

LOS ANGELES FIRE DEPARTMENT




KRISTIN M. CROWLEY
FIRE CHIEF

October 22, 2024

BOARD OF FIRE COMMISSIONERS
FILE NO. 24-106

TO: Board of Fire Commissioners

FROM:  Kristin M. Crowley, Fire Chief

SUBJECT: FY 2024-25 INTERIM BUDGET REQUESTS STATUS 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 Withdrawn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

On September 17, 2024 and October 1, 2024, the Board of Fire Commissioners referred the following Interim Budget Request reports to the Mayor and Council (C.F. 24-0600-S36) for the approval of various position authorities urgently needed for civilian and sworn operations in the Department.

- BOFC File No. 24-085 – Human Resources and Professional Standards Staffing (Seven positions)
- BOFC File No. 24-087 – Fleet Maintenance Operations Staffing (Sixteen positions)
- BOFC File No. 24-091 – Marine Operations Fireboat Staffing (Six positions)

As noted in the Council File, the reports have been referred to the Budget, Finance and Innovation Committee and the Personnel, Audits and Hiring Committee. However, to date there has been no scheduling of these items for those committees. Pending further action on these reports, LAFD will continue to rely on overtime usage, reassign staff where possible, and prioritize the most consequential work needs to maintain continuity of services and ensure public safety. The duties performed by the requested positions support essential services, so there is no discretion to reduce service levels altogether.

With regard to Marine Operations, the addition of six Fire Captain positions will result in proper supervision levels between navigation and dive operations on Fireboats 1 and 5 to maximize crew safety and response incident outcomes. Without these positions, the efficiency of operations and thus response times are compromised which is a critical factor in rescue operations or fire suppression incidents throughout the Harbor water bodies. These positions would be fully cost recovered from the Harbor Department.

On the Personnel end, the Human Resources Division is continually dealing with Workday errors, integration issues and discrepancies in MOU-driven provisions which have led to payroll discrepancies. These matters require constant investigation and resolution with the Accounting Division, Controller and other parties to have members paid correctly and on time, and to limit financial exposure.

The same applies to Supply and Maintenance Division fleet staffing. The positions directly support maintenance and repair of fire engines, trucks, rescue ambulances, heavy apparatus and other response vehicles. LAFD's fleet is in a constant state of disrepair, and restoration of these positions will help maintain a basic level of readiness for ground vehicles in operation and on reserve. To achieve that, continued overtime usage and prioritizing apparatus with the most critical repair needs is ongoing. However, despite the use of overtime the demand for repairs to emergency apparatus continues to outpace the current staffing levels ability to keep up.

The over-reliance on overtime has a ripple effect on the Department's budget as the civilian account is trending toward full expenditure by November. This is being addressed in the First Financial Status Report which is expected for Council consideration by then. Fiscal issues aside, the continued burden on staff through overtime usage is unsustainable and contributes to burnout and turnover in the Department. LAFD will continue to monitor the status of these reports and advocate for their approval at every opportunity.

RECOMMENDATIONS

That the Board receive and file this report.

Board report prepared by Emilio Rodriguez, Fire Administrator, Administrative Services Bureau.