



Ronald L. Martin
Fire-Rescue Chief

Office of the Fire Rescue Chief

The City of Delray Beach, Florida

Fire Rescue Department



Terrence R. Moore ICMA-CM
City Manager

SAFER Grant Overview

The **Staffing for Adequate Fire and Emergency Response (SAFER) Grant Program**, administered by FEMA, provides federal funding to help fire departments increase or maintain the number of trained "front-line" firefighters. The goal is to improve staffing levels, reduce response times, and enhance overall public safety.

City Responsibilities Under the SAFER Grant

If awarded a SAFER Grant, the city assumes several key obligations:

1. **Hiring Requirements**
 - o Grant-funded positions must increase baseline staffing and cannot be used to replace existing personnel.
2. **Retention and Budget Commitments**
 - o The City must retain funded personnel for the duration of the grant and assume responsibility for their salaries after the grant ends.
3. **Funding Match**
 - o The SAFER Grant is a cost-share program, covering a portion of the salary for new hires:
 - ♣ **Year 1:** 75% (Grant) / 25% (City)
 - ♣ **Year 2:** 75% (Grant) / 25% (City)
 - ♣ **Year 3:** 35% (Grant) / 65% (City)
 - o **Note:** The grant does not cover contractual step raises, increasing the City's financial responsibility annually.
4. **Compliance and Reporting**
 - o The City must submit regular performance and financial reports to FEMA to ensure transparency and accountability.



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DEI Limitations and Executive Order Compliance

Under the Trump Administration, federal grant recipients were subject to specific restrictions regarding **Diversity, Equity, and Inclusion (DEI)**. These included:

As such, the City must:

- **Comply with all applicable Executive Orders** in effect at the time of the grant.
- **Avoid federally funded DEI initiatives** that could conflict with prior or current executive directives, particularly if they fall under scrutiny for violating these provisions.

It is essential for a legal review to include terms and ensure continued compliance with any applicable legal or regulatory requirements tied to the grant's issuance date.

Financial Need and Sustainability

To be competitive in the SAFER Grant review process, the City must demonstrate:

- **Financial Need:** A clear, data-driven justification for why the City cannot meet its staffing goals without federal assistance.
- **Sustainability:** A commitment to retain the funded personnel for the whole three-year period, and a realistic plan for absorbing those positions after the grant ends.

Grant Competitiveness

This is a highly competitive federal grant program:

- Fewer than **9% of applicants are funded**.
- Roughly **\$3.0 billion in requests** are made annually, with only **\$324 million** allocated nationwide.
- Most successful applicants begin preparation months in advance, often with the assistance of professional grant writers.