Tracy Rural County
Fire Protection District

Board of Directors
Craig Miller
Matt Kopinski
Jeff Ramsey
Pete Reece
John Vieira

Clerk of the Board
Raychel Jackson

Board of Directors – Special Meeting Agenda
Monday, October 19, 2026 at 2:00 PM PST

Join Zoom Meeting
https://us06web.zoom.us/j/84246187329?pwd=IoAB7cAI7WXIHmw5RijXAkpVG0ZZCR.1
Call In Number: 1 (669) 900 6833
Meeting ID: 842 4618 7329
Passcode: 896737

Location: 835 N. Central Avenue
Tracy, CA 95376
2nd Floor

1. Roll Call and Pledge of Allegiance

2. Public Comment

Please, give your name, entity (if any), and address as well as what agenda item you wish to speak about to the Clerk of the Board so that your comments may be heard at the appropriate time. Comments must be limited to 3 minutes.

3. Regular Agenda

3.1 Discussion and Possible Action Regarding SAFER Grant Participation, District Funding Obligations, and Revision of the South San Joaquin County Fire Authority Member Agency Cost-Sharing Allocation

4. Public Comment

For any items not on the agenda.

5. Board Member Comment

For any items not on the agenda and requests for future agenda items. No action will be taken on any questions or matters raised by the Board at this time.

6. Future Agenda Items

7. Adjournment until Next Regular Session – November 10, 2026

Compliance with the Americans with Disabilities Act (US Code Title 42) – Assistance for Those with Disabilities: If you have a disability and need accommodation to participate in the meeting, please contact the Administration Office (209-834-7269) or email (raychel.jackson@tracyruralfire.org) at least 72 hours prior to the meeting to inform us of your needs and to determine if accommodation is feasible.

Tracy Rural County
Fire Protection District

Agenda Item 3.1

STAFF REPORT

Meeting:	**Special Meeting**
Date:	**October 19, 2026**
To:	**Board of Directors**
Prepared by:	**Brian Bagley, Deputy Chief**
Reviewed by:	**Randall Bradley, Fire Chief**
Approved by:	**Craig Miller, Chairperson**
Re:	**Staffing for Adequate Fire and Emergency Response (SAFER) Grant Award – Authorization of District Funding and Risk-Based Staffing Allocation**

RECOMMENDATION

☒ **Action Item** ☐ Non-Action Item

Staff recommends that the Board of Directors approve participation in the Staffing for Adequate Fire and Emergency Response (SAFER) grant awarded to the South San Joaquin County Fire Authority (Authority), authorizing the District's equal share of the required local matching contribution and maintaining the existing member agency pro-rata cost-sharing formula.

Under this recommendation, the City of Tracy and Tracy Rural Fire Protection District (TRFD) would each assume 50% of the SAFER grant's local matching obligation, with the District's financial commitment totaling $302,195.11 annually for three consecutive years.

The existing member agency operating cost-sharing formula would remain unchanged at 62.5% City of Tracy and 37.5% TRFD, based upon the established 24-position daily staffing allocation.

The nine additional SAFER-funded firefighters would provide three additional daily staffing positions, allocated as follows:

1. One additional daily firefighter position assigned to Tracy Rural staffing.
2. One additional daily firefighter position assigned to City of Tracy staffing.
3. One additional daily firefighter position utilized for risk-based staffing, assigned approximately six months annually to Engine 95, serving the wildland-urban interface development, and the remaining six months to the Authority's busiest engine company (Engine 91), based upon operational needs and response data.

BACKGROUND

The Tracy Rural Fire Protection District delegates the provision of fire protection and emergency response services to the South San Joaquin County Fire Authority pursuant to the Joint Exercise of Powers Agreement between the District and the City of Tracy.

Recognizing the need to increase operational staffing and improve the Authority's ability to provide effective emergency response throughout its jurisdiction, Authority staff submitted an application through the Federal Emergency Management Agency's (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) grant program to support additional staffing associated with future Fire Station 98.

The Authority was subsequently notified that it had been awarded $2,916,839.72 in federal funding to support the hiring of nine additional firefighters. The grant includes a local matching requirement that, over the three-year performance period, will total $1,813,170.67.

The nine firefighters will provide three additional firefighters on duty each day based upon the Authority's three-platoon staffing model.

Because acceptance of the grant creates an additional financial obligation, the proposed funding arrangement requires authorization by the Authority's member agencies.

CURRENT MEMBER AGENCY COST-SHARING FORMULA

The Authority's existing operating cost-sharing formula is based upon 24 daily staffing positions, with 15 positions attributable to the City of Tracy and nine attributable to TRFD.

Member Agency	Current Daily Positions	Current Cost Share
City of Tracy	15 of 24	62.5%
Tracy Rural	9 of 24	37.5%
Total	**24**	**100%**

Under the proposed arrangement, the existing 24-position staffing basis would remain unchanged for purposes of calculating the member agencies' respective financial contributions to the Authority's operating budget.

The SAFER-funded positions would be accounted for separately, with the required local matching contribution shared equally between the two member agencies. Accordingly, acceptance of the grant would not result in a modification to the established 62.5% City / 37.5% District operating cost-sharing formula.

DISCUSSION

Staff recommends accepting the SAFER award and implementing a staffing allocation that provides direct benefits to both member agencies while preserving operational flexibility to address identified risks throughout the Authority's jurisdiction.

Under this approach, the three additional daily firefighter positions would be assigned based upon the following operational priorities.

Tracy Rural Staffing

One additional daily firefighter position would be assigned to Tracy Rural staffing, increasing available personnel resources serving the District's jurisdiction.

City of Tracy Staffing

One additional daily firefighter position would be assigned to City of Tracy staffing, providing an equivalent increase in personnel resources serving the City's jurisdiction.

Risk-Based Staffing

The third additional daily firefighter position would be assigned based upon operational risk, seasonal demands, and emergency response activity.

For approximately six months each year, this position would be assigned to Engine 95, which serves the Tracy Hills wildland-urban interface development. This assignment would enhance staffing during periods of increased wildfire exposure and associated emergency response demands.

During the remaining six months, the position would be assigned to the Authority's busiest engine company, as determined by emergency response data and operational needs.

This approach allows the Authority to strategically deploy additional staffing where it provides the greatest operational benefit while maintaining an equitable distribution of the SAFER-funded personnel between the member agencies.

The risk-based position would remain under the operational direction of the Fire Chief, allowing appropriate deployment adjustments based upon seasonal conditions, call volume, and other documented operational considerations.

FISCAL IMPACTS

The SAFER grant provides $2,916,839.72 in federal funding and includes a total local matching requirement of $1,813,170.67 over the three-year grant performance period.

Staff proposes that the local matching requirement be shared equally between the City of Tracy and TRFD.

For budgeting purposes, the District's annual contribution would be $302,195.11 for three consecutive years, with an equivalent annual contribution from the City of Tracy.

Proposed SAFER Grant Funding Allocation

Funding Source	Annual Contribution	Three-Year Contribution
City of Tracy	$302,195.11	$906,585.33
Tracy Rural Fire Protection District	$302,195.11	$906,585.33
Total Local Match	$604,390.22	$1,813,170.66

The annual figures are budgeted allocations. A one-cent reconciliation from the Fire Authority will be required to equal the exact $1,813,170.67 local matching obligation.

The proposed arrangement maintains the existing operating budget cost-sharing formula, as illustrated below.

Member Agency Cost-Sharing Comparison

Funding Category	City of Tracy	Tracy Rural
Existing operating budget formula	62.50%	37.50%
Proposed operating budget formula	62.50%	37.50%
SAFER local matching contribution	50.00%	50.00%

No modification to the existing pro-rata operating cost-sharing formula is proposed for Fiscal Year 2026-27 or Fiscal Year 2027-28.

If the grant is accepted, the Authority will immediately begin the recruitment and hiring process. Given the time necessary to recruit, conduct background investigations, hire, equip, and train nine firefighters, staff anticipates the additional personnel will be placed into service near the conclusion of Fiscal Year 2026-27.

The Authority's adopted Fiscal Year 2026-27 budget has sufficient available funding to absorb all costs associated with the firefighters through the hiring process and required

training period, including salaries, benefits, and required personal protective equipment (PPE), for the remainder of the current fiscal year.

The proposed annual matching contributions would be incorporated into the applicable member agency budget processes beginning in Fiscal Year 2027-28, with actual grant expenditures and reimbursements administered in accordance with FEMA requirements.

The District concluded the prior fiscal year with approximately $1.1 million in additional unanticipated/unallocated revenue, providing additional financial capacity to consider the proposed commitment. The District's future financial forecasting outlook continues to trend positively.

Following expiration of the three-year grant performance period, the Authority and its member agencies will be responsible for sustaining the additional positions without federal reimbursement. The proposed equal-sharing arrangement for ongoing SAFER-funded personnel costs would require continued financial planning and approval through the annual budget process.

ATTACHMENTS

1. Resolution 2026-17

Tracy Rural County Fire Protection District

Resolution No. 2026-17

APPROVING PARTICIPATION IN THE FEMA STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE (SAFER) GRANT AWARDED TO THE SOUTH SAN JOAQUIN COUNTY FIRE AUTHORITY, AUTHORIZING THE DISTRICT'S FUNDING COMMITMENT, MAINTAINING THE EXISTING PRO-RATA SHARING FORMULA, AND APPROVING A RISK-BASED STAFFING ALLOCATION

WHEREAS, the Tracy Rural County Fire Protection District ("District") is a member agency of the South San Joaquin County Fire Authority ("Authority") and delegates the provision of fire protection and emergency response services to the Authority pursuant to the Joint Exercise of Powers Agreement; and

WHEREAS, the Authority identified a need to increase operational staffing and submitted an application to the Federal Emergency Management Agency ("FEMA") through the Staffing for Adequate Fire and Emergency Response ("SAFER") grant program; and

WHEREAS, FEMA awarded the Authority $2,916,839.72 in federal SAFER grant funding to support the hiring of nine additional firefighters; and

WHEREAS, the SAFER grant includes a local matching requirement totaling $1,813,170.67 over the three-year grant performance period; and

WHEREAS, the nine additional firefighters will provide three additional firefighters on duty each day based upon the Authority's three-platoon staffing model; and

WHEREAS, the Authority's existing member agency operating cost-sharing formula is based upon 24 daily staffing positions, with 15 positions attributable to the City of Tracy and nine positions attributable to the District, resulting in an allocation of 62.50% City of Tracy and 37.50% District; and

WHEREAS, the Authority proposes to maintain the existing 24-position staffing basis for purposes of calculating the member agencies' respective operating budget contributions while accounting for the additional SAFER-funded personnel separately; and

WHEREAS, the Authority recommends that the City of Tracy and District share equally in the local matching requirement associated with the SAFER grant, resulting in an anticipated annual contribution of $302,195.11 from each member agency for three consecutive years; and

WHEREAS, the Authority proposes to allocate the three additional daily firefighter positions by assigning one position to Tracy Rural staffing, one position to City of Tracy staffing, and one position to risk-based staffing throughout the Authority's jurisdiction; and

WHEREAS, the risk-based staffing position would be assigned approximately six months annually to Engine 95, serving the Tracy Hills wildland-urban interface development, and approximately six months annually to the Authority's busiest engine company (Engine 91), based upon operational needs and emergency response data; and

WHEREAS, the Authority's adopted Fiscal Year 2026-27 budget contains sufficient available funding to support the hiring, training, salary, benefit, and personal protective equipment costs associated with the additional firefighters for the remainder of the current fiscal year; and

WHEREAS, the Board recognizes that following expiration of the SAFER grant performance period, federal reimbursement will cease and the additional personnel will require ongoing financial support through the Authority's member agencies; and

WHEREAS, the Board finds that participation in the SAFER grant and the proposed staffing allocation will enhance emergency response capabilities and provide a benefit to the communities served by the Authority.

NOW THEREFORE, BE IT RESOLVED, by the Board of Directors of Tracy Rural County Fire Protection District that:

Section 1. SAFER Grant Participation. The Board hereby approves the District's participation in the SAFER grant awarded to the South San Joaquin County Fire Authority, providing $2,916,839.72 in federal funding to support the hiring of nine additional firefighters, subject to applicable FEMA requirements and approval of the corresponding funding commitment by the City of Tracy.

Section 2. District Funding Commitment. The Board hereby authorizes the District's equal share of the required local matching contribution associated with the SAFER grant, in the anticipated amount of $302,195.11 annually for three consecutive years, for a total anticipated District contribution of $906,585.33, subject to applicable annual budget appropriations and final reconciliation of the grant's matching requirement.

Section 3. Existing Member Agency Pro-Rata Formula. The Board hereby approves maintaining the existing member agency operating cost-sharing formula of 62.50% City of Tracy and 37.50% Tracy Rural County Fire Protection District, based upon the established 24-position daily staffing allocation.

The additional SAFER-funded personnel shall be accounted for separately and shall not alter the existing 24-position basis used to calculate the member agencies' respective operating budget contributions.

Section 4. Operational Staffing Allocation. The Board hereby approves the proposed operational allocation of the nine SAFER-funded firefighters, providing three additional daily staffing positions as follows:

- One additional daily firefighter position assigned to Tracy Rural staffing.
- One additional daily firefighter position assigned to City of Tracy staffing.
- One additional daily firefighter position assigned to risk-based staffing, with approximately six months annually assigned to Engine 95 and the remaining six months assigned to the Authority's busiest engine company, as determined by operational needs and response data.

The Fire Chief shall retain operational authority to determine the appropriate assignment and deployment of the risk-based position consistent with the intent of this Resolution and the Authority's operational requirements.

Section 5. Annual Budget Appropriations. The District's annual matching contribution shall be incorporated into the applicable annual budget process. Funding associated with the SAFER grant shall remain subject to the terms of the federal award, the Joint Exercise of Powers Agreement, and applicable member agency budget approvals.

Section 6. Long-Term Staffing Sustainability. The Board acknowledges that the additional firefighters will require continued financial support following expiration of the federal grant performance period. The Authority shall incorporate the ongoing personnel costs into its long-term financial planning and annual budget process for consideration and approval by the member agencies.

Section 7. Authorization. The Fire Chief, or designee, is authorized to take all administrative actions and execute documents reasonably necessary to implement the SAFER grant and the operational staffing arrangement described herein, consistent with the approved funding commitments and applicable grant requirements.

Section 8. Effective Date. This Resolution shall take effect immediately upon its adoption.

Motion passed.
Passed, approved, and adopted this 19th day of October 2026.

_____
Craig Miller, Chairman of the Board

ATTEST:

_____
Raychel Jackson, Clerk of the Board