

PUBLIC SAFETY COMMITTEE REPORT relative to women employed in the Los Angeles Fire Department (LAFD) in sworn and civilian positions.

Recommendations for Council action pursuant to Motion (Rodriguez – McOsker):

1. INSTRUCT the LAFD to report on:
 - a. The number of women currently serving in the LAFD, by classification with said report to include sworn and civilian positions.
 - b. Recruitment efforts that are aimed to increase the number of women in sworn and civilian positions throughout the entire LAFD.
2. INSTRUCT the LAFD to report, in collaboration with the Personnel Department, on:
 - a. The retention rate of women throughout the LAFD with said report to include recommendations for how the LAFD will improve retention rates going forward.
 - b. Promotional opportunities within the LAFD and the number of women being promoted throughout the LAFD.

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 February 27, 2024, your Committee considered a Motion (Rodriguez – McOsker) relative to women employed in the LAFD in sworn and civilian positions. According to the Motion, women make up 3.5 percent of the roughly 3,450 sworn personnel at the LAFD. The persistently low representation of women at LAFD reflects paltry numbers nationally. A 2018 survey conducted of local and municipal fire departments across the country showed that the share of professional firefighters who are women is around 4 percent.

According to the United Fire Service Women- an organization created to support and advocate for the welfare of women in the San Francisco Fire Department- the San Francisco Fire Department has one of the largest populations of female firefighters in the country, 15.3 percent. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,
Public Safety Committee

COUNCILMEMBER	VOTE
RODRIGUEZ:	YES
LEE:	YES
McOSKER:	YES
PARK:	YES
SOTO-MARTINEZ:	YES

ARL

2/27/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-