



LOS ANGELES FIRE DEPARTMENT

RALPH M. TERRAZAS
FIRE CHIEF

September 1, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-080

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) RECRUIT TRAINING
ACADEMY PRACTICAL APPLICATION VALIDATION STUDY

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 Withdrawn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 Fire Department is providing a status update relative to the data pertaining to the Practical Application Validation Study (validation). This report is specific to the June 1, 2015 validation study and the disposition of recruit firefighters following the practical application phase evaluations since the validation (Class 2014-2 through Class 2020-1).

RECOMMENDATION

That the Board:
Receive and file this report.

DISCUSSION

In 2015, under the direction of Battalion Chief Richard Rideout, the Recruit Services Section (RSS) conducted a thorough validation of the Manipulative Operation Evaluations (Phases). There are three phases that simulate the requirements of an entry level firefighters' responsibilities at a working structure fire. Phase testing is conducted following the completion of basic hose and ladder evolutions (Basic). Phase evaluations are performed in full personal protective equipment and evaluates the recruit's performance of a series of fundamental skills, necessary to be a safe and effective entry-level firefighter. Each phase is designed to simulate a realistic scenario that a probationary firefighter could encounter on their first day in their field assignments.

Recruits are given time to practice the skills prior to the exam and the wellness program leading up to the phases is tailored to give each recruit the best chances of success. Each recruit is given two chances to pass the exams with 70% accuracy. If a recruit is not successful in one of the three phases the recruit will normally be given the opportunity to continue training in a subsequent academy.

Recruit Firefighters must demonstrate proficiency in sequential order:

Phase 1: Light Force Ventilation-Center Hallway

- Donn Personal Protective Equipment (PPE)
- Raising a 35' extension ladder (Base Member)
- Raising a 20' straight ladder
- Climb extended aerial ladder to top of the Drill Tower
- Donn Self-Contained Breathing Apparatus (SCBA) facepiece (go on air)
- Sound roof prop
- Ventilation-start chainsaw and complete head cut (simulate saw failure)
- Complete final three cuts with axe

Phase 2: Engine Drop Bag-1 3/4" Line

- Donn PPE
- Lay-A-Line
- Raise a 20' extension ladder
- Drop bag 150' of 1 3/4" hose (flake hose and call for water)
- Donn SCBA facepiece (go on air)
- 1 3/4" hose advancement 50' flowing water

Phase 3: 800 Rescue Operation

- Donn PPE
- Hand lay 150' of 4" hose
- Raise 20' straight ladder
- Raise 24' straight ladder (top member)
- Start rotary saw and complete two cuts (simulating bars on windows)

On June 1, 2015, the results of the validation study were published. The LAFD conducted the study using a gender, ethnic and an age diverse population of LAFD members to physically participate in each manipulative evaluation. Following the phases, each member took an extensive survey to validate each task within each phase exam. Members who participated in the study range from one year to over 16 years of job seniority. The results of the survey overwhelmingly indicated that in fact, the phases have a very strong correlation to the physical expectations of a firefighter.

ANALYSIS

Analysis of this data includes a total of 35 recruits that were not successful with phases on their first attempt since the phases were validated in 2015 (Class 2014-2 through 2020-1). The LAFD has successfully graduated 952 recruit firefighters since the validation. Since validation, 29 recruit firefighters were unsuccessful with one of the phases and were reassigned into a subsequent academy class of which 26 have graduated. Three (3) are in the current class (21-1) pending graduation (12/2/21). There have been six (6) recruit firefighters that were unsuccessful with phases and did not graduate from the academy.

Name	Class	P1	P2	P3	Class	P1	P2	P3	Disposition
Male/Asian	15-4	P	P	F	15-5	P	P	P	Graduated
Male/Hispanic	15-6	F	P	P	16-1	P	P	P	Graduated
Male/Hispanic	16-2	P	F	P	16-3	P	P	P	Graduated
Male/Hispanic	16-2	P	F	P	16-3	P	P	P	Graduated
Female/Caucasian	16-4	P	P	F	17-1	P	P	P	Graduated
Male/Black	16-4	P	F	P	17-1	P	P	P	Graduated
Female/Caucasian	17-1	P	P	F	17-2	P	P	P	Graduated
Female/Caucasian	17-2	F	P	P	18-1	P	P	P	Graduated
Female/Caucasian	17-3	P	F	P	18-1	P	P	P	Graduated
Female/Black	17-3	F	P	P	18-2	P	P	P	Graduated
Female/Caucasian	17-3	F	P	P	18-1	P	P	P	Graduated
Male/Caucasian	18-1	P	F	P	18-2	P	P	P	Graduated
Female/Caucasian	18-1	P	P	F	18-2	P	P	P	Graduated
Male/Asian	18-1	F	P	P	18-2	P	P	P	Graduated
Male/Caucasian	18-1	P	F	P	18-2	P	P	P	Graduated
Male/Hispanic	18-1	P	F	P	18-2	P	P	P	Graduated
Male/Black	18-2	P	F	P	18-3	P	P	P	Graduated
Male/Black	18-2	F	P	P	18-3	P	P	P	Graduated
Female/Hispanic	18-2	F	P	P	18-3	P	P	P	Graduated
Male/Hispanic	18-3	F	P	P	19-1	P	P	P	Graduated
Female/Black	18-3	P	P	F	19-1	P	P	P	Graduated
Male/Hispanic	19-1	F	P	P	19-2	P	P	P	Graduated
Male/Asian	19-1	F	P	P	19-2	P	P	P	Graduated
Female/Caucasian	19-1	P	F	P	19-2	P	P	P	Graduated
Female/Hispanic	19-2	P	F	P	20-1	P	P	P	Graduated
Male/Hispanic	19-2	F	P	P	20-1	P	P	P	Graduated
Male/Black	20-1	F	P	P	21-1				Pending
Male/Caucasian	20-1	F	P	P	21-1				Pending
Male/Hispanic	20-1	P	F	P	21-1				Pending

Since validation, there have been six (6) recruit firefighters that were unsuccessful with phases and did not graduate from the academy.

Name	Class	P1	P2	P3	Class	P1	P2	P3	Disposition
Female/Caucasian	14-2	F	F	N/A					Resigned
Male/Caucasian	14-2	F	F	N/A					Resigned
Male/Hispanic	14-2	F	F	N/A					Resigned
Male/Hispanic	15-3	P	F	P	15-4	P	P	F	Resigned
Female/Hispanic	18-2	N/A	N/A	N/A	18-3	F	N/A	N/A	Resigned*
Female/Hispanic	19-2	N/A	N/A	N/A	20-1	F	N/A	N/A	Resigned*

*Injured in first academy and did not participate in phase evaluations.

Overall, there have been 958 recruit firefighters that have participated in validated manipulative phase evaluations, of which 99.4% (952 graduates) have successfully graduated and are proud contributing members of the LAFD.

CONCLUSION

The Practical Application Validation Study supports the Department's vision to be a metric driven world leader in the fire service and to position the Department for the future. The Recruit Services Section will continue to support the Department's goals to identify methods and adopt recommendations to improve retention of recruit and probationary firefighters.

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