

LOS ANGELES FIRE DEPARTMENT



RONNIE R. VILLANUEVA
INTERIM FIRE CHIEF

May 19, 2025

BOARD OF FIRE COMMISSIONERS
FILE NO. 25-031

TO: Board of Fire Commissioners

FROM: *RV* Ronnie R. Villanueva, Interim Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT RECRUITMENT PLAN

FINAL ACTION:	<input type="checkbox"/> Approved <input type="checkbox"/> Denied	<input type="checkbox"/> Approved w/Corrections Received & Filed	<input type="checkbox"/> Withdrawn <input type="checkbox"/> Other
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SUMMARY

This report discusses the Los Angeles Fire Department (LAFD) Firefighter Recruitment Unit (Recruitment) plan for future recruiting based on budget funding elimination from City Personnel, Public Safety Section.

RECOMMENDATION

That the Board:
Receive and file.

DISCUSSION

The Recruitment Unit will have to adopt new recruiting strategies as the budget once relied upon for going to recruitment events is no longer available. Cost free options are the joinlafd social media platforms that are already established and have a robust following. The Recruitment Unit will also be moving back under the Training and Support Bureau (TSB) and be overseen by the Battalion Chief in charge of the Workforce Effectiveness Section when the Equity and Human Resources Bureau is eliminated in July.

The Recruitment Unit

Recruitment, since its beginnings, has worked with City Personnel, Public Safety Section to find recruitment events that meet the diverse hiring needs of the fire department and attract large numbers of people.

In the next fiscal year's budget, the LAFD was approved for two classes of fifty-nine new recruits but the funding also partially pays for the recruit class that begins May 19, 2025. The LAFD still has an active hiring list from 2023 which was put on pause due to the

current budget issues, consisting of approximately 100 candidates. These candidates still need to finish backgrounds, do the medical and psychological exams to move forward in the process. In addition, we have one more name draw of candidates for interviews which totals approximately 412 candidates, of which 27 stated they were paramedics at application in 2023. The Recruitment Unit is working with City Personnel to determine when the best time to interview the remaining 412 candidates is as we work through the budget.

It is the intent of the LAFD to open for applications this year, date TBD, to ensure that we have enough candidates to move through the process to fill both the October 2025 and May 2026 classes. Through the joinlafd.org website, potential candidates have already submitted interest in applying and will be notified by City Personnel when applications open.

Recruitment events

The Recruitment Unit will continue to work with City Personnel to find events around the City and surrounding area to attend. Recruitment will be focused on finding free events and other community events that attract large crowds to get a higher return on investment.

Recruitment reaches out on a regular basis to the local fire academies, colleges, EMT and paramedic schools, and attends their open houses or asks to present to the class close to their graduation. This is the area that has the highest value since most of these groups are intent on becoming firefighters.

The local programs that Recruitment engages with include:

- Mt. San Antonio College EMT Program
- UCLA Center for pre-hospital care
- Los Angeles Valley College
- Rio Hondo Community College
- El Camino College
- Ventura College
- Crafton Hills College
- Oxnard College
- Glendale Community College
- College of the Canyons
- Rio Hondo Community College
- Cal State University, Los Angeles

With the rise of social media and generational differences, there is more engagement with potential candidates via social media than in person events. Recruitment operates on three social media platforms: Facebook, Instagram and X (formerly Twitter) under

the joinlafd name. These platforms allow for real time engagement with candidates to answer questions as well as links to the joinlafd.org website, all with just a few clicks.

Paramedic numbers

Currently the LAFD employs a total of 1,338 certified paramedics in all ranks, 814 are in the rank of firefighter/paramedic. The paramedic projected vacancies are attached. The upcoming fire department budget has allocated funding to send 90 firefighters to paramedic school. Further updates to projected paramedic vacancies would be best given by the EMS Bureau or the Planning Section.

Recommendation

An inquiry was made about getting the city, county and state entities to ensure that when contractors use their venues they aren't allowed to charge other government entities to participate. This request would need to be vetted by the City Attorney and City Administrative Officer. If agreed on, the request would be drafted into an Ordinance and have to be approved by City Council.

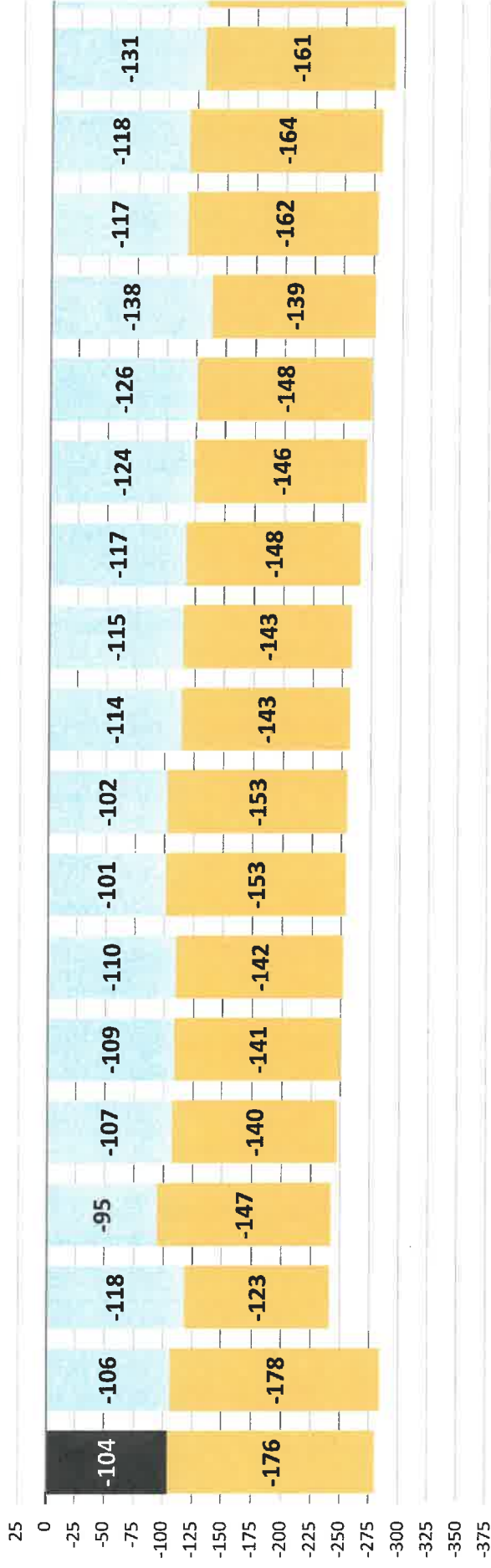
The Recruitment Unit needs to replace three firefighters lost due to promotion and transfer to the Firefighter Recovery Unit. It is respectfully requested that these positions be filled to aid in recruitment events, prep programs, youth programs and Magnet High Schools.

Board Report prepared by Kristine Larson, Deputy Chief, Equity and Human Resources Bureau.

Attachment

PARAMEDIC FIELD VACANCY PROJECTIONS AS OF FEBRUARY 9, 2025

Paramedic (PM) Vacancies Non-Paramedic Vacancies (All Ranks)



	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
VACANCIES	104	106	118	95	107	109	110	101	102	114	115	117	124	126	138	117	118	131
DROP	0	1	0	0	0	1	0	0	0	0	0	1	0	1	0	0	0	1
Promotion*	0	0	11	0	11	0	0	11	0	11	0	0	11	0	11	0	0	11
Other**	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Recruits	0	0	▲	5	0	0	0	0	0	0	0	0	5	0	0	0	0	0
UCLA^^/EAP	0	0	0	19	0	0	0	21	0	0	0	0	0	0	0	22	0	0
CHANGE	-1	-2	-12	23	-12	-2	-1	9	-1	-12	-1	-2	-7	-2	-12	21	-1	-13

Notes: * Promotions are estimates

** Includes 16 FFPM/YR for new ALS resources AND misc loss (MFC, EITs, Early Retirement, etc.)

^ Assumes 80% of paramedic-licensed recruits successfully complete probation and LA County accreditation

^^ Projected FF/EMT graduating from UCLA PM School; Goal = 45 FF attend per Fiscal Year with 90% retention/EAPs hired on one year contract

▲ Indicates month with Drill Tower Graduation 13 months prior. FF/PM Recruits typically enter the field 13-14 months after.