

# LOS ANGELES FIRE DEPARTMENT



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FIRE CHIEF

April 27, 2021

BOARD OF FIRE COMMISSIONERS  
FILE NO. 21-052

TO: *Rmt* Board of Fire Commissioners  
FROM: Ralph M. Terrazas, Fire Chief  
SUBJECT: GENDER EQUITY REPORT UPDATE

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 Withdrawn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

As directed by the Board of Fire Commissioners (Board), the Los Angeles Fire Department (LAFD) is providing an update to the Department's Gender Equity Report dated December 31, 2020.

This update provides an overview of the Department's LAFD Training Institute, the status of the organizational study, COCEP/OCEP training plan, work environment surveys, 2021 training plans, and attrition rates of recruits broken down by gender.

## RECOMMENDATION

That the Board:  
Receive and file this report.

## DISCUSSION

### LAFD Training Institute and Public Service University Center

The LAFD Training Institute (LAFD TI) is for the professional development of all ranks. It is a series of courses that will increase a member's knowledge, skills and proficiency. In accordance with NFPA 1001, Standards for Firefighter Professional Qualifications Job Performance Requirements (JPRs) each rank has specific skills that are developed in State Fire Training (SFT), National Wildland Coordinating Group (NWCG), and Federal Emergency Management Agency (FEMA) Courses provide opportunities for every member of the LAFD.

The Professional Development Center (PDC) will have a physical location at Frank Hotchkin Memorial Training Center as well as a website with the most up to date information and contacts. The PDC will be comprised of two units: The Public Service University Center (PSU Center) and the LAFD Training Institute (LAFDTI). These units will manage the various programs and scheduling of classes in order to guide LAFD members

as they progress through their degree/certification. The program is currently in its phase I implementation.

PSU Center: A central hub to assist members, both sworn and civilian, to continue and/or complete their formal education with affiliated Universities. Services would include:

- Academic advisory services
- Online and on-campus classes
- Multitude of degrees from various Universities
- From Associate degrees up to Doctorate degrees
- Credits towards work experience

LAFDTI: Rank specific classes in an organized and transparent manner similar to the current wildland task book format to prepare members in advance for upcoming promotional opportunities and successfully promote them to the desired rank.

- State Fire Marshal Officer courses
- LAFD specific administrative classes
- Rank specific promotional classes and training

Due to COVID, there has been a delay in hiring outside contract vendors to provide additional SFT and Leadership courses. However, the LAFD is in the process of writing a Request for Proposal (RFP) to deliver many of the rank-specific and leadership courses recommended for professional development. See website: [www.LAFD.Org/TI](http://www.LAFD.Org/TI)

### **Status of the Organization and Training Assessment Study**

There have been several challenges funding the organization and training assessment as well as limitations due to the COVID-19 Pandemic. The LAFD has now approved a funding source for the organization and training assessment study. The Training and Support Bureau (TSB) is now the point of contact (POC) for the LAFD, and the Mayor's Office of Public Safety Project Manager (MOPS PM), and Deloitte has been awarded the contract to conduct the assessment. TSB and Training Division have been in several meetings during the month of April 2021 with the stakeholders to finalize the statement of work for the contract for a final approval. Once the contract is approved by the Fire Chief and the Mayor's Office, we can begin to coordinate the timeline of events. We are optimistic that we will be able to begin the assessment within the 2021 calendar year.

### **COCEP/OCEP Training Plan 2021**

The In-Service Training Section has a tentative schedule for the delivery of training as follows:

- 4-hour class delivered on A, B, and C platoons
- June - Brush
- August - High Rise
- November - Swiftwater/Behavioral Health

### **Recruit Services Section/PFF Work Environment Surveys**

In addition to the behavioral health surveys discussed in the previous presentation, the RSS will be reaching out to UFLAC to discuss bringing back probationary firefighter surveys. The surveys provided a valuable insight and data to assist with the evaluation of success and areas to improve the academy as well as their probationary experience. We are developing a course evaluation for our current class and then revise/develop surveys for the probationary members at their 4-month training and an additional for their 12-month period. A few years ago, UFLAC disallowed any surveys. We are revisiting with UFLAC.

### **Attrition Rates of Recruits Broken Down by Gender**

The COVID-19 Pandemic had a tremendous impact on our abilities to hire candidates and have recruit classes. We were fortunate to have class 20-1 that started the academy in December 2020. The following represents the gender breakdown for this class:

- 46 recruits started the academy
- 7 females (started)
- 5 females were reassigned
- 3 graduating in May (they were all reassigned)
- 39 males (started)
- 8 Reassigned
- 28 graduating in May (7 were all reassigned)

### **CONCLUSION**

The Department is committed to ensuring that all members be trained and prepared to uphold the LAFD Core Values of Service, Professionalism, Integrity, Respect, Innovation, and Trust. This can only be achieved through the collaborative efforts and coordination of all Bureaus, Sections, and Units of this Department.

Board report prepared by Battalion Chief Stacy Gerlich, Executive Officer, Administrative Operations.