

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.

OFFICE OF MANAGEMENT & BUDGET

Information current from SAM.gov as of:

05/03/2020

DUNS (includes DUNS+4):

829978514

Employer Identification Number (EIN):

591863042

Organization legal name:

NASSAU, COUNTY OF

Organization (doing business as) name:

OFFICE OF MANAGEMENT & BUDGET

Mailing address:

96135 NASSAU PLACE SUITE 6 YULEE, FL 32097-8626

Physical address:

96135 NASSAU YULEE, FL 32097-8634

Is your organization delinquent on any federal debt?

N

SAM.gov registration status:

Active as of 2019-10-31 00:00:00.000 GMT

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 applicant.

Applicant name

Nassau County Fire Rescue

Main address of location impacted by this grant

Main address 1

96160 Nassau Place

Main address 2

City

Yulee

State/territory

FL

Zip code

32097

Zip extension

8635

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?

Nassau County, Florida

Applicant characteristics

The SAFER (Staffing for Adequate Fire and Emergency Response) program intends to improve local fire departments' staffing and deployment capabilities so they may more effectively respond to emergencies. With the 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	\$18,689,413.00
2019	\$16,466,760.00
2018	\$14,820,622.00
2017	\$14,688,584.00

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

88

Does your department have any rainy day reserves, emergency funds, or capital outlay?

Yes

What is the total amount currently set aside?

5644740

Describe the planned purpose of this fund.

This fund is used to cover capital projects \$50,000 or greater. It is also allocated to purchase 2 new fleet replacement engines, 1 engine for a station being built, 2 rescue units, one aerial ladder truck, one brush truck, and an administrative vehicle. Some of these funds were carried over from the previous year.

What percentage of the declared operating budget is derived from the following 2020

Taxes	89.9
Bond issues	0
EMS billing	9.1
Grants	0
Donations	0
Fund drives	0

What percentage of the declared operating budget is derived from the following 2020

Fee for service	0.6
Other	0.4

Please explain the "Other" portion of the declared operating budget.

Proceeds from sale of surplus equipment, cash forward from previous year unspent assigned funds

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

Nassau County has been faced with increases in operating expenditures. Many departments within the County routinely have more needs than available funding. Our current fiscal budget illustrates the challenge of providing lifesaving services while operating within our financial constraints. The Nassau County Fire Rescue 2019-2020 Total Operating Budget is \$18,698,413, over 89% of which is derived from taxes. The budget is broken down as follows: \$16,421,490 Personnel \$ 824,620 Repairs/Maintenance \$ 200,997 Fuel \$ 83,450 Insurance \$ 81,161 Training/ Professional Development \$ 1,077,695 Other Our current operating budget provides for the basic equipment and supplies needed to adequately support our existing operations. There is little room for needed expansion to help us comply with NFPA 1710. Personnel expenses currently account for approximately 88% of the total budget. Until recently, the creation of additional firefighter positions to allow our department to attempt NFPA staffing compliance has been an unattainable goal. Last year, we were able to increase our staffing on three of our eight apparatus from a two person to a three-person minimum each day. This grant opportunity will allow us to increase three more engine companies from two people to three daily. The addition of nine career personnel will add stability to our department. The current property tax millage in the unincorporated portions of Nassau County is 9.8392. There is now an expectation that future revenue from taxes may be reduced due to COVID-19. Based on the economic challenges already facing our community and the potential increase of unemployment due to the COVID-19 pandemic, raising the tax rate to offset costs does not appear to be a viable solution. The ability to hire additional personnel immediately while impacting the County budget incrementally makes the SAFER grant opportunity an attractive alternative. According to OSHA regulations, an interior fire attack cannot be started until four fully trained firefighters are on the scene. Nassau County Fire Rescue recognizes that our current staffing levels need improvement and we are pursuing this grant opportunity to help us get closer to meeting both NFPA and OSHA standards for two in-two out firefighting requirements. Additionally, due to our call volume (9553 calls in 2019, 10,129 in 2018, 10,165 in 2017), our medical transport units are often committed to patient transports to hospitals out of our jurisdiction, leaving only two people on the engine until they return from the transport. With only two people currently staffing each engine there is a delay in assembling the proper number

of personnel on scene. In turn, we are required to wait on the scene for additional apparatus from our department or our department's automatic/mutual aid agencies to arrive to begin fire attack. Such a delay allows the fire to grow in size, which increases the risk to our firefighters when they enter the structure. In recent studies by the National Institute of Standards and Technology (NIST), additional hazards from rapid fire spread include flashover and increased potential for building collapse or failure, especially with modern lightweight building construction. Our department knows first-hand the importance of assembling the necessary personnel for structural firefighting. In 2009, our department responded to a residential structure fire that resulted in one of our members being trapped under a partial collapse of the structure due to rapid fire spread and delayed fire attack. Additional staffing would also allow us to perform a more rapid search for potential victims and increase property conservation for the citizens we serve.

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?

No

Applicant and community trends

Please provide the following additional information about the applicant.

Injuries and fatalities	2019	2018	2017
What is the total number of fire-related civilian fatalities in your jurisdiction over the last three calendar years?	0	5	1
What is the total number of fire-related civilian injuries in your jurisdiction over the last three calendar years?	3	10	6
What is the total number of line of duty member fatalities in your jurisdiction over the last three calendar years?	0	0	0
What is the total number of line of duty member injuries in your jurisdiction over the last three calendar years?	6	5	16

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.

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 reserve apparatus	Number of seated 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.	8	4	2
Ambulances for transport and/or emergency response.	8	3	2
Tankers or tenders (water capacity of 1,000 gallons or more).	4	2	1
Aerial apparatus: aerial ladder truck, telescoping, articulating, ladder towers, platform, tiller ladder truck, quint.	1	5	3
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	2	0
Rescue vehicles: rescue squad, rescue (light, medium, heavy), technical rescue vehicle, hazardous materials unit.	1	2	0
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.	3	2	1

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.

In addition to these newly requested positions, our department is also expanding our service area. We are in the permitting phase of building a new fire station which will increase our number of engines to be staffed from seven to eight. This addition will improve response times in that portion of the County and will be located between our two busiest stations on the east side of the County. It will also increase our overall staffing of the department and allow us to assemble more people for firefighting more quickly than we are currently in that area. The County is beginning to experience a good deal of growth with expansion into previously undeveloped areas of the County. These areas are being discussed for future station locations. The rise of COVID-19 presents a new and specialized risk to the fire service. This virus presents a unique challenge to first responders and to Fire Departments managing both the increase in virus related calls and managing a workforce that may become exposed. NCFR has experienced an increase in COVID-19 related calls. In the past 3 months, NCFR has responded to 89 COVID-19 related calls. This virus is not expected to be eradicated in the near future. Members of our department who become exposed are required to self-isolate and quarantine which places a further strain on resources and potentially reduces our ability to staff positions. Furthermore, extended patient transport and decontamination times, limit the availability of additional riding crew members to respond to other calls for service. This reduces our Department's ability to place the required number of personnel on scene of a working fire.

Community description

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

Type of jurisdiction served

County

What type of community does your organization serve?

Suburban

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

726

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

10

What percentage of your primary response area is for the following: Percentage (must sum to 100%)

Agriculture, wildland, open space, or undeveloped properties	77
Commercial and industrial purposes	3
Residential purposes	20
Total	100

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

84000

Do you have a seasonal increase in population?

Yes

What is your seasonal increase in population?

7000

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

Nassau County Fire Rescue is a career fire department currently comprised of 123 riding positions. We serve a community with over 84,000 residents. We have a transient work population of over 8,348 each day. We provide fire suppression, prevention, and ALS emergency medical transportation services. We have a special operations team that conducts hazardous materials mitigation as well as Urban Search and Rescue operations. In 2019, we responded to over 9500 calls for service. Nassau County is spread out over 720 square miles and is extremely diverse in its response profile. Calls for service range from fires in high-rise hotels and condominiums on the beach, to multi-acre wildfires located in the extensive forested areas of the western county. The Eastern portion of the County is urban with a dense population located on a barrier island. The City of Fernandina Beach is located on Amelia Island which has miles of beaches and many high-rise hotels and condominiums that attract tourists from around the nation. Moving west of the island, the County transitions to a more suburban makeup. Growth over the past few years has resulted in expansion of numerous local communities. West of Interstate 95 Nassau County turns more rural with large farmlands and numerous acres of timber land. There are two townships, Callahan and Hilliard, located in the western part of the County. Nassau County is also unique in that it is surrounded by several jurisdictions to which it provides and receives mutual and automatic aid, both within and without the State of Florida, including response to the Kings Bay Nuclear Submarine Base for shipboard fires. As growth in the County continues, expansion of existing emergency services is necessary because it requires the hiring and training of additional personnel to meet the growing need. This includes the anticipated opening of two additional Fire Stations soon.

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	2019	2018	2017
Fire - NFIRS Series 100	337	277	482
Overpressure Rupture, Explosion, Overheat (No Fire) - NFIRS Series 200	0	5	4
Rescue & Emergency Medical Service Incident - NFIRS Series 300	6329	6071	5677

Summary of responses per year per category	2019	2018	2017
Hazardous Condition (No Fire) - NFIRS Series 400	152	158	183
Service Call - NFIRS Series 500	426	282	230
Good Intent Call - NFIRS Series 600	733	773	908
False Alarm & Falls Call - NFIRS Series 700	338	353	392
Severe Weather & Natural Disaster - NFIRS Series 800	3	1	5
Special Incident Type - NFIRS Series 900	50	24	55
Total	8368	7944	7936

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?	2019	2018	2017
"Structure Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 111-120)	87	75	121
"Vehicle Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 130-138)	42	49	70
"Vegetation Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 140-143)	72	76	107
Total	201	200	298

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	2019	2018	2017
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Total acreage of all vegetation fires	46	55	39
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Rescue and emergency medical service incidents

How many responses per year per category?	2019	2018	2017
"Motor Vehicle Accidents" (Of the NFIRS Series 300 calls, NFIRS Codes 322-324)	492	384	410
"Extrications from Vehicles" (Of the NFIRS Series 300 calls, NFIRS Code 352)	5	5	7
"Rescues" (Of the NFIRS Series 300 calls, NFIRS Code 300, 351, 353-381)	289	668	484
EMS-BLS Response Calls	0	0	0

How many responses per year per category?	2019	2018	2017
EMS-ALS Response Calls	6305	6071	5677
EMS-BLS Scheduled Transports	0	0	0
EMS-ALS Scheduled Transports	0	0	0
Community Paramedic Response Calls	0	0	0
Total	7091	7128	6578

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?	2019	2018	2017
Amount of times the organization received Mutual Aid	35	22	84
Amount of times the organization received Automatic Aid	56	99	83
Amount of times the organization provided Mutual Aid	35	43	33
Amount of times the organization provided Automatic Aid	75	45	33
Of the Mutual and Automatic Aid responses, amount that were structure fires	21	22	44
Total	222	231	277

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: \$1,711,008.36

Program area: Hiring of firefighters

Total requested for Hiring of Firefighters activity: \$1,711,008.36

Firefighter Position

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

9

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

\$39,096.57

Annual benefits

\$24,274.11

Total per firefighter

\$63,370.68

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

FICA 6.20% Medicare 1.45% Risk Class 24.45% Worker's Comp 5.19% Ins 9,695 Employee only

Request total

Yearly total

\$570,336.12

3 year total

\$1,711,008.36

More Details for Hiring of Firefighters.

Staffing levels

SAFER intends to 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 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 department is attempting to meet:

1710 - with aerial

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

Current budgeted operational staffing level

75

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

4

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

Staffing levels	Total number of operational career personnel	Number of operational officers	Number of NFPA support
Staffing levels at the start of the application period	123	30	123
Staffing levels at one year prior to the start of the application period	108	30	108
Staffing levels at two years prior to the start of the application period	105	30	105
If awarded this grant, what will the staffing levels be in your department? These numbers should reflect the staffing levels at the start of the application period plus the number of positions being requested in the application.	132	30	132

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.

Nassau County Fire Rescue is a career fire department currently comprised of 123 riding positions. The operational work periods are 24-hour shifts, with one day on and two days off, for a 53-hour work week. This places 41 personnel on shift each day. We currently have 7 fire stations covering over 720 square miles. We anticipate expanding to 9 stations over the next 36 months. Each station contains one Advanced Life Support (ALS) Engine and one ALS transport unit. Staffing for these units is two personnel on an Engine (Company Officer and Driver/Engineer) as well as two on each Rescue (Driver/Engineer and Firefighter/Paramedic). A single 95' Ladder Company is housed in our coastal station. Staffing for the Ladder is three personnel (Company Officer, Driver/Engineer, and Firefighter/EMT). We have three 3000-gallon Tanker/Tenders and one 2500-gallon Tanker/Tender, each operated by a Driver/Engineer. Operational shift supervision is provided by two riding Battalion Chiefs on each shift. NCFR has several units that are cross-staffed. Depending on the call type, personnel will transfer to these units leaving their primary unit either short staffed or out of service. These cross-staffed units include but are not limited to three Type 5 Engines used for wildland/urban interface fires and one utility unit and trailer for hazardous materials response. We are supported by an Administrative staff that includes the Fire Chief, Assistant Fire Chief, one Tactical Support officer, two Fire Inspectors, and two administrative support staff. NCFR has automatic aid agreements with the City of Fernandina Beach, Town of Callahan and Town of Hilliard. We have several members that deploy with Florida Task Force 5 Urban Search and Rescue Team, which is based in the City of Jacksonville. Since 2012, all personnel have been required to obtain certification as a Paramedic in order to promote within the department. We offer certification pay for paramedics and hazardous materials technicians. We also provide additional incentive pay for associate and bachelor level college degrees. Nassau County has a minimum field staffing level of 41 each day. There are five approved leave positions each shift, excluding sick leave, job injury, and administrative leave. For each leave request, overtime at 1.5% of the employee's regular rate of pay is approved to fill the vacancy. Personnel often work multiple shifts to meet staffing requirements. There is also a mandatory overtime requirement, should voluntary overtime fail to cover an open position. If there is a major event or natural disaster, all members are subject to recall until the emergency is mitigated.

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 NFPA 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?

Rarely (1 to 19%)

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?

2.4

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?

Sometimes (20 to 39%)

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?

2.8

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.

Upon award and acceptance of the Grant, it is the intent of the County Manager and Board of County Commissioners that these positions will become permanent if initially funded. The County has no intent to lay off firefighters. Currently there are major developments that, if realized, are anticipated to support the long-term sustainability of these positions by broadening the County's tax base. The Wildlight Community currently under construction is a multi-use land development incorporating domestic housing as well as commercial facilities and industrial use areas. The Tributary development, which began construction in the first quarter of 2020 includes 3,000 homes with additional

infrastructure. The Crawford Diamond, a projected Industrial Complex, is also anticipated to enhance the County's financial position by creating jobs and expanding the tax base.

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

Nassau County is an equal opportunity employer and does not discriminate in employment practices based on race, color, sex, religion, national origin, age, or disability. Nassau County Fire Rescue strives to recruit and retain a diverse workforce. We require all applicants for entry level positions to possess a valid State of Florida Firefighter II Certification and Florida Department of Health Services Emergency Medical Technician-Basic certification, or Emergency Medical Technician-Paramedic. The learning objectives of the base structural firefighter curriculum meet the objectives of NFPA 1001: Firefighter Professional Qualifications for Firefighter I and Firefighter II, HazMat-Awareness, HazMat-Operations, and Wildland Firefighter. Notices of entry level hiring are sent to several Florida certified training providers within the state in conjunction with advertising locally and in major markets across the state. This information is also posted to the internet via the County's web page and several emergency service-related sites. Fire department personnel participate in annual job fairs held at area high schools, as well as train with participants of the Health Occupation Students of America to enhance public knowledge of careers in the fire service. The hiring process for the positions requested from SAFER include a fitness test, criminal background, oral interview, drug screen, and physical exam. After the applications are received, interviews could occur within two-three weeks. Following the interview, the background check, physical, and drug screen will occur within another two-three weeks. NCFR will conform to the SAFER grant guidance and will begin this process upon grant award and acceptance.

How many recruits can be trained in one academy class?

20

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

NCFR can conduct a hiring class of up to 20 recruits at one time. At the time of Grant award, it may take up to 45 days for Board approval of funds acceptance. Once formally accepted, the department will advertise and begin interviews of potential candidates. Our plan would be to have the positions filled as soon as possible within grant guideline.

How often are your recruit classes held?

Recruit classes for NCFR are scheduled on an as needed basis.

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

Yes

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

At the time of Grant award, the Nassau County Board of County Commissioners will be presented a formal agenda item to accept the grant. In order to allow for public notice of the meetings, it may take up to 45 days for Board approval of funds acceptance.

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.

Our request for career staffing is based on an internal assessment performed in conjunction with NFPA 1710. The staffing assessment focuses on hiring additional firefighters to move toward bringing the engine company staffing to 4 personnel and bringing overall initial fire ground staffing closer to meeting 1710 guidelines. Our evaluation concluded daily staffing on our engines should be at least three members. Our current minimum staffing of 41 personnel per shift falls short of the recommendation of NFPA 1710. The addition of three personnel per shift will significantly increase our ability to complete tasks in a timely manner and provide a safe and controlled environment on the scene of an incident. Additional members are a positive step toward improving our ability to comply with NFPA 1710 and will improve our ability to meet daily staffing needs for emergency service delivery.

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.

Nassau County is committed to honoring all federal and state regulations regarding hiring of military members. We currently employ military veterans and service members of both the United States Armed Forces, as well as Florida National Guard. We appreciate the merit of these individuals and acknowledge the dedication, professionalism and work ethic they bring to our profession. Nassau County offers Veterans preference as outlined in Florida Statutes in its hiring practices. Members of NCFR are provided leave to perform their required military duties in accordance with both state and federal laws.

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 Nassau County Fire Rescue Department is a career department, serving a diverse community which protects nearly 84,000 people in 726-square miles. The department is currently comprised of 127 career members, 123 of whom are shift positions. The Department is predominately firefighter/paramedics. We are experiencing a steady increase in population with continued growth anticipated which should increase our calls for service. Our request for hiring of firefighters is based on NFPA 1710 which recommends four person minimums on engine and ladder companies. Our current staffing of two personnel on five of our remaining engines and three personnel on our ladder demonstrate the need for these additions. These firefighters will increase staffing on our engine companies from two personnel to three. They will also help us to more rapidly assemble the appropriate number of personnel to activate an interior attack using the two-in, two-out OSHA requirements. The department is requesting SAFER funding of \$1,788,615 for nine additional career personnel over the three-year grant period. It is the intent of Nassau County to sustain these positions beyond the three-year period of performance. Our project coordinator is Brady Rigdon, Nassau County Fire Chief, with cooperation from County Manager Michael Mullin, Battalion Chief Michael Eddins, and IAFF Local 3101 President Darron Ayscue. The members of the Board of County Commissioners acknowledge the importance and commitment of this grant.

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 addition of nine career members as requested improves several operational, safety and management priorities. If awarded, the grant would allow us to improve efficiency and safety on the fire ground, bring us closer to compliance with NFPA 1710, and improve our overall ability to deliver quality fire protection and emergency services to our County. The addition of three members to each shift would allow our department to staff three people on five of our seven engine companies, bringing us closer to meeting NFPA 1710. The primary benefit of this grant opportunity is improving our firefighting capability and providing a better emergency service for the community we serve. Additional personnel can directly impact our ability to save lives, protect firefighters, and limit property loss. Another benefit to increasing our staffing levels would be the possibility to improve our Insurance Service Organization (ISO) rating. We are currently rated an ISO Class 4/4X. Increased staffing may have a strong enough impact to improve these overall ratings, thereby helping our community realize decreases in insurance rates.

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

The award of these additional positions will allow our department to increase our staffing level, moving closer to meeting NFPA recommendations. We will also be able to minimize risk by assembling the appropriate number of personnel on scene sooner than our current staffing levels allow, making our community safer and providing better service to the citizens we serve. The safety of our members will also improve with the ability to mitigate situations sooner while they are in a more manageable state.

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

The ability to adequately protect critical infrastructure creates unique challenges while working with limited staffing. Critical infrastructure and high target facilities require additional personnel as set

forth in NFPA 1710; however, increasing our daily staffing will directly result in our ability to ensure that critical objectives are met while mitigating incidents in these type facilities. Nassau County currently has multiple high-rise buildings, including assisted living facilities. Additionally, we have two major interstates, a major gas pipeline, electrical substations, and a hospital located within our primary response area. Mitigating emergencies quickly, efficiently, and safely has a direct impact not only on our County, but also on those that rely on these critical infrastructures daily. Shut down of any of these systems due to fire or emergency situations creates life safety, property and financial losses.

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.

Our first alarm structure fire assignment currently requires four stations along with any needed automatic aid companies to provide an appropriate response of 15 firefighters. Our goal is to have these units on scene within eight minutes as we strive to comply with NFPA 1710. Early in the fireground timeline, many tasks need to be coordinated and performed quickly. The lack of adequate personnel on scene to complete tasks impedes safe operations on the fire ground. Critical functions such as water supply, rapid intervention team, and two-in, two-out may be delayed due to lack of appropriate personnel on scene initially. This may cause a delay completing the required tasks for a properly coordinated fire attack. One officer must operate as Command and one engineer is needed as a pump operator leaving two personnel to accomplish fire attack, ventilation and search operations. When any of these critical tasks cannot be accomplished safely and effectively, personnel and citizens alike could be at greater risk for injury. The three additional personnel per shift will significantly increase our ability to complete tasks in a more timely manner, reduce fatigue of members, and provide a safer and better controlled environment on the emergency scene. These new positions will help ensure we are better prepared to tackle firefighting emergencies when they occur. More importantly, they will also enhance the safe, efficient, and effective operations on the fire scene allowing us to provide an even better service to our community.

How will that risk be reduced if awarded?

Additional daily staffing will allow us to improve our ability to meet compliance with NFPA 1710. As Nassau County continues to grow, our ability to meet on scene personnel requirements is anticipated to grow as well. The additional full-time shift personnel will increase our daily staffing from 41 on each shift to 44 firefighters on duty seven days a week 24 hours a day to meet the emergency service needs of our community. The addition of three personnel per day will allow us to immediately begin firefighting tasks necessary to extinguish the fire when both an engine and rescue unit respond simultaneously. This moves us closer to consistently meeting the NFPA 1710 standard.

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.

Aside from the monetary savings this grant will provide, there are other benefits to the additional requested positions. The 2010 NIST study quantified the fact that three people can get more done in a timelier manner than two, and four can perform even more efficiently than three. The addition of one

member on three of our engines per shift will decrease the workload and allow members to be assigned to specific tasks. The addition of personnel will help us respond with a more appropriate number of personnel and allow them to begin working much more quickly and safely. Successful addition of these personnel, made possible with this grant opportunity, will help provide for the safety of our members and will indeed be a vital asset to our community. Our average residential fire loss over the last three years is \$2,310,637 annually. The increase in manpower will also assist in reducing job injuries due to lengthened operations and firefighter fatigue. With these personnel, the ability to rescue any potential victim and better conserve property, will make the monetary cost well worth the investment.

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.

On behalf of the Nassau County, our residents, and firefighters we would like to thank you for taking the time to review our request for SAFER grant funding.

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	\$351,869.13	\$351,869.13	\$351,869.13	\$1,055,607.39
Fringe benefits	\$218,466.99	\$218,466.99	\$218,466.99	\$655,400.97
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

Object class categories	Year 1	Year 2	Year 3	Total
Total direct charges	\$570,336.12	\$570,336.12	\$570,336.12	\$1,711,008.36
Indirect charges	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$570,336.12	\$570,336.12	\$570,336.12	\$1,711,008.36

Non-federal resources

Applicant				\$655,886.54
State				\$0.00
Other sources				\$0.00

Remarks

Total Federal and Non-federal resources

Federal resources	\$427,752.09	\$427,752.09	\$199,617.64	\$1,055,121.82
Non-federal resources	\$142,584.03	\$142,584.03	\$370,718.48	\$655,886.54
TOTAL	\$570,336.12	\$570,336.12	\$570,336.12	\$1,711,008.36
Program income				\$0.00

Contact information

Did any individual or organization assist with the development, preparation, or review of the application to include drafting or writing the narrative and budget, whether that person, entity, or agent is compensated or not and whether the assistance took place prior to submitting the application?

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.

Brady Rigdon

Fire Chief

brigdon@nassaucountyfl.com

Primary phone

Mobile

Additional phones

9045306600

Work

Fax

Assurance and certifications

OMB number: 4040-0007, Expiration date: 02/28/2022 [View burden statement](#)

SF-424B: Assurances - Non-Construction Programs

OMB Number: 4040-0007

Expiration Date: 02/28/2022

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.

OMB number: 4040-0013, Expiration date: 02/28/2022 [View burden statement](#)

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.