



RALPH M. TERRAZAS
FIRE CHIEF

October 4, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-094

TO: Board of Fire Commissioners

FROM: *FOR MR* Ralph M. Terrazas, Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) RECRUIT AND
PROBATIONARY FIREFIGHTER SURVEY-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 Withdrawn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 requested by the LAFD Board of Fire Commissioners (Commission), the Fire Department is providing a status update relative to the development and implementation of Probationary Firefighter Surveys.

This report is prepared in compliance with that direction and is provided as a progress report on the project.

RECOMMENDATION

That the Board:
Receive and file this report.

DISCUSSION

On May 18, 2021, the Commission asked for a report on Recruit and Probationary Firefighter surveys. The Recruit Services Section (RSS) in cooperation with United Firefighters of Los Angeles City (UFLAC), has been developing and delivering Recruit and Probationary surveys to ensure fair and equitable treatment and training is provided to our Recruit Firefighters through their probationary tenure.

As the previous versions of the Recruit and Probationary Firefighter surveys were reviewed for content and objectives, it became apparent that the existing surveys were missing the analytical ability to truly assess and track objective metrics needed for our current and future needs.

In reviewing the recent Employee Engagement Survey during the Organizational and Training Assessment, it was discovered that having a third-party professional contracted vendor to provide input and guidance, would be a more productive methodology for conducting and analyzing these surveys for the LAFD.

Therefore, the RSS is currently looking at options for developing professional surveys with the objective of using criteria that the LAFD can use to assess our successes and aid in developing plans for improvement.

CONCLUSION

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 Steven Skelly, Battalion Chief, Recruit Services Section.