

**I. Project Description** - *Describe what grant funds are needed for, i.e. how staffing will be used and a description of the specific benefits these firefighters will provide the department and the community.*

Eagle Mountain Fire Rescue is not in compliance with several provisions of NFPA 1710 or OSHA 1910. This includes minimum staffing levels for engine companies, response times for the first arriving fire suppression units to fire incidents, as well as two-in two-out compliance. Further, Eagle Mountain City has continued to grow at a fast pace, doubling in population over the past 4 years. By current projections from issued building permits, our bedroom community will exceed 20,000 by the end of 2007. It is critical that we add staffing to meet this growth. Although this is a critical issue today, the city's tax base, which is wholly residential, does not immediately support the hiring of firefighters in the magnitude of today's need. Our city's current growth rate will support this funding, with the support of the SAFER Grant, phased in over the next five years. The grant funds requested herein will be used to hire six (6) full-time frontline firefighters that will be utilized to maintain 24 hour coverage for our frontline fire suppression units. This additional staffing will enhance the safety of our personnel and the public by providing a minimum of 4 firefighters on scene for fire calls; it will also allow compliance with NFPA 1710 as well the OSHA Respiratory Protection Act 1910.134.

Eagle Mountain Fire Rescue is a combination department providing a wide range of fire rescue services. These services include, but are not limited to: structural, wildland and urban interface fire suppression, hazardous materials response, Aircraft Rescue Fire Fighting, CSEPP (Chemical Stockpile Emergency Preparedness Program) emergency response for emergency decontamination and medical care, rescue, ALS ambulance transport with paramedic rescue services.

Eagle Mountain City is located in isolated Cedar Valley which is about 50 miles south of Salt Lake City and 30 miles west of Provo. Eagle Mountain City is a bedroom community with an estimated population of over 19,000 and is comprised of residential properties and a small handful of businesses in the city. Although we have limited businesses in our city, our target hazards include dozens of multi-story apartment complexes, 3 (soon to be 4) elementary schools, as well as a large volume of residential structures with urban interface, all requiring intensive manpower for fire responses. Our city also has a great number of homes and apartments currently under construction. Our responses include automatic aid and mutual aid to 3 established residential communities to the west that are covered by a thinly staffed volunteer department, as well as a small, although growing, community to the east that is staffed by paid-call personnel. Mutual aid assistance from these agencies into Eagle Mountain City is likely to occur, although with a delay between 10 minutes at best to over 20 minutes until on scene arrival.

**II. Impact on Daily Operations-** *Statement regarding how the community and current firefighters are at risk without the needed firefighters and to what extent that risk will be reduced if the applicant is awarded.*

Eagle Mountain Fire Rescue operates with a skeleton crew every day. Our city's daily staffing typically includes 4 personnel, which includes 2 personnel in each of the 2 stations. These 2 stations are physically 6 miles (10 minutes) apart. One station is primarily staffed as an EMS crew (certified Firefighter & Paramedic) for medical response as well as fire response, while the other crew is primarily a fire suppression crew (certified firefighter and EMT-B at minimum) responding in an engine. The EMS crew is stationed in a part of the city that has approximately 70% of the emergency response calls (and population), while the engine crew is housed where 30% of the emergency response calls (and population) reside.

On the occasion where 2 paramedics are needed to treat a patient during transport, frequently 1 firefighter will drive the ambulance while 1 firefighter is left in the city alone. To compound matters, our closest hospital is over 20 miles away from the closest point to 35 miles from the farthest point within our service district. These medical calls and subsequent transports leave our staffing at one to two firefighters in the city for 2 to 3 hours at a time.

These following problems are a result of our staffing issues leading to increased potential of risks for our community:

- A) A decrease in total number of firefighters to respond while a concurrent medical incident or transport is in progress.
- B) An inadequate delay of firefighters responding to a substantial number of emergency incidents due to our cities topography and inherent delay due to distance.
- C) An inadequate number of emergency units available within our city to respond to emergency incidents; whereas we only have 1 fire unit and 1 EMS unit that are physically 10 minutes apart. This is a significant problem since one of the stations is central to over 70% of the emergency incidents.
- D) The response times from neighboring jurisdictions are up to 20 minutes (or more) with adequate qualified staffing in question.
- E) The safety and welfare of our citizens is jeopardized due to a delayed response and/or the limitations of a fire suppression unit arriving with only two firefighters.
- F) The safety and welfare of our firefighters is jeopardized; and
- G) Our staffing does not allow for the implementation of all of the duties and responsibilities as listed in NFPA 1710 5.2.4.2 for Initial Alarm Assignment Capabilities nor OSHA 1910.134(g)(4).

To provide for the safety and welfare of our firefighters and members of our community, NFPA 1710 has established the minimum staffing levels for our engine company responses as 4 firefighters. Effectiveness, efficiency and the safety and welfare of our firefighters and citizens are all compromised if we do not maintain minimum staffing levels on our responses as recommended by NFPA 1710 and OSHA 1910.134.

We have good training, good equipment and the best personal protective equipment/clothing available. However, this is not enough. To make a difference, we must increase our frontline staffing. In our department, six new firefighters will make a

major difference. This will have a significant impact on the safety and welfare of our firefighters and community as well as neighboring communities. We will no longer have one firefighter in the city alone while a 2 to 3 hour EMS transport is taking place. In fact with this grant award, we will be able to staff a four firefighter response in a district that receives over 70% of the emergency calls.

Eagle Mountain Fire Rescue had previously been a strong volunteer/paid call department. Since 2005, a requirement for joining our fire department included first earning a Firefighter 1 certification followed by maintaining a fire and EMS certification. This policy was established for the safety of the firefighters and the overall benefit of the community. Since this inception, the requirements for obtaining and maintaining fire and EMS certifications as well as attendance to training of our firefighters has caused a severe turnover within the department's (resident) paid-call staff. As an example, 2 ½ years ago, our department recruited 11 people from our community who wanted to be firefighters. After initial Firefighter I training, we had 9 members. Twelve months later, we were down to 5 members. Now, after 2 ½ years, we only have 1 person who has chosen to remain on the department from this particular group. We do have a few members that still fulfill a pager response when needed. However, these firefighters are typically unavailable during the daytime hours due to their primary employment. During our last statistical report, our department showed a 64% increase in call volume from the previous year by responding to over 300 fire incidents and over 250 medical responses during the first half of this year. 69% of these calls were during daytime hours when few if any paid-call firefighters would be available.

Likewise, the mutual aid responses from the neighboring volunteer and paid-call departments are challenged during the same period of time for the same reasons. Our statistics show that the daytime hours have the highest probability for a fire or a medical incident as well as the lowest probability of a paid-call response or an adequate response of qualified firefighters from a neighboring department. Further, when a neighboring department responds as mutual aid, they are leaving their community under protected, especially during daytime hours. The funding of this grant will allow our city to have a minimum of 4 firefighters on scene to efficiently attack a fire, typically in the early growth stages, thereby reducing risk to the firefighters by providing proper staffing as well as minimizing risks and property damage to our community.

This staffing dilemma is not unique to our department; every other department in the area is having a similar experience. To combat this, our department has moved forward with full-time coverage in station. Our city is a predominantly bedroom community. We are not fortunate to have businesses that could 1) improve our tax base and remove the need for this grant request, or 2) have paid-call members that are employed at a business where day-time responses can be supplemented by employees leaving their place of work. During 2006 we had 863 total responses. Since January 1<sup>st</sup>, of this year we have seen an increase by 64% in calls year to date. Despite the increase of calls, we have seen a drastic decrease in volunteer/paid-call responses. With 2 stations 10 minutes apart, the inability to have regular and dependable assistance from the paid-call staff, and a 10 to 20

minute delay in assistance from neighboring jurisdictions leaves the 2 Eagle Mountain Firefighters in a dangerous predicament until assisting resources arrive.

Currently Eagle Mountain Fire Rescue is not in compliance with NFPA 1710 in that we do not have adequate firefighters responding to fire emergencies in the time allowed. We are not in compliance with: Four minutes or less for the first arriving engine company at a fire suppression incident and/or 8 minutes or less for the deployment of a full first alarm assignment at a fire suppression incident. We also do not comply with the minimum of a 4 firefighter response. The award of this SAFER Grant to Eagle Mountain Fire Rescue will allow our city to meet the minimum staffing requirements for fire response. The benefit to our citizens is an expedient knockdown of the fire decreasing total dollar loss and increasing life safety.

**III. Cost-Benefit Analysis-** *An explanation of the applicant's inability to address the need without federal assistance.*

We have addressed our staffing and budget concerns with our city administration and have been asked to search all possible resources for assistance. Even with the growth of our city, albeit residential growth, our tax base will require 4 to 5 years before our city's budget will be in a position to increase the number of firefighters, leaving our current frontline firefighters and residents at risk until adequate staffing can be accomplished.

Eagle Mountain City is one of the top three growing cities in Utah over the last several years. As our city's growth continues, the fire department budget must compete with the budget needs of other city departments and the compelling need for infrastructure: more houses, more roads, more people, more sewer & water. At its rate of growth, Eagle Mountain has added 1,000 to 2,000 residents each year for the past 4 years. All of its elementary schools have added trailers for outdoor classrooms to manage the explosive growth. Eagle Mountain City has proposed a new six million dollar sewer facility. Prior to applying for the loan the council considered doubling the size and cost to maintain our growth and development. A second capital improvement project the city is actively involved in is adding living quarters on to our north fire station. This improvement would allow current as well as future personnel. This year the city has purchased a new fire engine due to the age of the existing fleet. The city has also committed millions of dollars into power grid improvements to support residential and future commercial electrical. Eagle Mountain recognizes the needs and is striving to meet the needs of our fast growing, ten year-old community. Our city is populated beyond the original projection growth for 2007. Considering the residential developments under construction as well as the undeveloped land still available in our community, and the lack of undeveloped land in the remainder of our county, Eagle Mountain City will continue to grow at a record pace.

As a rapidly growing city with a limited commercial tax base and with increasing demands for services city wide, the need to address all municipal priorities and develop appropriate infrastructure to support this growth has caused our municipal budget to be

stretched to the limit. Commercial development is limited, due to small residential population and the distance to a larger population base. Our growth is accentuated in residential areas and not in revenue generating capacities. Our current revenue streams do not support the growth we continue to experience. Consequently, we are not able to hire the firefighters requested herein without the support of this grant.

Our in-station full-time coverage has been a welcome improvement for our response staffing. However, our paid-call members will consider part-time employment as a second priority to their full-time employer. We have had multiple days this year where due to last minute occurrences we have been unable to staff four firefighters on duty, adding an additional burden and risk to the (below skeleton) on-duty crew. Between January 1 and August 30<sup>th</sup> of this year, we have had no less than 20 calendar days this year where our current standard of 2 firefighters in each of the 2 stations station was not attained.

Eagle Mountain City is requesting 6 positions be funded through the SAFER grant. The addition of these 6 firefighters will complement the 3 firefighters and 3 captains that are already in place on a 3 platoon schedule and allow our department to have 4 firefighters on duty every day at the station with 70% of the emergency responses, while still allowing 2 firefighters to be on duty at the station that has 30% of the incidents. This staffing of firefighter paramedic will allow not just adequate fire response, but the EMS coverage will also be maintained with neither service being substantially compromised.

**IV. Minority Recruitment**- *Statement relating how the applicant will ensure to the extent possible, that it will seek, recruit, and hire members of racial and ethnic minority groups and women to increase their ranks within the department.*

Eagle Mountain City and Eagle Mountain Fire Rescue prides itself with the value of its workforce and the diversity of its employees. It is the policy of Eagle Mountain City as well as Eagle Mountain Fire Rescue to comply with Equal Employment Opportunity standards in all phases of personnel administration including job structuring, recruitment, examination, selection, appointment, placement, training, upward mobility, and discipline without unlawful regard to race, color, gender, age, physical or mental disability, national origin and/or veteran status. This is a written policy that has been adopted by the Eagle Mountain City Council.

To ensure, where possible, that we seek and recruit members of racial and ethnic minority groups and women, we will recruit utilizing a variety of tools including but not limited to local and statewide newspapers, world-wide-web, the Utah Fire and Rescue Academy job board and the Utah job service. Further, the Eagle Mountain City Human Resource Director will be involved in every step of the recruitment, selection and hiring process.

Considering the number of firefighters in our department that are women or who are members of a racial and/or ethnic minority group, Eagle Mountain Fire Rescue has a proven track record for recruiting and hiring firefighters in a manner consistent with the

requirements of this grant. We will continue to seek, recruit, and hire members as outlined in our City Policy and EEO Plan both of which are consistent with the established guidelines of this grant.

**V. Financial Obligation-** *A statement regarding how the applicant plans to meet the match requirements for the five year performance period should they receive the grant award. This statement should include any long term plans to retain the new FF positions.*

As you can see from the information provided in the grant application, the Eagle Mountain City budget is stable and growing. As the Eagle Mountain City budget and services have improved, likewise the Eagle Mountain Fire budget has improved. In fact, the city has recently restructured bonds as well as sold utilities thereby reducing the debt of the city. With the rapid residential growth comes additional property tax generation. The city is also entertaining several businesses to build within the city and some of these tax revenues would allow for the continued employment of our SAFER firefighters. The taxes generated have met the needs of the city, with the exception of acquiring the adequate number of firefighters for full-time coverage.

Eagle Mountain City is seeking funding assistance for 6 full-time firefighters. The city is financially prepared to properly outfit each firefighter, provide necessary physicals and immunizations, provide additional training to meet department and grant requirements as well as meet the matching requirements of the grant funding. The plan for Eagle Mountain City is to hire these additional firefighters and maintain the current proposed staffing levels for long-term coverage of the citizens to meet the current needs and keep pace with the future growth of the city.

**VI. Volunteer Discrimination-** *How we will meet the requirements to ensure that the firefighter positions filled under the SAFER Grants are not discriminated against for, or prohibited from, engaging in volunteer activities in another jurisdiction during off-duty hours.*

The policy of Eagle Mountain Fire Rescue is to allow members to engage in volunteer activities and/or part-time employment with another jurisdiction during off-duty hours. This is addressed in an established written policy that has been adopted by the Eagle Mountain City council. A copy of this policy manual is issued to each firefighter during orientation on their first day of employment.

Of our existing staff, nearly 100% work part-time or volunteer for a second agency during their off-duty hours. Our firefighters have not and will not be discriminated against for, or prohibited from, engaging in volunteer activities in another jurisdiction during off-duty hours.