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FIRE CHIEF

April 4, 2022

BOARD OF FIRE COMMISSIONERS
FILE NO. 22-036

TO:  Board of Fire Commissioners

FROM: Kristin M. Crowley, Fire Chief

SUBJECT: RESIDENCY INFORMATION FOR FIREFIGHTER APPLICANTS

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 Withdrawn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

The request was made for geographic, gender and ethnicity data for applicants applying to be firefighters for the City of Los Angeles. The data was obtained from the Los Angeles City Personnel Department and covers the last three hiring cycles 2016, 2018, and 2020. The City of Los Angeles uses the government jobs website to accept applications for the firefighter job classification.

The Los Angeles Fire Department (LAFD) opens filing for firefighter applicants every two years and draws names for interviews on an as needed basis depending on the hiring needs of the Department during the next two years.

RECOMMENDATION

That the Board:
Receive and file.

DISCUSSION

Background

The LAFD Firefighter Recruitment Section works in conjunction with the Personnel Department to recruit and hire future firefighters. Currently, the LAFD opens applications for firefighter every two years and pulls candidate names as needed to proceed to interviews, backgrounds and medical examination before they are hired. The filing period for firefighter is open for approximately four months, with an additional month to complete the written exam.

To be considered for the interview process, the applicant must meet the minimum qualifications, fill out an application online through the government jobs website, take and pass the written exam (Firefighter Candidate Assessment or FCA). The minimum qualifications are:

- Be at least 18 years of age at the time of application

- Graduation from a U.S. high school or equivalent, G.E.D. or equivalent from a U.S. institution, or a California High School Proficiency Examination (CHSPE) certificate (foreign diplomas go through an extra vetting process)
- Achieve a passing score on the FCA. The FCA test is administered by a third party called PSI Exams. It is given across the country at a cost of \$73.00 to the applicant. A fee waiver is available for those that qualify through the LA City Personnel Department. If the applicant fails the exam they must wait for the next hiring cycle and retake the exam.

The Personnel Department is responsible for opening and closing the filing period for the firefighter application on the government jobs website and PSI.

Process

Once the filing period closes, a complete list of eligible applicants are invited for interviews based on the needs of the department via a stratified random sample of applicants based on ethnicity and gender. The number of times that names are drawn over the course of the next two years varies, but it usually occurs six times. The size of the name draw comes from the Personnel Department and ranges from 300-600 names at a time. In the last two test cycles all applicant names were drawn at some point for an interview.

For each open filing period we get more applications than people who take and pass the FCA. One of the goals for the 2022 test administration is to close that gap. For example:

2020 test administration

- 10,262 people filled out applications and 4,326 took and passed the written test to be eligible for an interview, 42%

2018 test administration

- 9,879 people filled out applications and 4,877 took and passed the written test to be eligible for an interview, 49%

2016 test administration

- 8,726 people filled out application and 4,896 took and passed the written test to be eligible for an interview, 56%

The data

Looking at all the applicants in the process, they are broken down by gender and ethnicity into the following classifications from the Personnel Department:

- M/F 1 – Black
- M/F 2 – Hispanic
- M/F 3 – Asian
- M/F 4 – Caucasian
- M/F 5 – American Indian
- M/F 6 – Other
- M/F 7 – Filipino

For the three different hiring cycle periods, there were 28,867 total applicants and 14,099 total qualified applicants, 49%. For the same time period, the local qualifying applicants make up the biggest number of applicants and the LA City qualifying applicants are the smallest number. The majority of applicants are from California. For an applicant to be considered local qualifying they must reside within 300 miles of Los Angeles.

The data also show that we are increasing the percentage of Hispanics and women applying to the department. The numbers for Asian, Filipino, American Indian or Alaska Native and Caucasian have remained about the same.

For each test administration, the out of town qualifying applicants make up a small percentage.

- 2020 – 11%
- 2108 – 11%
- 2016 – 13%

The LAFD continues to have a good name recognition across the country, making our department the choice of applicants from across the country.

Attachment A is the gender/ethnic breakdown by year of applicants by local, out of town and LA City.

Attachment B is the overall gender/ethnic breakdown of all three hiring processes by local, out of town and LA City.

Attachment C shows applicants by state (excluding California) for the 2016, 2018, and 2020 hiring periods.

Attachment D shows local applicants (within 300 miles of Los Angeles) and all remaining California applicants (300+ miles outside of Los Angeles), listed by zip codes.

CONCLUSION

The majority of applicants to the LAFD are from local qualifying applicants and the smallest number come from within LA City boundaries. The Firefighter Recruitment Section continues to recruit at local recruitment events, colleges and athletic departments. In addition, our Youth Programs are part of the long-term recruitment strategy for the LAFD as stated in the Strategic Plan. Our Youth Programs are currently still suspended but hope to be back up and running soon.

All the data were provided to the Firefighter Recruitment Section by Stephanie Gomez of the Personnel Department.

Board Report prepared by Kristine Larson, Battalion Chief, Firefighter Recruitment Section.

ATTACHMENT "A"

2020 PROCESS			2020 PROCESS			2020 PROCESS		
LOCAL QUALIFYING APPLICANTS			OOT QUALIFYING APPLICANTS			LA CITY ONLY QUALIFYING APPLICANTS		
RACE	Count	%	RACE	Count	%	RACE	Count	%
African American	393	10.19%	African American	69	14.68%	African American	87	24.37%
American Indian or Alaska Native	43	1.12%	American Indian or Alaska Native	7	1.49%	American Indian or Alaska Native	1	0.28%
Asian	229	5.94%	Asian	36	7.66%	Asian	25	7.00%
Caucasian	1394	36.15%	Caucasian	211	44.89%	Caucasian	68	19.05%
Filipino	108	2.80%	Filipino	9	1.91%	Filipino	17	4.76%
Hispanic	1592	41.29%	Hispanic	119	25.32%	Hispanic	152	42.58%
Unidentified	97	2.52%	Unidentified	19	4.04%	Unidentified	7	1.96%
Total	3856	100.00%	Total	470	100.00%	Total	357	100.00%
SEX	Count	%	SEX	Count	%	SEX	Count	%
Male	3469	89.96%	Male	437	92.98%	Male	317	88.80%
Female	368	9.54%	Female	30	6.38%	Female	39	10.92%
Non-binary	9	0.23%	Non-binary	0	0.00%	Non-binary	1	0.28%
Unidentified	10	0.26%	Unidentified	3	0.64%	Unidentified	0	0.00%
Total	3856	100.00%	Total	470	100.00%	Total	357	100.00%

2018 PROCESS			2018 PROCESS			2018 PROCESS		
LOCAL QUALIFYING APPLICANTS			OOT QUALIFYING APPLICANTS			LA CITY ONLY QUALIFYING APPLICANTS		
RACE	Count	%	RACE	Count	%	RACE	Count	%
African American	403	9.28%	African American	66	12.38%	African American	70	22.88%
American Indian or Alaska Native	57	1.31%	American Indian or Alaska Native	7	1.31%	American Indian or Alaska Native	2	0.65%
Asian	275	6.33%	Asian	36	6.75%	Asian	19	6.21%
Caucasian	1553	35.75%	Caucasian	261	48.97%	Caucasian	55	17.97%
Filipino	104	2.39%	Filipino	12	2.25%	Filipino	5	1.63%
Hispanic	1797	41.37%	Hispanic	128	24.02%	Hispanic	148	48.37%
Unidentified	155	3.57%	Unidentified	23	4.32%	Unidentified	7	2.29%
Total	4344	100.00%	Total	533	100.00%	Total	306	100.00%
SEX	Count	%	SEX	Count	%	SEX	Count	%
Male	3927	90.40%	Male	480	90.06%	Male	264	86.27%
Female	370	8.52%	Female	48	9.01%	Female	39	12.75%
Non-binary	0	0.00%	Non-binary	0	0.00%	Non-binary	0	0.00%
Unidentified	47	1.08%	Unidentified	5	0.94%	Unidentified	3	0.98%
Total	4344	100.00%	Total	533	100.00%	Total	306	100.00%

ATTACHMENT "A" (continued)

2016 PROCESS			2016 PROCESS			2016 PROCESS		
LOCAL QUALIFYING APPLICANTS			OOT QUALIFYING APPLICANTS			LA CITY ONLY QUALIFYING APPLICANTS		
RACE	Count	%	RACE	Count	%	RACE	Count	%
African American	370	8.67%	African American	70	11.15%	African American	77	26.19%
American Indian or Alaska Native	63	1.48%	American Indian or Alaska Native	9	1.43%	American Indian or Alaska Native	3	1.02%
Asian	254	5.95%	Asian	36	5.73%	Asian	25	8.50%
Caucasian	1641	38.45%	Caucasian	326	51.91%	Caucasian	51	17.35%
Filipino	99	2.32%	Filipino	15	2.39%	Filipino	6	2.04%
Hispanic	1639	38.40%	Hispanic	127	20.22%	Hispanic	125	42.52%
Unidentified	202	4.73%	Unidentified	45	7.17%	Unidentified	7	2.38%
Total	4268	100.00%	Total	628	100.00%	Total	294	100.00%
SEX	Count	%	SEX	Count	%	SEX	Count	%
Male	3896	91.28%	Male	563	89.65%	Male	266	90.48%
Female	314	7.36%	Female	52	8.28%	Female	26	8.84%
Non-binary	0	0.00%	Non-binary	0	0.00%	Non-binary	0	0.00%
Unidentified	58	1.36%	Unidentified	13	2.07%	Unidentified	2	0.68%
Total	4268	100.00%	Total	628	100.00%	Total	294	100.00%

ATTACHMENT “B”

2016, 2018 & 2020 PROCESS		
LOCAL QUALIFYING APPLICANTS		
RACE	Count	%
African American	1166	9.35%
American Indian or Alaska Native	163	1.31%
Asian	758	6.08%
Caucasian	4588	36.80%
Filipino	311	2.49%
Hispanic	5028	40.33%
Unidentified	454	3.64%
Total	12468	100.00%
SEX	Count	%
Male	11292	90.57%
Female	1052	8.44%
Non-binary	9	0.07%
Unidentified	115	0.92%
Total	12468	100.00%

(Local – LA City and neighboring cities)

2016, 2018 & 2020 PROCESS		
OOT QUALIFYING APPLICANTS		
RACE	Count	%
African American	205	12.57%
American Indian or Alaska Native	23	1.41%
Asian	108	6.62%
Caucasian	798	48.93%
Filipino	36	2.21%
Hispanic	374	22.93%
Unidentified	87	5.33%
Total	1631	100.00%
SEX	Count	%
Male	1480	11.87%
Female	130	1.04%
Non-binary	0	0.00%
Unidentified	21	0.17%
Total	1631	100.00%

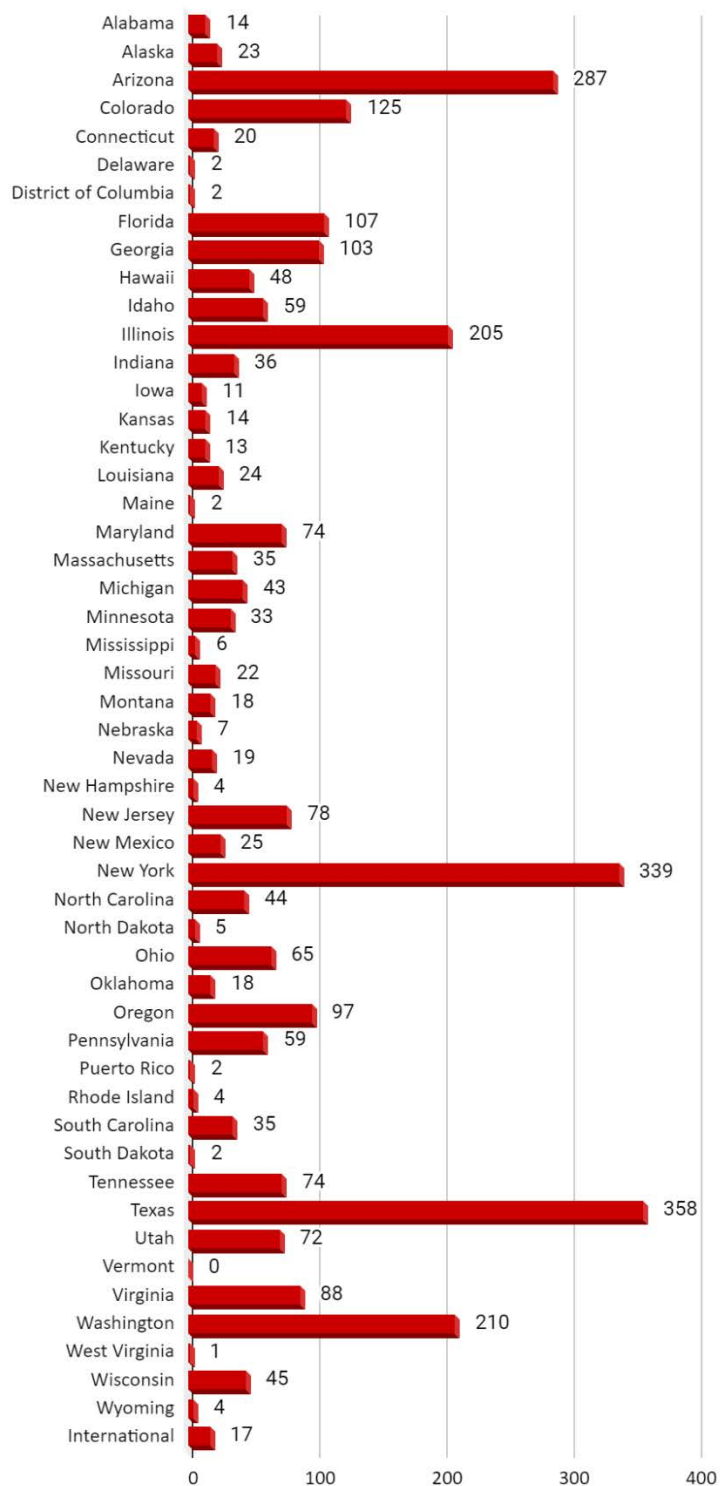
2016, 2018 & 2020 PROCESS		
LA CITY ONLY QUALIFYING APPLICANTS		
RACE	Count	%
African American	234	24.45%
American Indian or Alaska Native	6	0.63%
Asian	69	7.21%
Caucasian	174	18.18%
Filipino	28	2.93%
Hispanic	425	44.41%
Unidentified	21	2.19%
Total	957	100.00%
SEX	Count	%
Male	847	88.51%
Female	104	10.87%
Non-binary	1	0.10%
Unidentified	5	0.52%
Total	957	100.00%

(Note: the total of LA City applicants is also included in the Local breakdown.)

ATTACHMENT "C"

LAFD APPLICANTS BY STATE - 2016, 2018 & 2020

(Note: California Applicants Listed Separately)



ATTACHMENT "D"

