



LOS ANGELES FIRE DEPARTMENT

RALPH M. TERRAZAS
FIRE CHIEF

October 18, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-102

TO: Board of Fire Commissioners

FROM: *RMT* Ralph M. Terrazas, Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT ANTICIPATED VACANCIES

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 Withdrawn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 Los Angeles Fire Department (LAFD) Board of Fire Commissioners (Commission), the Fire Department is providing a status update relative to the anticipated vacancies. The LAFD is currently in extreme staffing shortages and preparing for a record high attrition in the fiscal year 2023/2024. The Training and Support Bureau (TSB) has developed a plan to develop, train and sustain the next generation of firefighters and leaders in the fire service.

RECOMMENDATION

That the Board:
Receive and file this report

DISCUSSION

Extensive efforts have been established to support of the LAFD Strategic Plan Goal # 5: Increase Opportunities for Personal Growth and Professional Development, Strategy 2: Develop specialty and skill specific training opportunities for personal and professional growth, and Strategy 3: Develop Fire Officer Operational Development Training.

Attachments:

- #1 Revised Promotional Timelines BOFC # 20-019
- #2 LAFD Public Service University Center and LAFD Training Institute BOFC # 21-101
- #3 LAFD Training Academy Schedule Dated 092421
- #4 LAFD Battalion Chief Mentorship Program Dated 032921
- #5 LAFD Planning Section Field Staffing Projections Dated 083121
- #6 Quarterly Fire Department Diversity Report BOFC 21-072
- #7 Paramedic Vacancy Projections BOFC 21-039

In early 2018, the LAFD developed a plan to prepare for a record high attrition rate in the Fiscal Year 2023/2024. In doing so, four areas were prioritized in order to ensure an LAFD succession plan and Leadership Development. The plan consisted of:

- 1) Revising the Promotional Timelines
- 2) Developed and implemented both the Public Service University (PSU) Center and the LAFD Training Institute (LAFD TI).
- 3) Establish the most effective Recruit Training Academy Schedule
- 4) Develop a formalized LAFD Mentorship Program

Promotional Timelines

By deliberately realigning the promotional examination timelines, the LAFD will have the ability to coordinate the examination process and implement a testing cycle based upon the Deferred Retirement Option Plan (DROP) retirement timeline. This will provide predictability and increase opportunities for LAFD members to develop towards the responsibilities of their new sought-after position through the LAFD Training Institute Academies, Preparation Programs and Mentorship opportunities. (See attachment #1 Revised Promotional Examination Timelines BOFC # 20-019).

PSU and LAFD TI

In 2018, the LAFD implemented both the PSU Center and the LAFD Training Institute. These efforts between the two pathways allow the members to develop their personal and professional development holistically through formal education and rank specific knowledge, skills and ability in accordance to the Job Performance Requirements (JPR) in the National Fire Protection Association (NFPA) 1001 Standard for Firefighter Professional Qualifications. These pathways will provide all members the opportunities to gain the knowledge skill and abilities in their career development. (See attachment #2 Public Service University Center and LAFD Training Institute)

Recruit Training Academy

In August of 2021, the LAFD approved a new Pipeline Recruit Training Academy schedule that will allow for more hires per fiscal year while using half the staff then traditionally opening two standalone Recruit Training Academies (Fire Academy 81 and Fire Academy 40). The new Pipeline Recruit Training Academy will provide the Basic Academy (Weeks 1-14) at Fire Academy 81 and the moving the recruits to Fire Academy 40 for the remainder of their Practical Application and scenario-based training.

Traditionally there is a high success rate in the Practical Application (weeks 15-22) of the academy therefore ensuring a higher number of graduates then the traditional standalone Fire Academy 40. While the recruits relocate to Fire Academy 40, a new Recruit Training class of new hires will begin at Fire Academy 81. (See attachment # 3 Training Academy Schedule 092421).

Mentorship

In February of 2021, the LAFD implemented our first Battalion Chief Mentorship Program with our newly promoted Battalion Chiefs. (See attachment # 4 LAFD Battalion Chief Mentorship Program dated 032921). It is projected to formalize a mentorship program with all ranks pending budgetary hours available.

CONCLUSION

The LAFD has anticipated the record high attrition in FY 2023/2024 and has developed a plan to train and sustain the next generation of firefighters and leaders in the fire service. These pathways will ensure all members have a fair and equitable opportunity for their professional development and to gain the requisite knowledge in the LAFD.

Board Report prepared by Steve Hissong, Assistant Chief, Training Division.

Attachments

March 17, 2020

LOS ANGELES FIRE DEPARTMENT



1

RALPH M. TERRAZAS
FIRE CHIEF

February 13, 2020

BOARD OF FIRE COMMISSIONERS
FILE NO. 20-019

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: REVISED PROMOTIONAL EXAMINATION TIMELINES

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 Fiscal Year (FY) 15/16, the Los Angeles City Fire Department (LAFD) experienced a record high attrition rate. As a result, numerous staffing shortages were created along with a significant increase in overtime. Currently, the Department has developed a strategy to anticipate and address attrition through adequately timed promotional examinations in the future. The LAFD's A Safer City 2.0 Strategic Plan includes Goal 5: Increase opportunities for personal growth and professional development. In fulfilling this goal, the LAFD will also equip and prepare members for promotional opportunities made available by the approaching FY 22/23 and 23/24 record high attrition rates.

RECOMMENDATION

That the Board:
Approve the report.

DISCUSSION

In FY 15/16, the LAFD faced record-high Deferred Retirement Option Plan (DROP) exits which resulted in significant staffing shortages. The impact of the staffing issue was further exacerbated by record-high promotions and increased overtime. Subsequently, the Department conducted promotional examinations more frequently which produced examination timelines with concurrent expiration dates. The unintended outcome for the LAFD and the Personnel Department includes the challenge to prepare for and conduct multiple promotional examination processes in rapid succession.

By deliberately realigning the promotional examination timelines, the LAFD will have the ability to coordinate the examination processes and implement a testing cycle based upon the DROP retirement timeline. This will provide predictability and increase opportunities for LAFD members to develop towards the responsibilities of their new sought after positions through the LAFD Training Institute Academies, Preparation Programs and Mentorship opportunities.

Board of Fire Commissioners
Page 2

The chart below indicates how coordinating the dates of the promotional lists will allow the new Established Dates to begin closest to the period with the highest rate of attrition, which would be FY 23/24.

Current Promotional List FY 18/20			FY 20/22		FY 22/24		FY 24/26	
Positions	Current List Established	Expiration Date	Projected Established Date	Expiration Date	Projected Established Date	Expiration Date	Projected Established Date	Expiration Date
Engineer	07/2017	07/2019	07/2019	07/2021	07/2021	07/2023	07/2023	07/2025
Apparatus Operator	12/2017	12/2019	*07/2020	07/2022	07/2022	07/2024	07/2024	07/2026
Captain I	12/2018	12/2020	*05/2021	05/2023	05/2023	05/2025	05/2025	05/2027
Captain II	11/2018	11/2020	*07/2021	07/2023	07/2023	07/2025	07/2025	07/2027
Battalion Chief	09/2018	09/2020	*11/2020	11/2022	11/2022	11/2024	11/2024	11/2026
Assistant Chief	06/2018	06/2020	06/2020	06/2022	06/2022	06/2024	06/2024	06/2026

Note: *Denotes the Established Date adjustments to prepare for the projected attrition of FY 23/24.

In FY 14/15 and FY 15/16, the promotional lists incorporated both fiscal years causing record-high promotional lists. In anticipation for the high attrition in FY 22/23 and FY 23/24, the LAFD will coordinate promotional examinations by changing the testing cycle which will balance the promotional rate and allow for more refined planning methods to guide and assist newly promoted rated members, frontline supervisors and leaders.

FISCAL YEAR	DROP ATTRITION
14/15	123
15/16	180
16/17	77
17/18	69
18/19	91
19/20	93
20/21	79
21/22	68
22/23	135
23/24	184

The chart to the right indicates that the attrition rates after the record-high years will drop tremendously allowing for stabilization. The remaining promotional examination timelines (e.g. Inspector I, Inspector II, etc.) will remain unaffected. Promotional examinations for specialty positions (e.g. Helicopter Pilot, Fireboat Mate) will be scheduled based on LAFD needs. This alignment of promotional examination dates have been developed and discussed in collaboration with the Personnel Services Section and the LAFD Command Staff.

CONCLUSION

It is understood that Fiscal Years 22/23 and 23/24 will have record-high attrition rates for all ranks. The LAFD has anticipated this issue and developed a succession plan in alignment with the projected retirements through utilization of the DROP metrics. These efforts will ensure balanced promotional lists and successful advancement of newly appointed members.

Board report prepared by Steve Hissong, Assistant Chief, Training Division.



#2

RALPH M. TERRAZAS
FIRE CHIEF

October 12, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO.

TO: Board of Fire Commissioners

FROM: Ralph M. Terrazas, Fire Chief

SUBJECT: PUBLIC SERVICE UNIVERSITY (PSU) CENTER AND LAFD TRAINING
INSTITUTE

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 Los Angeles Fire Department (LAFD) Board of Fire Commissioners (Commission), the Fire Department is providing a status update relative to the development and implementation of the Public Service University (PSU) Center and the Los Angeles Fire Department Training Institute (LAFD TI). The purpose of the PSU Center was to provide guidance and direction to all members within the LAFD in their personal educational goals. The purpose of the LAFD TI is to provide task and rank specific knowledge, skills and abilities.

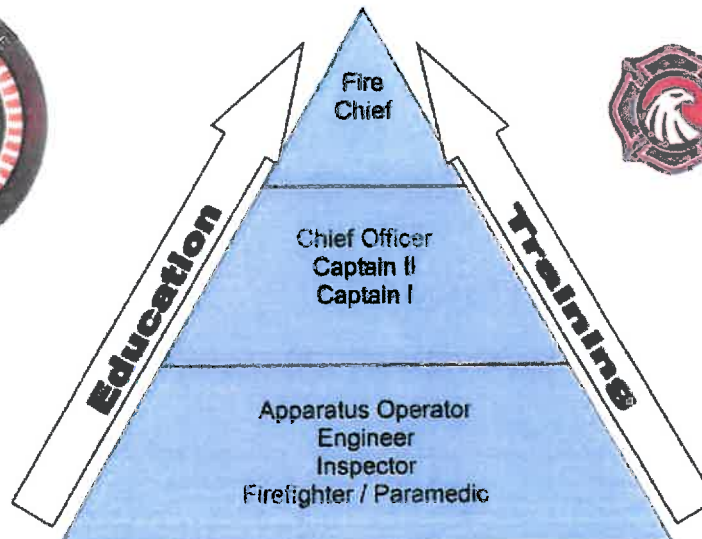
RECOMMENDATION

That the Board:
Receive and file this report

DISCUSSION

In early 2018 the LAFD implemented both the PSU Center and the LAFD Training Institute in support of the LAFD Strategic Plan Goal # 5: Increase Opportunities for Personal Growth and Professional Development, Strategy 2: Develop specialty and skill specific training opportunities for personal and professional growth, and Strategy 3: Develop Fire Officer Operational Development Training.

These efforts between the two pathways allow the members to develop their personal and professional development holistically through formal education and rank specific knowledge, skills and ability in accordance to the Job Performance Requirements (JPR) in the National Fire Protection Association (NFPA) 1001 Standard for Firefighter Professional Qualifications. These pathways will provide all members the opportunities to gain the knowledge skill and abilities in their career development.



Public Service University Center

The PSU Center was established within the LAFD however, it is not a physical location with staffing. It is comprised of several LAFD sworn and civilian members that have surveyed the membership to collect data and implement a web-based site on the LAFD Portal that provides information and guidance to members seeking their personal educational goals. The PSU Center has developed a relationship with numerous colleges/universities however, a direct relationship with three college/universities to personally assist our members in evaluating their current transcripts and determine a path that best meets their goals. This consist of:

- East Los Angeles College (ELAC) – Associates Degree – Fire Science
- LaVerne University – Undergraduate – Organizational Leadership
- University of Los Angeles (USC) – Executive Master of Leadership

The partnership with LAFD and ELAC provide all our Recruits in the Fire Academy 19 ½ Units towards an A/S degree in Fire Science, if they do not already have a degree.

As per the Commission request, the LAFD Recruit Educational Profile since Class 13-1 through 20-1.

Associate	Bachelor	Master	Paramedic	Military	College Athletes
265	275	35	223	53	193
29%	30%	4%	25%	7%	21%

Note: No educational data was available for classes 14-2, 15-1, 15-2 therefore their graduation number was extracted. Data is based from classes that reported their Educational Level generated from the total graduates of 900.

Since 2018, the LAFD have provided several Educational Fairs and invited numerous Colleges and Universities to Frank Hotchkin Memorial Training Center (FHMTTC). These fairs have been extremely successful and provided over 120 sworn and civilian members opportunities to meet with colleges/universities to discuss what would be the best path for each individual.

Due to COVID-19 we have been unable to provide these in-person Educational Fairs however; the PSU Center has continued to post educational opportunities on the LAFD Portal.

The LAFD Portal has several options that assist our members in the most conducive path to reach their personal educational goals. See link: <https://www.lafd.org/psu-center>



PUBLIC SERVICE UNIVERSITY CENTER

The Public Service University provides academic advisory, school and degree recommendations, and offers direction as the member pursues higher education. Additionally, course recommendations offered through the National Fire Academy (NFA) and the Federal Emergency Management Agency (FEMA) can be found by clicking the links.



ASSOCIATE



BACHELOR'S



MASTER'S



DOCTORAL



NFA



FEMA



REGIONAL VS NATIONAL
ACCREDITATION



PUBLIC SERVICE UNIVERSITY
CENTER CONTACTS



SELF ASSESSMENT WORKSHEET

LAFD Training Institute

The LAFD TI have implemented numerous rank specific training courses for our members just off probation throughout a member's tenure, ie. Driver Operator Courses such as State Fire Training (SFT) Driver Operator 1A and 1B, Fire Officer Development LAFD Leadership Academy and Chief Officer Strike Team Leader courses.

We are currently in the process of approving contract vendors through a three-year Request for Proposal (RFP) that will facilitate over forty courses in SFT, National Wildfire Coordinating Group (NWCG) and Officer Leadership Development courses.

These courses will be in alignment with the Revised Promotional Examination Timeline that was approved by the Board of Fire Commission dated, February 13, 2020. This will ensure that the LAFD will be able to keep up with the demand of the record number of retirements in the fiscal year 2023/24.

Below demonstrates the LAFD Portal website designed to create a roadmap and simplify their career path for each member in the knowledge, skills and abilities for the promotional process.



CONCLUSION

The LAFD has provided two pathways to provide our members the personal and professional growth holistically through formal education and rank specific knowledge, skills and ability. These pathways will provide all members fair and equitable professional development opportunities to gain the requisite knowledge for their career development.

Board Report prepared by Steve Hissong, Assistant Chief, Training Division

Los Angeles *City* Fire Department

TRAINING ACADEMY SCHEDULE – NEW CLASS (22 WEEKS ACADEMY) FISCAL YEAR 2021/22

FY 2021 - 2022							
Drill Tower Location	Class #	Family Orientation	Academy Start Date	Graduation	To Field	Projected # of Recruits	Projected Graduates*
DT 81	21-1	06/15/21	07/06/21	11/19/21***	11/21/21	60	48
DT 81	21-2**	10/13/21	10/25/21	03/24/22	03/27/22	45	36
DT 81	21-3	12/14/21	01/03/22	06/02/22	06/05/22	60	48
DT 81	21-4	04/11/22	04/25/22	09/22/22	09/25/22	60	48
					Total	225	180

NOTE: * 80% Retention Rate Projected
 ** Additional Recruit Class (Approved for FY 2021-22)
 *** Graduation date "Friday" (New date)

Schedule subject to change

LAFD Battalion Chief Mentorship (Pilot) Program

2021

#4



Los Angeles Fire Department
Battalion Chief Mentorship Program

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LAFD Battalion Chief Mentorship (Pilot) Program

The objective of the LAFD Battalion Chief Mentorship (Pilot) Program is to develop the member into an Executive Level Command Staff position with a smooth transition from a Fire Station Command to the Battalion Level Command.

Formal Mentoring

Mentoring is an invaluable tool for everyone, the LAFD particularly views it has an essential benefit and a means to build confidence, enhance skills and set achievable career goals for all members.

The formal mentoring process can enhance the following:

- Create a learning and knowledge sharing culture
- Promote personal and professional development
- Reduce cost of training
- Decrease stress and anxiety
- Increase job satisfaction
- Completes the full circle learning cycle

Finally, formal mentoring helps achieve managing talent and furthers the Department's goals such as succession planning and ensuring solid leadership development.

The LAFD Battalion Chief Mentorship Program is developed to follow recommended courses offered in the LAFD Training Institute curriculum for the Battalion Chief Academy. This will include the Chief Fire Officer CA State Fire Training (SFT) Certification.

Required:

2020 Associate Degree or CSFT Chief Fire Officer

2022 Bachelor's Degree

Recommended Courses:

Crew Boss / Single Resource Required Training

- S-215 Fire Operations Wildland/Urban Interface
- S-219 Firing Operations / CA 219 Firing Operations
- S-230 Crew Boss (Single Resource)
- S-231 Engine Boss (Single Resource)
- S-290 Intermediate Wildland Fire Behavior

ICT 4

- S- 200 Initial Attack Incident Commander

LAFD Battalion Chief Mentorship (Pilot) Program

TFLD / STEN Required Training

- ICS 300 Intermediate ICS for Expanding Incidents (or)
- NWCG S-300 Extended Attack Incident Commander
- ICS 400 Advanced ICS for Complex Incidents
- IS 800 National Response Framework
- S-270 Basic Air Operations
- AH-330 All Hazard Task Force / Strike Team Leader
- S 404 Safety Officer

LAFD Battalion Chief Mentorship (Pilot) Program

This pilot program will consist of a two week, 80 hour detail intended to replace the Battalion Chief (BC) CORE program. It will include a ride-along in all four (4) Bureaus, which will allow the candidate to observe different BC Mentors perform their daily routine and time to discuss operational and administrative expectations. The Acting Ride-Along shift will be with one of the aforementioned BC Mentors to provide one shift of observation and the next shift allows the participant to demonstrate their performance as an Acting BC.

The Mentorship program will be a 4/10 schedule for 80 hours per candidate. There will be a cost savings for members on administrative duty schedules. All successful members on the promotional list will attend the Day 1 class. Members will either be detailed on duty or paid on a day off. The remainder of the program will be attended up to 8 candidates at a time (based on bands).

- Phase 1 - (1) 10 hour classroom orientation including expectations of Fire Chief, Chief Deputies, Geographic Bureau Deputies and ACs from Administrative Assignments
- Phase 2 - (4) 10 hour AM observation ride-along in different Bureaus (0630 – 1630 hours)
- Phase 3 - (1) 10 hour Green Cell Training
- Phase 4 - (1) 10 hour Acting shift
- Phase 5 - Group led discussion, after action review of ride-along and evaluation of program

Terminal Objectives

At the end of the LAFD BC Mentorship Program, a member will be able to satisfactorily demonstrate preparedness for the entry level Battalion Chief Position.

Enabling Objectives

Review leadership expectations that provide the foundation of the Administrative Skills, Emergency Operations, District Awareness, Personnel Management, Bureau Commanders' Expectations and Leaders Intent for an Entry Level Battalion Chief:

Day 1 10 hour orientation session with presentations by:

- Fire Chief
- Emergency Ops
- Administration Ops
- Geographic Bureau Commanders
- COS / Govt. Affairs and Social Media Director
- Administrative Assignments - Assistant Chiefs

LAFD Battalion Chief Mentorship (Pilot) Program

Day 2 Ride-Along - Administrative Skills / Emergency Operations

Day 3 Ride-Along - District Awareness / Emergency Operations

Day 4 Ride-Along - Personnel Management / Emergency Operations

Day 5 Ride-Along - Emergency Operations

Day 6 Green Cell Training at FHMTTC for all candidates

Day 7 Ride-Along – Supervised Acting BC opportunity

Day 8 Final Class –10 hour class of student led discussion, AAR and evaluation of pilot program

Example Shifts

A	B	C	A	C	A	B
2/28	3/1	3/2	3/3	3/4	3/5	3/6
	Orientation	Admin	District	Personnel		
A	B	C	B	C	A	C
3/7	3/8	3/9	3/10	3/11	3/12	3/13
	Emergency Ops	Green Cell	Acting	AAR Final		

Day 1 Classroom

BC Mentorship Orientation Class

- Fire Chief
- Administrative Operations Chief Deputy
- Emergency Operations Chief Deputy
- 4 Geo Bureaus Deputy Chief Discussion Panel
- COS / Govt. Affairs and Social Media Director
 - Political / Governmental / Council Offices Influence and Engagement
 - Outreach and Relationship with Council Office
 - Neighborhood councils
 - Stakeholder groups
- Administrative Assignments - Assistant Chief Discussion Panel
 - Expectations
 - Projects

LAFD Battalion Chief Mentorship (Pilot) Program

The following topics should be covered during each ride-along experience. The bulleted items are recommended (but not limited to) topics within each subject that should be discussed.

Day 2 Ride-Along

Administrative Skills / Emergency Operations

1. Daily Routine
 - Relief and morning routine
 - Relief coordination and communication
 - Prioritization of daily duties
 - Communication with Captains
 - Use of technology
 - Email
 - Text
 - Calendar
 - Google Meet, Zoom
 - iPad
2. Staffing / Hiring Considerations
 - Details
 - Closing resources
 - Members FE on Assign Hires
 - EIT staffing functions
 - Communications with Central Staffing (CM22)
3. Fire Station Visitations
 - Discussions
 - Observations
 - Line-up with crews
 - Training
4. Battalion Inspections
 - Scheduling and support
 - PPE's
 - Apparatus
 - Quarters
5. Captain Meetings
 - Scheduling and Staffing
 - Agenda
 - Discussion
 - Training

LAFD Battalion Chief Mentorship (Pilot) Program

6. Report Writing Expectations and completion Timelines

- Generated from Battalion Office
- Approving from Fire Station Level
- Email
- Monthly reports
- Mail routing

7. Training Schedule and Expectations

- F-957 review
- Observation of weekend drills
- Organizing Battalion drills
- Certification processes
- AAR's

8. FireStat

- Expectations of Bureau Commanders
- Preparation
- Presentation

9. Project Management

- How to organize and manage a project.

Emergency Operations

10. Apparatus Orientation

- Equipment
- Front cab operations
- Back operations
- Radio setup

11. EIT Operations

- Emergency duties and responsibilities
- Command Team operations
- Training

LAFD Battalion Chief Mentorship (Pilot) Program

Day 3 Ride-Along

District Awareness

12. Fire Prevention
 - Overcrowding procedure
 - Monitoring Fire Station performance
13. Community Involvement
 - Outreach
 - Key Stakeholders
 - Types of events
 - Resources to assist
14. Public Safety and Allied Agency Relationships
 - LAPD outreach
 - Neighboring Fire/Police Agencies
 - Outreach to neighboring LAFD Battalions
15. Use of Volunteers
 - CERT
 - Red Cross
 - MySafe LA
16. District Target Hazards and New Developments
 - Identified by Station Commanders
 - Pre-fire plan
 - Collaboration with FPB

Emergency Operations

17. Operational Risk Management
 - Profiles
 - Modes
 - 360-degree size ups
18. Incident Management -
 - Re Stat/Sit Stat on F-666
 - Division/Group Supervisor Responsibilities
 - Mutual Aid and Automatic Aid Responses
19. Nighttime Responses
 - BC Phone, Buzzer, EIT Notification

LAFD Battalion Chief Mentorship (Pilot) Program

Day 4 Ride-Along

Personnel Management

20. EIT Selection

- What characteristics to look for
- Selection process
 - Advertising
 - Interviewing
 - Selection letter
- Training

21. Personnel Evaluations and Expectations

- Reviewing and Approving Evals
- Standards for Satisfactory, Excellent, and Outstanding
- Documenting successes and challenges throughout the period
- Executive Appraisal Introduction

22. Personnel Issues

- Substance Abuse
- Progressive discipline
- Counselling

23. Behavioral Health

- Process
- Contacts
- Experiences
- Follow-up

24. Grievances

- Procedures

25. Accident Investigations

- Gathering Facts
- FFBOR
- BASY
- Pictures of Scene

26. CTS Complaints

- Use of the system
- Resources
- FFBOR

27. Performance Improvement Plans

- Templates
- Process and delivery
- Follow-up

LAFD Battalion Chief Mentorship (Pilot) Program

- 28. Work Environment
 - DPPH and EEO
 - BC's role
- 29. Conflict Management
 - Resources
 - Experiences
- 30. Probationary Firefighters
 - Evaluation
 - Work environment
 - Socialization
- 31. Mentorship / Professional Development
 - Member development
 - Upward mobility
 - BC Acting Certification

Emergency Operations

- 32. Mayday Operations
 - Emergency tone activation
 - Script
 - Working with EIT
 - Front cab vs. Back
 - When Ops is established
 - CAR and PAR techniques
 - SIRT investigation considerations
- 33. Escalating Incidents (Greater/Major)
 - Preparing for AC's arrival
 - Transitioning to OPS
 - Expanded F-666
 - Rehab, Relief Companies
 - Utilization of additional BC's
 - Unified Command

LAFD Battalion Chief Mentorship (Pilot) Program

Day 5 Ride-Along

Emergency Operations

- 34. Incident Organization/Strategy and Tactics
 - Commercial Fire
 - High Rise
 - Center Hall
 - MCI
 - Active Shooter
 - Swiftwater
 - Metro Rail
 - Tech Rescue
 - Brush
- 35. Battalion Assignments
 - Command Post Check in
 - Situational Awareness
 - Incident Assignments
- 36. After Action Reports, Significant Incident Notifications
 - On-scene AARs
 - Written AARs
 - Significant Incident Notifications
- 37. Event Action Plans
 - Templates
 - Resources
 - When appropriate
- 38. Wildland Operations
 - MTZ Operations
 - Communications Plans
- 39. Strike Team Leader Expectations
- 40. Use of specialized equipment
- 41. Resilience
 - SAFE Card issuance
 - Notifications
 - Resources
 - Homeless outreach
 - Council District
 - Building and Safety

LAFD Battalion Chief Mentorship (Pilot) Program

Day 6 Classroom

Green Cell Training

- Type 3 and 2 Incidents
- Escalating Incidents (Greater / Major Emergency)
- Wildland – Mutual Aid
- Mayday Operations
- Safety Officer Responsibilities
- Division / Group Supervisors Responsibility
- Transitioning and Ops responsibilities with incoming AC

Day 7 Ride-Along

Supervised Acting BC Opportunity

Provide a feedback report to the candidate

Day 8 Classroom

Student led discussion, AAR and Evaluation of Pilot Program

Additional Recommended Coursework for Professional Development

LAFD Leadership Academy

SFT Chief Officer Certification

Chief Fire Officer 3A - Human Resource Management

Chief Fire Officer 3B - Budget & Fiscal Responsibilities

Chief Fire Officer 3C - General Administration

Chief Fire Officer 3D - Command of Expanding All-Hazard Incidents (2019)

USFA - National Fire Academy – Executive Fire Officer (EFO) Program

STEN Trainee Coursework

FIRESCOPE Cal OES Orientation

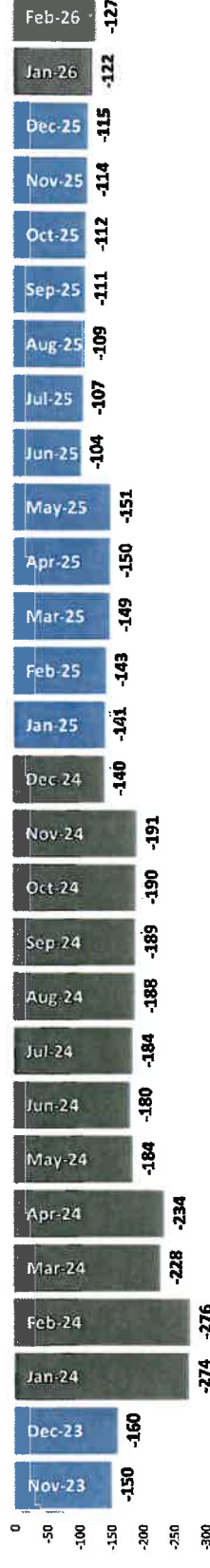
Attend a Battalion FireStat Inspection Meeting

LOS ANGELES CITY FIRE DEPARTMENT

FIELD STAFFING PROJECTIONS AS OF AUGUST 31, 2021



	FY 21-22 / (4) DT PIPELINE												FY 22-23 / (4) DT PIPELINE												FY 23-24 / (4) DT PIPELINE													
	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23										
STAFFING	-320	-324	-335	-341	-342	-291	-302	-313	-284	-292	-298	-253	-282	-292	-244	-249	-254	-203	-212	-241	-205	-224	-227	-184	-198	-206	-171	-187										
DROP	5	3	4	2	0	0	-10	-10	-6	-7	-5	-6	-28	-9	-3	-4	-4	0	-8	-28	-15	-18	-2	-8	-13	-7	-16	-15										
Separations	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1										
Position Changes																																						
Drill Tower									36			52						52			52			52														
TOTAL CHANGE	-6	4	-11	-6	-1	51	-11	-11	29	-8	-6	45	-29	-10	48	-5	5	51	-9	29	36	-19	-3	43	-14	-8	35	-16										



-450

FY 23-24 / (4) DT PIPELINE

Nov-23

Dec-23

Jan-24

Feb-24

Mar-24

Apr-24

May-24

Jun-24

Jul-24

Aug-24

Sep-24

Oct-24

Nov-24

Dec-24

Jan-25

Feb-25

Mar-25

Apr-25

May-25

Jun-25

Jul-25

Aug-25

Sep-25

Oct-25

Nov-25

Dec-25

Jan-26

Feb-26

STAFFING

DROP

Separations

Position Changes

Drill Tower

TOTAL CHANGE

Nov-23

Dec-23

Jan-24

Feb-24

Mar-24

Apr-24

May-24

Jun-24

Jul-24

Aug-24

Sep-24

Oct-24

Nov-24

Dec-24

Jan-25

Feb-25

Mar-25

Apr-25

May-25

Jun-25

Jul-25

Aug-25

Sep-25

Oct-25

Nov-25

Dec-25

Jan-26

Feb-26

-150

-160

-274

-276

-228

-234

-184

-180

-184

-188

-189

-190

-191

-140

-141

-143

-149

-150

-151

-104

-107

-109

-111

-112

-114

-115

-122

-127

-14

-9

-11

-11

-3

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37

-10

-114

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48

-6

50

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-4

-4

-1

-1

-1

-1

51

-1

-2

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47

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-7

-5

FY 24-25 / (4) DT PIPELINE

Nov-24

Dec-24

Jan-25

Feb-25

Mar-25

Apr-25

May-25

Jun-25

Jul-25

Aug-25

Sep-25

Oct-25

Nov-25

Dec-25

Jan-26

Feb-26

STAFFING

DROP

Separations

Position Changes

Drill Tower

TOTAL CHANGE

Nov-24

Dec-24

Jan-25

Feb-25

Mar-25

Apr-25

May-25

Jun-25

Jul-25

Aug-25

Sep-25

Oct-25

Nov-25

Dec-25

Jan-26

Feb-26

-150

-160

-274

-276

-228

-234

-184

-180

-184

-188

-189

-190

-191

-140

-141

-143

-149

-150

-151

-104

-107

-109

-111

-112

-114

-115

-122

-127

-14

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47

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-7

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FY 25-26

Nov-26

Dec-26

Jan-27

Feb-27

Mar-27

Apr-27

May-27

Jun-27

Jul-27

Aug-27

Sep-27

Oct-27

Nov-27

Dec-27

Jan-28

Feb-28

STAFFING

DROP

Separations

Position Changes

Drill Tower

TOTAL CHANGE

Nov-26

Dec-26

Jan-27

Feb-27

Mar-27

Apr-27

May-27

Jun-27

Jul-27

Aug-27

Sep-27

Oct-27

Nov-27

Dec-27

Jan-28

Feb-28

-150

-160

-274

-276

-228

-234

-184

-180

-184

-188

-189

-190

-191

-140

-141

-143

-149

-150

-151

-104

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-114

-115

-122

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9/10/2021

DRILL TOWER GRADUATION DATA AS OF 09/01/2021

DRILL TOWER STAFF

ELEVATED DROP NUMBERS

Handwritten initials and date: 9/10/2021

LOS ANGELES FIRE DEPARTMENT

#6

RALPH M. TERRAZAS
FIRE CHIEF

August 4, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-072

TO: Board of Fire Commissioners

FROM: *flint* Ralph M. Terrazas, Fire Chief

SUBJECT: QUARTERLY FIRE DEPARTMENT DIVERSITY REPORT

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

Attached for the Board of Fire Commissioners review are updated Deferred Retirement Option Plan (DROP) forecast reports that include information on the diversity of those enrolled in the program. One report is broken down by classification while the other is broken down by ethnicity and gender. Also included for your information is the Quarterly Fire Department Diversity Reports prepared under the direction of Personnel Director Norma Gutierrez. The reports show the total number of uniformed members by ethnicity, gender, and classification and the civilian members by ethnicity and gender only. The reports are dated July 1, 2021, and reflect the diversity of uniformed and civilian members as of that date. The reports will continue to be updated and reissued on a quarterly basis.

RECOMMENDATION

That the Board:
Receive and file.

Board report prepared by Sky King, Management Assistant, Personnel Services Section.

Attachments:

Forecast Exits of DROP Enrollees by Class
Forecast Exits of DROP Enrollees – Ethnicity /Gender
Quarterly Sworn Diversity Report
Quarterly Civilian Diversity Report

Firefighter	Engineer	Apparatus Operator	Helicopter Pilot	Inspector I	Inspector II	Fireboat Mate	Fireboat Pilot	Captain I	Captain II	Battalion Chief	Assistant Chief	Deputy Chief	Total
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FY 2022 - 2023

Jul-22	8	4	0	0	0	0	0	0	0	0	0	0	28
Aug-22	2	5	0	0	0	0	0	0	0	0	0	0	9
Sep-22	1	1	0	0	0	0	0	0	0	0	0	0	3
Oct-22	1	1	0	0	0	0	0	0	0	0	0	0	4
Nov-22	0	1	0	0	0	0	0	0	0	0	0	0	4
Dec-22	0	0	0	0	0	0	0	0	0	0	0	0	0
Jan-23	0	0	1	0	0	0	0	0	0	0	0	0	8
Feb-23	8	5	1	3	1	2	0	3	2	2	1	0	28
Mar-23	1	1	0	0	0	0	0	0	0	0	0	0	15
Apr-23	7	0	0	2	1	0	0	0	0	0	0	0	18
May-23	1	0	0	0	0	0	0	0	0	0	0	0	2
Jun-23	3	1	0	0	0	0	0	0	0	0	0	0	8
subtotals	32	19	2	0	11	4	2	24	23	5	1	1	127

Actual Exits

0

Remaining FY 2022/23 Projected Exits

127

Cumulative Projected and Actual Exits

253

FY 2023 - 2024

Jul-23	1	3	0	0	0	0	0	0	0	0	0	0	13
Aug-23	2	0	1	0	0	0	0	0	0	0	0	0	7
Sep-23	6	1	0	0	0	0	0	0	0	0	0	0	18
Oct-23	5	2	1	0	0	0	0	0	0	0	0	0	15
Nov-23	6	3	0	0	0	0	0	0	0	0	0	0	14
Dec-23	2	0	0	0	0	0	0	0	0	0	0	0	8
Jan-24	35	14	4	4	2	1	0	22	11	14	5	1	114
Feb-24	0	1	0	0	0	0	0	0	0	0	0	0	1
Mar-24	1	0	0	0	0	0	0	0	0	0	0	0	3
Apr-24	2	0	0	0	0	0	0	0	0	0	0	0	5
May-24	0	1	0	0	0	0	0	0	0	0	0	0	2
Jun-24	0	0	0	0	0	0	0	0	0	0	0	0	3
subtotals	60	25	6	2	13	4	1	39	19	23	6	4	202

Actual Exits

0

Remaining FY 2023/24 Projected Exits

202

Cumulative Projected and Actual Exits

471

Firefighter	Engineer	Apparatus Operator	Helicopter Pilot	Inspector I	Inspector II	Fireboat Mates	Fireboat Pilot	Captain I	Captain II	Battalion Chief	Assistant Chief	Deputy Chief	Total
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FY 2024 - 2025

Jul-24	1	0	0	0	2	0	0	0	0	0	0	0	3
Aug-24	1	1	0	0	1	0	0	0	0	0	0	0	3
Sep-24	0	0	0	0	0	0	0	0	0	0	0	0	0
Oct-24	0	0	0	0	0	0	0	0	0	0	0	0	0
Nov-24	0	0	0	0	0	0	0	0	0	0	0	0	0
Dec-24	0	0	0	0	0	0	0	0	0	0	0	0	0
Jan-25	0	0	0	0	0	0	0	0	0	0	0	0	0
Feb-25	0	0	0	0	0	0	0	0	1	0	0	0	1
Mar-25	3	1	0	0	0	0	0	1	0	0	0	0	5
Apr-25	0	0	0	0	0	0	0	0	0	0	0	0	0
May-25	0	0	0	0	0	0	0	0	0	0	0	0	0
Jun-25	1	0	0	0	0	0	0	1	2	0	0	0	4
Subtotal	6	2	0	0	3	0	0	2	3	0	0	0	16

Actual Ends

Remaining FY 2024/25 Projected Ends

Cumulative Projected and Actual Ends

FY 2025 - 2026

Jul-25	1	0	0	0	0	0	0	0	0	1	0	0	2
Aug-25	0	0	0	0	0	0	0	1	0	0	0	0	1
Sep-25	1	0	0	0	0	0	0	0	0	0	0	0	1
Oct-25	0	0	0	0	0	0	0	0	0	0	0	0	0
Nov-25	0	0	0	0	0	0	0	0	1	0	0	0	1
Dec-25	0	0	0	0	0	0	0	0	0	0	0	0	0
Jan-26	2	1	0	1	0	0	0	0	1	1	0	0	6
Feb-26	2	1	0	0	0	0	0	0	1	0	0	0	4
Mar-26	2	0	0	0	0	0	0	0	0	0	0	0	2
Apr-26	0	0	0	0	0	0	0	0	0	0	0	0	0
May-26	0	0	0	0	1	0	0	0	0	0	0	0	2
Jun-26	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal	8	2	0	1	1	0	0	1	4	2	1	0	21

Actual Ends

Remaining FY 2025/26 Projected Ends

Cumulative Projected and Actual Ends

Los Angeles Fire Department
 Forecast Exits of DROP Enrollees
 Breakdown by Demographics & Fiscal Year-as of: 6/30/2021

	Asian		Black		Caucasian		Hispanic		Filipino		Native American		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
FY 2020 - 2021													
Jul-20	0	0	2	0	3	0	0	0	0	0	0	0	5
Aug-20	1	0	2	0	2	1	2	0	0	0	0	0	8
Sep-20	1	0	0	0	2	1	1	0	0	0	0	0	5
Oct-20	0	0	1	1	2	0	2	0	0	0	0	0	6
Nov-20	0	0	0	0	1	0	1	0	0	0	0	0	2
Dec-20	0	0	0	0	0	0	1	0	0	0	0	0	1
Jan-21	1	0	3	0	6	0	6	0	0	0	0	0	16
Feb-21	0	0	3	0	2	0	3	0	0	0	0	0	8
Mar-21	0	0	0	0	6	1	1	0	1	0	0	0	9
Apr-21	2	0	2	0	6	0	3	0	0	0	0	0	13
May-21	0	0	1	0	3	0	2	0	0	0	0	0	6
Jun-21	0	0	0	0	1	0	3	0	0	0	0	0	4
subtotals	5	0	14	1	34	3	25	0	1	0	0	0	83

Actual Exits **83** Remaining FY 2020/21 Projected Exits **0** Cumulative Projected and Actual Exits **83**

TOTALS:	MALE	FEMALE
	78	4

TOTALS:	Asian	Black	Caucasian	Hispanic	Filipino	Native American
	5	15	37	25	1	0

FY 2021 - 2022												
Asian		Black		Caucasian		Hispanic		Filipino		Native American		Total
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Jul-21	0	0	0	0	5	0	0	0	0	0	0	5
Aug-21	0	0	1	0	1	0	1	0	0	0	0	3
Sep-21	0	0	0	0	2	0	2	0	0	0	0	4
Oct-21	0	0	2	0	0	0	1	0	0	0	0	3
Nov-21	0	0	0	0	0	0	0	0	0	0	0	0
Dec-21	0	0	0	0	0	0	0	0	0	0	0	0
Jan-22	0	0	3	0	2	0	4	0	1	0	0	10
Feb-22	0	0	1	0	7	1	1	0	0	0	0	10
Mar-22	1	0	1	0	2	0	2	0	0	0	0	6
Apr-22	0	0	3	0	3	0	0	0	1	0	0	7
May-22	0	0	1	0	2	0	1	0	1	0	0	5
Jun-22	0	0	0	0	2	0	4	0	0	0	0	6
subtotals	1	0	12	0	26	1	16	1	2	0	0	59

Actual Exits 0 Remaining FY 2021/22 Projected Exits 59 Cumulative Projected and Actual Exits 142

TOTALS:	MALE	FEMALE
	57	2

TOTALS:	Asian	Black	Caucasian	Hispanic	Filipino	Native American
	1	12	27	17	2	0

Asian		Black		Caucasian		Hispanic		Filipino		Native American		Total
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
FY 2022 - 2023												
Jul-22	0	1	5	0	0	13	0	0	0	0	0	28
Aug-22	1	0	1	0	0	5	0	1	0	0	0	9
Sep-22	0	0	1	0	0	0	1	0	0	0	0	3
Oct-22	0	0	0	0	0	2	0	0	0	0	0	4
Nov-22	0	0	0	0	0	2	0	0	0	0	0	4
Dec-22	0	0	0	0	0	0	0	0	0	0	0	0
Jan-23	1	0	1	0	0	4	0	0	0	0	0	8
Feb-23	3	0	1	0	0	11	1	12	0	0	0	28
Mar-23	0	0	1	0	0	4	0	9	0	0	0	15
Apr-23	1	0	5	0	0	4	1	7	0	0	0	18
May-23	0	0	1	0	0	1	0	0	0	0	0	2
Jun-23	0	0	1	0	0	6	0	1	0	0	0	8
subtotals	6	1	17	0	0	52	3	46	0	2	0	127

Actual Exits

Remaining FY 2022/23 Projected Exits

Cumulative Projected and Actual Exits

TOTALS:	MALE	FEMALE
	123	4

TOTALS:	Asian	Black	Caucasian	Hispanic	Filipino	Native American
	7	17	55	46	2	0

FY 2023 - 2024		Asian		Black		Caucasian		Hispanic		Filipino		Native American		Total
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Jul-23		1	0	1	0	0	0	5	0	0	1	0	0	13
Aug-23		0	0	2	0	2	0	3	0	0	0	0	0	7
Sep-23		1	0	4	0	6	0	5	0	0	0	0	0	16
Oct-23		0	1	2	0	7	0	4	0	1	0	0	0	15
Nov-23		1	0	2	0	7	0	4	0	0	0	0	0	14
Dec-23		1	0	2	0	4	0	2	0	0	0	0	0	9
Jan-24		7	0	18	0	48	4	35	2	0	0	0	0	114
Feb-24		0	0	0	0	0	0	1	0	0	0	0	0	1
Mar-24		0	0	1	0	0	0	2	0	0	0	0	0	3
Apr-24		0	0	3	0	2	0	0	0	0	0	0	0	5
May-24		0	0	1	0	0	0	1	0	0	0	0	0	2
Jun-24		0	0	1	0	2	0	0	0	0	0	0	0	3
subtotals		11	1	37	0	83	4	62	2	1	1	0	0	202

Actual Exits Remaining FY 2023/24 Projected Exits Cumulative Projected and Actual Exits

TOTALS:	MALE	FEMALE
	194	8

TOTALS:	Asian	Black	Caucasian	Hispanic	Filipino	Native American
	12	37	87	84	2	0

	Asian		Black		Caucasian		Hispanic		Filipino		Native American	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
FY 2025 - 2026												
Jul-25	0	0	0	0	0	0	0	0	0	0	0	0
Aug-25	0	0	0	0	0	0	0	0	0	0	0	0
Sep-25	0	0	1	0	0	0	0	0	0	0	0	0
Oct-25	0	0	0	0	0	0	0	0	0	0	0	0
Nov-25	0	0	0	0	1	0	0	0	0	0	0	0
Dec-25	0	0	0	0	0	0	0	0	0	0	0	0
Jan-26	0	0	0	0	5	0	1	0	0	0	0	0
Feb-26	0	0	0	0	3	0	0	0	1	0	0	0
Mar-26	0	0	0	0	1	0	1	0	0	0	0	0
Apr-26	0	0	0	0	1	0	1	0	0	0	0	0
May-26	0	0	1	0	1	0	0	0	0	0	0	0
Jun-26	0	0	0	0	0	0	0	0	0	0	0	0
subtotals	0	0	2	0	14	0	4	0	1	0	0	0
Actual Exits												21
Remaining FY 2025/26 Projected Exits												21
Cumulative Projected and Actual Exits												608

TOTALS:	MALE	FEMALE
	21	0

TOTALS:	Asian	Black	Caucasian	Hispanic	Filipino	Native American
	0	2	14	4	1	0

Los Angeles Fire Department SWORN QUARTERLY DIVERSITY REPORT

PaySR Extractor Report as of 07/01/2021

	Black (1)		Hispanic (2)		Asian (3)		Caucasian (4)		Filipino (7)		Native Amer (5)		Other		Two or More		Number Emp		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fire-Fighter I (2112-1)	1	0	3	0	2	0	2	0	0	0	0	0	0	0	0	0	8	0	8
	12.50%	0.00%	37.50%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Fire-Fighter II (2112-2)	45	3	58	9	22	1	72	10	7	0	2	1	2	0	2	0	210	24	234
	19.23%	1.28%	24.79%	3.85%	9.40%	0.43%	30.77%	4.27%	2.99%	0.00%	0.85%	0.43%	0.85%	0.00%	0.85%	0.00%	89.74%	10.26%	
Fire-Fighter III (2112-3, 4, 5, 6 & 7)	179	3	524	8	87	5	770	43	37	0	8	0	0	0	0	0	1806	59	1865
	10.76%	0.18%	31.47%	0.48%	5.23%	0.30%	46.25%	2.58%	2.22%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	96.48%	3.52%	
Fire Helicopter Pilot I (3563-1)	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	2
	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Fire Helicopter Pilot II (3563-2)	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	4	0	4
	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Fire Helicopter Pilot III (3563-3)	0	0	2	0	0	0	4	0	0	0	0	0	0	0	0	0	6	0	6
	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Fire Helicopter Pilot IV (3563-4)	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3	0	3
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Fire Helicopter Pilot V (3563-5)	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Appar Oper (2121)	3	0	46	0	14	0	78	0	2	0	0	0	0	0	0	0	143	0	143
	2.10%	0.00%	32.17%	0.00%	9.76%	0.00%	54.55%	0.00%	1.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Inspector I (2128-1)	38	0	33	0	5	0	21	5	1	1	1	0	0	0	0	0	99	6	105
	36.18%	0.00%	31.43%	0.00%	4.76%	0.00%	20.90%	4.76%	0.95%	0.95%	0.95%	0.00%	0.00%	0.00%	0.00%	0.00%	94.29%	5.71%	
Inspector II (2128-2)	12	0	10	0	1	0	10	2	0	0	0	0	0	0	0	0	33	2	35
	34.29%	0.00%	28.57%	0.00%	2.86%	0.00%	28.57%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	94.29%	5.71%	
Engineer (2131)	19	0	124	1	26	1	230	4	12	0	3	0	0	0	0	0	414	6	420
	4.52%	0.00%	28.52%	0.24%	8.19%	0.24%	54.76%	0.95%	2.86%	0.00%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%	98.57%	1.43%	
F/B Mate (5125)	0	0	3	0	2	0	10	0	0	0	0	0	0	0	0	0	15	0	15
	0.00%	0.00%	20.00%	0.00%	13.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
F/B Pilot (5127)	0	0	2	0	0	0	3	0	0	0	0	0	0	0	0	0	5	0	5
	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Captain I (2142-183)	34	1	120	2	17	1	216	4	4	0	2	0	0	0	0	0	393	8	401
	8.48%	0.25%	29.93%	0.50%	4.24%	0.25%	53.97%	1.00%	1.00%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	88.00%	2.00%	
Captain II (2142-2)	26	0	57	0	6	0	70	1	3	0	0	0	0	0	0	0	162	1	163
	15.95%	0.00%	34.97%	0.00%	3.68%	0.00%	42.84%	0.61%	1.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	99.39%	0.61%	
B/C (2152)	13	1	19	0	5	0	20	5	1	0	0	0	0	0	0	0	58	6	64
	20.31%	1.56%	29.69%	0.00%	7.81%	0.00%	31.25%	7.81%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	90.63%	9.38%	
A/C (2165)	2	0	5	0	0	0	8	2	0	0	0	0	0	0	0	0	15	2	17
	11.76%	0.00%	29.41%	0.00%	0.00%	0.00%	47.06%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	88.24%	11.76%	

	Black (1)		Hispanic (2)		Asian (3)		Caucasian (4)		Filipino (7)		Native Amer (5)		Other		Two or More		Number Emp		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
D/C (2178)	1	0	1	0	1	0	4	1	0	0	0	0	0	0	0	0	7	1	8
	12.50%	0.00%	12.50%	0.00%	12.50%	0.00%	50.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	87.50%	12.50%	
Fire Chief (9339)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
TOTAL	374	8	1008	20	189	8	1526	77	67	1	17	1	2	0	2	0	3185	116	3300
	11.33%	0.24%	30.55%	0.61%	5.73%	0.24%	46.24%	2.33%	2.03%	0.03%	0.52%	0.03%	0.06%	0.00%	0.06%	0.00%	96.52%	3.48%	

Department Summary

Los Angeles Fire Department
QUARTERLY DIVERSITY REPORT

PaySR Extractor Report as of 07/01/2021

	Black (1)		Hispanic (2)		Asian (3)		Caucasian (4)		Filipino (7)		Native Amer (5)		Other		Two or More		Number Emp		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Civilian (Fund 3002)	11 3.18%	20 5.76%	64 18.38%	70 20.11%	29 8.33%	18 5.17%	71 20.40%	19 5.48%	14 4.02%	24 6.90%	0 0.00%	1 0.29%	2 0.57%	5 1.44%	0 0.00%	0 0.00%	191 54.89%	157 45.11%	348
Sworn (Fund 3001)	374 11.33%	8 0.24%	1008 30.55%	20 0.61%	189 5.73%	8 0.24%	1526 46.24%	77 2.33%	67 2.03%	1 0.03%	17 0.52%	1 0.03%	2 0.06%	0 0.00%	2 0.06%	0 0.00%	3185 96.52%	115 3.48%	3300
TOTAL	385 10.55%	28 0.77%	1072 29.39%	90 2.47%	218 6.98%	26 0.71%	1597 43.78%	98 2.63%	81 2.22%	25 0.69%	17 0.47%	2 0.05%	4 0.11%	5 0.14%	2 0.05%	0 0.00%	3376 92.44%	272 7.46%	3648

April 6, 2021

LOS ANGELES FIRE DEPARTMENT

#7

RALPH M. TERRAZAS
FIRE CHIEF

March 18, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-039

TO: Board of Fire Commissioners

FROM: *RMT* Ralph M. Terrazas, Fire Chief

SUBJECT: PARAMEDIC VACANCY PROJECTIONS

FINAL ACTION: ☐ Approved
☐ Denied

☐ Approved w/Corrections
☐ Received & Filed

☐ Withdrawn
☐ Other

SUMMARY

Attached for the Board of Fire Commissioners review is the current monthly Paramedic Vacancy Projections Report from the Office of the Chief of Staff.

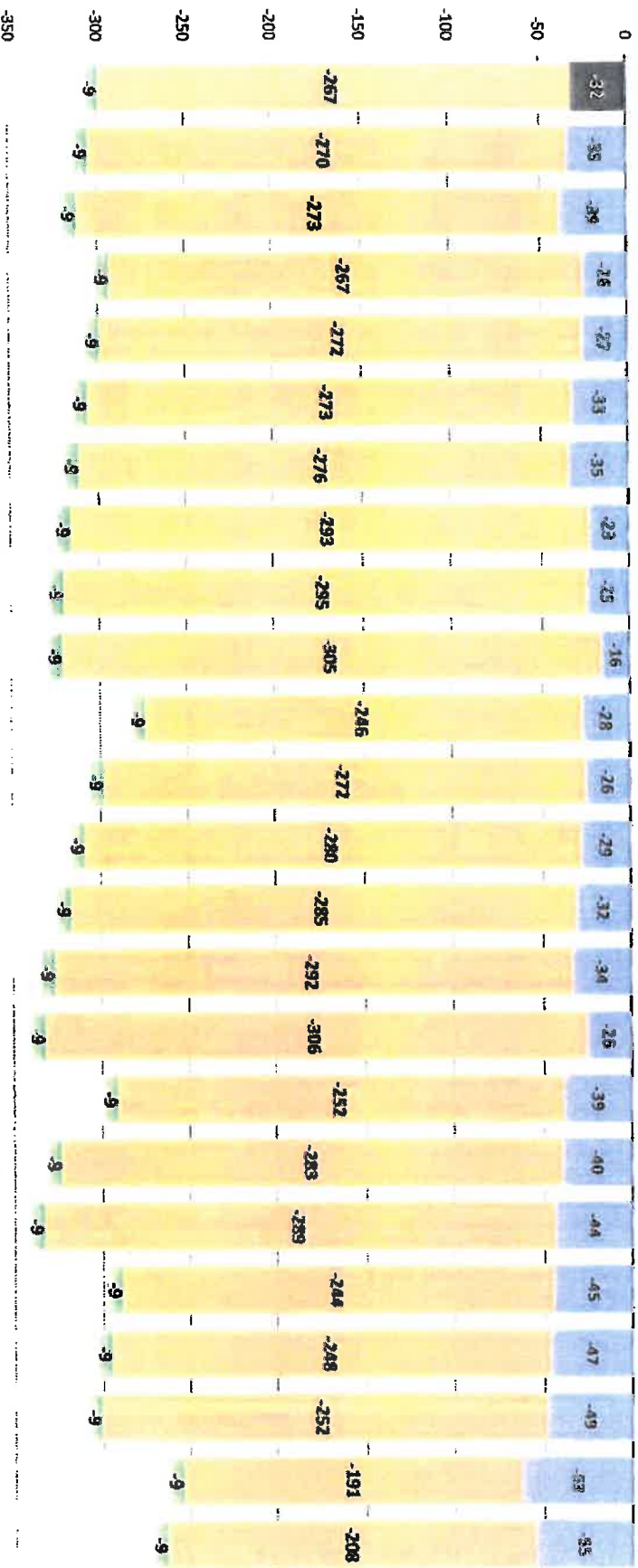
RECOMMENDATION

That the Board:
Receive and file.

Board report prepared by Deputy Chief Graham Everett, Chief of Staff.

Attachment

LOS ANGELES **CITY** FIRE DEPARTMENT
PARAMEDIC VACANCY PROJECTIONS AS OF FEBRUARY 28, 2021



	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23
VACANCIES	32	35	39	26	27	33	35	23	25	16	28	26	29	32	34	26	39	40	44	45	47	49	53	55
DROP	0	2	3	1	0	3	1	0	1	0	0	0	2	2	1	2	1	5	3	0	1	1	1	0
Promotion*	0	0	0	9	0	0	0	0	0	0	11	0	0	0	0	0	11	0	0	11	0	0	12	0
Other**	1	1	1	1	1	3	1	1	1	1	1	3	1	1	1	1	1	3	1	1	1	1	1	3
Recruits*	0	0	0	11	0	0	0	0	0	10	0	0	0	0	0	0	0	7	0	0	0	0	0	0
UCIA**	0	0	0	13	0	0	0	13	0	0	0	5	0	0	0	11	0	0	0	11	0	0	0	11
CHANGE	-1	-3	-4	13	-1	-6	-2	12	-2	9	-12	2	-3	-3	-2	8	-13	-1	-4	-1	-2	-2	-14	8

Notes:

- * Promotions are estimates
- ** Includes 16 FPM/YR for new ALS resources AND misc loss (MFC, EITs, Early Retirement, etc.)
- ^ Assumes 80% of paramedic-licensed recruits successfully complete probation and LA County accreditation
- ** Projected FF/EIT graduating from UCLA PM School; Goal = 45 FF attend per Fiscal Year with 90% retention)

3/17/2021