

November 4, 2025

LOS ANGELES FIRE DEPARTMENT



RONNIE R. VILLANUEVA
INTERIM FIRE CHIEF

October 20, 2025

BOARD OF FIRE COMMISSIONERS FILE NO. 25-063
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TO: Board of Fire Commissioners

FROM:  Ronnie R. Villanueva, Interim Fire Chief

SUBJECT: CORRECTIVE ACTION SUMMARY – THIRD AND FOURTH QUARTER OF 2024; FIRST, SECOND, AND THIRD QUARTERS OF 2025

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 Withdrawn 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

Attached for the Board of Fire Commissioners' review is the Corrective Action Summary for the months of July through December 2024 and January through September 2025 by the Professional Standards Division.

RECOMMENDATION

That the Board:
Receive and file.

Board report prepared by Eric Talamantes, Assistant Chief, Commander Professional Standards Division.

Attachments

CORRECTIVE ACTION SUMMARY
JULY 1 – DECEMBER 31, 2024
65 Records

RANK	OFFENSE	ACTUAL PENALTY	COMMENTS
Non-Officer	J8: Negligent failure to follow proper medical protocol	Discharge	Seniority: 16-20 years
Non-Officer	S2: Committed a misdemeanor in conflict with job duties	22 Calendar Days	Seniority: 0-5 years
Non-Officer	R3: Violation of Department or City work rule or policy – third offense	12 Working Days	Seniority: 21-25 years
Non-Officer	R1: Abuse of authority	8 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 31-35 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 26-30 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 21-25 years
Non-Officer	R3: Violation of Department or City work rule or policy	4 Working Days	Seniority: 21-25 years
Non-Officer	H1: Failed to follow instruction of a supervisor	2 Working Days	Seniority: 21-25 Years
Non-Officer	J23: Took resource out of service without approval	2 Working Days	Seniority: 0-5 years
Non-Officer	J21: Refused an assign hire	2 Working Days	Seniority: 0-5 years

SETTLEMENTS/EDUCATION-BASED DISCIPLINE			
RANK	OFFENSE	RECOMMENDED	FINAL OUTCOME
Non-Officer	B3: Driving Under the Influence with aggravated circumstances	Board of Rights	120 Calendar Days
Non-Officer	S3: Vandalism	Board of Rights	90 Calendar Days
Non-Officer	S1: Committed a felony	Board of Rights	60 Calendar Days
Non-Officer	J8: Negligent failure to follow proper medical protocol – second offense	18 Working Days	12 Working Days + EMS EBD
Non-Officer	R3: Violation of Department or City work rule or policy	10 Working Days	6 Working Days
Non-Officer	J8: Negligent failure to follow proper medical protocol	10 Working Days	4 Working Days + EMS EBD
Non-Officer	J8: Negligent failure to follow proper medical protocol	8 Working Days	4 Working Days + EMS EBD
Non-Officer	J8: Negligent failure to follow proper medical protocol	5 Working Days	2 Working Days
Non-Officer	J8: Negligent failure to follow proper medical protocol	4 Working Days	2 Working Days

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CORRECTIVE ACTION SUMMARY
JANUARY 1 – SEPTEMBER 30, 2025
111 Records

RANK	OFFENSE	ACTUAL PENALTY	COMMENTS
Civilian	33.2 Use of Alcohol or Controlled Substances (6) Positive drug or alcohol test resulting from a random test administered under the provisions of the U.S. Department of Transportation Drug and Alcohol Testing Policy	Resignation in-lieu of Termination	Seniority: 0-5 years
Non-Officer	J27: Intentional release of confidential reports/records/information	180 Calendar Days	Seniority: 0-5 years
Officer	D11: Created a hostile work environment	60 Calendar Days	Seniority: 31-35 years
Non-Officer	B4: Driving under the influence with traffic collision	20 Calendar Days	Seniority: 0-5 years
Officer	B3: Driving under the influence with aggravated circumstances	18 Calendar Days	Seniority: 6-10 years
Officer	D4: Retaliation against employee for filing a complaint of misconduct or participating in a sexual harassment or discrimination complaint	16 Calendar Days	Seniority: 26-30 years
Officer	B2: Driving under the influence	16 Calendar Days	Seniority: 21-25 years
Non-Officer	B2: Driving under the influence	16 Calendar Days	Seniority: 0-5 years
Officer	D12: Made improper sexual remark	14 Working Days	Seniority: 16-20 years
Officer	R3: Violation of Department or City work rule or policy	2 Working Days	Seniority: 16-20 years
Non-Officer	J8: Negligent failure to follow proper medical protocol	14 Working Days	Seniority: 6-10 years
Non-Officer	T4: Committed an act of domestic violence	12 Working Days	Seniority: 21-25 years
Non-Officer	J8: Negligent failure to follow proper medical protocol	12 Working Days	Seniority: 16-20 years
Non-Officer	C6: Knowingly submitted false timekeeping/overtime report	12 Working Days	Seniority: 16-20 years

Corrective Action Summary

Page 2

Officer	A9: Off duty, public drunkenness	8 Working Days	Seniority: 21-25 years
Non-Officer	R3: Violation of Department or City work rule or policy	8 Working Days	Seniority: 16-20 years
Non-Officer	J8: Negligent failure to follow proper medical protocol	8 Working Days	Seniority: 6-10 years
Non-Officer	R5: Improperly converted or attempted to convert an official on duty contact into a social relationship	8 Working Days	Seniority: 0-5 years
Non-Officer	R3: Violation of Department or City work rule or policy	6 Working Days	Seniority: 36-40 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 21-25 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 21-25 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 21-25 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 21-25 years
Non-Officer	R3: Violation of Department or City work rule or policy – third offense	6 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy	6 Working Days	Seniority: 16-20 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 6-10 years
Non-Officer	R3: Violation of Department or City work rule or policy – second offense	6 Working Days	Seniority: 6-10 years

Corrective Action Summary

Page 3

Non-Officer	R3: Violation of Department or City work rule or policy	4 Working Days	Seniority: 21-25 years
Non-Officer	J8: Negligent failure to follow proper medical protocol	4 Working Days	Seniority: 6-10 years
Officer	T1: Involved in physical altercation with a Department member, or member of public	4 Working Days	Seniority: 6-10 years
Non-Officer	J8: Negligent failure to follow proper medical protocol	4 Working Days	Seniority: 0-5 years
Non-Officer	G1: Improper remark/abusive language/gesture directed to fellow Department member	2 Working Days	Seniority: 21-25 years
Non-Officer	J8: Negligent failure to follow proper medical protocol	2 Working Days	Seniority: 16-20 years

Corrective Action Summary

Page 4

REPRIMANDS			
RANK	OFFENSE	ACTUAL PENALTY	COMMENTS
Officer	G6: Involved in verbal altercation with member of the public	Reprimand	Harassment
Officer	J25: Transported an unauthorized person in City vehicle on emergency response	Reprimand	Harassment
Officer	G6: Involved in verbal altercation with member of the public	Reprimand	Improper Behavior
Officer	M3: Failure to utilize appropriate safety equipment	Reprimand	Safety
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	T4: Committed an act of domestic violence	Reprimand	Criminal
Non-Officer	G1: Improper remark/abusive language/gesture directed to fellow Department member	Reprimand	Hostile Work Environment
Non-Officer	J12: Negligent or intentional damage to city property	Reprimand	Neglect of Duty
Non-Officer	J13: Negligent failure to complete a required EMS or fire report	Reprimand	Neglect of Duty
Non-Officer	J13: Negligent failure to complete a required EMS or fire report	Reprimand	Neglect of Duty
Non-Officer	J13: Negligent failure to complete a required EMS or fire report	Reprimand	Neglect of Duty
Non-Officer	J13: Negligent failure to complete a required EMS or fire report	Reprimand	Neglect of Duty
Non-Officer	J13: Negligent failure to complete a required EMS or fire report	Reprimand	Neglect of Duty
Non-Officer	R2: Brought discredit to the Department	Reprimand	Unbecoming (Miscellaneous)
Non-Officer	R2: Brought discredit to the Department	Reprimand	Unbecoming (Miscellaneous)

Corrective Action Summary

Page 5

Non-Officer	R2: Brought discredit to the Department	Reprimand	Unbecoming (Miscellaneous)
Non-Officer	R2: Brought discredit to the Department	Reprimand	Unbecoming (Miscellaneous)
Non-Officer	J8: Negligent failure to follow a proper medical protocol	Reprimand	Unbecoming (Miscellaneous)
Non-Officer	M1: Violation of safe working practices during non-emergency activities	Reprimand	Traffic Accident
Non-Officer	J14: Left approved district without authorization	Reprimand	Harassment of Citizen
Non-Officer	M3: Failure to utilize appropriate safety equipment	Reprimand	Safety
Non-Officer	J8: Negligent failure to follow a proper medical protocol	Reprimand	EMS Protocol
Non-Officer	J8: Negligent failure to follow a proper medical protocol	Reprimand	Improper Care/Treatment
Non-Officer	J8: Negligent failure to follow a proper medical protocol	Reprimand	Improper Care/Treatment
Non-Officer	J8: Negligent failure to follow a proper medical protocol	Reprimand	Improper Care/Treatment
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Improper Care/Treatment
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Assign Hire Refusal
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire

Corrective Action Summary

Page 7

Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Non-Officer	R3: Violation of Department or City work rule or policy	Reprimand	Coded Assign Hire
Civilian	33.2 Attendance and Tardiness (3) Leaving assigned work location without proper approval or appropriate reason	Reprimand	Dishonesty/Theft
Civilian	33.2 Improper Behavior with Supervisors, Fellow Employees, or the Public (2) Using abusive language or making inappropriate statements to the public, supervisors, or co-workers.	Reprimand	Harassment
Civilian	33.2 Improper Behavior with Supervisors, Fellow Employees, or the Public (2) Using abusive language or making inappropriate statements to the public, supervisors, or co-workers.	Reprimand	Improper Behavior
Civilian	33.2 Improper Behavior with Supervisors, Fellow Employees, or the Public (2) Using abusive language or making inappropriate statements to the public, supervisors, or co-workers.	Reprimand	Improper Behavior

Corrective Action Summary

Page 8

SETTLEMENTS/EDUCATION-BASED DISCIPLINE			
RANK	OFFENSE	RECOMMENDED	FINAL OUTCOME
Officer	C6: Knowingly submitted false timekeeping/overtime report	Board of Rights	30 Calendar Days
Non-Officer	B2: Driving under the influence	Board of Rights	45 Calendar Days
Non-Officer	J17: Left work assignment without securing proper relief	Board of Rights	24 Calendar Days
Non-Officer	T4: Committed an act of domestic violence	Board of Rights	16 Calendar Days
Non-Officer	S2: Committed and misdemeanor in conflict with job duties	22 Calendar Days	2 Working Days
Non-Officer	J8: Negligent failure to follow proper medical protocol	18 Calendar Days	8 Working Days
Non-Officer	S2: Committed and misdemeanor in conflict with job duties	16 Calendar Days	8 Working Days
Non-Officer	F1: Participated in an act of hazing or horseplay	14 Working Days	10 Working Days
Non-Officer	G2: Improper remark/abusive language/gesture directed to member of the public	6 Working Days	4 Working Days