

MOTION

It is important that the culture of the fire department reflects a commitment to diversity and inclusion. While the Fire Department has made important strides, there is also room for improvement. Recent LATimes investigations have brought to light troubling information about alleged discrimination based on race and gender as well as disciplinary problems.

The Fire Department has policies and procedures that govern discipline. However, in a recent case, certain procedures were not followed after a complaint was made about an employee's behavior. It is imperative that the Fire Department report on the current disciplinary and grievance procedures and standards as well as the consequences for those responsible who choose not to follow the mandated procedures.

I THEREFORE MOVE that the Fire Department, with the assistance of the City Attorney, be directed to report with a review of the grievance and disciplinary process within the Fire Department for behavioral, discriminatory and retaliatory complaints, including record keeping of complaints as categorized by gender or ethnicity.

PRESENTED BY



MONICA RODRIGUEZ  
Councilwoman, 7<sup>th</sup> District

SECONDED BY:



ORIGINAL

JUL 28 2021

