

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

March 7, 2024

TO: Honorable Members of the City Council
Office of the City Administrative Officer
Personnel Department

FROM:  Kristin M. Crowley, Fire Chief
Fire Department

SUBJECT: RESPONSE TO MOTION RE: VACANCY RATES, C.F. 23-1429

The attached information is submitted in response to Council File 23-1429. As of March 7, 2024, the Fire Department has a total of 94 vacant civilian positions (22% vacancy rate). Overall, civilian salaries account for 5% of the Fire Department's budget and there is a 6% civilian salary savings rate.

60 Prioritized Critical Hiring unfreeze requests were already submitted to the office of the City Administrative Officer, with 34 additional requests to follow in coming days. Civilian positions are critical as they support sworn members in being ready to provide essential public safety (emergency and firefighting) services.

Questions regarding this report may be directed to Farshid Yazdi, Senior Management Analyst II, at Farshid.Yazdi@lacity.org.

Attachment

cc: Anissa Raja, Council District 15
Dana Brown, Personnel Department
Erick Martell and David Ou, Mayor's Office
Jacqueline Vernon Wagner, CAO's Office

PAH Committee - LAFD Positions FY 2023-24

No.	Budget Program	Job Classification	Authority Type	Annual Position Salary	Source of Fund	FY Authorized (In last 5 yrs)	FY Vacant (In last 5 yrs)
1	3801 - Arson Investigation and Counter-Terrorism	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund	> 5 Years	22-23
2	3803 - Fire Suppression	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund	> 5 Years	22-23
3	3803 - Fire Suppression	Management Analyst 9184-0-LAC	Regular (Civilian)	\$108,876	100 - General Fund	> 5 Years	23-24
4	3803 - Fire Suppression	Secretary 1116-0-LAC	Regular (Civilian)	\$77,099	100 - General Fund	> 5 Years	23-24
5	3803 - Fire Suppression	Secretary 1116-0-LAC	Regular (Civilian)	\$77,099	100 - General Fund	> 5 Years	
6	3805 - Hazardous Materials Enforcement	Administrative Clerk 1358-0-LAC	Resolution (Civilian)	\$53,174	100 - General Fund (Fee supported)	> 5 Years	22-23
7	3805 - Hazardous Materials Enforcement	Environmental Technician 7316-0-LAC	Regular (Civilian)	\$61,731	100 - General Fund (Fee supported)	> 5 Years	22-23
8	3805 - Hazardous Materials Enforcement	Environmental Technician 7316-0-LAC	Regular (Civilian)	\$61,731	100 - General Fund (Fee supported)	> 5 Years	
9	3805 - Hazardous Materials Enforcement	Management Analyst 9184-0-LAC	Regular (Civilian)	\$108,876	100 - General Fund (Fee supported)	> 5 Years	
10	3806 - Fire Prevention	Accounting Clerk 1223-0-LAC	Resolution (Civilian)	\$76,225	100 - General Fund (Fee supported)	23-24	23-24
11	3806 - Fire Prevention	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund (Fee supported)	> 5 Years	23-24
12	3806 - Fire Prevention	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund (Fee supported)	> 5 Years	22-23
13	3806 - Fire Prevention	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund (Fee supported)	> 5 Years	23-24
14	3806 - Fire Prevention	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund (Fee supported)	> 5 Years	22-23
15	3806 - Fire Prevention	Fire Protection Engineering Associate IV 7978-4-LAC	Regular (Civilian)	\$146,157	100 - General Fund (Fee supported)	22-23	22-23
16	3806 - Fire Prevention	Management Analyst 9184-0-LAC	Resolution (Civilian)	\$108,876	100 - General Fund (Fee supported)	22-23	22-23
17	3806 - Fire Prevention	Management Assistant 1539-0-LAC	Regular (Civilian)	\$64,996	100 - General Fund (Fee supported)	> 5 Years	23-24
18	3806 - Fire Prevention	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund (Fee supported)	> 5 Years	22-23
19	3806 - Fire Prevention	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund (Fee supported)	22-23	22-23
20	3808 - Emergency Medical Service	Chief Physician 2334-0-LAC	Regular (Civilian)	\$219,532	100 - General Fund	> 5 Years	21-22
21	3808 - Emergency Medical Service	EMS Advanced Provider 2341-0-LAC	Regular (Civilian)	\$152,069	100 - General Fund	> 5 Years	23-24

PAH Committee - LAFD Positions FY 2023-24

No.	Budget Program	Job Classification	Authority Type	Annual Position Salary	Source of Fund	FY Authorized (In last 5 yrs)	FY Vacant (In last 5 yrs)
22	3808 - Emergency Medical Service	EMS Advanced Provider 2341-0-LAC	Regular (Civilian)	\$152,069	100 - General Fund	> 5 Years	
23	3808 - Emergency Medical Service	EMS Advanced Provider 2341-0-LAC	Regular (Civilian)	\$152,069	100 - General Fund	> 5 Years	
24	3847 - Training	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund	> 5 Years	23-24
25	3848 - Procurement, Maintenance and Repair	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund	> 5 Years	22-23
26	3848 - Procurement, Maintenance and Repair	Auto Painter 3721-5-LAC	Regular (Civilian)	\$89,074	100 - General Fund	> 5 Years	23-24
27	3848 - Procurement, Maintenance and Repair	Equipment Mechanic 3711-0-LAC	Regular (Civilian)	\$96,423	100 - General Fund	22-23	22-23
28	3848 - Procurement, Maintenance and Repair	Equipment Mechanic 3711-5-LAC	Regular (Civilian)	\$96,423	100 - General Fund	> 5 Years	23-24
29	3848 - Procurement, Maintenance and Repair	Heavy Duty Equipment Mechanic 3743-0-LAC	Regular (Civilian)	\$97,893	100 - General Fund	> 5 Years	22-23
30	3848 - Procurement, Maintenance and Repair	Heavy Duty Equipment Mechanic 3743-0-LAC	Regular (Civilian)	\$97,893	100 - General Fund	> 5 Years	22-23
31	3848 - Procurement, Maintenance and Repair	Heavy Duty Equipment Mechanic 3743-0-LAC	Regular (Civilian)	\$97,893	100 - General Fund	> 5 Years	23-24
32	3848 - Procurement, Maintenance and Repair	Heavy Duty Equipment Mechanic 3743-0-LAC	Regular (Civilian)	\$97,893	100 - General Fund	> 5 Years	23-24
33	3848 - Procurement, Maintenance and Repair	Heavy Duty Equipment Mechanic 3743-0-LAC	Regular (Civilian)	\$97,893	100 - General Fund	22-23	22-23
34	3848 - Procurement, Maintenance and Repair	Heavy Duty Equipment Mechanic 3743-0-LAC	Regular (Civilian)	\$97,893	100 - General Fund	22-23	22-23
35	3848 - Procurement, Maintenance and Repair	Machinist 3763-0-LAC	Regular (Civilian)	\$94,210	100 - General Fund	22-23	22-23
36	3848 - Procurement, Maintenance and Repair	Maintenance Laborer 3112-0-LAC	Regular (Civilian)	\$51,218	100 - General Fund	> 5 Years	17-18
37	3848 - Procurement, Maintenance and Repair	Mechanical Helper 3771-0-LAC	Regular (Civilian)	\$61,359	100 - General Fund	> 5 Years	23-24
38	3848 - Procurement, Maintenance and Repair	Mechanical Helper 3771-0-LAC	Regular (Civilian)	\$61,359	100 - General Fund	> 5 Years	22-23
39	3848 - Procurement, Maintenance and Repair	Mechanical Helper 3771-0-LAC	Regular (Civilian)	\$61,359	100 - General Fund	> 5 Years	21-22
40	3848 - Procurement, Maintenance and Repair	Mechanical Helper 3771-0-LAC	Regular (Civilian)	\$61,359	100 - General Fund	> 5 Years	22-23
41	3848 - Procurement, Maintenance and Repair	Mechanical Helper 3771-0-LAC	Regular (Civilian)	\$61,359	100 - General Fund	22-23	22-23
42	3848 - Procurement, Maintenance and Repair	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	

PAH Committee - LAFD Positions FY 2023-24

No.	Budget Program	Job Classification	Authority Type	Annual Position Salary	Source of Fund	FY Authorized (In last 5 yrs)	FY Vacant (In last 5 yrs)
43	3848 - Procurement, Maintenance and Repair	Senior Heavy Duty Equipment Mechanic 3745-0-LAC	Regular (Civilian)	\$105,254	100 - General Fund	> 5 Years	23-24
44	3848 - Procurement, Maintenance and Repair	Sheet Metal Worker 3775-0-LAC	Regular (Civilian)	\$100,057	100 - General Fund	> 5 Years	22-23
45	3848 - Procurement, Maintenance and Repair	Storekeeper II 1835-2-LAC	Regular (Civilian)	\$70,485	100 - General Fund	> 5 Years	22-23
46	3848 - Procurement, Maintenance and Repair	Storekeeper II 1835-2-LAC	Regular (Civilian)	\$70,485	100 - General Fund	> 5 Years	22-23
47	3848 - Procurement, Maintenance and Repair	Tire Repairer 3727-0-LAC	Regular (Civilian)	\$74,646	100 - General Fund	> 5 Years	19-20
48	3848 - Procurement, Maintenance and Repair	Truck Operator 3583-0-LAC	Regular (Civilian)	\$60,698	100 - General Fund	22-23	22-23
49	3848 - Procurement, Maintenance and Repair	Welder 3796-0-LAC	Regular (Civilian)	\$99,392	100 - General Fund	> 5 Years	22-23
50	3849 - Technology Support	Communications Electrician 3686-0-LAC	Regular (Civilian)	\$111,068	100 - General Fund	> 5 Years	
51	3849 - Technology Support	Geographic Information Systems Supervisor I 7214-1-LAC	Regular (Civilian)	\$137,629	100 - General Fund	> 5 Years	22-23
52	3849 - Technology Support	Geographic Information Systems Supervisor I 7214-1-LAC	Regular (Civilian)	\$137,629	100 - General Fund	> 5 Years	23-24
53	3849 - Technology Support	Programmer/Analyst I 1431-1-LAC	Resolution (Civilian)	\$91,684	100 - General Fund	23-24	23-24
54	3849 - Technology Support	Programmer/Analyst I 1431-1-LAC	Resolution (Civilian)	\$91,684	100 - General Fund	23-24	23-24
55	3849 - Technology Support	Programmer/Analyst III 1431-3-LAC	Regular (Civilian)	\$113,463	100 - General Fund	> 5 Years	19-20
56	3849 - Technology Support	Programmer/Analyst III 1431-3-LAC	Regular (Civilian)	\$113,463	100 - General Fund	> 5 Years	23-24
57	3849 - Technology Support	Programmer/Analyst V 1431-5-LAC	Regular (Civilian)	\$142,193	100 - General Fund	> 5 Years	
58	3849 - Technology Support	Secretary 1116-0-LAC	Regular (Civilian)	\$77,099	100 - General Fund	> 5 Years	23-24
59	3849 - Technology Support	Senior Systems Analyst I 1597-1-LAC	Regular (Civilian)	\$143,730	100 - General Fund	> 5 Years	22-23
60	3849 - Technology Support	Senior Systems Analyst I 1597-1-LAC	Regular (Civilian)	\$143,730	100 - General Fund	> 5 Years	21-22
61	3849 - Technology Support	Senior Systems Analyst I 1597-1-LAC	Regular (Civilian)	\$143,730	100 - General Fund	> 5 Years	18-19
62	3849 - Technology Support	Senior Systems Analyst I 1597-1-LAC	Resolution (Civilian)	\$143,730	100 - General Fund	23-24	23-24
63	3849 - Technology Support	Senior Systems Analyst I 1597-1-LAC	Resolution (Civilian)	\$143,730	100 - General Fund	23-24	23-24

PAH Committee - LAFD Positions FY 2023-24

No.	Budget Program	Job Classification	Authority Type	Annual Position Salary	Source of Fund	FY Authorized (In last 5 yrs)	FY Vacant (In last 5 yrs)
64	3849 - Technology Support	Systems Administrator II 1455-2-LAC	Regular (Civilian)	\$161,810	100 - General Fund	23-24	23-24
65	3849 - Technology Support	Systems Analyst 1596-0-LAC	Regular (Civilian)	\$114,786	100 - General Fund	> 5 Years	23-24
66	3849 - Technology Support	Systems Analyst 1596-0-LAC	Regular (Civilian)	\$114,786	100 - General Fund	> 5 Years	23-24
67	3850 - General Administration and Support	Accountant 1513-0-LAC	Resolution (Civilian)	\$80,109	100 - General Fund	23-24	23-24
68	3850 - General Administration and Support	Accounting Clerk 1223-0-LAC	Regular (Civilian)	\$76,225	100 - General Fund	> 5 Years	22-23
69	3850 - General Administration and Support	Accounting Clerk 1223-0-LAC	Regular (Civilian)	\$76,225	100 - General Fund	> 5 Years	22-23
70	3850 - General Administration and Support	Accounting Clerk 1223-0-LAC	Regular (Civilian)	\$76,225	100 - General Fund	> 5 Years	22-23
71	3850 - General Administration and Support	Accounting Clerk 1223-0-LAC	Resolution (Civilian)	\$76,225	100 - General Fund	23-24	23-24
72	3850 - General Administration and Support	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund	> 5 Years	22-23
73	3850 - General Administration and Support	Administrative Clerk 1358-0-LAC	Regular (Civilian)	\$53,174	100 - General Fund	> 5 Years	23-24
74	3850 - General Administration and Support	Administrative Clerk 1358-0-LAC	Resolution (Civilian)	\$53,174	100 - General Fund	> 5 Years	22-23
75	3850 - General Administration and Support	Administrative Clerk 1358-0-LAC	Resolution (Civilian)	\$53,174	100 - General Fund	> 5 Years	22-23
76	3850 - General Administration and Support	Chief Special Investigator 0604-0-LAC	Regular (Civilian)	\$168,271	100 - General Fund	> 5 Years	21-22
77	3850 - General Administration and Support	Executive Administrative Assistant III 1117-3-LAC	Regular (Civilian)	\$104,671	100 - General Fund	> 5 Years	23-24
78	3850 - General Administration and Support	Fire Psychologist 2379-0-LAC	Resolution (Civilian)	\$165,009	100 - General Fund	23-24	23-24
79	3850 - General Administration and Support	Fire Psychologist 2379-0-LAC	Resolution (Civilian)	\$165,009	100 - General Fund	23-24	23-24
80	3850 - General Administration and Support	Fire Special Investigator 1632-0-LAC	Regular (Civilian)	\$138,760	100 - General Fund	22-23	23-24
81	3850 - General Administration and Support	Fire Statistical Manager 1638-0-LAC	Regular (Civilian)	\$140,376	100 - General Fund	> 5 Years	21-22
82	3850 - General Administration and Support	Management Analyst 9184-0-LAC	Regular (Civilian)	\$108,876	100 - General Fund	> 5 Years	23-24
83	3850 - General Administration and Support	Personnel Analyst 1731-0-LAC	Resolution (Civilian)	\$97,173	100 - General Fund	22-23	22-23
84	3850 - General Administration and Support	Personnel Analyst 1731-0-LAC	Resolution (Civilian)	\$97,173	100 - General Fund	23-24	23-24

PAH Committee - LAFD Positions FY 2023-24

No.	Budget Program	Job Classification	Authority Type	Annual Position Salary	Source of Fund	FY Authorized (In last 5 yrs)	FY Vacant (In last 5 yrs)
85	3850 - General Administration and Support	Public Safety Employee Relations Manager 1721-0-LAC	Regular (Civilian)	\$171,967	100 - General Fund	> 5 Years	23-24
86	3850 - General Administration and Support	Secretary 1116-0-LAC	Regular (Civilian)	\$77,099	100 - General Fund	> 5 Years	15-16
87	3850 - General Administration and Support	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	23-24
88	3850 - General Administration and Support	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	23-24
89	3850 - General Administration and Support	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	23-24
90	3850 - General Administration and Support	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	23-24
91	3850 - General Administration and Support	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	22-23
92	3850 - General Administration and Support	Senior Administrative Clerk 1368-0-LAC	Regular (Civilian)	\$72,362	100 - General Fund	> 5 Years	23-24
93	3850 - General Administration and Support	Senior Personnel Analyst I 9167-1-LAC	Resolution (Civilian)	\$142,656	100 - General Fund	23-24	23-24
94	3850 - General Administration and Support	Special Investigator II 0602-2-LAC	Regular (Civilian)	\$129,435	100 - General Fund	> 5 Years	22-23

\$9,029,871	Total Salaries of Civilian Vacant Positions
94	Total Civilian Vacant Positions

\$43,831,927	Total Civilian Salaries (based on Wages & Counts and DPO FY23-24)
415	Civilian DPO FY23-24
\$2,629,916	6% Salary Savings (based on Wages & Counts and DPO FY23-24)
\$105,619.10	Average Civilian Salary using DPO FY23-24
25	# of Pos to Meet 6% Salary Savings