

LOS ANGELES FIRE DEPARTMENT



RONNIE R. VILLANUEVA
INTERIM FIRE CHIEF

October 10, 2025

BOARD OF FIRE COMMISSIONERS
FILE NO. 25-064

TO: Board of Fire Commissioners

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

SUBJECT: DROP ENROLLEES AND QUARTERLY FIRE DEPARTMENT DIVERSITY
REPORTS FOLLOW-UP

FINAL ACTION:	☐ Approved	☐ Approved w/Corrections	☐ Withdrawn
	☐ Denied	☐ Received & Filed	☐ Other

SUMMARY

The Deferred Retirement Option Plan (DROP) Forecast Report outlines projected and actual employee exits through DROP over a five-year period. Data is organized by fiscal year, based on the date the department receives notification of an employee's planned DROP exit.

Employees enrolled in DROP can remain in the program for a maximum of five years before they are required to leave City employment. Due to varying participation timelines, exit notifications may occur at different points during this five-year eligibility period.

While not official City policy, it is the City's established practice to avoid questioning employees about their reasons for separating from employment, particularly as it relates to their retirement. Therefore, this report is limited to cumulative and quantitative data and does not include an analysis of individual motivations or circumstances.

FINDINGS

Based on the data reviewed, the department identified the following key findings regarding projected and actual DROP exits:

- In Fiscal Year 2030-2031, the department projects that 8 employees will exit via DROP.
- Over the five-year period (FY2025-2026 to FY 2030-2031), the cumulative projected and actual DROP exits total 199 employees.
- The data reflects the fiscal year in which exit notifications are received.
- Following City practice, the department does not collect the records of the individual reasons for employee retirement or separation.
- Attrition numbers are based solely on participation data and may fluctuate as employees make decisions within their five-year DROP participation window.

RECOMMENDATION

That the Board:
Receive and file.

Board report prepared by Amanda Lieu, Senior Personnel Analyst I, Personnel Services Section.