

CITY COUNCIL AGENDA TOPIC

Ordinance authorizing execution of a grant agreement with the U.S. Department of Homeland Security FEMA to accept \$382,654.72 in Assistance to Firefighters Grant funding for Peer Support Team training; amending the 2025-2026 budget of the Operating, Grants, Donations and Special Reserves Fund; and authorizing expenditures of said grant funds.

Dave Tait, Fire Chief, 452-6895
Doug Halbert, Deputy Chief, 452-7872
Fire Department

EXECUTIVE SUMMARY**ACTION**

This Ordinance authorizes execution of a grant agreement with FEMA/the Department of Homeland Security using FY2024 funds to accept \$382,654.72 in Assistance to Firefighter Grant funding. These funds would facilitate the training of 120 Peer Support Team members across diverse rank within Bellevue, Kirkland, Bothell, Shoreline, and Eastside Fire and Rescue departments, bringing all five departments up to NFPA 1500 Behavioral Wellness standards, supporting best practices, and creating a robust investment in the quality of Peer Support services available to all 777 firefighters across the five departments.

RECOMMENDATION

Move to adopt Ordinance No. 6873.

BACKGROUND/ANALYSIS**History**

The fire department has maintained a peer support program for more than 30 years. The Peer Support Team is part of the department's efforts to provide mental health, wellness, and resiliency resources to firefighters. It operates confidentially, with a focus on breaking down stigma. The program has helped countless firefighters, and now we are working towards a regional approach for training, so when the day comes, we will all be trained to the same level and be able to assist each other. NFPA 1500 has set standards for Peer Support Programs, and we are working towards meeting those standards by formalizing and standardizing our training program. Historically, our training has been coordinated with other departments throughout the region as new team members join. That training may have varied from year to year.

Overview

This winter, Bellevue, in partnership with Kirkland, Bothell, Shoreline, and Eastside Fire and Rescue departments, applied for a regional grant award through FEMA's Assistance to Firefighters Grant. On September 23rd, Bellevue was notified that the application had been awarded, with \$382,654.72 in FY2024 federal funds, and a 10 percent local match, totaling \$38,265.48, to be split among partnering

agencies, for a total project budget of \$420,920.20 and with a 24-month performance period, from September 30, 2025-September 29, 2027.

This award covers the costs for all five fire departments to train their Peer Support teams, comprised of 120 full-time firefighters, up to IAFF and accreditation standards, including a two-day NFPA 1500 Peer Support framework workshop; four online trainings including Behavioral Health Awareness, Emotional Regulation for Emergency Responders, Helping Members in Recovery, and Safety Planning Intervention for Suicide Prevention; and a day-long, clinician-led Critical Incident Stress Debrief/Diffuse (CISD) training with a focus on regional policy and best practices.

POLICY & FISCAL IMPACTS

Policy Impact

There is no policy impact associated with this grant.

Fiscal Impact

The City of Bellevue will serve as the lead agency in administering the \$420,920.20 Assistance to Firefighters Grant (AFG), funded by FEMA. Bellevue's net fiscal impact is limited to a 10 percent local match requirement, estimated at approximately \$8,000. The remaining local match of \$30,000 will be equitably shared among the four participating agencies—Kirkland, Bothell, Shoreline, and Eastside Fire & Rescue.

Total Bellevue Fire Department expenditures prior to reimbursement are projected at \$138,000 in overtime and an additional \$40,000 in instructor costs. The remaining \$243,000 in reimbursable expenditures will be incurred by the partner agencies, with no financial burden to the City of Bellevue. These expenses will be fully reimbursed through the AFG grant.

OPTIONS

1. Adopt the Ordinance authorizing execution of a grant agreement with the U.S. Department of Homeland Security FEMA to accept \$382,654.72 in Assistance to Firefighters Grant funding for Peer Support Team training; amending the 2025-2026 budget of the Operating, Grants, Donations and Special Reserves Fund; and authorizing expenditures of said grant funds.
2. Do not adopt the Ordinance and provide alternative direction to staff.

ATTACHMENTS

Proposed Ordinance No. 6873

AVAILABLE IN COUNCIL LIBRARY

Summary Award Memo, Agreement Articles, and Terms & Conditions
FY2024 AFG Notice of Funding Opportunity (NOFO)

MOU for joint application and grant management between Bellevue, Kirkland, Shoreline, Bothell, and Eastside Fire