



RALPH M. TERRAZAS
FIRE CHIEF

October 21, 2020

BOARD OF FIRE COMMISSIONERS
FILE NO. 20-094

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: PARAMEDIC STAFFING PROJECTIONS

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 Withdrawn Other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

The Los Angeles Fire Department's (LAFD) Emergency Medical Services Bureau (EMS Bureau) has worked with the Planning Section to estimate Paramedic staffing levels and vacancies for the next two years. Our concerted efforts to keep Paramedic vacancies to minimal acceptable levels have been successful and we anticipate that this will continue to be the case in the near future.

RECOMMENDATION

That the Board:
Receive and file.

FINDINGS

The Department currently has 39 Paramedic vacancies in the field. The number of anticipated vacancies over the next two years is estimated by the anticipated number of current Paramedics entering the DROP or by being promoted, and by the number of new Paramedics added through new Firefighter recruits who already have a Paramedic license or current Firefighters who attend Paramedic school. In addition, the Department will utilize Paramedic certified rated members in place of the Firefighter Paramedic on assessment companies, and the assessment companies will be adjusted depending on the availability of Firefighter Paramedics. Since this is a Meet and Confer process with labor, the Department will discuss this operational arrangement with the United Firefighters of Los Angeles City for its successful implementation.

Attachment 1 shows that as a result of our continuing efforts, we expect that the number of Paramedic vacancies will remain below 50 for the next two years.

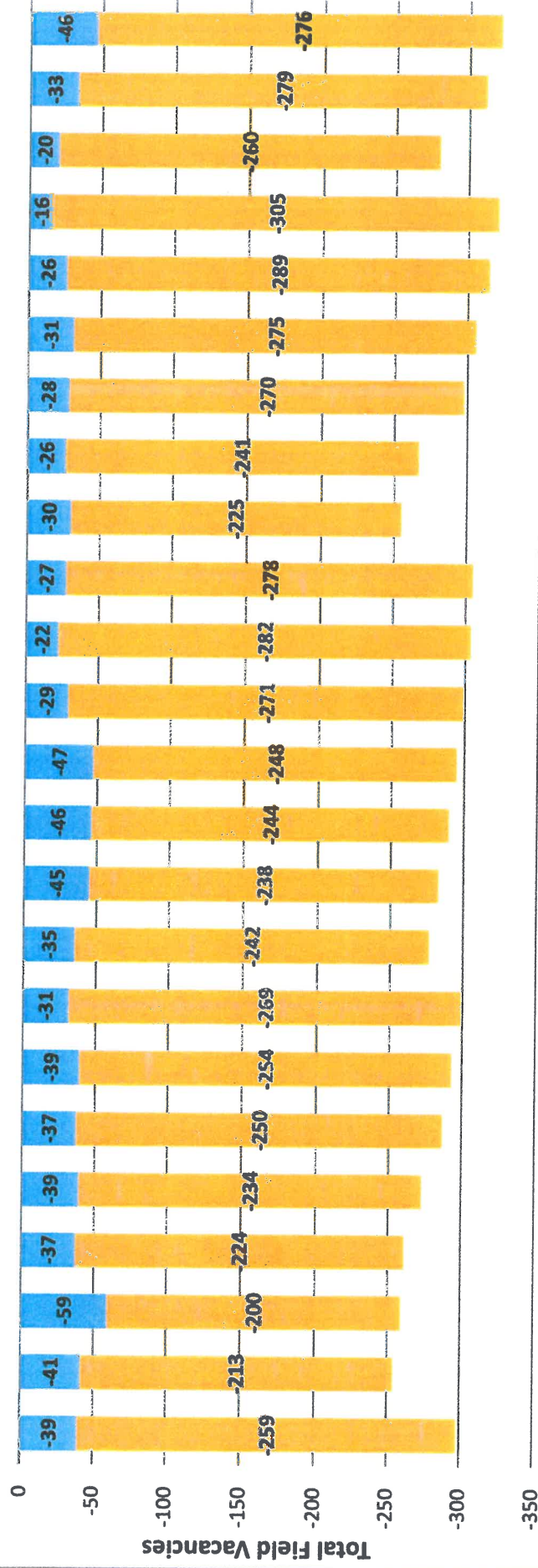
CONCLUSION

Minimizing paramedic field vacancies is important to minimize assign hires and last-minute details, both of which adversely impact morale and our level of service. We anticipate that our collaborative efforts with labor will enable us to keep the number of paramedic vacancies to a manageable level and also allow us to continue to expand our number of ALS assessment fire companies.

Board Report prepared by Marc Eckstein, M.D., MPH, Medical Director, EMS Bureau Commander.

Predicted Vacancies as of 09/29/20

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



	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22
PM vs. Positions	-39	-41	-59	-37	-39	-37	-39	-31	-35	-45	-46	-47	-29	-22	-27	-30	-26	-28	-31	-26	-16	-20	-33	-46
PM Exit DROP	1	1	2	2	2	1	4	3	0	0	0	0	0	1	2	2	1	2	2	1	3	1	12	3
Promotional Lists*	0	13	0	0	0	0	0	0	9	0	0	0	0	0	0	11	0	0	0	0	0	11	0	0
Other Decrease**	1	4	1	1	1	1	1	1	1	1	1	1	1	4	1	1	1	1	1	1	1	1	1	1
Recruits with PM License^	0	0	13	1	0	0	13	0	0	0	0	0	8	0	0	0	0	0	8	0	0	0	0	0
ICLA Attendance^^	0	0	12	0	5	0	0	0	0	0	0	19	0	0	0	18	0	0	0	0	0	0	0	0
Monthly Change	-2	-18	22	-2	2	-2	8	-4	-10	-1	-1	18	7	-5	-3	4	-2	-3	5	10	-4	-13	-13	-4

Notes:

- * Promotions are estimates
- ** Includes 15 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)