Oakland community.

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. If awarded,

Item: _____
Public Safety Committee
October 12, 2010

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 and Department of Human Resources Management. 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 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

OFD complies with all ADA laws.

RECOMMENDATION AND RATIONALE

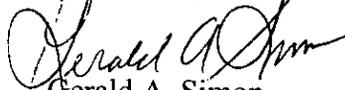
The SAFER grant provides funding for three (3) of the current vacant firefighter positions for two years. This reduces General Fund spending in the amount of \$921,735.00 over a two year period. Therefore, staff recommends that the City Council authorize the City Administrator to accept and appropriate a grant from Department of Homeland Security 2010 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 positions for a two year period, if awarded.

Item: _____
Public Safety Committee
October 12, 2010

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that the City Council approve a Resolution authorizing the City Administrator to accept and appropriate a grant from the Department of Homeland Security 2010 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 positions for a two year period.

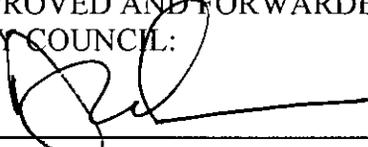
Respectfully submitted,



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:



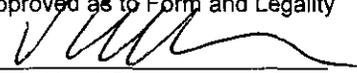
Office of the City Administrator

Item: _____
Public Safety Committee
October 12, 2010

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Approved as to Form and Legality


Oakland City Attorney's Office

OAKLAND CITY COUNCIL

Resolution No. _____ C.M.S.

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO ACCEPT AND APPROPRIATE A GRANT FROM THE DEPARTMENT OF HOMELAND SECURITY 2010 ASSISTANCE TO FIREFIGHTER'S STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE PROGRAM (SAFER) IN THE AMOUNT OF NINE HUNDRED TWENTY ONE THOUSAND SEVEN HUNDRED THIRTY FIVE DOLLARS (\$921,735,000) TO FUND THE SALARY AND BENEFITS FOR THREE (3) FIREFIGHTER TRAINEE POSITIONS FOR A TWO YEAR PERIOD

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 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 and appropriate a grant from Department of Homeland Security 2010 Assistance to Firefighter's Staffing for Adequate Fire and Emergency Response Program in the amount of nine hundred twenty one thousand seven hundred thirty five dollars (\$921,735.00); and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to execute agreements and any other documents required to obtain and carry out the purposes of the above-referenced grant; and be it

FURTHER RESOLVED: That any contracts authorized hereunder shall be reviewed and approved by the City Attorney for form and legality.

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