

PERSONNEL AND ANIMAL WELFARE AND BUDGET AND FINANCE COMMITTEES' REPORT relative to the challenges of recruiting and hiring firefighters.

Recommendation for Council action, pursuant to Motion (O'Farrell - Bonin):

INSTRUCT the Personnel Department and Los Angeles Fire Department (LAFD), in consultation with the United Firefighters of Los Angeles City, to report in regard to recruitment and hiring challenges of firefighters to include staffing and budgetary resources required to overcome those challenges, and any changes to the department's recruiting, sustainable hiring, and training practices implemented in recent months.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On November 2, 2016, the Personnel and Animal Welfare (PAW) Committee considered a Motion (O'Farrell - Bonin) relative to recruitment and hiring challenges of firefighters to include staffing and budgetary resources required to overcome those challenges, and any changes to the department's recruiting, sustainable hiring, and training practices implemented in recent months. According to the Motion, after a five-year hiring freeze, the LAFD recently initiated the process to hire three classes of firefighters. The first class graduated in June 2014 and the new firefighters were assigned to stations throughout the City.

However, the second class was canceled as a result of controversy surrounding the hiring of the first class. This topic was the subject of a series of news articles by the Los Angeles Times and subsequently analyzed in a report by the LAFD's independent assessor and a study conducted by the Rand Corporation. The reports addressed challenges faced by the department in ensuring that the City's hiring practices were fair to all applicants and the most qualified candidates were selected. According to the reports, the make-up of the first class did not reflect the demographics of the City, in particular Latinos and African-Americans were under-represented, and the graduating class did not include any females. The second class of recruits, which were hired after changes to the hiring process, has made little progress in terms of furthering minority recruitment and hiring.

Recently, all four female recruits did not complete the training class set to graduate on May 14, 2015, thus graduating its second consecutive all-male class. While female representation is less than 3 percent of LAFD firefighters, the Fire Chief has indicated his intent to fund a Firefighter Recruitment Section and double the number of female firefighters and increase diversity in the department. These new classes initiated after the Fiscal Year 2011-12 hiring freeze were needed as the number of City firefighters has been significantly impacted by budget reductions and attrition since the economic recession. These budget cuts and staffing reductions have strained department operations and personnel, including increasing its response times. 11 engine companies and seven truck companies were closed throughout the City and only two have been restored since.

After consideration and having provided an opportunity for public comment, the PAW Committee moved to recommend approval of the Motion. Subsequently, on November 7, 2016, the Budget and Finance Committee also considered this Motion and moved to concur with the PAW Committee. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	ABSENT
HARRIS-DAWSON:	YES

BUDGET AND FINANCE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KREKORIAN:	YES
ENGLANDER:	ABSENT
MARTINEZ:	ABSENT
BLUMENFIELD:	YES
BONIN:	YES

ARL  
11/7/16

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**