

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS
OF SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT
AND RECORD OF ACTION**

October 21, 2025

FROM

DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District

SUBJECT

Acceptance of Fiscal Year 2024 Staffing for Adequate Fire and Emergency Response Grant from Federal Emergency Management Agency

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District:

1. Accept the Fiscal Year 2024 Staffing for Adequate Fire and Emergency Response Grant Award **Contract No. 25-841** (Award No. EMW-2024-FF-00309) in the amount of \$9,361,101.72 from the Federal Emergency Management Agency, United States Department of Homeland Security for the purpose of hiring 21 new firefighter positions for the grant performance period of March 23, 2026, through March 22, 2029.
2. Authorize the San Bernardino County Fire Protection District Authorized Organization Representative, to electronically submit to the Federal Emergency Management Agency Grants Outcomes system the grant award acceptance, non-substantive amendments, reimbursement claims, performance reports, and other documents required to administer the grant.
3. Authorize the Fire Chief/Fire Warden or the Deputy Fire Chief to approve non-substantive grant amendments, and amendments extending the term of the grant award related to the performance timelines, subject to County Counsel review.
4. Authorize the addition of 21 Firefighter Paramedic positions (Job Code 47112), to support the implementation of Fiscal Year 2024 Staffing for Adequate Fire and Emergency Response Grant Award.
5. Direct the Fire Chief/Fire Warden or the Deputy Fire Chief to transmit any amendments to the grant award to the Secretary of the Board of Directors within 30 days of execution.

(Presenter: Dan Munsey, Fire Chief/Fire Warden, 387-5952)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Provide for the Safety, Health and Social Service Needs of County Residents.

Operate in a Fiscally-Responsible and Business-Like Manner.

FINANCIAL IMPACT

Approval of the recommendations will not result in the use of Discretionary General Funding (Net County Cost). Acceptance of this grant award in the amount of \$9,361,101.72 requires San Bernardino County Fire Protection District (SBCFPD) to contribute a cost-share amount of \$5,819,063.28, which will be funded through the use of available reserves within various regional service zone operating funds, resulting in a total of \$15,180,165.00 for the hiring of 21 new Firefighter Paramedics (FFPM). No budget adjustments are required at this time but will be presented to the Board of Directors at a future date, if needed.

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This grant funding will support the salaries and benefits for 21 new FFPM positions over a three-year period. The total project cost is \$15,180,165.00, which includes a required non-federal cost share of \$5,819,063.28. In Year One and Year Two, the federal share will cover 75 percent of eligible costs while SBCFPD is responsible for the remaining 25 percent. In Year 3, the federal share decreases to 35 percent, with SBCFPD covering the remaining 65 percent. SBCFPD will fund the non-federal share using fund balance or other eligible non-federal funding, as permitted under the grant guidelines.

In accordance with the Federal Emergency Management Agency (FEMA) grant guidance, recruitment activities may occur as of the award date of September 24, 2025, initiating the 180-day recruitment period. However, no grant-related expenditures will be reimbursed until the grant period of performance begins on March 23, 2026, unless an amendment submitted by SBCFPD is approved by FEMA to begin the grant period of performance sooner, based on completion of the hiring process for all 21 Firefighter Paramedic positions.

The Staffing for Adequate Fire and Emergency Response (SAFER) grant operates on a reimbursement basis. As eligible personnel costs are incurred, SBCFPD will submit payment requests through the FEMA GO system. Reimbursements will be processed by FEMA upon approval of each request.

BACKGROUND INFORMATION

The Grant Programs Directorate of the United States Department of Homeland Security (DHS), through FEMA, administers the SAFER Grant Program. SAFER grants provide financial assistance to local fire departments to enhance staffing and deployment capabilities, ensuring communities have adequate protection from fire and fire-related hazards. SAFER grant funds must be used to support new Firefighter Paramedic (FFPM) positions and may not be used to fund existing staff.

SBCFPD provides fire and emergency medical services to residents and visitors across a geographically diverse service area that includes vast stretches of undeveloped federal land, which do not contribute property tax revenue. Many of these areas, such as Interstate 15, Interstate 40, the Phelan area, Havasu Landing, and portions of the Cities of San Bernardino and Upland, experience high volumes of transient traffic and present unique challenges for emergency response.

On June 18, 2025 (Item No. 117), the Board of Directors (Board) authorized SBCFPD to submit an application for Fiscal Year 2024 SAFER grant funding to support the addition of 21 new FFPM positions. That item outlined the operational need, financial justification, and strategic benefit of enhancing staffing by adding three new FFPM positions (1 per shift) at seven stations. In prior years of the SAFER grant, 100% of the three-year award was federally funded; however, the Fiscal Year 2024 SAFER grant has a cost-share that was not outlined in the original Board Item.

On September 24, 2025, FEMA notified SBCFPD that its grant application was successful and was selected for a grant award in the amount of \$9,361,101.72 of federal funding through the Fiscal Year 2024 SAFER Grant Program. The grant will fund 21 FFPM positions over the next three years. This staffing enhancement will be achieved without the need for new apparatus, as existing reserve engines will be transitioned to front-line service as needed.

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In accordance with the FEMA Fiscal Year 2024 SAFER Grant guidance, a 180-day recruitment period began on the award date of September 24, 2025. While the grant period of performance commences on March 23, 2026, FEMA allows the period of performance to begin earlier if all SAFER-funded positions are hired before the end of the recruitment period of March 22, 2026. If SBCFPD completes hiring ahead of schedule, an amendment may be submitted to FEMA requesting an earlier start date to the grant period of performance.

At the conclusion of the grant term, SBCFPD will assess the operational need and seek alternative funding to sustain the positions. If no replacement funding is secured, incumbents will be reassigned to other non-SAFER funded FFPM positions that become available through attrition.

SBCFPD is requesting a delegation of authority to execute documents related to the grant award, submittal of the periodic reports, and, if necessary, any non-substantive grant amendments, including amendments extending the term of the grant award performance timelines before March 23, 2026, or beyond March 22, 2029. This delegation of authority will allow SBCFPD to expedite the submittal of requested amendments, as FEMA will sometimes extend the period of performance to ensure grant funds are fully expended. FEMA grants are managed within the FEMA Grants Outcome system (FEMA GO). FEMA GO allows only designated authorized users to act as Grant Administrators to submit, approve, and manage FEMA grants. FEMA requires SBCFPD to designate the FEMA GO authorized users for the role of Grant Administrator within the system. SBCFPD has designated the Deputy Chief, and Management Analyst as the FEMA GO authorized users with the Grant Administrator role. Pursuant to Recommendation No. 2, the FEMA GO authorized Grant Administrator will submit various required electronic grant documents within FEMA GO.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on October 2, 2025; Human Resources (Gina King, Assistant Director, 387-5571) on October 6, 2025; and County Finance and Administration (Ivan Ramirez, Administrative Analyst, 387-4020) on October 3, 2025.

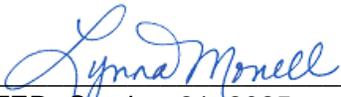
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Record of Action of the Board of Directors
San Bernardino County Fire Protection District

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, SECRETARY

BY  _____
DATED: October 21, 2025



cc: SBCFPD - Munsey w/agree
Contractor - c/o SBCFPD w/agree
File - w/agree
CCM 10/23/2025