

MOTION

The Los Angeles Fire Department (LAFD) has implemented several youth programs, including the Cadet Program, Magnet School programs, Youth Fire Academy, and Crew 3. The continuation of these programs has relied on the goodwill and passion of a small number of committed volunteers from within the sworn ranks of the LAFD. Because no position authorities have been authorized and insufficient resources have been allocated, the programs have not been provided the opportunity to develop and to expand participation by the communities' youths. It is noted that the Los Angeles Police Department's Youth Programs Unit has seven full-time sworn positions assigned. The Unit is responsible for administering, among others, the LAPD's highly successful Cadet Academy.

The LAFD youth programs have a common goal: to introduce teenagers and young adults to the fire service, to teach basic life skills (honesty, integrity, hard work, goal setting) and to demonstrate leadership within the community. While not all participants decide to enter the fire service, these programs have tremendous potential to support the Department's long-term hiring goals to enhance diversity. Authorizing a full-time position to administer, plan, coordinate and oversee the various programs and place under one umbrella unit would provide the staff continuity and proper support to ensure their quality, effectiveness and success. While the LAFD youth programs have a common goal, there is no clearly defined process enabling the experiences within these programs to become a direct pathway into a career with the LAFD for those who remain interested and committed. In addition to its day-to-day duties, one of the responsibilities of this position would be to work with appropriate LAFD and Personnel Department staff to develop this process and monitor its progress.

The classification of Senior Project Coordinator would provide the greatest flexibility relative to establishing job requirements and recruitment efforts for the most qualified candidates with related experience. A substitute authority through the end of this fiscal year should be authorized to enable the LAFD to hire expeditiously. Given its budgetary constraints, the LAFD should work with the Fire Foundation for a donation to the City to cover salary costs for six months. The LAFD will include continuation of the Senior Project Coordinator position in its Fiscal Year 2017-18 Budget Request.

I, THEREFORE MOVE that City Council authorize to the Los Angeles Fire Department a substitute authority for Senior Project Coordinator (Code 1538) from January 1 through June 30, 2017 to administer its Youth Programs.

I FURTHER MOVE that City Council instruct the Los Angeles Fire Department to work with the Fire Foundation for a donation to cover the Senior Project Coordinator salary costs for six months.

Presented by:

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Seconded by:

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