



# SAFER GRANT

# ADMINISTRATIVE GUIDE

SAFER Grant for Recruiting  
New Volunteer Emergency Responders

December 14, 2022

## **Introduction**

The Benefit Advantages for Emergency Responders SAFER grant was developed to recruit and retain volunteers in response to a critical need identified by our association’s volunteer fire departments and emergency medical services providers. The BAER benefit program is funded by a 2021 Staffing for Adequate Fire and Emergency Response (SAFER) grant through the Department of Homeland Security. All funds earmarked for this program shall be maintained to ensure available funding for department participants through the conclusion of this program.

## **Program Description**

BAER was awarded a ‘Staffing for Adequate Fire & Emergency Response’ (SAFER) grant to assist California fire departments with retention & recruitment of volunteer emergency responders.

These grant funds include:

- Accident/injury insurance and disability (loss of wages) protection
- Accidental death and dismemberment (AD&D) insurance coverage
- Fire service association membership fees
- Marketing for Volunteer Recruitment

## **Accident/Injury insurance and Disability (loss of wages) Protection & Accidental Death and Dismemberment (AD&D) insurance coverage**

Effective February 1st, 2023, the BAER SAFER Grant is providing funding for a \$67,000 AD&D insurance policy plus \$250 per week in accident/injury income replacement coverage for every CA Volunteer Emergency Responder. Included in this policy is \$10,000 24-Hour AD&D coverage and a First Responder Assistance Program for all Active Members. This benefit program will attempt to meet the needs of Volunteer Emergency Responders in order to provide an incentive for them to remain active with the department. These benefits will only apply to active members in good standing with their department who qualify for this benefit by meeting department training and response requirements. This retention incentive is available to every CA Volunteer Emergency Responder throughout the State.

**First Responder Assistance Program (FRAP)**As an added benefit, BAER has added The First Responder Assistance Program. FRAP offers confidential support, resources, and referrals any time day or night by phone for first responders and their families for issues regarding:

- Stress Management
- Depression
- Family Conflict
- Anxiety
- Grief and Loss
- Relationships
- Financial or Legal
- Addictions
- Problem Gambling
- Child and Elder Care

### **Fire Service Association Membership Dues**

Fire Departments not able to financially afford fire service association dues are now eligible to receive 100% of the individual dues paid through this BAER SAFER Grant.

Most fire service associations like NVFC provide individual membership benefits including a \$10,000 AD&D policy, training discounts, and other individual benefits for being Volunteer Emergency Responders. The assistance can help cover the cost of department membership, and the membership of individuals on the department's roster. To request membership dues assistance, the Fire Chief of the department must submit a signed/dated letter requesting assistance. The letter must clearly describe the reason the department needs assistance. The letter should be attached to an email and sent to [Chris@volunteerfirefighter.org](mailto:Chris@volunteerfirefighter.org)

### **Marketing for Volunteer Recruitment**

To assist in the recruitment efforts throughout the state, BAER will launch an integrated marketing campaign consisting of the following:

- **Media Marketing**

Social media, radio, search engines, websites, and internet ads tailored to recruiting Volunteer Emergency Responders for every volunteer/combo department in the state.

- **Volunteer Recruitment Print Marketing**

Signs, banners, posters & flyers printed for statewide campaigns as well as local department specific campaigns.

These marketing materials can be customized with your department logo. To order your department recruitment kit you must:

- Complete a marketing materials request form
- Send in your department logo.

All marketing will direct those interested in volunteering to VolunteerFirefighter.org and/or BomberoVoluntairo.org. Potential recruits will fill out & submit a form with contact & background information which will immediately be sent to every volunteer department in their county.

### **Service and Commitment**

The BAER SAFER Grant Benefit program is a federally funded FEMA grant. This fact means that the accepted applicant and BAER MUST follow and adhere to requirements set forth in the grant award package. The grant was awarded to recruit and retain Volunteer Emergency Responders in California.

### **What is your role?**

To maximize the funding, we ask that you work with us over the next 4 years by doing the following:

1. Ensure you are on the contact list & are receiving leads from individuals in your county.
2. Immediately contact potential recruits & educate them about your volunteer program.
3. Schedule the BAER Team to present these grant benefits at your County Chiefs meeting.
4. Respond to all surveys conducted by the BAER Grant Manager.
5. Provide BAER with an up-to-date roster of your active volunteers to assure eligibility for the AD&D Coverage.

### **BAER SAFER Committee Members:**

Chris Barron	General Manager	<a href="mailto:Chris@volunteerfirefighter.org">Chris@volunteerfirefighter.org</a>
Bob Hamilton	President	<a href="mailto:rbh1640@aol.com">rbh1640@aol.com</a>
Kurt Chun	Treasurer	<a href="mailto:ffchun@gmail.com">ffchun@gmail.com</a>
Greg Redden	Grant Manager	<a href="mailto:Greg@volunteerfirefighter.org">Greg@volunteerfirefighter.org</a>

### **Program contact for departments:**

Jessica Acfalle	Recruitment Guru Marketing Materials	<a href="mailto:Jessica@volunteerfirefighter.org">Jessica@volunteerfirefighter.org</a>
-----------------	---	--

*\*All applicable local, state or federal laws and regulations shall supersede the procedures and conditions outlined in this administrative guide. These guidelines are subject to change without notice.*