

MESSAGE FROM FIRE CHIEF DARYL L. OSBY

January 2016



The Los Angeles County Fire Department continues to evolve, but our mission, core values and vision remain the same. My Executive Team and I are forging ahead in 2016 with renewed energy, confidence and a focus on strategic planning efforts to achieve successful outcomes.

To ensure my commitment to a transparent work environment and communication, a periodic message will be distributed from my office to provide personnel with updates on key initiatives and priorities.

In this first message, I will focus on payroll discrepancies, field staff vacancies and upcoming promotional exams.



eHR TASK FORCE

On December 31, 2015, a memo was sent to the Auditor-Controller (AC) conveying my dissatisfaction with the eHR system and lack of urgency by the AC to resolve the root cause of numerous payroll discrepancies occurring since 2012. As the Fire Chief, I am committed to ensuring employees are paid accurately for the work they perform.

In January 2016, an eHR Task Force, comprised of representatives from the AC, Business Operations, Local 1014, the Los Angeles County Lifeguard Association and the Association of Chiefs, was formed to develop a short-term plan and long-term solutions that will address the challenges, discrepancies and shortfalls of the eHR system.

The eHR Task Force has met three times, and sub-groups will begin meeting next week to explore various short-term solutions, including over/under payments; payroll changes that can be implemented immediately; paystub clarification; and a process to notify employees of payroll issues

and corrective measures in advance. The eHR Task Force will also work to develop long-term solutions, which may include implementing eHR modifications specific to the Fire Department and identifying alternate timekeeping systems.

The eHR Task Force will meet again on February 8, 2016. An update on the short-term plan will be provided thereafter.



VACANCIES & RECRUIT CLASS GRADUATIONS

Persistent emergency staffing is of great concern to me and the entire Executive Team. It is our priority to reduce the number of field staffing vacancies in 2016 to ensure restoration of everyday life

for operations personnel. Typically, the Department conducts two recruit classes per year. To mitigate the high volume of recalls/overtime, I approved an aggressive hiring plan, developed by the Training Services Section and the Human Resources Division, which allows for the graduation of five recruit classes in 2016.



In addition, the ASB will continue to focus on filling Business Operations vacancies and conducting promotional exams.

I will provide updates on these initiatives and other priorities in future messages from my office.

In closing, I would like to thank each of you for your patience and willingness to go above and beyond in serving the public while maintaining the highest level of standards and ethics in our practices. Your unwavering commitment, confidence and trust in the Department and your dedication to our communities do not go unrecognized.

As Fire Chief, I stand proud as a member of the finest Fire Department in the world—and I know you do, too.



The first of these classes will graduate on Friday, February 5, 2016. In addition, beginning with Recruit Class 142, class size has increased from 48 to 56. The Department will also utilize multiple training facilities to accommodate the increased number of recruit classes.

PROMOTIONAL EXAMS

Providing promotional opportunities and exceptional training are paramount to the success of our Department.

As communicated in ET-5, dated January 6, 2016, the Department of Human Resources (DHR) granted the Fire Department six-month extensions for the Fire Fighter Specialist, Fire Captain, Battalion Chief and Assistant Fire Chief promotional certification lists. I intend to use these lists for promotions in the spring.

The Administrative Services Bureau (ASB) is working diligently with the DHR on the job analysis for the upcoming Fire Fighter Specialist Exam and validation of the exam development processes for Fire Captain and Battalion Chief.

Anticipated promotional exam posting dates are as follows:

- Fire Fighter Specialist: March 2016
- Fire Captain: June 2016
- Battalion Chief: July 2016
- Assistant Fire Chief: April 2016

