



LOS ANGELES FIRE DEPARTMENT

RALPH M. TERRAZAS
FIRE CHIEF

January 6, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 20-065R

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: DROP ENROLLEES DIVERSITY REPORT - REVISED

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 Withdrawn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

SUMMARY

During the September 3, 2019 Board of Fire Commissioners meeting, Commissioner Woods-Gray requested an updated Deferred Retirement Option Plan (DROP) forecast report to include information on the diversity of those enrolled in the program. During the October 20, 2020 Board of Fire Commissioners meeting, Commissioner Ninburg requested a minor modification to the charts included in this report. The requested changes have been added.

RECOMMENDATION

That the Board:
Receive and file.

DISCUSSION

The attached report was compiled from a raw data run report of the Human Capital Program dated August 18, 2020. The report shows the projected exit dates of DROP-enrolled members by classification, race/ethnicity, and gender broken down by fiscal year (FY). It was determined that there are currently 487 members with DROP exit dates during the next six fiscal years. This number will fluctuate as members enter or leave the DROP or separate from the Fire Department for other reasons.

FY 20/21

Per the report, 70 members will exit DROP: four (4) females and 66 males. In terms of rank, 27 Firefighters, ten (10) Engineers, one (1) Apparatus Operator, four (4) Inspectors, 21 Captains, six (6) Battalion Chiefs, and one (1) Deputy Chief are projected to exit the program. The ethnic breakdown is as follows:

Asian	Black	Caucasian	Filipino	Hispanic	Females
4	13	30	1	22	4
5.7%	17.1%	42.8%	1.4%	31.4%	5.7%

FY 21/22

During FY 21/22, 64 members will exit DROP: two (2) females and 62 males. In terms of rank, 21 Firefighters, nine (9) Engineers, four (4) Apparatus Operators, two (2) Fireboat Mates, five (5) Inspectors, 19 Captains, two (2) Battalion Chiefs, one (1) Assistant Chief, and one (1) Deputy Chief are projected to exit the program. The ethnic breakdown is as follows:

Asian	Black	Caucasian	Filipino	Hispanic	Females
1	12	30	2	19	2
1.5%	18.7%	46.8%	3.1%	29.6%	3.1%

FY 22/23

During FY 22/23, a significant total of 133 members will exit DROP: four (4) females and 129 males. In terms of rank, 34 Firefighters, 20 Engineers, two (2) Apparatus Operators, three (3) Fireboat Mates, two (2) Fireboat Pilots, 15 Inspectors, 50 Captains, five (5) Battalion Chiefs, one (1) Assistant Chief, and one (1) Deputy Chief are projected to exit the program. The ethnic breakdown is as follows:

Asian	Black	Caucasian	Filipino	Hispanic	Females
8	18	58	2	47	4
6.0%	13.5%	43.6%	1.5%	35.3%	3%

FY 23/24

During FY 23/24, an unprecedented total of 205 members will exit DROP: Eight (8) females and 197 males. In terms of rank, 62 Firefighters, 25 Engineers, six (6) Apparatus Operators, one (1) Fireboat Mate, 17 Inspectors, two (2) Helicopter Pilots, 59 Captains, 23 Battalion Chiefs, six (6) Assistant Chiefs, and four (4) Deputy Chiefs are projected to exit the program. The ethnic breakdown is as follows:

Asian	Black	Caucasian	Filipino	Hispanic	Females
12	38	88	2	65	8
5.8%	18.5%	42.9%	1.0%	31.7%	3.9%

FY 24/25

During FY 24/25, 14 members will exit DROP: one (1) female and 13 males. In terms of rank, six (6) Firefighters, two (2) Engineers, three (3) Inspectors, and three (3) Captains are projected to exit the program at this time. The ethnic breakdown is as follows:

Asian	Black	Caucasian	Filipino	Hispanic	Females
0	5	4	1	4	1
0%	35.7%	28.6%	7.1%	28.6%	7.1%

FY 25/26

During FY 25/26, 1 member will exit DROP: one (1) male. In terms of rank, one (1) Battalion Chief are projected to exit the program at this time. The ethnic breakdown is as follows:

Asian	Black	Caucasian	Filipino	Hispanic	Females
0	0	1	0	0	0
0%	0%	100%	0	0	0

TOTALS FY 20/21 through 24/25 (487 Enrollees)

Asian	Black	Caucasian	Filipino	Hispanic	Females
25	86	211	8	157	19
5.1%	17.6%	43.3%	1.6%	32.2%	3.9%

CONCLUSION

The LAFD is facing record-high DROP exits during fiscal years 22/23 and 23/24. The Department has anticipated these attrition rates and is well prepared to meet the challenges that may result from the projected retirements through succession planning, training and timely promotional examinations.

Board report prepared by Betty Bonada, Senior Management Analyst I, Administration Bureau.

Attachment: DROP Diversity Report

JOBCLASSTITLE	07-2020	08-2020	09-2020	10-2020	11-2020	12-2020	01-2021	02-2021	03-2021	04-2021	05-2021	06-2021	Total
FIREFIGHTER III - ASIAN - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
FIREFIGHTER III - BLACK - MALE	1	1	0	1	0	0	0	0	0	0	0	0	3
FIREFIGHTER III - CAUCASIAN - FEMALE	0	0	2	0	0	0	0	0	0	0	0	0	2
FIREFIGHTER III - CAUCASIAN - MALE	0	0	0	2	0	0	1	2	2	1	2	0	10
FIREFIGHTER III - HISPANIC - MALE	0	1	0	0	0	1	3	3	0	2	0	1	11
APPARATUS OPERATOR - CAUCASIAN - MALE	0	0	0	0	0	0	0	1	0	0	0	0	1
FIRE INSPECTOR I - BLACK - FEMALE	0	0	0	1	0	0	0	0	0	0	0	0	1
FIRE INSPECTOR I - HISPANIC - MALE	0	0	0	0	0	0	0	0	0	0	1	0	1
FIRE INSPECTOR II - HISPANIC - MALE	0	1	0	0	0	0	0	1	0	0	0	0	2
ENGINEER OF FIRE DEPT - ASIAN - MALE	0	0	0	0	0	0	0	0	0	0	1	0	1
ENGINEER OF FIRE DEPT - BLACK - MALE	0	1	0	0	0	0	0	0	0	0	0	0	1
ENGINEER OF FIRE DEPT - CAUCASIAN - MALE	0	1	0	0	0	0	0	0	0	1	0	1	3
ENGINEER OF FIRE DEPT - FILIPINO - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1
ENGINEER OF FIRE DEPT - HISPANIC - MALE	0	0	0	0	1	0	1	0	0	0	0	2	4
FIRE CAPTAIN I - ASIAN - MALE	0	1	0	0	0	0	0	0	0	0	1	0	2
FIRE CAPTAIN I - BLACK - MALE	0	0	0	0	0	0	1	1	0	0	1	0	3
FIRE CAPTAIN I - CAUCASIAN - FEMALE	0	0	0	0	0	0	0	0	1	0	0	0	1
FIRE CAPTAIN I - CAUCASIAN - MALE	2	0	0	1	0	0	1	1	0	0	2	0	7
FIRE CAPTAIN I - HISPANIC - MALE	0	0	0	0	0	0	0	0	1	1	0	0	2
FIRE CAPTAIN II - BLACK - MALE	1	0	0	0	0	0	0	1	0	0	1	0	3
FIRE CAPTAIN II - CAUCASIAN - MALE	0	1	0	0	0	0	0	1	0	0	0	0	2
FIRE CAPTAIN II - HISPANIC - MALE	0	0	0	0	0	0	0	1	0	0	0	0	1
FIRE BATTALION CHIEF - BLACK - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRE BATTALION CHIEF - CAUCASIAN - MALE	0	0	0	0	0	0	1	0	0	1	1	1	4
FIRE BATTALION CHIEF - HISPANIC - MALE	0	0	1	0	0	0	0	0	0	0	0	0	1
FIRE DEPUTY CHIEF - BLACK - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
Grand Total	4	7	3	5	1	1	11	12	5	6	10	5	70
FiscalYearActualExitedCount	FiscalYearCumulativeActualProjectedExits												
10	60	70											
JOBCLASSTITLE	07-2021	08-2021	09-2021	10-2021	11-2021	12-2021	01-2022	02-2022	03-2022	04-2022	05-2022	06-2022	Total
FIREFIGHTER III - BLACK - MALE	0	0	0	0	0	0	0	1	0	1	0	0	2
FIREFIGHTER III - CAUCASIAN - MALE	5	1	0	0	0	0	0	1	2	0	2	1	12
FIREFIGHTER III - FILIPINO - MALE	0	0	0	0	0	0	0	0	0	1	0	0	1
FIREFIGHTER III - HISPANIC - MALE	0	1	1	0	0	0	1	1	0	1	0	1	6
APPARATUS OPERATOR - ASIAN - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1
APPARATUS OPERATOR - CAUCASIAN - MALE	0	0	0	0	0	0	0	2	0	0	0	0	2
APPARATUS OPERATOR - HISPANIC - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1

FIRE INSPECTOR I - BLACK - MALE	0	1	0	0	0	0	0	0	0	0	0	0	1
FIRE INSPECTOR I - HISPANIC - MALE	0	1	0	0	0	0	0	0	0	0	0	0	1
FIRE INSPECTOR II - BLACK - MALE	0	0	0	0	0	0	2	0	0	0	0	0	2
FIRE INSPECTOR II - CAUCASIAN - MALE	1	0	0	0	0	0	0	0	0	0	0	0	1
ENGINEER OF FIRE DEPT - BLACK - MALE	0	0	0	0	0	0	0	0	0	0	1	0	1
ENGINEER OF FIRE DEPT - CAUCASIAN - MALE	0	0	0	0	0	0	0	3	0	1	0	0	4
ENGINEER OF FIRE DEPT - FILIPINO - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
ENGINEER OF FIRE DEPT - HISPANIC - MALE	0	0	0	0	0	0	1	0	0	0	1	1	3
FIRE CAPTAIN I - BLACK - MALE	0	0	0	1	0	0	0	0	0	2	0	0	3
FIRE CAPTAIN I - CAUCASIAN - FEMALE	0	0	0	0	0	0	0	1	0	0	0	0	1
FIRE CAPTAIN I - CAUCASIAN - MALE	0	0	2	0	0	0	1	0	0	1	0	1	5
FIRE CAPTAIN I - HISPANIC - FEMALE	0	0	0	0	0	0	0	0	0	0	1	0	1
FIRE CAPTAIN I - HISPANIC - MALE	0	0	0	0	0	0	2	0	0	0	0	1	3
FIRE CAPTAIN II - BLACK - MALE	0	0	0	1	0	0	1	0	0	0	0	0	2
FIRE CAPTAIN II - CAUCASIAN - MALE	0	0	0	0	0	0	2	1	0	0	0	0	3
FIRE CAPTAIN II - HISPANIC - MALE	0	0	0	0	0	0	0	0	0	0	0	1	1
FIREBOAT MATE - CAUCASIAN - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1
FIREBOAT MATE - HISPANIC - MALE	0	0	1	0	0	0	0	0	0	0	0	0	1
FIRE BATTALION CHIEF - BLACK - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1
FIRE BATTALION CHIEF - HISPANIC - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1
FIRE ASSISTANT CHIEF - HISPANIC - MALE	0	0	0	1	0	0	0	0	0	0	0	0	1
FIRE DEPUTY CHIEF - CAUCASIAN - MALE	0	0	0	0	0	0	0	0	0	1	0	0	1
Grand Total	6	4	4	3	0	0	11	10	7	8	5	6	64
FiscalYearActualExitedCount	FiscalYear	CumulativeActual		ProjectedExits									
0	64	134											
JOBCLASSTITLE	07-2022	08-2022	09-2022	10-2022	11-2022	12-2022	01-2023	02-2023	03-2023	04-2023	05-2023	06-2023	Total
FIREFIGHTER III - ASIAN - MALE	0	0	0	1	0	0	0	1	0	1	0	0	3
FIREFIGHTER III - BLACK - MALE	0	0	1	0	0	0	0	0	0	1	0	1	3
FIREFIGHTER III - CAUCASIAN - MALE	8	1	0	0	0	0	0	3	0	2	1	2	17
FIREFIGHTER III - HISPANIC - MALE	1	1	0	1	0	0	0	4	1	3	0	0	11
APPARATUS OPERATOR - ASIAN - MALE	0	0	0	0	0	0	0	1	0	0	0	0	1
APPARATUS OPERATOR - CAUCASIAN - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRE INSPECTOR I - BLACK - MALE	3	0	0	0	0	0	1	0	0	1	0	0	5
FIRE INSPECTOR I - HISPANIC - MALE	2	0	0	0	0	0	0	2	0	1	0	0	5
FIRE INSPECTOR II - BLACK - MALE	0	0	0	0	0	0	0	0	0	1	0	0	1
FIRE INSPECTOR II - CAUCASIAN - FEMALE	0	0	0	0	0	0	0	1	0	0	0	0	1
FIRE INSPECTOR II - CAUCASIAN - MALE	1	0	0	0	0	0	0	0	0	0	0	0	1
FIRE INSPECTOR II - HISPANIC - MALE	1	0	0	0	0	0	0	1	0	0	0	0	2

ENGINEER OF FIRE DEPT - ASIAN - FEMALE	1	0	0	0	0	0	0	0	0	0	0	0	1
ENGINEER OF FIRE DEPT - ASIAN - MALE	0	1	0	0	0	0	0	1	0	0	0	0	2
ENGINEER OF FIRE DEPT - CAUCASIAN - MALE	1	3	0	0	2	0	0	3	0	0	0	1	10
ENGINEER OF FIRE DEPT - FILIPINO - MALE	0	1	0	0	0	0	0	0	0	0	0	0	1
ENGINEER OF FIRE DEPT - HISPANIC - MALE	2	0	1	1	0	0	0	1	1	0	0	0	6
FIRE CAPTAIN I - BLACK - MALE	2	0	0	0	0	0	0	0	1	1	0	0	4
FIRE CAPTAIN I - CAUCASIAN - MALE	1	1	0	1	1	0	1	2	1	2	0	1	11
FIRE CAPTAIN I - FILIPINO - MALE	0	0	0	0	0	0	0	0	1	0	0	0	1
FIRE CAPTAIN I - HISPANIC - MALE	3	0	0	0	1	0	1	1	3	1	0	0	10
FIRE CAPTAIN II - BLACK - MALE	1	0	0	0	0	0	0	0	0	1	1	0	3
FIRE CAPTAIN II - CAUCASIAN - MALE	3	0	0	1	0	0	1	1	3	1	0	2	12
FIRE CAPTAIN II - HISPANIC - MALE	0	0	0	0	1	0	0	1	4	2	0	1	9
FIREBOAT MATE - CAUCASIAN - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
FIREBOAT MATE - HISPANIC - MALE	0	0	0	0	0	0	0	2	0	0	0	0	2
FIREBOAT PILOT - CAUCASIAN - MALE	0	0	0	0	0	0	0	0	0	0	0	1	1
FIREBOAT PILOT - HISPANIC - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
FIRE BATTALION CHIEF - BLACK - MALE	0	1	0	0	0	0	0	1	0	0	0	0	2
FIRE BATTALION CHIEF - CAUCASIAN - FEMALE	0	0	1	0	0	0	0	0	0	1	0	0	2
FIRE BATTALION CHIEF - CAUCASIAN - MALE	0	0	0	0	0	0	0	1	0	0	0	0	1
FIRE ASSISTANT CHIEF - CAUCASIAN - MALE	0	0	0	0	0	0	0	1	0	0	0	0	1
FIRE DEPUTY CHIEF - ASIAN - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
Grand Total	30	9	3	5	5	0	8	28	15	19	2	9	133
FiscalYearActualExitedCount	FiscalYear	CumulativeActualProjectedExits											
0	133	267											
JOBCLASSTITLE	07-2023	08-2023	09-2023	10-2023	11-2023	12-2023	01-2024	02-2024	03-2024	04-2024	05-2024	06-2024	Total
FIREFIGHTER III - ASIAN - FEMALE	0	0	0	1	0	0	0	0	0	0	0	0	1
FIREFIGHTER III - ASIAN - MALE	0	0	0	0	1	1	4	0	0	0	0	0	6
FIREFIGHTER III - BLACK - MALE	0	1	3	1	0	0	8	0	0	1	0	0	14
FIREFIGHTER III - CAUCASIAN - FEMALE	0	0	0	0	0	0	3	0	0	0	0	0	3
FIREFIGHTER III - CAUCASIAN - MALE	1	0	1	1	2	0	14	0	0	1	0	0	20
FIREFIGHTER III - HISPANIC - FEMALE	0	0	0	0	0	0	1	0	0	0	0	0	1
FIREFIGHTER III - HISPANIC - MALE	0	1	2	2	3	1	7	0	1	0	0	0	17
APPARATUS OPERATOR - ASIAN - MALE	0	0	0	0	0	0	1	0	0	0	0	0	1
APPARATUS OPERATOR - CAUCASIAN - MALE	0	1	0	0	0	0	0	0	0	0	0	0	1
APPARATUS OPERATOR - HISPANIC - MALE	0	0	0	1	0	0	3	0	0	0	0	0	4
FIRE INSPECTOR I - BLACK - MALE	1	0	1	1	1	0	3	0	1	0	1	1	10
FIRE INSPECTOR I - FILIPINO - FEMALE	1	0	0	0	0	0	0	0	0	0	0	0	1
FIRE INSPECTOR I - HISPANIC - MALE	0	0	0	0	0	1	1	0	0	0	0	0	2

[illegible]

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