

August 17, 2021



RALPH M. TERRAZAS
FIRE CHIEF

May 17, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-054

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) RECRUIT TRAINING
ACADEMY OVERVIEW 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 Withdrawn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 LAFD Board of Fire Commissioners (Commission), the Los Angeles City Fire Department is providing a report back update to the Recruit Training Academy Overview dated March 22, 2021.

This update provides an overview of the Recruit Reassignment Program, which includes graduation status, resignation and injuries, broken down by ethnicity and gender.

RECOMMENDATION

That the Board:
Receive and File.

DISCUSSION

In accordance with the Commission's request relative to reassignments and the 2020 LAFD Recruit Training Academy Overview Report, an analysis of academy classes was performed on recruit data from six classes (2018-1 to 2020-1). The Reassignment Program has successfully graduated 41 members, and the analysis indicates that the success rate of the Recruit Reassignment Program is 80%.

Per the Recruit Services Section's Ethics and Procedure Manual, there are several ways that a recruit firefighter may qualify for a reassignment into a subsequent Training Academy class. Examples are as follows:

Injury/Illness

If a recruit misses four consecutive days or more than five individual days of instruction due to injury/illness, when returned to full-duty, the Section Commander may recommend reassignment to a subsequent class.

Fundamental Firefighting Skills (Basic Hose/Ladders) Week 1-13

Basic Engine Company Operations (Hose Lays) and Basic Truck Company Operations (Ladders) are the bulk of basic academy instruction and evaluation. The recruit must score 70% or above in both categories to graduate. If a recruit has a score greater than 70% in one category and is between 65%-69% in the other, the Section Commander may recommend reassignment to a subsequent class.

Practical Application Skills (Phase Evaluations) Week 14-18

There are three phase evaluations that simulate what is expected of an entry level firefighter at a working structure fire. The recruit firefighter must pass all three evaluations in order to graduate from the Training Academy. If the Recruit Firefighter is successful in only two of the three evaluations, the Section Commander may recommend reassignment to a subsequent class.

There may be other unforeseen circumstances that may require a recruit reassignment however, no matter how a recruit gets reassigned into a subsequent academy, the recruit only has two attempts at passing the academy per City of Los Angeles hiring process. Furthermore, the recruit must start their second academy within 365 days of their first.

Class Breakdown

The following six tables are a breakdown of reassigned members from each academy class from 2018-1 to 2020-1. Tables are broken down into gender/ethnicity, recruit first academy class, week number and reason for reassignment, class reassigned to and graduation status.

CLASS 2018-1					
	Recruit FF	Recruit Class	Week/Reason	Reassigned to Class	Status
1.	Male Hispanic	18-1	Week 13/Ladders (10/19/18)	18-2	Graduated
2.	Male Hispanic	18-1	Week 13/Ladders (10/19/18)	18-2	Graduated
3.	Male Caucasian	18-1	Week 14/Ladders (10/19/18)	18-2	Graduated
4.	Male Asian	18-1	Week 14/Phases (11/19/18)	18-2	Graduated
5.	Male Hispanic	18-1	Week 15/Phases (11/14/18)	18-2	Graduated
6.	Male Caucasian	18-1	Week 17/Phases (11/14/18)	18-2	Graduated
7.	Female Caucasian	18-1	Week 18/Phases (11/19/18)	18-2	Graduated
8.	Male Caucasian	18-1	Week 18/Phases (11/19/18)	18-2	Graduated

9.	Male Hispanic	18-1	Week 8/Injured (9/13/18)	18-3	Graduated
10.	Male Caucasian	18-1	Week 3/Injured (8/7/18)	18-2 Week 10	Resigned (Ladders/Hoselay)
11.	Male Caucasian	18-1	Week 3/Injured (8/7/18)	18-3 Week 4	Resigned (Sheriff Dept).

82% Retention rate

In class 2018-1, there were 11 reassignments. Nine of the reassignments graduated and two resigned.

CLASS 18-2					
	Recruit FF	Recruit Class	Week/Reason	Reassigned to Class	Status
1.	Male Hispanic	18-2	Week 13/Phases (4/5/19)	18-3	Graduated
2.	Male Hispanic	18-2	Week 13/Phases (4/5/19)	18-3	Graduated
3.	Male Hispanic	18-2	Week 13/Injured (4/4/19)	19-1	Graduated
4.	Male African American	18-2	Week 14/Phases (4/11/19)	18-3	Graduated
5.	Male African American	18-2	Week 14/Phases (4/11/19)	18-3	Graduated
6.	Female Hispanic	18-2	Week 14/Phases (4/11/19)	18-3	Graduated
7.	Female Hispanic	18-2	Week 13/Phases (4/5/19)	18-3 Week 14	Resigned (Phases)
8.	Female Asian	18-2	Week 13/Injured (3/14/19)	19-1 Week 12	Resigned (Hoselays)

75% Retention rate

In class 2018-2, there were eight reassignments. Six of the reassignments graduated and two resigned.

CLASS 2018-3					
	Recruit FF	Recruit Class	Week/Reason	Reassigned to Class	Status
1.	Male Hispanic	18-3	Week 13/Ladders (9/19/19)	19-1	Graduated
2.	Male Caucasian	18-3	Week 13/Ladders (9/19/19)	19-1	Graduated
3.	Female Caucasian	18-3	Week 13/Ladders (9/19/19)	19-1	Graduated

4.	Male Hispanic	18-3	Week 13/Ladders (9/19/19)	19-1	Graduated
5.	Male Hispanic	18-3	Week 13/Ladders (9/19/19)	19-1	Graduated
6.	Male Hispanic	18-3	Week 13/Ladders (9/20/19)	19-1	Graduated
7.	Male Hispanic	18-3	Week 14/Phases (9/27/19)	19-1	Graduated
8.	Female African American	18-3	Week 15/Phases (10/1/19)	19-1	Graduated
9.	Female African American	18-3	Week 13/Ladders (9/19/19)	19-1 Week 13	Resigned (Ladders)
10.	Male Caucasian	18-3	Week 3/Injured (7/8/19)	19-2 Week 15	Resigned (LA County Fire)
11.	Male Asian	18-3	Week 3/Injured (7/8/19)	19-2 Week 1	Resigned (Personal Reasons)

73% Retention rate

In class 2018-3, there were 11 reassignments. Eight of the reassignments graduated and three resigned.

CLASS 2019-1					
	Recruit FF	Recruit Class	Week/Reason	Reassigned to Class	Status
1.	Female Caucasian	19-1	Week 11/Injured (2/18/20)	19-2	Graduated
2.	Female Hispanic	19-1	Week 14/Phases (3/9/20)	19-2	Graduated
3.	Male Hispanic	19-1	Week 14/Phases (3/9/20)	19-2	Graduated
4.	Male Hispanic	19-1	Week 14/Phases (3/13/20)	19-2	Graduated
5.	Male Asian	19-1	Week 14/Phases (3/13/20)	19-2	Graduated
6.	Male Asian	19-1	Week 14/Phases (3/9/20)	19-2	Graduated
7.	Male Caucasian	19-1	Week 14/Phases (3/9/20)	19-2	Graduated
8.	Female Caucasian	19-1	Week 15/Phases (3/17/20)	19-2	Graduated
9.	Female Filipino	19-1	Week 6/Injured (1/16/20)	20-1 Week 10	Resigned (LA County Fire)

89% Retention rate

In class 2019-1, there were nine reassignments. Eight of the reassignments graduated and one resigned.

CLASS 2019-2					
	Recruit FF	Recruit Class	Week/Reason	Reassigned to Class	Status
1.	Female Hispanic	19-2	Week 10/Injured (7/30/20)	20-1	Graduated
2.	Male African American	19-2	Week 13/Ladders (8/19/20)	20-1	Graduated
3.	Male African American	19-2	Week 13/Ladders (8/19/20)	20-1	Graduated
4.	Male Hispanic	19-2	Week 13/Ladders (8/19/20)	20-1	Graduated
5.	Male Caucasian	19-2	Week 13/Ladders (8/19/20)	20-1	Graduated
6.	Male African American	19-2	Week 13/Ladders (8/19/20)	20-1	Graduated
7.	Female African America	19-2	Week 13/Injured (8/19/20)	20-1	Graduated
8.	Male American Indian	19-2	Week 16/Phases (9/5/20)	20-1	Graduated
9.	Female Caucasian	19-2	Week 16/Phases (9/5/20)	20-1	Graduated
10.	Male Hispanic	19-2	Week 16/Phases (9/5/20)	20-1	Graduated
11.	Female Hispanic	19-2	Week 12/Injured (8/13/20)	20-1 Week 14	Resigned (Phases)
12.	Male Asian	19-2	Week 13/Ladders (8/19/20)	20-1 Week 13	Resigned (Ladders)

83% Retention rate

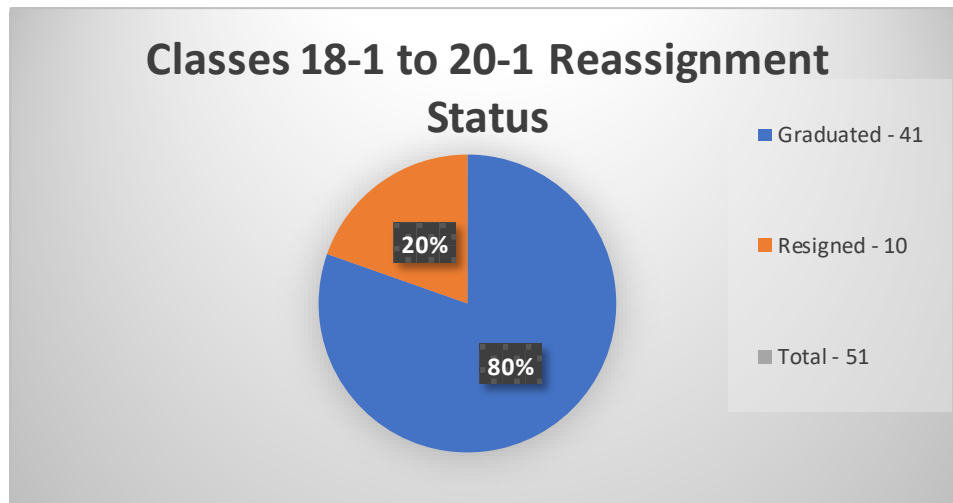
In class 2019-2, there were 12 reassignments. Ten of the reassignments graduated and two resigned.

CLASS 2020-1					
	Recruit FF	Recruit Class	Week/Reason	Reassigned to Class	Status
1.	Male Hispanic	20-1	Week 13/Ladders 3/18/21	21-1	
2.	Male African American	20-1	Week 16/Phases 4/5/21	21-1	
3.	Male Caucasian	20-1	Week 16/Phases 4/5/21	21-1	
4.	Male Hispanic	20-1	Week 16/Phases 4/5/21	21-1	

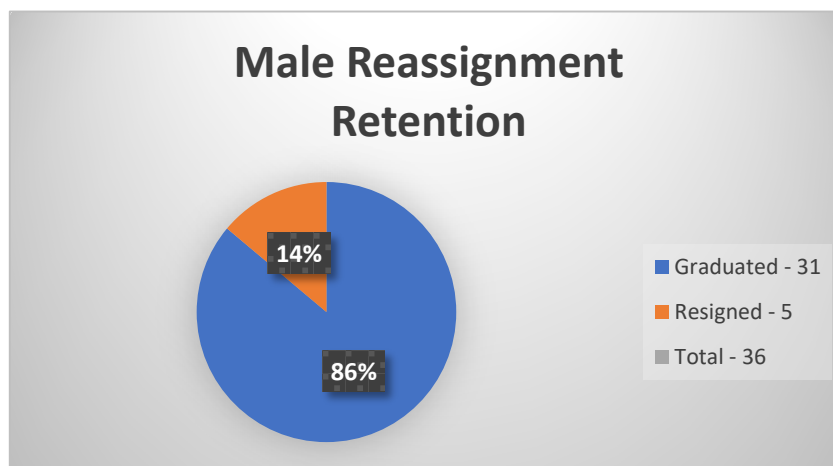
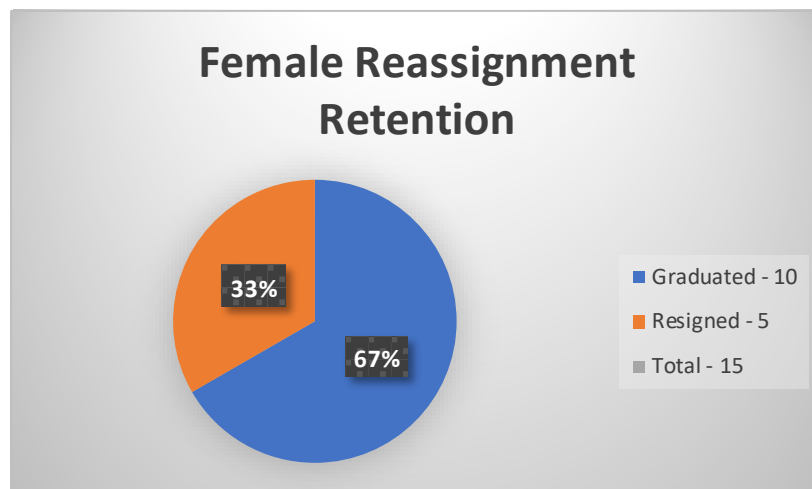
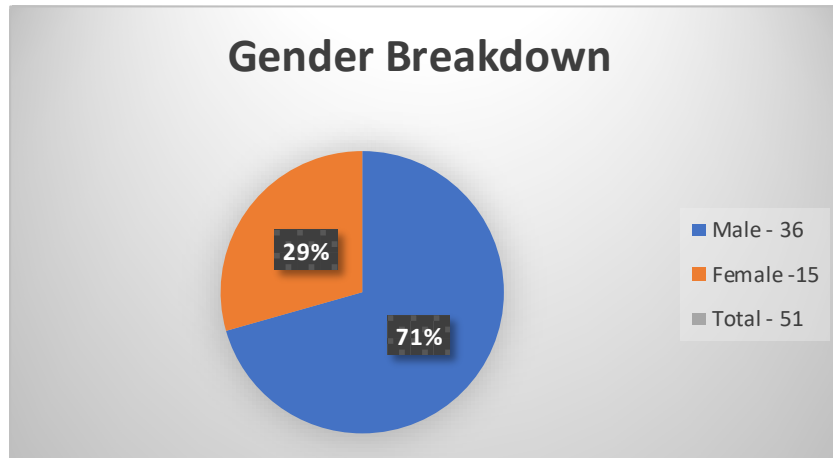
5.	Male Hispanic	20-1	Week 13/Ladders (3/18/21)	21-1	
6.	Male Hispanic	20-1	Week 12 Injured (3/9/21)	21-1	
7.	Male Caucasian	20-1	Week 13 Injured (3/18/21)	21-1	
8.	Male Asian	20-1	Week 12 Injured (3/11/21)	21-1	

In class 2020-1 there are 8 reassignments. Class 2021-1 is scheduled to begin on July 6, 2021. Graduation status is pending.

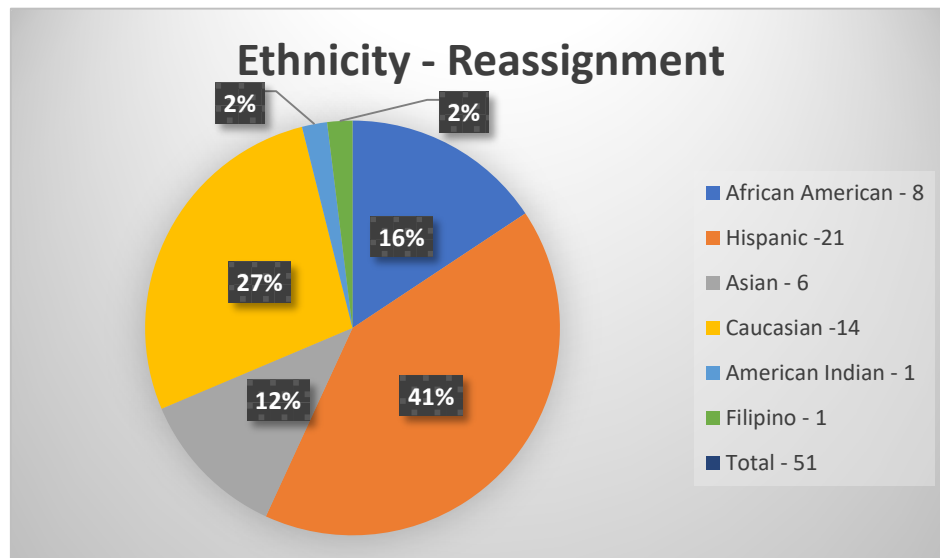
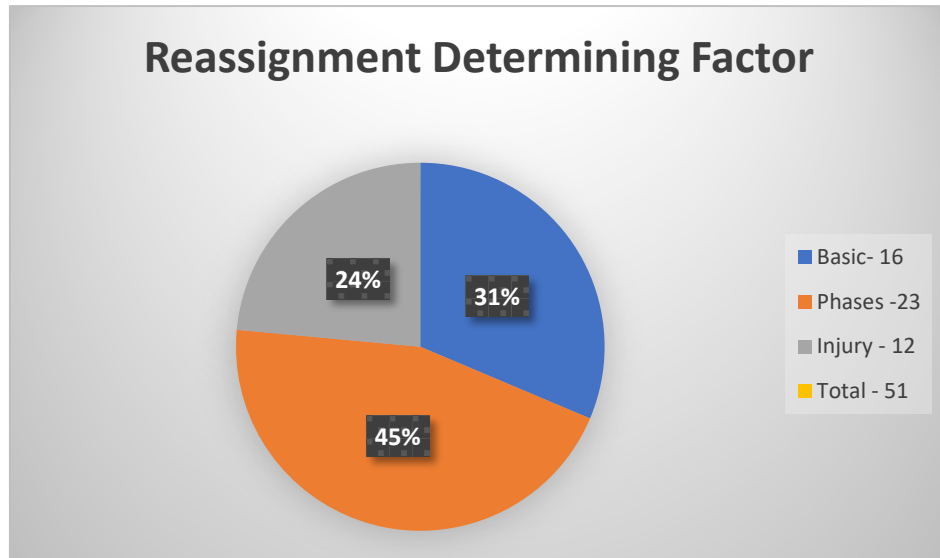
Overall Reassigned Graduation Classes 2018-1 to 2020-1 (6 Classes)	
Graduated	41
Resigned	10
Total	51



Reassigned Class 2018-1 to 2020-1 (six classes)



Reassigned Class 2018-1 to 2020-1 (six classes)



Non-Graduated Reassigns			
Gender Ethnicity	1 st Academy	Reason for Reassignment	2 nd Academy Disposition
Male Caucasian	18-1	Injured - Week 3	18-2 Basic (Week 10)
Male Caucasian	18-1	Injured - Week 3	18-3 LA Co. Sheriff Dept. (Week 4)

Female Hispanic	18-2	Phases - Week 13	18-3 Phase Evaluation (Week 14)
Female Asian	18-2	Injured - Week 13	19-1 Basic (Week 12)
Female African American	18-3	Basic - Week 13	19-1 Basic (Week 13)
Male Caucasian	18-3	Injured - Week 3	19-2 LA Co. Fire Dept. (Week 15)
Male Asian	18-3	Injured - Week 3	19-2 "not for me" (Week 1)
Female Filipino	19-1	Injured - Week 6	20-1 LA Co. Fire Dept. (Week 10)
Female Hispanic	19-2	Injured - Week 12	20-1 Phase Evaluation (Week 14)
Male Asian	19-2	Basic - Week 13	20-1 Basic (Week 13)

Of the 51 Recruit Firefighters who were reassigned into subsequent classes, 41 were successful and have graduated (80%). All 41 are either Probationary Firefighters or have completed their probation and are contributing members of the Department. Of the 10 Recruit Firefighters who did not graduate, four were performing at a satisfactory level and resigned their position on the Los Angeles City Fire Department to pursue employment with outside agencies. Six members resigned due to the inability to meet the established standard.

CONCLUSION

The Recruit Services Section supports the Department's Core Values, Vision, Mission and Operating Principles as outlined in the Strategic Plan. The Recruit Re-assignment Program has proved successful over many decades of LAFD history and supports Department Goals to improve retention of recruits and probationary firefighters.

Board report prepared by Recruit Services Section staff under the direction of Battalion Chief Steven A. Skelly.