

## **Applicant Characteristics (Part I)**

### **\* Does your organization protect critical infrastructure?**

The City of City A Fire Department (CAFD) protects State University's City A campus. Total enrollment in 2014 was over 50,000 students. On the campus is the George H. W. Bush Presidential Library. TAMU is home to Kyle Field Stadium which is undergoing renovations at the time of this grant application. The additions are scheduled to be completed in August 2015. Following those renovations Kyle Field will have a seating capacity of 102,512 and will host 7 home football games each year.

TAMU is a land, sea, air, and space grant university. The diversity of the research challenges our organization. In June 2013 the University system and GlaxoSmithKilne (GSK) received a federal contract to developed one of three new national centers focused on developing and manufacturing medicine and vaccines to respond to pandemic diseases and bioterrorism. This lab is 100,000 square feet and CAFD ladder truck will be the closest aerial to protect this live virus lab. CAFD protects three Biolevel "3" which are part of the veterinary medicine school.

We also protect State A&M University's TRIGA Reactor (Training, Research, Isotopes, and General Atomics). This is a 1 megawatt TRIGA nuclear reactor. This rector allows State A&M University to offer the largest nuclear engineering program in the country.

Easterwood airport is a non-hub regional facility providing commercial service and general aviation. The airport is owned and operated by TAMU, and regularly serves dignitaries, government officials, and is the sole commercial facility for the City B / City A community. There are complex rail lines that transverse the city. These rail lines supply chemicals and freight between northern State through City A and into the Port of Houston to support chemical and petrochemical industries. State Highway 6 is a major artery connecting south and central State to the I-35 corridor. Highway 6 runs through City A and it vital to State business and transportation.

### **Please provide details on the department's existing staffing model (i.e., number of shifts, number of positions per shift, contracted work hours, etc.)**

The City of City A Fire Department (CAFD) works a 24 hours on and 48 hours off over three shifts. We have 6 fire stations. Each shift staffs 6 frontline ALS engines, 4 ALS transport ambulances, one 100' Aerial Ladder, One ARFF truck, one 3,000 gallon tender, one grass rig, and one Battalion Chief. Each day we have 41 fire personnel assigned. We allow up to 8 people off for approved leave daily. CAFD personnel work a 53 hours work week prior to being paid overtime. CAFD has automatic aide agreements with the City of City B, State, State A&M University EMS, and Brazos County. CAFD operates the regional hazmat team for the 7 county Council of Governments. We have several members that deploy regularly with State Task Force 1 Urban Search and Rescue Team, which is stationed out of City A. All personnel since 1989 have been required to become EMT-Paramedic to retain employment with the fire department. We offer certification pay for paramedics, hazardous materials technicians, ARFF, and associates, bachelors, and master's degrees. Our members can participate in any of the following programs. ARFF, Haz-Mat, Dive team, Swift Water, SWAT Medic, Pipes and Drums, and Honor Guard.

\* What percentage of your annual operating budget is derived from: **Enter numbers only, percentages must sum up to 100%**

When looking strictly at the fire department operation budget 100% of the money comes from the general fund of the City of City A. The city's general fund is broken down into the following revenue sources. 40.84 % sales tax, 27.24% Ad Valorem tax, grants .38%, mixed drinks and franchise fees 4.45%, licenses and permits 1.8 %, parks and rec fees .21%, Other charges for service including EMS billing 4.72% with 1% or \$1.5 million in EMS billing, fines forfeits and penalties 4.83%, utility transfer 15.03%, investment earning .1% miscellaneous .5%. The city charter requires a 15 % contingency fund and only allows use of these funds for emergencies and natural disasters. In the above mentioned question about a fire department rainy day fund, the fire department does not maintain a rainy day fund because the city does. The fire department is forbidden by law to use these funds for salaries and hiring of firefighters.

**\* 4. Briefly describe the departments hiring practices and timelines.**

The City of City A is an equal opportunity employer and does not discriminate in employment practices based on race, color, sex, religion, national origin, age, or disability. The City A Fire Department strives to recruit and retain a diverse workforce, reflecting the demographics of our community.

Current entry level requirements for the City A Fire Department are that all applicants must possess a current and valid State Commission on Fire Protection (TCFP) Basic Structural Firefighter Certification and State Department of State Health Services Emergency Medical Technician-Basic certification, or Emergency Medical Technician Paramedic. The learning objectives of the basic structural firefighter curriculum meet the objectives of NFPA 1001: Firefighter Professional Qualifications for Firefighter I and Firefighter II, and also HazMat-Awareness and HazMat-Operations. Notices of entry level testing are usually sent to all TCFP certified training providers within the state in conjunction with advertising done locally and in major markets across the state. This information is also posted to the internet via the City's web page and several emergency service related sites. Fire department recruiting personnel participate in annual job fairs held at area high schools, junior colleges and colleges in an effort to contact as wide a job market as possible.

The hiring process for the positions requested from SAFER will begin May 9, 2015. This will be a 90 day process that includes a written test, fitness test, criminal background, polygraph exam, oral interview, drug screen, and physical exam. The applicants will be placed on a list and hiring will begin.

**\* 5. Is your request for hiring firefighters based on a risk analysis and/or a staffing needs analysis?**

The City of City A utilized a Geographic Information System (GIS) study to perform a staffing needs analysis. This analysis was performed by the International Association of Firefighters by the request of the City A Professional Firefighters Local 4511.

ArcGIS 10 and Network Analyst Geographic Information Systems ArcGIS's Network Analyst is an extension, or software tool, that manipulates the network data incorporated into a GIS. Networks are

interconnected line features, visually represented as roads, rivers, pipelines, or trails. From this data, it is possible to determine the best route between two spots or amongst several points, calculate travel cost in distance or time, find the closest facility to an address, or model service areas.

**\* 11. Does your department currently have a policy in place to recruit and hire veterans?**

The City of City A is committed to employing military veterans and service members of the US Armed Forces active and reserve components. We appreciate the merit of these individuals and acknowledge the dedication, professionalism and work ethic they bring to the job. It is the policy of the City A Fire Department to actively hire and recruit veterans. We have several veterans that are members of CAFD. Our human resources staff along with our Emergency Manager regularly attend veterans recruiting events.

The City of City A signed an ESGR Statement of Support for the Guard and Reserve, which outlines our loyalty to hiring veterans and our recognition that the Guard and Reserve are essential to the strength of our nation and the wellbeing of our communities. We will continue to support our country's service members and their families in peace, in crisis, and in war.

**\* 12. Is it your department's intent to sustain the positions filled under this grant after the completion of the period of performance?**

The City Manager and City Council have agreed these positions will become permanent if initially funded by FEMA. City A has never laid off firefighters. These positions are not only needed but they are sustainable for the long term. Currently there are three major funding sources that will ensure these positions are permanent. The Biomedical Corridor will be completed in December of 2015. According to the State Governor's office, "The State A&M Center anchored by this facility, is expected to bring in more than \$41 billion in expenditure within the State of State over the next 25 years."

The growth and development has not gone unnoticed by sizeable development companies. Several developers are looking to build a master planned community that will bring in millions to the tax rolls in south City A.

The sale of a city owned property will assist in future funding, the Chimney Hill property was sold. The developer plans on opening a 120 room hotel and 130 apartments.