



Date: March 2, 2010
To: Honorable Mayor and City Council
From: Vice Mayor Val Lerch, Chair, Public Safety Committee
Subject: **FIREFIGHTER LATERAL TRAINING ACADEMY**

The Public Safety Committee, at its meeting held February 9, 2010, considered communications relative to the above subject.

It is the recommendation of the Public Safety Committee to the City Council that a Lateral Firefighter Training Academy be approved.

Respectfully submitted,

PUBLIC SAFETY COMMITTEE

Vice Mayor Val Lerch, Chair

Prepared by:
Gloria Harper



Long Beach Fire Department

Staffing & Facility Update

Public Safety Committee

February 9, 2010





Sworn Fire Staffing Levels

- As part of the Fire Department's budget balancing strategies in FY 10, the Department implemented light forces at two fire stations
- The Department reduced 14 sworn positions, including the civilianization of one management position
- The Fire Academy was suspended to generate \$890,000 in one-time savings
- By February 2010, 28 sworn firefighters and one sworn lifeguard left the department; firefighter retirements were largely due to the City-offered retirement incentive
- The Department staffs its fire stations with 133 people every day through a combination of straight time and call-back overtime





Sworn Fire Staffing Levels

Position	FY 10 Budget	Filled as of February 2010	Vacant
Fire Chief*	1	0	1
Deputy Fire Chief*	3	3	0
Assistant Fire Chief*	2	1	1
Marine Safety Chief*	1	0	1
Battalion Chief**	12	12	0
Fire Captain**	88	81	7
Fire Boat Operator**	6	6	0
Fire Engineer**	90	86	4
Firefighter**	222	194	28
TOTAL	425	383	42

* Management classification

** Classified, non-management classification

Note: The 425 total does not include 7.38 FTEs Fire Recruit positions that are not funded in FY 10, but will be funded in FY 11.





Hiring & Training

Steps From Recruitment to Graduation

- Recruitment (Targeting Specific Demographics)
- Civil Service Testing
- Physical Ability Testing
- Oral Interviews
- Background Investigation
- Psychological Assessment
- Medical Evaluation
- Recruit Selection
- LBFD Basic Academy
- Time from recruitment to start of Academy is 9 months





Academy Class Cost

Recruitment, Hiring and Backgrounds	\$ 51,000
Recruit Labor Costs	\$ 637,000
Instructor Labor Costs	\$ 377,000
Uniforms and Equipment	<u>\$ 113,000</u>
Total	\$1,178,000*

*\$890,000 was cut in FY 10. The full amount will be included in the Department's FY 11 budget.

Based on Academy class of 24 recruits.

Backgrounds completed by Long Beach Police Department.





Facility Update

- Established a Facility Steering Committee and Working Group in FY 08
- Implemented a restroom policy to ensure equal access for all firefighters
- Identified facility improvement priorities for the department
- Creating a Fire Facility Handbook – this will address problems and prioritizes each station according to need. Effort has been coordinated with management, female firefighters representatives and Firefighters Association Union representatives.





Facility Update – Renovation Objectives

- Improving workplace privacy and equal access
- Immediate elimination of asbestos bearing tile
- Use of durable and sustainable materials
- Maximize the use of Long Beach-based vendors (95% of vendors are Long Beach-based)





Facility Update – LBFD Design Standards

- Concrete polishing to remove diesel contaminants
- Renovation of food preparation areas with stainless steel surfaces
- Replacement or removal of worn carpet
- Standardized Interior/Exterior waterproofing and new paint
- Improved storage for emergency medical and disaster preparedness supplies
- Replacement of residential-grade furniture with fire service-grade models





Facility Update – Energy Efficient Improvements

- Replacement of inefficient air conditioning units
- Replacement of inefficient windows and doors to reduce energy costs
- More efficient lighting to improve safety, reduce fatigue and reduce costs





Facility Update – Workforce Privacy Improvements

Station	Description
5	Added restrooms and uniform lockers – improving privacy
7	Remodeled deteriorated restroom, added uniform lockers and kitchen upgrade
9	Added a restroom, a dividing wall in the firefighter quarters for workforce privacy and kitchen upgrade
10	Added female changing room and uniform lockers
11	Created an equal access individual restroom
12	Added a restroom, uniform lockers for improving privacy and kitchen upgrade
14	Divided paramedic quarters and added privacy curtains in the firefighter quarters
16	Restroom improvements and individual firefighter quarters (June 2010)
18	Created private access to restroom
19	Additional restroom, uniform lockers, privacy dividers in firefighter quarters and kitchen upgrade





Facility Update – Future Renovation Priorities

- Add private firefighter quarters at Station 7
- Add private quarters for Ambulance Operators at Stations 3 and 4
- Add equal access restroom at Station 22
- Renovate restrooms and firefighter quarters to improve privacy at Station 21 (CIP Project, Tidelands Fund)
- Extensive renovations to improve privacy and address health/safety issues – restroom and firefighter quarters at Stations 3, 13 and 17





Facility Replacement Progress

- Fire Station 24 – Port of Long Beach, opened April 2009
- Fire Station 12 – Orange Ave./Artesia Blvd.
RDA Project, slated to open late 2010
- Fire Stations 15 and 20 – Port of Long Beach
Risk study underway to evaluate replacement needs





Proposed Facility Replacements

- Fire Stations 7, 9 and 10
- Beach Operations Headquarters
- Downtown Marina Marine Safety Facility (Rescue Boat 2)

Proposed facility replacements are awaiting identification of funding sources.





Long Beach Fire Department

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February 9, 2010





Date: February 10, 2010
To: Members of the Budget Oversight Committee
From: Mario R. Beas *MRB* Executive Director - Civil Service
Subject: **2010 FIREFIGHTER-LATERAL EXAMINATION AND RECRUITMENT COSTS**

On February 4, 2010, the Civil Service Department provided the Budget Oversight Committee with the funding costs required by the Civil Service Department to run the Fire Recruit and Battalion Chief examinations. Also provided were the necessary staffing costs to complete the examinations.

In response to the direction of the Public Safety Committee, on February 9, 2010, to the Fire Department to also conduct a Firefighter-Lateral Training Academy, the additional costs to the Civil Service Department to recruit and establish a Firefighter-Lateral eligible list for the Fire Department are as follows:

Printed and Electronic Advertising	5,000
Reprographics for Marketing Materials	2,000
Postage	1,500
Application Processing	1,500
Total	\$10,000

An extensive outreach recruitment process will be necessary to attract a quality and diverse applicant pool. Staffing costs will be absorbed if the previously requested funds are reinstated for the currently "defunded" Personnel Analyst position for three quarters of Fiscal Year 2010.

cc: Mayor Bob Foster
City Council Members
City Manager Patrick West