

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**



DEPARTMENT: Fire Department

AGENDA DATE: 8/5/25

PUBLIC HEARING DATE: 8/5/25

CONTACT PERSON NAME: Jonathan Killings

PHONE NUMBER: 915-212-5665

DISTRICT(S) AFFECTED: All Districts

STRATEGIC GOAL:

Goal 2: Set the Standard for a Safe and Secure City

SUBGOAL:

2.1: Maintain standing as one of the nations top safest cities

SUBJECT:

A Resolution authorizing the City Manager or designee to sign all documents related to the FY 2024 Staffing for Adequate Fire and Emergency Response Grant, including but not limited to, authorization of budget transfers, and/or revisions to the operation plan, and to accept, reject, amend, correct, and/or terminate the grant in the amount of \$2,545,200.13 with a cash match of \$1,710,929.32 for a total grant amount of \$4,256,129.45. The grant period is estimated to be from September 2025 through August 2028. Recipients are required to contribute twenty-five percent (25%) of the actual costs incurred in each of the first and second years of the grant; and sixty-five (65%) percent of the actual costs incurred in the third year of the grant.

BACKGROUND / DISCUSSION:

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.

COMMUNITY AND STAKEHOLDER OUTREACH:

N/A

PRIOR COUNCIL ACTION:

N/A

AMOUNT AND SOURCE OF FUNDING:

N/A

REPORTING OF CONTRIBUTION OR DONATION TO CITY COUNCIL:

N/A

NAME	AMOUNT (\$)

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:

Jonathan P Killings Digitally signed by Jonathan P Killings
Date: 2025.07.12 19:14:16 -06'00'

(If Department Head Summary Form is initiated by Purchasing, client department should sign also)

RESOLUTION

WHEREAS, the Department of Homeland Security (“DHS”) – Federal Emergency Management Agency (“FEMA”) is currently accepting applications for the FY 2024 Staffing for Adequate Fire and Emergency Response Grant; and

WHEREAS, the City of El Paso, Texas (“City”) through its Office of Emergency Management, wishes to submit a grant application for the FY 2024 Staffing for Adequate Fire and Emergency Response Grant in the amount of \$2,545,200.13 with a required local cash match of \$1,710,929.32 for a period of three (3) years; and

WHEREAS, if awarded, the funds received under the Grant would be utilized to add 21 new entry-level firefighter positions; and

WHEREAS, adding new entry level firefighter positions will increase the resources available to the El Paso community and enhance the City’s ability to respond to and mitigate incidents involving fire, medical emergencies, rescues, protect critical infrastructure, and other accidents and incidents.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

That the City Manager, or designee, is authorized to sign all documents related to the FY 2024 Staffing for Adequate Fire and Emergency Response Grant, including but not limited to, authorization of budget transfers, and/or revisions to the operation plan, and to accept, reject, amend, correct, and/or terminate the grant in the amount of \$2,545,200.13 with a cash match of \$1,710,929.32 for a total grant amount of \$4,256,129.45 for an estimated period of September 2025 through August 2028. Recipients are required to contribute twenty-five percent (25%) of the actual costs incurred in each of the first and second years of the grant; and sixty-five (65%) percent of the actual costs incurred in the third year of the grant.

(Signatures on following page)

APPROVED THIS _____ **DAY OF** _____, 2025.

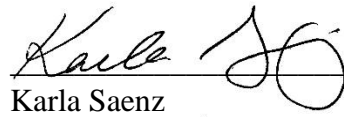
CITY OF EL PASO, TEXAS

Renard U. Johnson
Mayor

ATTEST:


Laura D. Prine
City Clerk

APPROVED AD TO FORM:



Karla Saenz
Assistant City Attorney

APPROVED AS TO CONTENT:



Jonathan P. Killings, Fire Chief
El Paso Fire Department

Declined ☐Denied ☐Awarded ☐

PSGrant# _____

GRANT INFORMATION FORM (GIF)**Complete either side A or if awarded, complete side B in this same form**

This form is to be used to provide information to the Grants Administration Division (GAD) for grant applications, grant awards, and/or grant contract amendments. After completing either side, please forward to the GAD Office at Grants-1@elpasotexas.gov. Once a grant has been awarded and a contract/agreement needs to be processed, please complete SIDE B and forward to GAD, we will submit for Legal Review and further processing. Please use the same GIF to complete Part A & Part B so it is all kept on the same sheet.

Department City of El Paso Fire Department**DUNS-058873019/UEI-KLZGKXNFVTL4**

A. GRANT APPLICATION	B. CONTRACT/AGREEMENT/AMENDMENTS
A1. Department Programmatic Contact Person Name: Kevin D. Dieter Title: Emergency Management Coordinator Phone No.: (915) 838-3271 Email: DieterKD@elpasotexas.gov	B1. Department Financial Grant Contact Person Name: Title: Phone No.: Email:
A2. Grant Data Funding Agency: Department of Homeland Security / FEMA Grant Name: FY24 Staffing for Adequate Fire & Emergency Response Gr CFDA/ALN: 97.083 N/A <input type="checkbox"/> Application Due Date: July 3, 2025 5pm EST / 3pm MST Requires Signature or Review from: Mayor <input checked="" type="checkbox"/> City Manager <input checked="" type="checkbox"/> Legal Review <input checked="" type="checkbox"/>	B2. Grant Data Funding Agency: Grant Name: Program Name: Agency Contract No.: Grant Type: <input type="text" value="Please Select"/> Pass through Agency: Grant Start & End Date: <input type="text" value="Month"/> <input type="text" value="Day"/> <input type="text" value="Year"/> - <input type="text" value="Month"/> <input type="text" value="Day"/> <input type="text" value="Year"/> New, Continuation, or Amendment: <input type="text" value="Please Select"/>
A3. Financial Data Amount of Grant Funding Request: \$ 2,545,200.13 Amount of Matching Funds Requested: \$ 1,710,929.32 Amount of In-Kind Funds and/or Additional City Contributions: \$ 0.00 Total Amount Requested: \$ 4,256,129.45	B3. Financial Data Post-Award Amount: \$ (As indicated in the grant contract/ agreement) Actual Amount of Cash Match: \$ Actual Amount of In-Kind: \$ Total Award for Project/Program: \$ 0.00
A4. Grant Classification <input checked="" type="checkbox"/> Competitive (award based on competition) <input type="checkbox"/> Entitlement (a set of funds determined under a formula) <input type="checkbox"/> Continuation (ongoing funding)	B4. <input type="checkbox"/> CM Signature required <input type="checkbox"/> Mayor Signature required <input type="checkbox"/> City Council approval required
A5. City Match Certification Has City Match been certified by the Department Director? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/> pending DH Certification Does this grant allow for operating/administrative costs? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> % <input type="checkbox"/> Amount \$ <u>0.00</u> How is the match amount determined? <input type="checkbox"/> Fixed Amount: \$ _____ <input type="checkbox"/> Percentage of Project Cost: _____ % <input checked="" type="checkbox"/> Other (Please explain): <u>Please see Comments for Cash Match details.</u> For this fiscal year, how much of the local cash amount is already in the department's budget: \$ <u>0.00</u> <i>Lgw</i> 06/18/2025 Not budgeted: \$ <u>1,710,929.32</u> Proposed source of match: Future fiscal year budget requests.	B5. Grant Accounting String: _____ City Match Accounting String: _____ Comments: For Hiring Activity grants, recipients are required to contribute 25 percent of the actual costs incurred in each of the first and second years of the grant; and 65 percent of the actual costs incurred in the third year of the grant. Cash Match Requirements Per Year: 1st Year - 25% - \$267,187.22 2nd Year - 25% - \$392,534.54 3rd Year - 65% - 1,051,207.56

Brief Description of Grant:

The City of El Paso Fire Department seeks federal funding in the amount of \$4,256,129.45 through the FY24 SAFER Grant to add 21 new entry-level firefighter positions to address the Department's current inability to meet NFPA 1710 Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments.

REQUIRED SIGNATURES

1. *[Signature]*
Department Director Signature Date
Jonathan P. Killings 6/18/2025
Printed Name of Department Director
2. *[Signature]* 06/24/2024
Grants Administration Division Date
3. *[Signature]* 06/25/2025
Legal Review Date

1. _____
Department Director Signature Date
Printed Name of Department Director
2. _____
Grants Administration Division Date
3. _____
Legal Review Date

Fiscal Year (FY) 2024 Staffing for Adequate Fire and Emergency Response (SAFER) Grant

Application ID: EMW-2024-FF-00258

OMB number: 1660-0135, Expiration date: 01/31/2021 [View burden statement](#)

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.

CITY OF EL PASO

Information current from SAM.gov as of:

05/04/2025

UEI-EFT:

KLZGKXNFVTL4

DUNS (includes DUNS+4):

058873019

Employer Identification Number (EIN):

746000749

Organization legal name:

CITY OF EL PASO

Organization (doing business as) name:

Mailing address:

300 N CAMPBELL EL PASO, TX 79901-1402

Physical address:

300 N CAMPBELL ST EL PASO, TX 79901-1402

Is your organization delinquent on any federal debt?

N

SAM.gov registration status:

Active as of 08/12/2024

☒ 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 or organization name)

CITY OF EL PASO

Main address of location impacted by this grant

Main address 1

300 N. Campbell

Main address 2

City

El Paso

State/territory

Texas

Zip code

79901

Zip extension

1402

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?

El Paso

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., 2021)

2025

Fiscal Year	Operating budget
2025	<div>\$144,605,983.00</div>
2024	<div>\$136,586,883.00</div>
2023	<div>\$129,496,335.00</div>
2022	<div>\$125,787,974.00</div>

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

Operating budget personnel costs

96 %

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

- ☐ Yes
- ☐ No

What is the total amount currently set aside?

\$5,200,000.00

Describe the planned purpose of this fund.

The funds above have been reallocated for capital outlay; for acquisition of captial assets such as emergency vehicles.

What percentage of the declared operating budget is derived from the following	2025
Taxes	86.18 %
Bond issues	0.00 %
EMS billing	10.76 %
Grants	2.06 %
Donations	0.00 %
Fund drives	0.00 %
Fee for service	1.00 %
Other	0.00 %
Total	100 %

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 City of El Paso is currently faced with increasing healthcare costs, pension obligations, and a failing infrastructure. As a result, the El Paso Fire Department (EPFD) is feeling the effects of an increasing pressure from unfunded mandates, capital needs, and budgetary constraints. With a \$7.9 million estimated annual replacement cost for an aging fleet, self-contained breathing apparatus, radio communications systems, and other major equipment, a financial distress has been placed on the operating budget of the EPFD for repairs and replacements.

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?

- ☐ Yes
- ☐ No

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

- ☐ Yes
- ☐ No

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

2022-FF-00485, FY25 Regional Catastrophic Preparedness Grant Program #EMW-2023-CA-00008. As a subrecipient, we also receive federal funding through State of Texas Office of the Governor: FY23 SHSP Special Response Grant #2951009, FY24 SHSP LEPTA Grant #4999701, FY25 Border Zone Grant #5185401.


Applicant and community trends

Please provide the following additional information about the applicant.

Injuries and fatalities	2024	2023	2022
What is the total number of fire-related civilian fatalities in your jurisdiction over the last three calendar years?	3	2	6

Injuries and fatalities	2024	2023	2022
What is the total number of fire-related civilian injuries in your jurisdiction over the last three calendar years?	33	20	40
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?	58	105	84
What is the total number of members with self-inflicted fatalities over the last three years?	0	0	0

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 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	31	15	184
Ambulances for transport and/or emergency response	29	17	92
Tankers or tenders (water capacity of 1,000 gallons or more)	0	0	0
Aerial apparatus: aerial ladder truck, telescoping, articulating, ladder towers, platform, tiller ladder truck, quint	15	8	32
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	3	4	12
Rescue vehicles: rescue squad, rescue (light, medium, heavy), technical rescue vehicle, hazardous materials unit	2	4	8
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	19	2	38

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

- ☐ Yes
- ☐ No

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

The City of El Paso's regional isolation and proximity to the border present unique threats and vulnerabilities, unlike any other U.S. city. Situated along the Rio Grande River in far west Texas, across from Ciudad Juárez, Mexico, the international boundary does not insulate El Paso from cross border threats such as hazmat release, drug violence, terrorism and mass migration to name a few. Traditional hazard and risk mitigation strategies are hindered in this unique and complex environment. The two cities, along with Las Cruces, NM, form a combined international metropolitan area of over 2.4 million people. Residing at

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?

Urban

▼

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

260

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	<div>39</div>
Commercial and industrial purposes	<div>24</div>
Residential purposes	<div>37</div>
Total	100 %

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

683080

Do you have a seasonal increase in population?

- ☐ Yes
- ☐ No

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

The El Paso Fire Department (EPFD) is an Insurance Services Office Class 1 rated department with international accreditation from the Commission on Fire Accreditation International since 2012. The EPFD currently has 1 Fire Chief, 4 Assistant Chiefs, 933 career firefighters, and 302 non-uniformed employees. The EPFD is responsible for responding to and mitigating incidents involving fire, aircraft accidents, medical emergencies, hazardous materials, building collapse or explosions, trench rescue, confined space rescue, water rescue, and search and rescue. Services are provided through 36 fire stations, 1 aircraft ☒

Call volume

Please provide the total number of incidents that your department responded to for each year of the previous three year period (Jan - Dec). Include only those alarms which your department was a primary responder and not second due or giving Mutual Aid.

Note: Each incident must be counted only once regardless of the number of units or agencies that responded to that incident (e.g. a vehicle fire with entrapment and injuries may be counted as a vehicle fire or a rescue call or an EMS call, but not all three).

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	2024	2023	2022
NFIRS Series 100: Fire	<div>1872</div>	<div>1687</div>	<div>1672</div>

Summary of responses per year per category	2024	2023	2022
NFIRS Series 200: Overpressure Rupture, Explosion, Overheat (No Fire)	<div>19</div>	<div>12</div>	<div>26</div>
NFIRS Series 300: Rescue & Emergency Medical Service Incident	<div>79937</div>	<div>65214</div>	<div>61514</div>
NFIRS Series 400: Hazardous Condition (No Fire)	<div>1970</div>	<div>1721</div>	<div>1490</div>
NFIRS Series 500: Service Call	<div>17727</div>	<div>16373</div>	<div>15266</div>
NFIRS Series 600: Good Intent Call	<div>15698</div>	<div>12878</div>	<div>125530</div>
NFIRS Series 700: False Alarm & False Call	<div>3593</div>	<div>3039</div>	<div>3150</div>
NFIRS Series 800: Severe Weather & Natural Disaster	<div>15</div>	<div>16</div>	<div>10</div>
NFIRS Series 900: Special Incident Type	<div>44</div>	<div>172</div>	<div>30</div>
Total	120875	101112	208688

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?	2024	2023	2022
Of the NFIRS Series 100 calls, how many are "Structure Fire" (NFIRS Codes 111-123)?	<div>499</div>	<div>408</div>	<div>454</div>
Of the NFIRS Series 100 calls, how many are "Vehicle Fire" (NFIRS Codes 130-138)?	<div>337</div>	<div>258</div>	<div>245</div>
Of the NFIRS Series 100 calls, how many are "Vegetation Fire" (NFIRS Codes 140-143)?	<div>217</div>	<div>277</div>	<div>289</div>
Total	1053	943	988

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	2024	2023	2022
What is the total acreage of all vegetation fires?	<div>41</div>	<div>77</div>	<div>600</div>

Rescue and emergency medical service incidents

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?	2024	2023	2022
Of the NFIRS Series 300 calls, how many are "Motor Vehicle Accidents" (NFIRS Codes 322-324)?	<div>9208</div>	<div>8216</div>	<div>7784</div>


How many responses per year per category?	2024	2023	2022
Of the NFIRS Series 300 calls, how many are "Extrications from Vehicles" (NFIRS Code 352)?	<div>15</div>	<div>19</div>	<div>19</div>
Of the NFIRS Series 300 calls, how many are "Rescues" (NFIRS Codes 300, 351, 353-381)?	<div>274</div>	<div>154</div>	<div>144</div>
How many EMS-BLS Response Calls?	<div>7172</div>	<div>6877</div>	<div>6141</div>
How many EMS-ALS Response Calls?	<div>57193</div>	<div>54886</div>	<div>50726</div>
How many EMS-BLS Scheduled Transports?	<div>0</div>	<div>0</div>	<div>0</div>
How many EMS-ALS Scheduled Transports?	<div>0</div>	<div>0</div>	<div>0</div>
How many Community Paramedic Response Calls?	<div>5965</div>	<div>0</div>	<div>0</div>
Total	79827	70152	64814

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?	2024	2023	2022
How many times did your organization receive Mutual Aid?	<div>3</div>	<div>0</div>	<div>0</div>
How many times did your organization receive Automatic Aid?	<div>3</div>	<div>0</div>	<div>0</div>
How many times did your organization provide Mutual Aid?	<div>3</div>	<div>13</div>	<div>6</div>
How many times did your organization provide Automatic Aid?	<div>1</div>	<div>0</div>	<div>0</div>
Of the Mutual and Automatic Aid responses, how many were structure fires?	<div>2</div>	<div>0</div>	<div>0</div>
Total	12	13	6

Grant request details



Instructions

Add the positions you are requesting by using the Add position to Hiring of Firefighters button below. You can have multiple line items for this position type, and this should be used when the salary and benefits are different for each position/activity being requested.



Help Guides

FEMA has developed a Narrative Development Toolkit and Self Evaluation Sheets available on FEMA website: [Staffing For Adequate Fire And Emergency Response \(SAFER\) Documents](#). The documents are designed to assist applicants with narrative preparation and provide specific criteria used by a panel of peer reviewers when evaluating each application. FEMA encourages applicants to use these documents to prepare their applications.

Grand total: \$4,256,129.43

Program area: Hiring of firefighters

Activity: Hiring of Firefighters

\$4,256,129.43

✖ [Delete this activity](#)

Hiring of Firefighters activity questions

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

NFPA standard	Department characteristics	Demographic	Assembly staffing	Response time	Frequency of time
1710	Career	With aerial	17	8 min	90%
1710	Career	Without aerial	16	8 min	90%
1720 - Urban	Urban combo/volunteer	> 1,000 pop/square mile	15	9 min	90%
1720 - Suburban	Suburban combo/volunteer	500 - 1,000 pop/square mile	10	10 min	80%
1720 - Rural	Rural combo/volunteer	< 500 pop/square mile	6	14 min	80%
1720 - Remote	Remote combo/volunteer	Travel > 8 mi	4	N/A	90%

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

938

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

66

Please enter information about your organization's staffing levels in the table [below](#) .

Staffing levels	Total number of operational career personnel	Number of operational career officers	Number of NFPA support
Staffing levels at the start of the application period	938	248	309
Staffing levels at one year prior to the start of the application period	945	250	314
Staffing levels at two years prior to the start of the application period	928	239	224
If awarded this grant, what will the staffing levels be in your department?	959	248	309

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.

40 hour personnel are paid normal 40 hours per work week and operations personnel are paid for 56 hours per work week. Each pay period consists of 112 hours regardless of shifts scheduled to work in operations. The City will pay for all hours actually worked in excess of 204 hours in a 27-day work cycle for fire suppression personnel. These personnel will be compensated at the rate of time and one-half (1½) the employee's regular straight-time hourly rate.

Does your department utilize part-time or reserve paid firefighters?

- ☐ Yes
- ☐ 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?

- ☐ Never (0%)
- ☐ Rarely (1 to 19%)
- ☐ Sometimes (20 to 39%)
- ☐ Half of the time (40 to 59%)
- ☐ Often (60 to 79%)
- ☐ Most of the time (80 to 99%)
- ☐ Always (100%)

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?

3

Do you provide NFPA 1582 annual medical/physical exams?

- ☐ Yes
- ☐ No
- ☐ No, but we provide other types of physicals

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?

- ☐ Never (0%)
- ☐ Rarely (1 to 19%)
- ☐ Sometimes (20 to 39%)
- ☐ Half of the time (40 to 59%)
- ☐ Often (60 to 79%)
- ☐ Most of the time (80 to 99%)
- ☐ Always (100%)

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?

3

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

- ☐ Yes
- ☐ No
- ☐ No, but we will provide other types of physicals

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

- ☐ Yes
- ☐ No
- ☐ N/A - do not provide EMS

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

- ☐ Yes
- ☐ No

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

Once the performance period for the SAFER grant has concluded, the El Paso Fire Department plans to absorb the salaries and benefits of the 21 entry-level firefighters within the operating budget.

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

Written Examination: Applicants meeting the minimum qualifications are invited to test. The written examination measures teamwork, public relations skills, mechanical aptitude and reading ability. It is a multiple-choice, video-based test specifically designed for firefighters. Those individuals with a grade of 70% or better on the written examination are eligible to move on to a Physical Ability Test. This is a pass/fail examination. All tasks must be successfully completed.

How many recruits can be trained in one academy class?

60

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

Traditionally, two recruitment classes are conducted every fiscal year with this current class ending in July 2025. If awards begin on August 18, 2025 and continue thereafter until all awards are made - but no later than September 30, 2025, we can start our second recruit class in September 2025.

How often are your recruit classes held?

Usually recruit classes are held depending on need and budget availability. Two recruitment classes are conducted every fiscal year. A typical training academy is approximately 60 recruits per class. During the Pandemic COVID mitigation efforts, the class was reduced to 35 but the El Paso Fire Department has since reinstated the 60 trainees per recruit class.

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

- ☐ Yes
- ☐ No

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

The El Paso City Council meets on a biweekly basis. Agenda items are submitted to the City Clerk's Office one week prior to the meeting and it can take an additional week to process all signatures to obtain a fully executed resolution; encompassing a three-week period.

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

- ☐ Yes
- ☐ No

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

Our staffing is based on the number of resources we need to put into service to maintain coverage for the City of El Paso, critical tasking for each size of incident and the demand of those incidents. It is also based on the backfill required to maintain adequate staffing of all apparatus to include specialty units, Advanced Life Support and Basic Life Support units and structural fire apparatus on a daily basis.

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

- ☐ Yes
- ☐ No

Please provide a brief description of the policy in place.

Firefighter Trainees and Certified Firefighters Trainees that are veterans are placed on the eligible list as follows: Add five (5) points to the candidate passing score who served in the military for a period of 180 days and presents a DD 214 indicating an honorable discharge as per Civil Service Rules and Regulations of the City of El Paso. Additional five (5) points are given if the veteran indicates a 30 percent disability and presents a letter from the Veteran's Administration.

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

initial turn alarm assignment of 400 seconds (6 minutes) or less travel time for deployment difficult. EPFD Standard Operating Procedures have also incorporated the two-in, two-out rule from OSHA 1910.134 Respiratory Protection and NFPA 1407 Standard for Training Fire Service Rapid Intervention Crews. A deployment model of 2 firefighters per front-line ambulance is also used to supplement working towards NFPA 1710 and meeting the requirements of both OSHA 1910.134 and NFPA 1407.

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 El Paso Fire Department (EPFD) will increase staffing to meet its goal of compliance with NFPA 1710, NFPA 1407, OSHA 1910.134, and Texas Government Code 419.046 by hiring more personnel to support opening a new fire station. This new fire station will be located using predictive software where the current capability gaps exist. Plans for this new fire station are underway on El Paso's Far East side. An analysis of the two main zip codes in Far East El Paso – 79936 –

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

positions will decrease the physiological stress on firefighters as they attempt to perform beyond their capabilities or overcompensate for understaffing.

Other services of the proposed increase in staff include lower fire damage dollar loss, prevention and reduction in fire fatalities, fewer injuries for civilians and firefighters, reduction in medical claims, and lower civil liability for the City as

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

The El Paso Fire Department (EPFD) is the primary city agency responsible for responding to and mitigating incidents involving fire, aircraft accidents, medical emergencies, hazardous materials incidents, building explosions, search and rescue events, and water rescues in the border region and providing protection for critical infrastructure. Adding a new fire station and increasing the staffing to 9549670, career firefighters will make more resources available and

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.

El Paso Fire Department (EPFD) members responded to a total of 120,875 incidents in 2024. This is a 19.5% increase over the previous year, increasing the risk of potential injuries and exposures that can be experienced by firefighters. Not only does this increase impact the EPFD, but as the City of El Paso continues to grow, the need from the community has increased as well. Being awarded the SAFER grant, the EPFD can fill primary first due gaps to

How will that risk be reduced if awarded?

injuries and long-term psychological effects such as post-traumatic stress disorder. With adequate resources to include staffing, the EPFD can design deployment models based on risk and assessment needs of the community to ensure resources are located where capability gaps are identified. The City-County of El Paso's Hazard Mitigation Plan approved in 2022 by the Texas Division of Emergency Management and FEMA, is used to improve upon the identification of hazards related to the region and the threats that may be encountered in day to day operations

Cost benefit

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

and start to manage more units, operational efficiency will be noted as more paramedics will be available to help curb the increase in call volume and meet the community's needs. This is especially important as the EPFD prepares to open its newest fire station, Fire Station #38, in one of El Paso's fastest growing communities – Far East El Paso. The 21 SAFER positions requested through this grant, will be assigned to this Far East El Paso area.

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.

Optional

model with 3 firefighters per front-line fire suppression unit and augmented the minimum 4 firefighter staffing model by using firefighter-staffed ambulances with 2 firefighters. The City of El Paso like many other cities throughout the nation has seen budget shortfalls that have impacted numerous services. As the City continues to recognize limitations on revenue and income, attempts are being made to diversify the revenue base. The department continues to recognize and assess staffing needs and needs of the community to accomplish the El Paso Fire Department's strategic plan to

+ Add a position

Position

► Position: New, Additional Firefighter(s) \$4,256,129.43

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
- ☐ No

Please download the EHP Screening form available at <https://www.fema.gov/media-library/assets/documents/90195>. Once you have been awarded the grant and have accepted the award, please complete and send your screening form and attachments to GPDEHPinfo@fema.dhs.gov.

EHP screening form attachment (optional)

📁 Upload from your computer

Filename	Date uploaded	File size	Description	Action
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Maximum File Size:
25 MB

Accepted File Types:
.pdf, .doc, .docx, .xls, .xlsx, .jpg

Budget summary

Budget summary

Object class categories	Year 1	Year 2	Year 3	Total
Personnel	\$1,079,203.65	\$1,079,203.65	\$1,079,203.65	\$3,237,610.95
Fringe benefits	\$339,506.16	\$339,506.16	\$339,506.16	\$1,018,518.48
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	\$1,418,709.81	\$1,418,709.81	\$1,418,709.81	\$4,256,129.43
Indirect charges	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$1,418,709.81	\$1,418,709.81	\$1,418,709.81	\$4,256,129.43
Non-federal resources				
Applicant				\$1,631,516.30
State				\$0
Local				\$0
Other sources				\$0
Remarks				Cash Match - 1st Year 25% - \$354,677.45, 2nd Year 25% - \$354,667.45, 3rd Year 65% - \$922,161.37
Total Federal and Non-federal resources				
Federal resources	\$1,064,032.35	\$1,064,032.35	\$496,548.43	\$2,624,613.13
Non-federal resources	\$354,677.46	\$354,677.46	\$922,161.38	\$1,631,516.30
TOTAL	\$1,418,709.81	\$1,418,709.81	\$1,418,709.81	\$4,256,129.43
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?

☐

Yes


☐

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.

MR Kevin D Dieter Emergency Management Coord DieterKD@elpasotexas.gov	Primary phone 9158383271 Work Fax	Additional phones 9159796801 Mobile	 Edit
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Assurances and certifications

SF-LLL: Disclosure of Lobbying Activities

OMB number: 4040-0013, Expiration date: 02/28/2025 [View burden statement](#)













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. Â§ 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

Review application

[Submit for signature](#)

Please select any of the following links to view or edit a particular section of your application. You may submit your application for signature once your application is complete and without any errors.

	This application is ready to submit for signature Submit this application for final signature to complete the application submission process.
	SAM.gov profile View/edit
	Applicant information View/edit
	Applicant characteristics View/edit
	Operating budget View/edit
	Community description View/edit
	Applicant and community trends View/edit
	Call volume View/edit
	Grant request details View/edit
	Grant request summary View/edit
	Budget summary View/edit
	Assurances and certifications View/edit



Contact information

[View/edit](#)