

LOS ANGELES FIRE DEPARTMENT



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FIRE CHIEF

September 25, 2023

BOARD OF FIRE COMMISSIONERS
FILE NO. 23-107

TO: Board of Fire Commissioners

FROM:  Kristin M. Crowley, Fire Chief

SUBJECT: OVERVIEW OF THE WORKFORCE EFFECTIVENESS SECTION OF
THE EQUITY DIVISION

FINAL ACTION:	<input type="checkbox"/> Approved <input type="checkbox"/> Denied	<input type="checkbox"/> Approved w/Corrections Received & Filed	<input type="checkbox"/> Withdrawn <input type="checkbox"/> Other
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SUMMARY

As directed by the Board of Fire Commissioners (BOFC), the Los Angeles Fire Department (LAFD) is providing an update on the Workforce Effectiveness Section (WES) of the Equity Division.

This report provides a background and overview of the WES, which includes a summary of all areas of responsibility.

RECOMMENDATION

The Board:
Receive and File.

DISCUSSION

The Mission of the Workforce Effectiveness Section –

"Positively impact every work environment on the LAFD to embrace Diversity, Equity, and Inclusion, and give every employee a sense of belonging leading to a more productive employee and successful Department."

The Workforce Effectiveness Section (WES) formerly known as the Quality Assurance Unit (QAU) is under the command of a Battalion Chief with a Captain II and eight (8) Captain I's assigned.

The objective of the WES is to ensure that probationary firefighters and members promoted into new ranks are in a safe, healthy, and professional work environment where their performance can be measured, monitored, managed and they are allowed to grow, prosper, and develop into the fullness of their capabilities.

The officers assigned to the WES are Captain I's, called Probationary Engagement Officers. One engagement officer is responsible for each Bureau (OCB, OSB, OWB, and OVB) and routinely visits the probationary firefighters in their Bureau, reviewing Daily Observation Reports (DOR) and evaluations completed by the Station Commander. The Engagement officer also provides participative leadership, collaboration, mentorship, coaching, and responsible performance management.

The WES works closely with the Recruit Services Section and In-Service Training Section to provide placement of graduating probationary firefighters into field assignments and post fire Academy training during their two, four, nine, and 12-month periods. WES is also responsible for transferring probationary members into their second and third fire station assignments, tracking probationary resignations, and tracking probationary members' duty status if they are injured on or off duty.

The WES vision is to provide leadership, guidance, mentorship, and training to ALL LAFD members and ensure that everyone feels valued, respected, and able to perform their duties with dignity.

According to the Department's Human Capital database (database), 97 members are in the Recruit Training Academy, and 14% (488) of the department members in various ranks are on probation.

Probationary Firefighters	220
Probationary Engineers	71
Probationary Apparatus Operators	24
Probationary Inspectors	14
Probationary Captains	109
Probationary Battalion Chiefs	42
Probationary Assistant Chiefs	8

The charts below depict some of the information the WES monitors. The data was extracted from the database.

The Department Workforce and years of service (YOS) currently consist of:

Firefighter I - Initial appointment in the Fire Service of any person hired under temporary training provisions established by the Civil Service Commission (CSC Rule 5.30) for the class of Firefighter (Code 2112) shall be to Firefighter I

Firefighter I	Recruit Training Academy
97	(DT 81 & DT 40)

Firefighter II – Any Firefighter I, who completes training, shall be advanced to Firefighter II.

Firefighter II	Currently on Probation	Less than 18 months service
353	220	133

Firefighter III – Any Firefighter II who completes six months of active service after the completion of probation as a Firefighter II shall be advanced in pay grade to Firefighter III.

Firefighter III	Less than 10 Years of Service	10 – 30 Years of service
1661	1495	166

Engineer – Probationary Period 6 months

Engineer	Less than 10 YOS	10–19 YOS	20 Plus YOS	On Probation
417	70	175	172	71

Apparatus Operator – Probationary Period 6 months

Apparatus Operator	Less than 10 YOS	10–19 YOS	20 Plus YOS	On Probation
141	17	84	40	24

Inspector – Probationary Period 6 months

Inspector I	Less than 10 YOS	10–19 YOS	20 Plus YOS	On Probation
95	1	43	51	14

Inspector II – No probationary period.

Inspector II	Less than 10 YOS	10–19 YOS	20 Plus YOS
36	0	12	24

Captain I – Probationary Period 6 months

Captain I	Less than 10 YOS	10–19 YOS	20 Plus YOS	On Probation
382	2	105	275	109

Captain II – No probationary period.

Captain II	Less than 10 YOS	10–19 YOS	20 Plus YOS
171	0	22	149

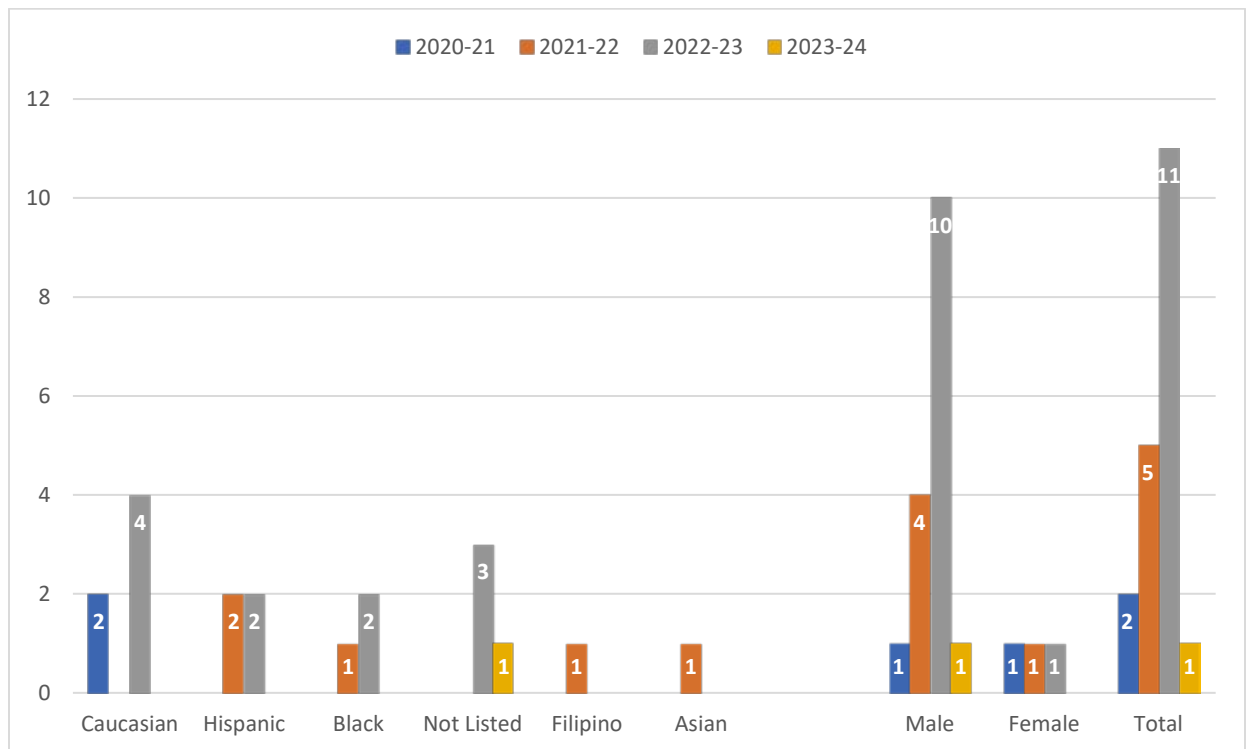
Battalion Chief – Probationary Period one year

Battalion Chief	Less than 10 YOS	10–19 YOS	20 Plus YOS	On Probation
72	0	9	63	42

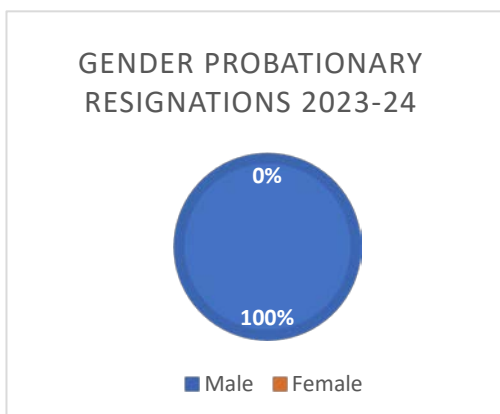
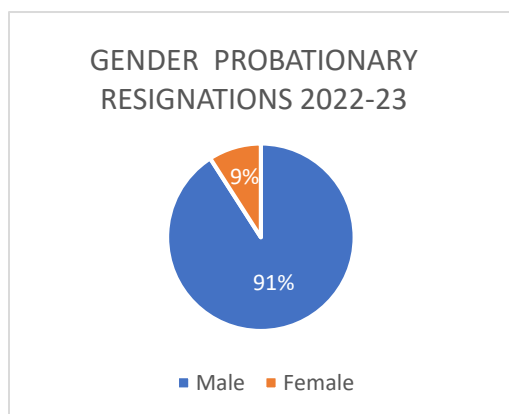
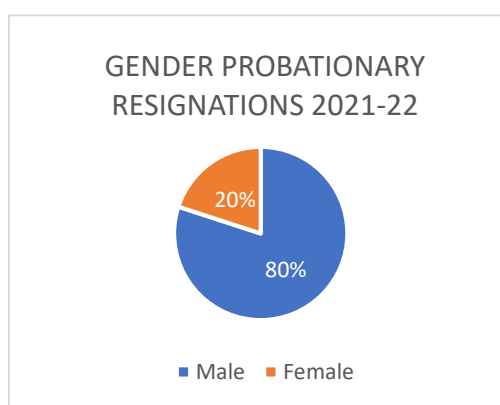
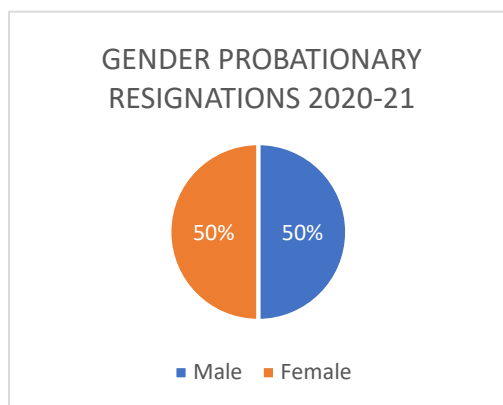
Assistant Chief – Probationary Period one year

Assistant Chief	Less than 10 YOS	10–19 YOS	20 Plus YOS	On Probation
16	0	0	16	8

Probationary Resignation Tracking History by Race



Probationary Tracking History by Gender



CONCLUSION

The LAFD is committed to creating a sustainable workforce where all employees have equitable access to career opportunities and an inclusionary sense of security while at work. This vision begins with creating a workplace culture of belonging within our organization, which values diverse backgrounds, experiences, beliefs, behaviors, and perspectives.

Board report prepared by Assistant Chief, Antoine McKnight, Equity Division.