

14-0275

FEB 28 2014

PUBLIC SAFETY

MOTION

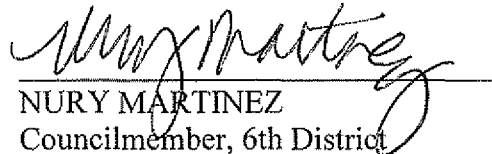
The Los Angeles Fire Department (LAFD) is ramping up its hiring efforts after five years of not hiring new Firefighters. The LAFD received over 13,000 applications to join the Department, and LAFD recently reported that its first Firefighter class under the new hiring effort has a total of 70 Firefighter candidates. Of this amount, however, only one is a female.

The LAFD reports that females currently comprise approximately three percent of its total workforce. Although historically the number of female Firefighters is low throughout the fire service, if this hiring trend for females were to continue, the LAFD would have even less female Firefighters than it does currently.

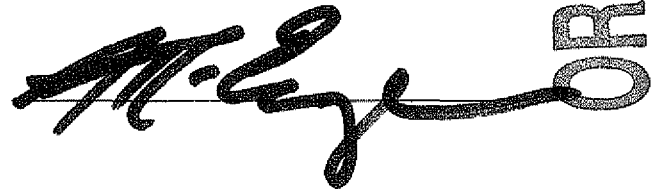
The extraordinary demand to become a Firefighter at LAFD presents opportunities for the Department to ensure that it is not only recruiting the best possible candidates, but also candidates that can be reflective of the population the Department serves. To meet this objective, the strategies and priorities used by the Department in its hiring efforts should be more clearly understood.

I THEREFORE MOVE that the Fire Department be instructed to report on the current outreach strategies used to target under-represented demographics for Firefighter candidates; how effective those strategies were in conducting recruitment efforts for the first Firefighter class in several years; and report on strategies, similar to those used by the LAPD, on successful outreach to underrepresented groups to develop potential recommendations to enhance the Department's outreach efforts going forward.

PRESENTED BY


NURY MARTINEZ
Councilmember, 6th District

SECONDED BY



ORIGINAL


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