

LOS ANGELES FIRE DEPARTMENT



KRISTIN M. CROWLEY
FIRE CHIEF

February 1, 2023

BOARD OF FIRE COMMISSIONERS
FILE NO. 24-021

TO: Board of Fire Commissioners

FROM:  Kristin M. Crowley, Fire Chief

SUBJECT: CORRECTIVE ACTION SUMMARY – SECOND, THIRD AND FOURTH
QUARTER OF 2023

FOR INFORMATION ONLY: Approved Approved w/Corrections Withdrawn
 Denied Received & Filed Other

SUMMARY

Attached for the Board of Fire Commissioners' review is the Corrective Action Summary for the months of April through December 2023 by the Professional Standards Division.

RECOMMENDATION

That the Board:
Receive and file.

Board report prepared by Kristina Kepner, Assistant Chief, Commander Professional Standards Division.

Attachment

CORRECTIVE ACTION SUMMARY
APR 1 – DEC 31, 2023
72 Records

RANK	OFFENSE	ACTUAL PENALTY	COMMENTS
Officer	C6: Knowingly submitted false timekeeping/overtime reports	Discharge	Seniority: 21-25 Years
Non-Officer	Failure to comply with a Condition of Employment	Discharge	Seniority: 21-25 Years
Non-Officer	R8: Intentionally compromised an official Fire Department Investigation	Discharge	Seniority: 16-20 Years
Non-Officer	D6: Used derogatory term to department member in violation of EEO policies	Resigned in lieu of Termination	Seniority: 0-5 Years
Officer	B3: Driving under the influence with aggravated circumstances	16 Calendar Days	Seniority: 26-30 Years
Officer	B2: Driving Under the Influence	16 Calendar Days	Seniority: 16-20 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	180 Calendar days	Seniority: 21-25 Years
Non-Officer	H3: Refused to obey a proper and lawful order	180 Calendar days	Seniority: 16-20 Years
Non-Officer	N4: Solicited illegal sex act (on duty)	180 Calendar days	Seniority: 16-20 Years
Non-Officer	Failure to meet a condition of employment	120 Calendar days	Seniority: 36-40 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	16 Calendar Days	Seniority: 21-25 Years
Non-Officer	B3: Driving under the influence with aggravated circumstances	16 Calendar Days	Seniority: 16-20 Years
Non-Officer	R3: Violation of Department or City work rule or policy – Second offense	14 Working Days	Seniority: 21-25 Years
Non-Officer	T1: Involved in physical altercation with Department member or member of the public	14 Working Days	Seniority: 0-5 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	10 Working days	Seniority: 6-10 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	8 Working Days	Seniority: 16-20 Years

Non-Officer	J8: Negligent failure to follow proper medical protocol	8 Working Days	Seniority: 6-10 Years
Non-Officer	J2: Possession of weapon/ammunition in violation of Department policy	6 Working Days	Seniority: 21-25 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	6 Working Days	Seniority: 6-10 Years
Non-Officer	R3: Violation of Department or City work rule or policy – Second offense	4 Working Days	Seniority: 21-25 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	4 Working Days	Seniority: 11-15 Years
Non-Officer	J17: Left work assignment without securing proper relief	2 Working Days	Seniority: 26-30 Years
Non-Officer	G2: Improper remark/abusive language/gesture directed to member of the public	2 Working Days	Seniority: 21-25 Years
Non-Officer	J8: Negligent failure to follow proper medical protocol	2 Working Days	Seniority: 0-5 Years

REPRIMANDS			
RANK	OFFENSE	ACTUAL PENALTY	COMMENTS
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Insubordination
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Safety
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper remark or gesture
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Altered Department property without seeking approval
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture; Possession of Alcohol On-Duty
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Neglect of duty
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Unbecoming (Miscellaneous)

Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Neglect of Duty
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Insubordination
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	EMS Protocols
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	EMS Protocols
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Punctuality/Absenteeism
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	EMS Protocols
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Neglect of Duty
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Safety
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	EMS Protocols
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Insubordination
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Neglect of duty
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Unbecoming (Miscellaneous)
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Threatening Remark
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Remark or Gesture
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Dishonesty/Theft
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	EMS Protocols
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	EMS Protocols
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Gurney Safety

Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Gurney Safety
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Gurney Safety
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Gurney Safety
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Gurney Safety
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire

SETTLEMENTS/EDUCATION BASED DISCIPLINE			
RANK	OFFENSE	RECOMMENDED	FINAL OUTCOME
Officer	T1: Involved in physical altercation with Department member or member of the public	14 Working Days	4 Working Days + 2 EBD Courses: LIFE Course, Anger Awareness
Non-Officer	T4: Committed an act of domestic violence	8 Working Days	2 Working Days + 2 EBD Courses: LIFE Course and Anger Awareness
Non-Officer	T1: Involved in physical altercation with Department member or member of the public	16 Calendar Days	8 Working Days + EBD Course: Anger Awareness + Two 6-Hr Days of Community Service
Non-Officer	A3: Ingestion, possession, or commerce of any illegal drug, on or off duty	Board of Rights	Abide by Conditions of Continued Employment Agreement; on-going/on-demand substance testing