



# COUNTY OF LOS ANGELES

## FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE  
LOS ANGELES, CALIFORNIA 90063-3294  
(323) 881-2401

P. MICHAEL FREEMAN  
FIRE CHIEF  
FORESTER & FIRE WARDEN  
November 15, 2010

TO: EACH SUPERVISOR

FROM: P. MICHAEL FREEMAN 

### TRANSITION TO RETIREMENT

As I prepare for the end of my tenure as Fire Chief, I am deeply appreciative of many things. Among those is my appreciation to you for the latitude you afforded me to think and act "outside of the box" while still providing me the "sense of responsibility" to serve the public well. You and your staff have made my two decades of service both survivable and enjoyable.

For clarity, there is no equivocation about my planned retirement; I am both committed and looking forward to it. The specific date has slid a bit from November 26<sup>th</sup> to December 23<sup>rd</sup>. This later date is consistent with my personal plans and will allow me to finalize several important initiatives which are in process. These are:

- Workforce Excellence  
A Fire Chief/Departmental goal addressing the prevention of work place discrimination, assurance of equal employment in recruiting, hiring and entry-level training and updating of the Title 7 complaint process (in conjunction with the Office of Affirmative Action Compliance).
- Privacy and Access Plan – Expanded Assessment  
A detailed plan to meet legal requirements for facilities and men and women to include a funding strategy for short and long term purposes.
- Financial Plan – Update #5  
The latest update including recent revenue projections that once again alter our long term outlook and plans.

SERVING THE UNINCORPORATED AREAS OF LOS ANGELES COUNTY AND THE CITIES OF:

AGOURA HILLS  
ARTESIA  
AZUSA  
BALDWIN PARK  
BELL  
BELL GARDENS  
BELLFLOWER  
BRADBURY

CALABASAS  
CARSON  
CERRITOS  
CLAREMONT  
COMMERCE  
COVINA  
CUDAHY

DIAMOND BAR  
DUARTE  
EL MONTE  
GARDENA  
GLENDALE  
HAWAIIAN GARDENS  
HAWTHORNE

HIDDEN HILLS  
HUNTINGTON PARK  
INDUSTRY  
INGLEWOOD  
IRVINDALE  
LA CANADA FLINTRIDGE  
LA HABRA

LA MIRADA  
LA PUENTE  
LAKEWOOD  
LANCASTER  
LAWDALE  
LOMITA  
LYNWOOD

MALIBU  
MAYWOOD  
NORWALK  
PALMDALE  
PALOS VERDES ESTATES  
PARAMOUNT  
PICO RIVERA

POMONA  
RANCHO PALOS VERDES  
ROLLING HILLS  
ROLLING HILLS ESTATES  
ROSEMEAD  
SAN DIMAS  
SANTA CLARITA

SIGNAL HILL  
SOUTH EL MONTE  
SOUTH GATE  
TEMPLE CITY  
WALNUT  
WEST HOLLYWOOD  
WESTLAKE VILLAGE  
WHITTIER

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- 2011 Fire Code  
November 30<sup>th</sup> Public Hearing, adoption and initial outreach to the 58 cities served by the Fire District.

This additional time may also afford me and the new Fire Chief a better opportunity to spend a few days on transition issues if that announcement is made before I leave. I will also be better able to complete farewell visits throughout the Department.

I will be briefing your staff on these initiatives during this week and I am available if you should have any questions.

PMF:at

c: William T Fujioka  
Brence Culp  
Jackie White  
Vicky Santana  
Randi Tahara  
Joseph Charney  
Rick Velasquez  
Sussy Nemer