

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

Recommendations for Council action:

1. NOTE and FILE the June 20, 2024 LAFD report, attached to the Council File, relative to women employed in the LAFD in sworn and civilian positions.
2. INSTRUCT the City Administrative Officer (CAO), with assistance from the LAFD and City Attorney, to report on the recommendations made in the June 20, 2024 LAFD report, attached to the Council File.

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

Community Impact Statement: None submitted.

Summary:

On June 25, 2024, your Committee considered a June 20, 2024 LAFD report relative to women employed in the LAFD in sworn and civilian positions. According to the LAFD, as of January 31, 2024, sworn and civilian, a total of 261 women make up 6.9 percent of the 3,765 LAFD Personnel. A total of 140 women make up 41 percent of the 335 civilian employees and a total of 121 women make up 3.5 percent of the 3,430 sworn employees. A breakdown of the current state of women in the LAFD and the methods the LAFD has taken in order to impact promotional opportunities, retention efforts, and the recruitment of women is included in the LAFD report.

On April 23, 2024, an anonymous assessment went out to all civilian and sworn women that inquired about several topics including their current employment, their career outlook, and their future aspirations. This assessment received 26 percent participation, however, it still allowed for a significant amount of quantitative and qualitative feedback. The results are detailed in the LAFD report.

Efforts have been made at increasing the number of women, both sworn and civilian, throughout the entire LAFD. Currently the LAFD collaborates with the City Personnel Department on its hiring process which focuses on hiring, retaining, and promoting all members regardless of gender or ethnicity. The LAFD Firefighter Recruitment Section members have utilized various recruitment efforts to increase the number of sworn women personnel, including, but not limited to outreach to military locations, women's athletic college sports teams, and cultural events. Survey respondents suggested that honesty is crucial in preparing incoming candidates for the job so they know exactly what to expect when they are hired.

As the City's Personnel Department hiring process is not gender specific, there has not been efforts to specifically retain civilian women personnel within the LAFD. The LAFD's Training and Support Bureau provides training to all sworn members and offers promotional prep programs open to all members for each promotional exam being scheduled. Civilian survey respondents suggested implementing city-wide mentorship programs for civilians.

After consideration and having provided an opportunity for public comment, the Committee moved to note and file the LAFD report and further recommend instructing the CAO, with assistance from the LAFD and City Attorney, to report on the recommendations made in the LAFD report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Public Safety Committee

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

ARL

6/25/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-