

Fiscal Year (FY) 2023 Staffing for Adequate Fire and Emergency Response (SAFER) Grant

Application ID: EMW-2023-FF-00571

OMB number: 1660-0054, Expiration date: 11/30/2022 [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.

COUNTY OF EFFINGHAM

Information current from SAM.gov as of:	04/07/2024
UEI-EFT:	WCFEKENTR7A8
DUNS (includes DUNS+4):	078116852
Employer Identification Number (EIN):	586000821
Organization legal name:	COUNTY OF EFFINGHAM
Organization (doing business as) name:	
Mailing address:	804 S LAUREL STREET SPRINGFIELD, GA 31329-9235
Physical address:	804 S LAUREL STREET SPRINGFIELD, GA 31329-9235
Is your organization delinquent on any federal debt?	N
SAM.gov registration status:	Active as of 11/26/2023

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)	Effingham County Fire Rescue
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Main address of location impacted by this grant

Main address 1	804 S Laurel Street
Main address 2	
City	Springfield
State/territory	
Zip code	31329
Zip extension	9235
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?	Effingham County

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? **Combination (Majority Paid/Career)**

What is the percentage of career members in your organization? **85**

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) **2024**

Fiscal Year	Operating budget
2024	\$9,631,935.94
2023	\$8,573,937.29
2022	\$6,785,790.77
2021	\$5,123,590.00

What percentage of the declared operating budget is dedicated to personnel costs (salary, benefits, overtime costs, etc.)? **70**

Does your department have any rainy day reserves, emergency funds, or capital outlay? **No**

What percentage of the declared operating budget is derived from the following	2024
Taxes	69
Bond issues	0
EMS billing	0
Grants	0
Donations	0
Fund drives	0
Fee for service	31
Other	0
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

Even though Effingham is a financially sound County, the majority of the Fire Department's annual budget is already dedicated to salary and benefit costs for its expanded firefighting force. In fact, 83 percent of the current budget (FY16) is salaries and benefits, and the remaining budget is quickly consumed in costs necessary to keep the County's firefighters safely equipped and prepared for any emergency. Unfortunately, in the give and

- Actions taken to obtain funding elsewhere (i.e. state assistance programs or other grant programs)
- How your critical functions are affected without this funding

take of providing staffing for a growing community for not only public safety but also multiple other pertinent County departments, the County's financial resources are expended. The County is attempting to provide the best service possible by the most economically efficient means possible. We have fulfilled the majority of our current obligations by adding stations, equipment, and 24 new paid firefighter staffing positions since 2021, but we need assistance to take the next step to continue better compliance with NFPA 1720 and OSHA 1910.134. Effingham County has the foresight and understanding of the need for adequate staffing and equipment for its fire service and has been able to achieve much of its goal of establishing a safe, professional department. The assistance provided through the SAFER grant will allow the County to continue this process. The County has invested resources at the outset with added equipment and staffing; however, continued population growth is increasing calls for service and stretching all County services, thereby requiring Federal assistance to meet NFPA and OSHA standards. While the County cannot currently manage the costs to meet this goal all on its own in a one-year timeframe due to the spending priorities, the goal is feasible with the costs delayed over three years through the SAFER grant. The added income from the new commercial, industrial, and residential construction throughout the County will allow the revenue to be available in three years while allowing the County to have the needed protection immediately.

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	2023	2022	2021
What is the total number of fire-related civilian fatalities in your jurisdiction over the last three calendar years?	1	2	0
What is the total number of fire-related civilian injuries in your jurisdiction over the last three calendar years?	1	2	5
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?	7	1	7
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.	17	93	0

Type or class of vehicles	Number of frontline apparatus	Number of available riding positions	Number of filled riding positions
Ambulances for transport and/or emergency response.	0	0	0
Tankers or tenders (water capacity of 1,000 gallons or more).	8	16	0
Aerial apparatus: aerial ladder truck, telescoping, articulating, ladder towers, platform, tiller ladder truck, quint.	1	7	0
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.	0	0	0
Rescue vehicles: rescue squad, rescue (light, medium, heavy), technical rescue vehicle, hazardous materials unit.	0	0	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	3	0

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.

As population growth has taken place, the types of development are fundamentally changing within Effingham County. Until recently, most housing was single-family detached, with larger lots, which aided in slowing the spread of fire between structures. Newer developments have begun that mix multi-family apartments, townhomes, and high-density single family. This change in construction types means that a fire typically limited to one structure has a much greater potential to spread to neighboring buildings. Effingham County Fire Rescue responded to 2,804 emergencies in 2018 and grew 105% to 5,770 emergency responses in 2023. Along with the growth of population and homes, roadways are much busier, which leads to response delays due to congestion, and an increased number of responses to vehicle collisions.

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? **Rural**
 What is the square mileage of your first due response zone/jurisdiction served? **473**
 What percentage of your primary response area is protected by hydrants? **50**

What percentage of your primary response area is for the following:	Percentage (must sum to 100%)
Agriculture, wildland, open space, or undeveloped properties	45
Commercial and industrial purposes	10
Residential purposes	45
Total	100

What is the permanent resident population of your first due response zone/jurisdiction served? **53835**

Do you have a seasonal increase in population? **No**

Please describe your organization and/or community that you serve. **Effingham County Fire Rescue operates 17 strategically located fire stations serving over 460 square miles of the County while also responding as automatic aid to the remaining approximately 18 square miles covered by a**

City department. Of the 17 stations, 9 are currently staffed with full-time personnel, with the remaining stations operated with on-call personnel. Effingham operates 17 primary fire engines, 4 reserve fire engines, 8 water tenders, and 1 100' tower ladder. Additionally, Effingham operates a training center, which is used by several neighboring agencies, which includes a two-story burn building, a three-story search maze, a one-story search house, a classroom, and a vehicle extrication area. The population of Effingham County has grown from 37,535 in 2000 to 71,541 in 2023, which is a growth rate of 90.5%. Until approximately 2012, Effingham County was primarily comprised of single-family homes, with some Commercial buildings, but limited Industrial growth. Since 2012, and with growing momentum into 2020 and beyond, there has been a rapid increase in multi-family and high-density residential, along with modest growth of commercial buildings and rapid growth of industrial warehousing, primarily driven by the rapid expansion of the Port of Savannah and the soon to open Hyundai Metaplant.

Call volume

Summary	2023	2022	2021
Fire - NFIRS Series 100	238	257	234
Overpressure Rupture, Explosion, Overheat (No Fire) - NFIRS Series 200	5	2	1
Rescue & Emergency Medical Service Incident - NFIRS Series 300	3783	3320	3378
Hazardous Condition (No Fire) - NFIRS Series 400	110	90	59
Service Call - NFIRS Series 500	558	433	373
Good Intent Call - NFIRS Series 600	651	760	553
False Alarm & Falls Call - NFIRS Series 700	415	267	222
Severe Weather & Natural Disaster - NFIRS Series 800	8	9	9
Special Incident Type - NFIRS Series 900	1	5	3
Total	5769	5143	4832

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?	2023	2022	2021
"Structure Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 111-120)	68	76	66
"Vehicle Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 130-138)	45	30	39
"Vegetation Fire" (Of the NFIRS Series 100 calls, NFIRS Codes 140-143)	101	107	87
Total	214	213	192

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	2023	2022	2021
Total acreage of all vegetation fires	5	94	9

Rescue and emergency medical service incidents

How many responses per year per category?	2023	2022	2021
"Motor Vehicle Accidents" (Of the NFIRS Series 300 calls, NFIRS Codes 322-324)	349	309	291
"Extrications from Vehicles" (Of the NFIRS Series 300 calls, NFIRS Code 352)	10	17	17
"Rescues" (Of the NFIRS Series 300 calls, NFIRS Code 300, 351, 353-381)	4	5	9
EMS-BLS Response Calls	3414	2972	3044
EMS-ALS Response Calls	0	0	0
EMS-BLS Scheduled Transports	0	0	0
EMS-ALS Scheduled Transports	0	0	0
Community Paramedic Response Calls	0	0	0
Total	3777	3303	3361

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?	2023	2022	2021
Amount of times the organization received Mutual Aid	7	8	10
Amount of times the organization received Automatic Aid	63	102	122
Amount of times the organization provided Mutual Aid	4	8	10
Amount of times the organization provided Automatic Aid	104	182	128
Of the Mutual and Automatic Aid responses, amount that were structure fires	17	41	26
Total	195	341	296



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: \$2,446,412.22

Program area: Hiring of firefighters

Activity: Hiring of Firefighters

\$2,446,412.22

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

Select the item that best describes the NFPA standard your department is attempting to meet: **1720 - suburban**

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 **71**

How many budgeted, but vacant operational positions does your department have at the start of the application period? **3**

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	71	20	14
Staffing levels at one year prior to the start of the application period	65	17	14
Staffing levels at two years prior to the start of the application period	50	17	14
If awarded this grant, what will the staffing levels be in your department?	79	20	14

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.

Day Shift: Fire Chief, Deputy Chief, Training Officer, Administrative Officer/PIO, Logistics Officer 24/48 Shift: 1 Captain, 4 Lieutenants, 17 Firefighters Day Shift Staff work 40 hrs/week and are Exempt employees 24/48 Shift Staff work an average of 56 hrs/week and are Non-Exempt employees Overtime is accrued after working 212 hours in a 28-day pay cycle Vacancies are covered with either Overtime or Part-Time Firefighters

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

Yes

Please provide details on how these firefighters are used within your department to include the number of firefighters, the number of full-time, NFPA compliant positions these firefighters occupy, if applicable, and how they are scheduled to meet your staffing needs.

Effingham County's part-time firefighters are used when staffing vacancies occur. Effingham has 7 part-time firefighter positions, which cover some pre-scheduled absences, whether it be vacations or other PTO. We also use Overtime staffing to fill vacancies used on unscheduled vacancies. These part-time firefighters are all Georgia Certified Firefighters, holding NPQ certifications.

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?	Half of the time (40 to 59%)
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
Do you provide NFPA 1582 annual medical/physical exams?	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?	Often (60 to 79%)
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
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.	While Effingham is such a rapidly growing County, it often takes 12-24 months for full tax and fee receipts to catch up with development. With the value of the upcoming developments, Effingham County will have the additional revenues to continue to sustain these requested positions. Additionally, Effingham County is proposing to increase fire fees to continue reflecting future expenditures and inflationary costs.
Describe the department's step-by-step hiring process (application period, written test, physical, approval) and the timeline for each step.	Effingham County BOC Human Resources post the job. BOC Human Resources receives applications and then forwards them to the Fire Department. All candidates that meet basic GA eligibility requirements receive an interview, directly after which a candidate physical agility assessment is performed. Candidates are graded on both the interview and physical agility assessment. The highest-performing candidates receive job offers.
How many recruits can be trained in one academy class?	15
How long after award will the department be able to start a recruit class?	3 months
How often are your recruit classes held?	Semi-annually
Does the department need governing body approval to accept and implement the award?	Yes
Provide details on the timeline needed to accept the grant award.	Upon selection notification, the request to receive the grant will be placed on the next Board of Commissioner's meeting, which typically takes two weeks. After acceptance, the positions will immediately be posted by Effingham County Human Resources and will remain open for a minimum of 14 days. Once this 14-day period ends, Effingham County Fire Rescue will begin interviews and will continue accepting applications until all positions are filled.

Is your request for hiring firefighters based on a risk analysis, staffing needs analysis, or an Insurance Services Office (ISO) rating? **No**

Does your department currently have a policy in place to recruit and hire veterans? **No**

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?

Effingham County Fire Rescue is submitting a request for Staffing for Adequate Fire and Emergency Response (SAFER) grant funding to secure twelve additional firefighting positions. These essential positions are aimed at enhancing our operational capacity to permanently staff an engine at Fire Station 3, transitioning from its current on-call status. Currently, the county boasts a network of 17 strategically situated fire stations, ensuring comprehensive coverage. However, only nine of these provide continuous 24-hour service. Station 3 is strategically located in a segment of the county experiencing rapid growth, situated approximately five miles away from the nearest fire station. This area's burgeoning need for enhanced fire protection services is underscored by a detailed analysis of the current and emerging residential and commercial structures, coupled with the demographic surge across the county's 460 square miles. Despite an impressive ISO rating of 3/3Y, the area serviced by Station 3 has been identified as a critical vulnerability, with emergency response times currently averaging 10 minutes and 35 seconds—a figure that underscores the urgent need for additional resources. Initially, this region was not designated as a high priority due to its then-minimal development. However, the county's swift expansion has catalyzed significant residential and commercial growth within the jurisdiction of Station 3. This area now encompasses a population of over 4,485 residents, 1,574 occupied homes, and vital educational facilities, including two elementary schools. Additionally, the region is poised for further growth with plans for a 200-unit, three-story apartment complex located within 10 miles of the forthcoming Hyundai Metaplant. This plant represents the state's largest single economic development initiative, projected to create 8,100 direct employment opportunities. The exponential growth and strategic economic developments within Station 3's service area not only elevate the demand for robust fire protection and emergency response services but also highlight the strategic importance of this investment in safeguarding our community's well-being and supporting its economic vitality. Therefore, the allocation of SAFER grant funding towards the expansion of Effingham County Fire Rescue's operational capabilities is not just a measure to fill existing gaps but a forward-looking strategy to ensure the safety and security of a rapidly evolving community.

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 nine requested positions will be used to staff the engine with at least two personnel per shift. Once staffed, Engine 3 will cut the response time by close to half and bring the area closer to compliance with NFPA 1720 for the first arriving unit.

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

The benefits of such a significant drop-in response time are tremendous. A quicker response and readiness to initiate fire operations increase the chance of saving lives and property, as well as increased levels of service and efficiency due to a more comprehensive response. • Quicker response because sufficient numbers of firefighters will respond to initiate firefighting operations. • Increased on-scene safety and reduced firefighter fatigue and injuries due to more complete staffing. • Reduced reliance on mutual aid for fire and medical calls to which we cannot now respond. • Structure Fires can be kept in the incipient stage. • Cardiac Arrest can have definitive care begun within AHA-acceptable times. • Motor Vehicle Accident victims can have care begun much quicker. • Quicker response and scene evaluation will allow proper resources to be committed, thus freeing additional units to handle other calls and remain within their response areas. • Additional Company will add depth to our available resources County-wide. The long-term impact of SAFER funding will allow the County to improve response time and logistical versatility. It will enable the County Effingham Fire Rescue to properly place our resources by positioning fully staffed apparatus throughout more of the County. With the rapid increase in population, responses from many fire stations are along heavily traveled roads, further increasing the response time to this critical area due to the increasing vehicular congestion.

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

The personnel will respond to some of the states' and nations' most critical infrastructure through primary response as well as automatic and mutual aid. Our department responds to 4 miles of Interstate 16 (over 13.5 million vehicles annually pass through the County on this road alone), 1 mile of Interstate 95 (22.2 million vehicles pass annually), U.S. Highway 80, three Wastewater Treatment Plants, while also supporting our neighboring jurisdictions, with aid being provided on multiple occasions to the Georgia Ports Authority (third largest container port in the US). Over the past 4 years, over 16 million square feet of industrial property has been built, with at least another 10 million square feet zoned and available for construction. The added personnel will allow us to mitigate any incident safely, reducing the potential for loss of life and reducing property damage.

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.

Without the requested SAFER funding, all critical functions of the department suffer. The extended response times result in additional wear and tear on fire apparatus, delayed provision of needed emergency services to our citizens, and increased risk to our firefighters. Any response to the area results in extended responses, pulling resources further from the initial response areas, creating a domino effect in potential delays and property loss. The grant award funds' immediate impact will bring the Department closer to compliance with NFPA 1720 initial response standards in a County with a steady high growth rate. It will allow Effingham County Fire Rescue to respond to emergencies within the jurisdiction with reduced reliance on mutual aid, reducing response times and improving the depth of the entire area's resources. During any fully involved structure fire, responder safety demands the presence of a standing Rapid Intervention Team or some other designated group outside of the IDLH (immediate danger to life and health) atmosphere specified in NFPA 1500 and addressed in OSHA 1910.134. Active fires frequently tie up nearly 50% of the available on-duty staffing.

How will that risk be reduced if awarded?

Due to the current response times of Fire Station 3, which are over 10 minutes, it is expected that response times will

be decreased by approximately 50%. This decrease in response times will have an immediate effect on the safety of both Firefighters and our citizenry. With the newer types of construction materials in current developments, the intensity and speed of fire spread has monumentally increased. Additionally, in a cardiac arrest, based upon AHA studies, each minute without CPR can have a 7-10% increase in mortality prior to defibrillation. With an approximately 50% decrease in response times, these firefighters will grant quicker access to life saving CPR and AED administration. Having staff available at this fire station will also allow resources that would otherwise be pulled from their primary response areas to be more readily available, which will also improve the service to those respective station areas.

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.

The cost-benefit of funding 12 additional firefighters over the program's life for our population is invaluable to the community. A firefighter's or citizen's life may be saved by meeting the NFPA and OSHA guidelines. In addition, these firefighters would be available to assist neighboring counties and cities in the case of mutual aid response events. The safety of the firefighters in a basic call, large structure fire, or mass event is paramount to Effingham's mission. This staffing grant request is mission-critical regarding safety and will benefit multiple parties. The added benefit of an additional company will allow us to cover this station with a rapidly growing area with full-time staffing. Effingham County Fire Rescue will also be brought closer to compliance with NFPA and OSHA guidelines upon recruiting and hiring the funded firefighters. This will increase the safety of the county's firefighters and its population by giving them the necessary equipment and staffing to meet the initial need for a structural fire in accordance with current professional standards. Without these funds, the lack of a fully staffed fire station and fire apparatus will force firefighters to attempt to combat a potential fire in a much less efficient and safe manner, to the detriment of both personnel and citizens. Ultimately, based on the needs assessment by Effingham County Fire Rescue, it is clear that the added personnel are essential. Due to current budget constraints resulting in the 12 firefighter positions addressed in this grant being denied funding, the County would have to operate without a staffed unit in this quickly growing area. Effingham County Fire Rescue would also have to dispatch extra personnel from various stations to respond to almost any working call, including cardiac arrests and motor vehicle collisions. This would leave several stations unstaffed and empty, waiting for the next emergency. The shuffling of firefighters and companies is neither in the best interest of the firefighters nor the citizens of Effingham County. The benefit of meeting the NFPA benchmark regarding safety and service to the Department and the community would be tremendous. The benefit of this project to the safety of our firefighters and the community has been shown, and with the consideration of the cost, our administration is committed to absorbing the annual cost and retaining these positions at the end of the project. The justification of this project is very easily seen in the increasing call volume, residences, businesses, and high-risk hazards identified in our risk assessment. With the assistance of the SAFER grant, a safer work environment can be achieved immediately and will be guaranteed with on-duty personnel.

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.

Located just north of Savannah, it is easy to see why Effingham County is one of the fastest-growing Counties in Georgia, according to the 2020 US Census Bureau. From 2000 to 2023, our population has grown a Census estimated 90.5%. Our population has grown from 37,535 in 2000 to over 71,541 in 2023. The County's location makes it ideal for growing families and those seeking outdoor recreation. While welcoming such growth, Effingham's Government is challenged by the task of providing a livable community to a growing population. Such constant rapid growth has presented a challenge for the funding and construction of essential governmental infrastructures, along with staffing County departments to provide quality service to its residents.

Position



Position: New, Additional Firefighter(s)

\$2,446,412.22

What benefits are included in the annual benefits amount? 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 result in reductions to the requested amounts.

Annual Salary 56356.51 Fringe Benefits 34251.35 Regular Salary 49958.56 Overtime 3697.95 Medical 26924.16 Payroll Taxes 4057.09 Unemployment 45.60 Life Insurance 324.96 Retirement 1944.93 Workers Comp 954.61 Effingham County provides each employee a \$50 per pay period that can be used towards medical insurance buy-up (from 80/20 plan to 90/10 plan) employee-family medical, employee-child medical, dental, vision, additional life insurance, accident insurance, hospital indemnity insurance, or critical illness insurance. A Flex Spending Account is an additional employee option.

How many full-time firefighter positions are you requesting? "Full-time" is considered 2,080 hours or more worked per year.

Number of firefighters

9

What are the anticipated annual costs per position, per year? 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 department. 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.

Year	Annual Salary	Annual Benefits	Total per firefighter
1	56356.51	34251.35	\$90,607.86
Year	Annual Salary	Annual Benefits	Total per firefighter
2	56356.51	34251.35	\$90,607.86
Year	Annual Salary	Annual Benefits	Total per firefighter
3	56356.51	34251.35	\$90,607.86
3 YEAR TOTAL	\$2,446,412.22		

Grant request summary

The table below summarizes the number of items and total cost within each activity you have requested funding for. This table will update as you change the items within your grant request details.

Grant request summary

Category	Number of sub-categories	Total cost
New, Additional Firefighter(s)	1	\$2,446,412.22
Total	1	\$2,446,412.22

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	\$507,208.59	\$507,208.59	\$507,208.59	\$1,521,625.77
Fringe benefits	\$308,262.15	\$308,262.15	\$308,262.15	\$924,786.45
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	\$815,470.74	\$815,470.74	\$815,470.74	\$2,446,412.22
Indirect charges	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$815,470.74	\$815,470.74	\$815,470.74	\$2,446,412.22
Program income				\$0.00
Non-federal resources				
Applicant				\$0.00
State				\$0.00
Other sources				\$0.00
Remarks				
Total Federal and Non-federal resources				
Federal resources	\$815,470.74	\$815,470.74	\$815,470.74	\$2,446,412.22
Non-federal resources	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$815,470.74	\$815,470.74	\$815,470.74	\$2,446,412.22

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.

Mark Barnes Finance Director mbarnes@effinghamcounty.org	Primary phone 9127548000 Work Fax	Additional phones 9127548011 Work
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