

LOS ANGELES FIRE DEPARTMENT

RONNIE R. VILLANUEVA
INTERIM FIRE CHIEF

October 20, 2025

BOARD OF FIRE COMMISSIONERS
FILE NO. 25-062

TO: Board of Fire Commissioners

FROM:  Ronnie R. Villanueva, Interim Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) ANNUAL RECRUIT
TRAINING ACADEMY OVERVIEW FISCAL YEAR (FY) 2024-2025

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 Withdrawn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 directed by the Los Angeles Fire Department (LAFD/Department) Board of Fire Commissioners, the Department is providing an update on diversity and retention within the Recruit Training Academy (Academy) through completion of probation. The data in this report were collected and analyzed in collaboration with the Recruit Services Section (RSS), which oversees the Academy, and the Quality Assurance Unit (QAU), which manages the probationary process. This report focuses on recruit retention for FY 2024–25, provides a summary of FY 2023–24 recruit retention data to bridge the previous RSS report, and presents six-year retention trends among recruits and Probationary Firefighters, serving as an updated continuation of the analysis of these data points last reported in 2022.

RECOMMENDATION

That the Board:
Receive and file this report.

DISCUSSION

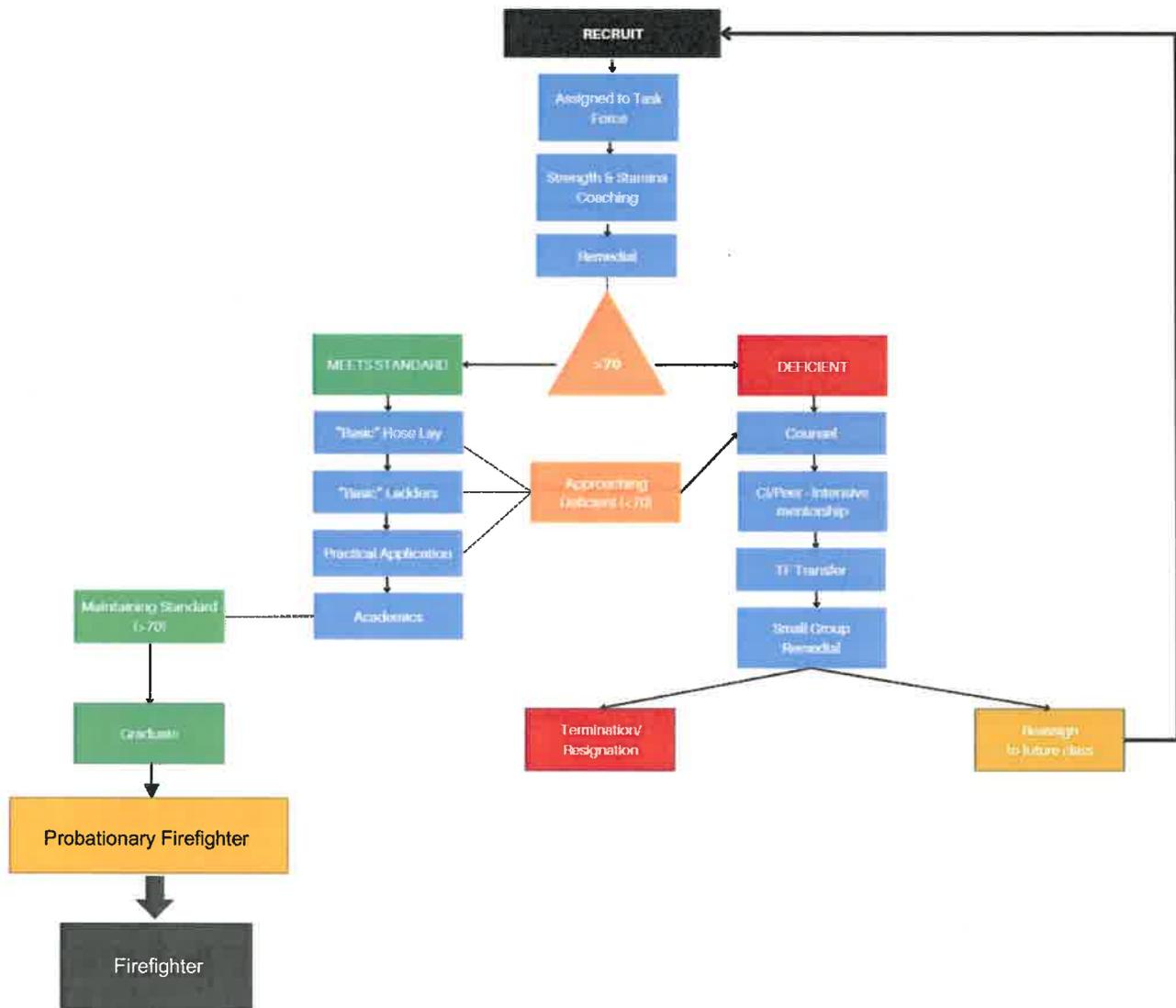
In accordance with the Commission’s request of a report of the Academy, provided in this report are the details of the ethnic and gender composition of recruit classes and associated retention rates.

The data timelines are being presented in four specific areas as requested and are defined to ensure consistency and uniform application throughout the report.

The data parameters include the following:

- **New Hires** – Refers to the new recruit firefighters (recruits) for an Academy.
- **Reassigned** – Refers to recruits who were reassigned into a subsequent Academy.
- **Graduates** – Refers to recruits who successfully completed the Academy curriculum and have transitioned to Probationary Firefighters (PFF).
- **Probationary Firefighter (PFF)** – A firefighter who has not yet completed 12 months in the field.

It takes approximately one year and five months for a full data set from a single Academy class—including all categories mentioned—to mature. The following chart illustrates this process in relation to the defined terminology and the stages of a newly hired recruit firefighter.



**Summary of FY 23/24 Training Academy Classes (Pipeline Model*)
Provided to bridge data from last report given by the RSS**

Class	Duration	Start	Graduation	Reassign In from previous DT	Reassign Out to subsequent	New Hire	Grad	Retention
2023-1	18 Week	07/03/2023	11/02/2023	10	13	48	38	79.2%
2023-2	20 Week	09/11/2023	01/25/2024	13	10	39	38	97.4%
2023-3	20 Week	11/20/2023	04/04/2024	8	10	48	35	72.9%
2023-4	20 Week	02/12/2024	06/27/2024	11	7	64	61	95.3%
2023-5	20 Week	04/22/2024	09/05/2024	9	20	68	52	76.5%
						267	224	83.8%

Overall Retention of FY 23/24 Training Academy Classes (Pipeline Model*)

Ethnicity	New Hire	Graduates	Retention
Black	33	27	82%
Hispanic	124	103	83%
Asian	14	14	100%
Caucasian	82	68	83%
Native American	2	2	100%
Filipino	12	9	75%
Other	0	1	-
Total	267	224	84%

Gender	New Hire	Graduates	Retention
Male	246	205	83%
Female	21	19	90%
Total	267	224	84%

***The “Pipeline Model” denotes concurrent training at the Valley and Harbor Academies implemented to accelerate firefighter hiring during fiscal years 2022–23 and 2023–24.**

Summary of FY 24/25 Training Academy Classes

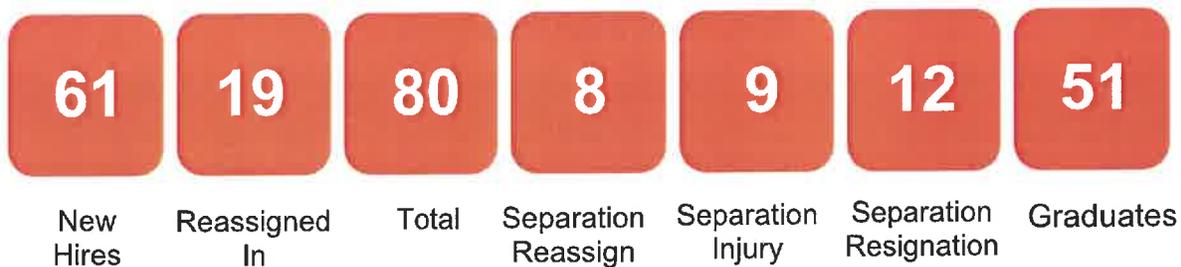
Class	Duration	Start	Graduation	Reassign In from previous DT	Reassign Out to subsequent	New Hire	Grad	Retention
2024-1	20 Week	07/15/2024	11/22/2024	19	17	61	51	84%
2024-2	20 Week	12/16/2024	05/01/2025	14	8	32	32	100%
2024-3	20 Week	05/19/2025	10/02/2025	10	12	50	40	80%
						143	123	86%

Overall Retention of FY 24/25 Training Academy Classes

Ethnicity	New Hire	Graduates	Retention
Black	23	21	91%
Hispanic	73	57	78%
Asian	7	7	100%
Caucasian	38	35	92%
Native American	0	0	-
Filipino	0	2	-
Other	2	1	50%
Total	143	123	86%

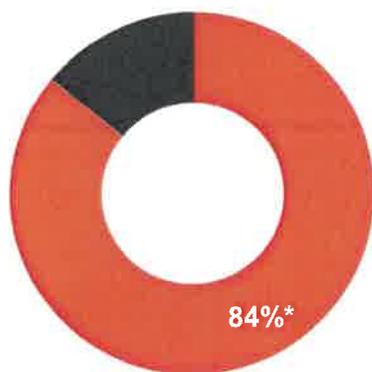
Gender	New Hire	Graduates	Retention
Male	133	117	88%
Female	10	6	60%
Total	143	123	86%

Recruit Class 24-1



Ethnicity	New Hires	Graduates	Retention
Black	10	7	70%
Hispanic	29	21	72%
Asian	3	3	100%
Caucasian	18	19	106%
Native American	0	0	-
Filipino	0	1	-
Other	1	0	-

TOTAL RETENTION



New Hire	58	3
Graduates	50	1
Retention	86%	33%

***84% on based 61 new hires and 51 graduates**

Of the 19 reassigns into this class, 15 have graduated and four separated from the Department. Additionally, Class 24-1 had a total of 17 separation reassignments. Of these, eight were reassigned to subsequent classes and successfully graduated, six reassigned recruits resigned at their second attempt, two that qualified for reassignment

resigned before they started a subsequent class, and one is pending reassignment. Detailed information for these 17 recruits is provided on the table below.

24-1 Reassign Out Details

Gender	Ethnicity	Reason	Current Status
Male	Black	Medical	Reassigned and graduated, 24-3
Male	Hispanic	Medical	Resigned, 24-3
Male	Black	Medical	Reassigned and graduated, 24-3
Male	Hispanic	Medical	Resigned, 24-2
Male	Black	Medical	Resigned, 24-2
Male	Hispanic	Medical	Performance reassign 24-3, reassign pending
Female	Hispanic	Medical	Resigned, 24-2
Female	Other	Medical	Resigned prior to reassignment, 24-1
Male	Hispanic	Medical	Resigned, 24-2
Male	Hispanic	Performance – Basic	Reassigned and graduated, 24-2
Male	Caucasian	Performance – Basic	Reassigned and graduated, 24-2
Male	Hispanic	Performance – Basic	Reassigned and graduated, 24-2
Male	Hispanic	Performance – Basic	Reassigned and graduated, 24-2
Male	Hispanic	Performance – Basic	Resigned, 24-2
Male	Caucasian	Performance – Basic	Resigned prior to reassignment, 24-1
Male	Hispanic	Performance – Basic	Reassigned and graduated, 24-2
Female	Black	Performance – Phase 1	Reassigned and graduated, 24-2

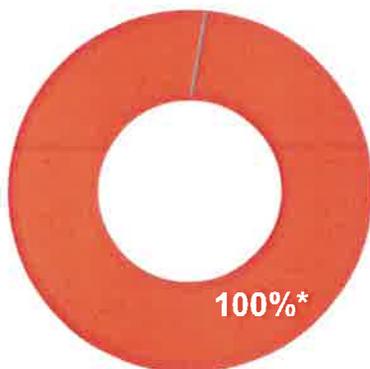
Recruit Class 24-2



New Hires Reassigned In Total Separation Reassign Separation Injury Separation Resignation Graduates

Ethnicity	New Hires	Graduates	Retention
Black	6	4	67%
Hispanic	15	17	113%
Asian	1	1	100%
Caucasian	9	8	89%
Native American	0	0	-
Filipino	0	1	-
Other	1	1	100%

TOTAL RETENTION



New Hire	30	2
Graduates	31	1
Retention	103%	50%

***100% based on 32 new hires and 32 graduates**

Of the 14 reassigns into this class, nine graduated (eight with class 24-2 and one with class 24-3), and five separated from the Department. Additionally, Class 24-2 had a total of eight separation reassignments. Of the eight, six graduated with a subsequent class, one is pending reassignment, and one resigned before being reassigned. Detailed information for these eight recruits is provided on the table below.

24-2 Reassign Out Details

Gender	Ethnicity	Reason	Current Status
Male	Caucasian	Medical	Reassigned and graduated, 24-3
Female	Caucasian	Medical	Performance reassign 24-3, pending reassignment
Male	Hispanic	Performance – Basic	Reassigned and graduated, 24-3
Male	Black	Performance – Basic	Reassigned and graduated, 24-3
Male	Black	Performance – Basic	Reassigned and graduated, 24-3
Male	Black	Performance – Basic	Reassigned and graduated, 24-3
Male	Hispanic	Medical	Resigned, 24-2
Female	Black	Performance – Phase 3	Reassigned and graduated, 24-3

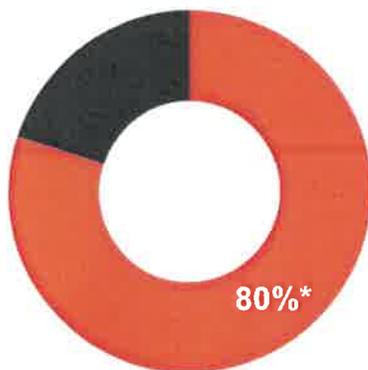
Recruit Class 24-3



New Hires Reassigned In Total Separation Reassign Separation Injury Separation Resignation Graduates

Ethnicity	New Hires	Graduates	Retention
Black	7	10	143%
Hispanic	29	19	66%
Asian	3	3	100%
Caucasian	11	8	73%
Native American	0	0	-
Filipino	0	0	-
Other	0	0	-

TOTAL RETENTION



New Hire	45	5
Graduates	36	4
Retention	80%	80%

***80% based on 50 new hires and 40 graduates**

Of the 10 reassigns into this class, seven graduated, two are pending reassignment, and one has resigned. Additionally, Class 24-3 had a total of 12 separation reassignments, all of whom are pending reassignment. Detailed information for these 12 recruits is provided on the table below.

24-3 Reassign Out Details

Gender	Ethnicity	Reason	Current Status
Male	Hispanic	Medical	Pending reassignment
Male	Hispanic	Medical	Pending reassignment
Male	Caucasian	Medical	Pending reassignment
Male	Caucasian	Medical	Pending reassignment
Male	Caucasian	Medical	Pending reassignment
Male	Hispanic	Performance – Basic	Pending reassignment
Male	Hispanic	Performance – Basic	Pending reassignment
Male	Black	Performance – Basic	Pending reassignment
Male	Hispanic	Performance – Basic	Pending reassignment
Female	Caucasian	Performance – Phase 3	Pending reassignment
Male	Hispanic	Performance – Academic	Pending reassignment
Male	Hispanic	Performance – Academic	Pending reassignment

Training Academy

In an effort to continue to be proactive and to increase recruit retention rates, the RSS has made significant enhancements to the training program.

The Academy continues to be one of sixteen Accredited Local Academies (ALA) as established by the Office of State Fire Marshal in California. The ALA status allows the Department to certify its newest members as California State Fire Firefighter I's which is in educational and training alignment with the State of California, along with other national organizations; International Fire Service Accreditation Congress (IFSAC) and Pro-Board Fire Service Professional Qualifications System (Pro Board). This achievement is in alignment with the LAFD Strategic Plan, Goal 5, "foster personal growth, professional development, and organizational succession."

Moreover, each member of the Academy instructional staff maintains state-issued instructor certification, obtained through the Office of the State Fire Marshal. This process includes coursework in instructional methodology and ethics. By holding these credentials, instructors are recognized not only as experienced firefighters, but as trained educators dedicated to upholding the quality and uniformity of instruction across California's Accredited Local Academies.

The Academy is comprised of 20 weeks of academic and manipulative instruction. The program is divided in two parts which includes the Basic Instruction and Advanced Practical Application Training. The Basic Instruction module (week 1-13), teaches the recruits the skills of personal protective equipment, ladders, hose lays, tools and equipment, and Emergency Medical Technician (EMT) exercises.

The Advanced Practical Training / State Fire Testing (week 14-20) mirrors field activities in scope and intensity to challenge the recruits' thought process in combining the single-layer activities learned in the Basic Instruction portion and utilizing these skills under simulated fire ground conditions. During the Advanced Training there is also a demonstration of skills that are necessary for recruits to perform at an entry-level firefighter in the field. The last two weeks of the Academy focuses on the comprehensive examinations, State and Department Courses.

The following is a brief summary of the training that is delivered in the 20-week Academy:

- Weeks 1 thru 13: Basic firefighter training. Includes ladders and hose lay evolutions being taught and evaluated. Recruits are introduced to forcible entry, vertical and horizontal ventilation, automobile fires, live fire training and tools and equipment. In addition, there is an integration of their EMT skills into real world scenarios that they may face when they graduate.

- Weeks 14 thru 20: Practical Application training and evaluations. Recruits are trained and evaluated on three Practical Application Phases that include. Light Force Ventilation (Phase 1), Engine Drop Bag (Phase 2), and 800 Rescue Ambulance (Phase 3). The final weeks of the Academy focus on State and Department mandated training such as; Wildland (Brush), Hazardous Material Response, Confined Space Awareness, Auto Extrication, Firefighter Survival, Mayday procedures and State Firefighter I and Firefighter II Testing. Additional training includes: Ride Along, 2-Line Rope System and Rescue Air Cushion.

To ensure each recruit is optimally prepared for success, several support programs are available to candidates and recruits, as outlined below:

Firefighter Candidate Advancement Program (FCAP)

The FCAP was specifically designed for the firefighter candidate. The mission of the program is to prepare the candidate for the rigors of the Academy and a career with the LAFD. An introduction to skills such as Ladders, Basic Operations and Personal Protective Equipment/Self Contained Breathing Apparatus are taught by the Academy's staff.

The FCAP has incorporated workouts built by certified fitness instructors with a focus on improving a candidate's strength, flexibility and ability to do the work that will be required of them during the Academy and beyond. Candidates who regularly attend the FCAP sessions have been shown to have a high margin of success going through the Academy. Candidates who have been given formal job offers are invited to attend extended FCAP sessions preceding the start of their class. The FCAP is a voluntary program proven to increase a recruit's success.

Injury Prevention Unit

In an effort to retain recruits, RSS and the Injury Prevention Unit (IPU) continue to cooperate on injury prevention. In alignment with Goal 2, Strategy 2.2.3 of the LAFD's Strategic Plan, this collaboration helps to "increase recruit retention rates through candidate pre-screening, education, drill tower preparation, and injury management." The IPU is available to recruits on their day off to gain professional assistance to prevent injury, enhance nutrition, and receive a personalized strength and flexibility exercise program. During this reporting period the IPU has made significant enhancements to the program delivery for recruits. Examples of these cooperative programs are listed below.

- The IPU has created and presents an OSHA compliant education on preventing heat illness/injuries such as heat stroke and rhabdomyolysis. The IPU has provided specific recommendations regarding hydration and proper heat acclimatization.

- The IPU has trained the FCAP staff to administer a Functional Movement Screening (FMS) test during the pre-employment baseline test. The IPU has developed a four-tier system to predict the likelihood of getting hurt in the Academy. The lower performing candidates are offered individual consultation to increase injury resilience before starting the Academy.
- The IPU helped several recruits to manage minor injuries. Injury management prevented minor injuries from becoming major ones.
- The IPU developed several educational pieces which are included in the recruit curriculum: Maximizing Recovery, Tips and Guidelines for Massage Guns, Keys to Preventing Injuries, Managing Shin Splints, and Foam Rolling.

Reassignment Program

Per the Ethics and Procedure Manual, the following are reasons why a recruit firefighter may be reassigned into a subsequent Academy.

Injury/Illness:

If a recruit misses four consecutive days or more than five individual days of instruction due to injury/illness, when returned to full-duty, the Section Commander recommends reassignment to a subsequent class, provided that they met performance reassign standards at the time of the injury.

Fundamental Firefighting Skills (Basic Hose/Ladders):

Basic Engine Company Operations (Hose Lays) and Basic Truck Company Operations (Ladders) are the bulk of basic Academy instruction and evaluation. The recruit must score 70% or above in both categories to graduate. If a recruit has a score equal to or greater than 70% in one category and their average in the deficient category is between 65-69%, the Section Commander recommends reassignment to a subsequent class.

Practical Application Skills (Phase Evaluations):

There are three phase evaluations that simulate what is expected of an entry level firefighter at a working structure fire. The recruit must pass all three evaluations in order to graduate from the Academy. If the Recruit is successful in only two of the three evaluations, the Section Commander recommends reassignment to a subsequent class.

There may be other unforeseen circumstances that may require recruit reassignment. No matter how a recruit gets reassigned, they only have two attempts at passing the Academy due to performance or injury, per the City of Los Angeles hiring process. Furthermore, the recruit must start their second attempt within 365 days of beginning their first class.

During the 2024-25 fiscal year, a total 37 recruits were eligible for reassignment.

- 14 have completed their second attempt at the Academy.
- Three (3) resigned for personal reasons before being reassigned.
- Eight (8) resigned (unsuccessful with 2nd attempt).
- 12 are pending reassignment into a subsequent class.

Probationary Service

The Department is committed to ensuring that the Academy continuously evolves to deliver a robust foundational curriculum that reflects shifts in generational, educational, and operational demands. This foundation is further reinforced during the 12-month probationary period, during which recruits receive on-the-job training while continuing to develop the skills essential for long-term success. The outcomes of this probationary period, including retention trends over the past six fiscal years, are presented in the following section.

Recruit and Probationary Member Data of Training Academy Classes Since Fiscal Year (FY) 19/20

Fiscal Year	Academy Class	Academy Start	Graduation Date	New Hire	Grad	Recruit Retention	Probation End Date	Completed Probation	Probationary Retention
1	2019-1	12/09/2019	04/09/2020	65	49	75.38%	04/12/2021	49	100%
2	2019-2	05/26/2020	10/22/2020	58	50	86.21%	10/25/2021	47	96%
3	2020-1	12/21/2020	05/20/2021	35	31	88.57%	05/23/2022	28	90.32%
4	2021-1	07/06/2021	11/19/2021	66	54	81.82%	11/21/2022	53	98.14%
5	2021-2	10/25/2021	02/10/2022	49	36	73.47%	02/13/2023	35	100%
6	2021-3	01/18/2022	04/21/2022	64	46	71.88%	04/24/2023	44	95.65%
7	2021-4	03/28/2022	06/30/2022	51	48	94.12%	07/03/2023	46	95.83%
8	2022-1	07/05/2022	10/06/2022	59	40	67.80%	10/08/2023	38	95%
9	2022-2	09/12/2022	12/15/2022	57	48	84.21%	12/18/2023	45	93.75%
10	2022-3	11/21/2022	03/09/2023	57	47	82.46%	03/11/2024	44	93.62%
11	2022-4	02/13/2023	06/15/2023	57	51	89.47%	06/17/2024	49	96.08%
12	2022-5	04/24/2023	08/24/2023	45	42	93.33%	08/27/2024	36	85.71%
14	2023-1	07/03/2023	11/02/2023	48	38	79.17%	11/05/2024	35	92.11%
15	2023-2	09/11/2023	01/25/2024	39	31	79.49%	01/28/2025	27	87.10%
16	2023-3	11/20/2023	04/04/2024	48	44	91.67%	04/07/2025	42	95.45%
17	2023-4	02/12/2024	06/27/2024	64	51	79.69%	06/30/2025	44	88.24%
18	2023-5	04/22/2024	09/05/2024	68	54	79.41%	09/08/2025	49	90.74%
19	2024-1	07/15/2024	11/22/2024	61	51	83.61%	11/24/2025	-*	-*
20	2024-2	12/16/2024	05/01/2025	32	32	100%	05/04/2026	-*	-*
21	2024-3	05/19/2025	10/02/2025	50	40	80%	10/05/2026	-*	-*
				1073	883	82.52%		711**	93.55%***

* Outcomes pending completion of probation

** Total excludes classes 2024-1 through 2024-3 data as outcomes are pending completion of probationary periods

*** 711 PFFs completed probation out of 760 Academy graduates (883 less 123 PFFs still within the probationary period)

The following table presents data on members who did not complete probation, broken down by class, over the past five fiscal years (2019-20 – 2023-24, if a class number is not listed, it indicates that all members successfully completed probation). This data is collected in an in-person exit interview of the PFF by QAU staff in the presence of the Department psychologist.

	Class	Gender	Ethnicity	Resign/Terminated	Reason
1	2019-2	Male	Asian	Resigned	Personal Reasons
2	2019-2	Male	Black	Resigned	Personal Reasons
3	2019-2	Female	Caucasian	Terminated	Exceeded Probation Limit
4	2020-1	Female	Hispanic	Resigned	Personal Reasons
5	2020-1	Male	Hispanic	Resigned	Hired by or pursued another fire agency
6	2020-1	Male	Filipino	Resigned	Personal Reasons
7	2021-1	Female	Caucasian	Resigned	Career Change
8	2021-2	Male	Black	Terminated	PSD Violation
9	2021-3	Male	Caucasian	Resigned	Hired by or pursued another fire agency
10	2021-3	Male	Hispanic	Resigned, in lieu of termination	PSD Violation
11	2021-4	Male	Hispanic	Resigned	Career Change
12	2021-4	Male	Caucasian	Resigned	Career Change
13	2022-1	Male	Caucasian	Resigned	Career Change
14	2022-1	Male	Black	Resigned	Hired by or pursued another fire agency
15	2022-2	Male	Caucasian	Resigned	Career Change
16	2022-2	Male	Hispanic	Resigned	Career Change
17	2022-2	Male	Two or more	Resigned	Hired by or pursued another fire agency
18	2022-3	Male	Hispanic	Resigned	Career Change
19	2022-3	Male	Black	Resigned	Career Change
20	2022-3	Male	Hispanic	Resigned	Career Change
21	2022-4	Male	Caucasian	Resigned	Career Change

Board of Fire Commissioners

22	2022-4	Male	Hispanic	Terminated	PSD Violation
23	2022-5	Male	Hispanic	Resigned	Career Change
24	2022-5	Male	Asian	Resigned	Career Change
25	2022-5	Male	Caucasian	Resigned	Career Change
26	2022-5	Male	Hispanic	Resigned	Hired by or pursued another fire agency
27	2022-5	Male	Asian	Resigned	Career Change
28	2022-5	Male	Hispanic	Resigned, in lieu of termination	PSD Violation
29	2023-1	Male	Hispanic	Resigned	Hired by or pursued another fire agency
30	2023-1	Male	Hispanic	Resigned	Career Change
31	2023-1	Male	Hispanic	Resigned	Hired by or pursued another fire agency
32	2023-2	Male	Caucasian	Resigned	Career Change
33	2023-2	Male	Hispanic	Resigned	Career Change
34	2023-2	Male	Caucasian	Resigned	Career Change
35	2023-2	Male	Caucasian	Resigned	Career Change
36	2023-3	Male	Black	Resigned	Career Change
37	2023-3	Male	Hispanic	Resigned	Hired by or pursued another fire agency
38	2023-4	Male	Black	Resigned	Career Change
39	2023-4	Male	Hispanic	Resigned	Career Change
40	2023-4	Male	Hispanic	Resigned	Career Change
41	2023-4	Male	Caucasian	Resigned	Hired by or pursued another fire agency
42	2023-4	Male	Hispanic	Resigned	Personal Reasons
43	2023-4	Male	Caucasian	Resigned	Hired by or pursued another fire agency
44	2023-4	Male	Black	Terminated	Performance
45	2023-5	Male	Hispanic	Resigned	Personal Reasons
46	2023-5	Male	Hispanic	Resigned	Career Change
47	2023-5	Male	Black	Resigned, in lieu of termination	Performance

48	2023-5	Male	Asian	Resigned	Hired by or pursued another fire agency
49	2023-5	Male	Black	Resigned, in lieu of termination	Performance

Of the 49 PFFs who did not complete probation over the five fiscal years analyzed, approximately 49% resigned for a “Career Change.” While some returned to previous careers in law enforcement or the military, or pursued opportunities in other industries, most cited the 24-hour shift schedule as incompatible with personal or family commitments or indicated that the fire service was not the right fit for them. Approximately 22% resigned to accept positions with other fire agencies—most commonly the Los Angeles County Fire Department—attracted in part by the County’s dispatch transport policies. About 12% resigned for “Personal Reasons,” including medical or other personal challenges that affected their ability to continue employment with the Department. Roughly 6% separated due to performance-related issues, and 8% were terminated following an Equal Employment Opportunity (EEO) violation. One PFF (2%) resigned after being unable to complete probation within the Department’s 30-month limit.

Status of Classes Pending Completion of Probation

As the probationary period continues through November 24, 2025, four PFFs of the 51 graduates from Class 24-1 have resigned to date.

	Gender	Ethnicity	Resigned/Terminated	Reason
1	Female	Hispanic	Resigned	Personal Reasons
2	Male	Hispanic	Resigned	Career Change
3	Male	Black	Resigned, in lieu of termination	Performance
4	Male	Caucasian	Resigned, in lieu of termination	Performance/Career Change

Of the 32 graduates from Class 24-2, one PFF resigned during the probationary period which continues through May 4, 2026.

	Gender	Ethnicity	Resigned/Terminated	Reason
1	Male	Caucasian	Resigned	Career Change

Class 24-3 graduated on October 3, 2025, and will complete probation on October 5, 2026. To date, one PFF of the 40 graduates has resigned.

	Gender	Ethnicity	Resigned/Terminated	Reason
1	Male	Caucasian	Resigned	Hired by or pursued another fire agency

Structure and Purpose of Probationary Period

The probationary period for new firefighters is a structured, year-long training and evaluation phase designed to transition recruits from the Academy to full field assignment. During this time, PFFs apply their training to real-world operations under the supervision of experienced company officers and the guidance of the QAU. The probationary period serves as both a developmental and evaluative process to ensure each member demonstrates the technical skills, professionalism, and judgment required of a Los Angeles City Firefighter.

PFFs rotate through three separate field assignments, each lasting approximately four months. They are brought back to training sites at the four-month and eight-month marks for formal evaluations that assess their progress and readiness to advance. At approximately the ten-month mark, PFFs attend Entry Level Driver Training (ELDT), also known as Driver Operator 1A, which prepares them to obtain their Class B driver's license or Class C license with a Firefighter endorsement and to assume driving responsibilities upon completion of probation. These structured rotations and milestone evaluations ensure that PFFs gain broad experience, continuous feedback, and progressive development across their first year in the field.

Throughout probation, PFFs continue formal training and skill development, including proficiency exercises, refresher drills, and courses required by the State Fire Marshal. Performance is monitored through Daily Observation Reports (DORs), periodic evaluations, QAU visits, and structured feedback sessions to ensure consistency, fairness, and alignment with Departmental standards.

Recognizing that probation can be demanding, the Department provides ongoing support through company officer mentorship, QAU oversight over the PFF training and monitoring the workplace environment, as well as access to wellness and peer support resources. The ultimate goal of the probationary period is to produce confident, competent, and professional firefighters prepared to serve the community safely and effectively.

CONCLUSION

In summary, the Department's ongoing efforts to enhance Academy training, combined with comprehensive on-the-job support during the probationary period, have established a solid foundation for firefighter development. Over the past six fiscal years, overall recruit retention has averaged 82.52%, while probationary member retention over the five most recent fiscal years available for analysis is 93.55%. These outcomes demonstrate the effectiveness of the Department's training and support programs in fostering workforce stability, professional growth, and long-term success.

