

PLEASE CLICK ON THE COUNTY OF LOS ANGELES SEAL
TO RETURN TO THIS PAGE

[CLICK HERE FOR THE FIRE CHIEF'S REPORT DATED FEBRUARY 11, 2021](#)

[CLICK HERE FOR THE FIRE CHIEF'S REPORT DATED JUNE 11, 2021](#)

[CLICK HERE FOR THE FIRE CHIEF'S REPORT DATED SEPTEMBER 14, 2021](#)

[CLICK HERE FOR THE INTERIM FIRE CHIEF'S REPORT DATED JANUARY 28, 2022](#)



COUNTY OF LOS ANGELES FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE
LOS ANGELES, CALIFORNIA 90063-3294
(323) 881-2426
www.fire.lacounty.gov

"Proud Protectors of Life, Property, and the Environment"

BOARD OF SUPERVISORS

HILDA L. SOLIS
FIRST DISTRICT

HOLLY J. MITCHELL
SECOND DISTRICT

SHEILA KUEHL
THIRD DISTRICT

JANICE HAHN
FOURTH DISTRICT

KATHRYN BARGER
FIFTH DISTRICT

DARYL L. OSBY
FIRE CHIEF
FORESTER & FIRE WARDEN

February 11, 2021

TO: EACH SUPERVISOR

FROM: DARYL L. OSBY, FIRE CHIEF

REPORT ON IMPLEMENTING RE-ENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS (ITEM NO. 15, AGENDA OF SEPTEMBER 29, 2020)

On September 29, 2020, the Board of Supervisors (Board) adopted a motion (motion) by Supervisors Kuehl and Solis that directed the Chief Executive Office (CEO) and the Fire Department (Fire) to work with the Department of Human Resources (DHR); Preparing Los Angeles for County Employment (PLACE) Program; Department of Workforce Development, Aging and Community Services (WDACS); the Probation Department (Probation); the Sheriff's Department (Sheriff); and other organizations as appropriate to implement a number of directives to foster employment opportunities for and provide services to Fire Camp Participants (FCPs).

The directives include establishing pathways to employment in Fire and other County departments, exploring programming and recruitment at the fire camps, and developing options for a pilot re-entry job training program in Los Angeles County (County) similar to the Ventura Training Center (VTC) program. The intent is to fully implement AB 2147 to expunge the records of FCPs and explore and advocate for funding and resources to complete all the Board's directives.

The attached report provides the first update on the progress on all directives. Fire and partner departments will report back every six months with further details and updates on all directives.

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
HERMOSA BEACH
HIDDEN HILLS
HUNTINGTON PARK
INDUSTRY

INGLEWOOD
IRVINDALE
LA CANADA-FLINTRIDGE
LA HABRA
LA MIRADA
LA PUENTE
LAKEWOOD
LANCASTER

LAWNDALE
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
VERNON
WALNUT
WEST HOLLYWOOD
WESTLAKE VILLAGE
WHITTIER

Each Supervisor
February 11, 2021
Page 2

If you have any questions, please contact me at (323) 881-6180 or your staff may contact Chief Deputy Dawnna B. Lawrence, Business Operations, at (323) 881-2478.

DLO:ca

Attachment

c: Executive Office, Board of Supervisors
 Alternate Public Defender
 Chief Executive Office
 County Counsel
 District Attorney
 Human Resources
 Probation
 Public Defender
 Sheriff
 Workforce Development, Aging and Community Services

REPORT NUMBER ONE ON IMPLEMENTING RE-ENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS

As noted in the Board's motion made on September 9, 2020, the onset of COVID-19 in early 2020 forced the State to rethink incarceration. State prison and County jail populations were reduced as preventive measures and in response to severe outbreaks. Because the California Department of Corrections Rehabilitation (CDCR) manages the populations at the County's fire camps, the number of FCPs has significantly decreased as no new FCPs are being transferred to our fire camps from the State prisons or County jails. As a result, the number of CDCR fire crews in the County has been reduced from 24 to 8. This is significantly fewer crews available to complete the same amount of work, if not more, as each year brings a new record-breaking fire season. Yet these adverse circumstances present an opportunity to create programs that bolster the availability of fire crews and foster new pathways into wildland firefighting careers.

Fire Camp Programming and Employment Opportunities

PLACE Program

Working with the CEO, DHR, and other relevant agencies, Fire's primary goal related to this motion is to provide pathways to employment for former FCPs into the County. One pathway will be through the PLACE Program, which is a career preparation program administered by the Worker Education and Resource Center (WERC) that provides opportunities for individuals with high employment barriers to begin careers in the County. The PLACE Program has been successful in securing entry-level County jobs for justice-involved individuals, and it can provide such opportunities for FCPs. Unfortunately, the economic downturn caused by COVID-19 compelled the County to institute a hard-hiring freeze, which has severely limited the opportunities for County jobs since March 2020. WERC and the CEO have had to cancel or postpone many PLACE Program cohorts that were in development or deployment stages. However, the CEO and WERC are committed to linking FCPs with PLACE in the future, as PLACE resumes regular cohorts. Once PLACE resumes in a substantial capacity, WERC and Fire will collaborate with the PLACE Program to provide informational sessions in the fire camps and create candidate pools for various County positions. WERC can then recruit from these FCP candidate pools. The job opportunities through PLACE may include laborer positions, grounds maintenance workers, custodians, and others. Fire will explore possibilities with WERC and the CEO to include its fire suppression aid (FSA) position as a viable job opportunity in the PLACE Program as well.

Pathways to Fire

Other possible employment opportunities in Fire and other County departments are being considered as well. Fire and CEO have explored the possibility of a new classification for FCPs as members of Fire's "Type 2" fire crews. Another viable job

opportunity is a temporary FSA position during fire season, possibly through a dual employment program under Section 170 of the County Code. FCPs would be deployed as temporary FSAs during fire season and work in different County positions, such as laborers or grounds maintenance workers, the rest of the year. Fire and CEO will work with DHR and other relevant departments to further explore this arrangement and updates will be provided in later reports.

Former FCPs who are able to obtain an emergency medical technician (EMT) license could qualify to become a Los Angeles County Fire Fighter Trainee (FFT). Although State and federal guidelines make it very difficult to qualify for an EMT license if an individual has any criminal background, an FCP who has their record expunged through AB 2147 would qualify. AB 2147 only enables expungement of the convictions for which an inmate is serving a sentence at the time they successfully participate in a fire camp; therefore, if an FCP has any other recent convictions, they may not qualify for an EMT license. More details on the impact of AB 2147 on conviction expungement and qualifications for EMT are discussed below in the AB 2147 section of this report.

Internet Access and Other Programming at Fire Camps

Fire has performed a feasibility study for installing internet services with Wi-Fi capabilities at participating fire camps to support on-line training and educational programs. The study identified that significant funds would be required. Initial estimates exceed \$100,000 to bring high speed services from traditional carriers. In addition, Fire has worked with some wireless last mile providers such as Geolinks & Townstream to determine the feasibility of high-speed internet services; but due to terrain, the locations have not been serviceable.

Community, Outreach, Recruitment, Diversity and Inclusion

Fire's Community, Outreach, Recruitment, Diversity and Inclusion Unit (CORDI) will provide resource connection opportunities in collaboration with DHR and WDACS. Specific focus shall be placed on navigating the NeoGov system and other governmental hiring platforms, resume preparation and overall career pathway knowledge. In addition, in collaboration with the District Attorney, Probation, and Public Defender, CORDI will develop step-by-step guides explaining the expungement process in various formats (including on-line video tutorials and checklists) to provide effective access.

As each person's journey is unique, identifying where an individual is at in the process and what steps they need to take to get to the next step is very important. Working on these processes concurrently with their on-the-job training will allow preparation for industry hiring and efficient job searching. Providing specific fire service career and industry pathway information to inmates early in this process is crucial to ensuring a successful program.

Resuming Admissions to Fire Camps

Fire's current agreement with CDCR, if the camps were fully populated, enables Fire to operate five fire camps and staff up to 24 hand crews with 12 to 14 inmates per crew. However, a decreasing inmate population due to early release programs, educational opportunities in State prisons, shorter sentences and recently COVID-19, has resulted in a significant reduction in fire camp participation. Several fire camps have dropped well below these minimums; and of those that are assigned to fire camps, less than 85 percent are fire eligible, meaning less than 85 percent of inmates can assist on an active wildland fire.

CDCR has been advised of their inability to staff our fire camps with the agreed-upon number of inmates but has been unable to consistently maintain adequate inmate populations at each camp.

As stated in the opening of this report, the decreased inmate population has forced Fire to reduce the total fire crews from 24 to 8. This has not only affected our County, but also fire camps throughout the State and will directly affect the number of eligible candidates to draw from for the PLACE Program.

In summary, resuming admissions of the inmates for fire crew service has yet to be determined or confirmed from CDCR.

Pilot Re-entry Job Training Program

A workgroup including the CEO, Fire, and Probation, as well as CDCR and the California Conservation Corps (CCC), have been in discussion to develop options for a re-entry job training program for former FCPs and other justice-involved individuals. The program will allow participants to serve on fire crews, receive wildland firefighter training and certification, and be connected to job opportunities, while also developing skills and discipline to aid with successful re-entry into society and reduce recidivism. This program would be substantially similar to the Ventura Training Center (VTC), in which the California Department of Forestry and Fire Protection (CAL FIRE) provides training and certification to parolees who were formerly FCPs to serve on fire suppression crews and gain certification to pursue careers in CAL FIRE and other firefighting agencies.

Program Summary

The proposal for a County re-entry job training program is still under development, but many elements have been determined and all the involved agencies are committed to implementation. The workgroup proposes establishing a training program similar to the VTC in which 80 individuals participate in a 12-month program to gain experience working on fire suppression crews, receive formal training and certification in wildland firefighting, and be provided with life skills training, re-entry and counseling services, and job placement assistance. The workgroup proposes that the participants be a mix of CDCR parolees and AB 109 probationers, with priority given to former fire camp

participants. Fire will oversee the fire crews and provide training and certification. CDCR and Probation will provide supervision for the parolee and probationer participants, respectively, and both agencies will also be responsible for recruiting, screening, and recommending potential participants in the training program. While participants will initially be CDCR parolees and AB 109 probationers, this population could be expanded to other justice-involved populations in the future.

We are also working with a non-profit entity, the Anti-Recidivism Coalition (ARC), which will engage to provide life skills training, re-entry and counseling services, and job placement assistance to program participants. This organization will provide case management services and assist participants with employment plans, career planning, searching and applying for jobs, and other employment-related skills.

Once participants are trained in wildland firefighting, they will be available to serve on fire crews to assist with wildland fire suppression and other emergency incident mitigation, as well as perform fire prevention and resource management tasks. Deployment of these training program fire crews will help Fire cover some of the shortages in available fire crews, while providing valuable experience to the program participants.

Upon completing the program, participants will be connected with job opportunities suited for their skills and interests. This will include pathways into wildland firefighting jobs with the Fire, CAL FIRE, US Forest Service, and possibly other firefighting agencies. It will also include connection to job opportunities in the County through the PLACE Program as described above. Further, the CEO is partnering with the WDACS to explore connections to job opportunities in the private sector as well.

Training Site

The training program proposal under development is for a residential training program that will be established at an appropriate location. The site would, therefore, need living quarters for both program participants and staff, and space and accommodations to allow for the firefighting training. Two former juvenile camps operated by Probation are being evaluated for potential use for the training program. The first is Camp Gonzales in Calabasas, and the second is a set of two side-by-side camps in the Lake Hughes area: Camps Mendenhall and Munz. Both locations, Camp Gonzales or the combined Mendenhall/Munz, have facilities that could be utilized for a residential training program, including dormitories, kitchens, and open space. However, both locations have not been fully operational for a number of years and will need thorough inspections by appropriate parties to determine the need for capital investments to prepare for use as a training camp, as well as an assessment of the overall fit for the program. Probation will work with Fire, CEO, CDCR, CCC, and any other necessary organizations to schedule site visits that will include inspections and assessments to determine the condition and fit of the two locations, as well as the costs associated with making necessary improvements.

Costs and Funding

Fire, CEO, and Probation are working with CDCR to determine the specific costs of the proposed training program. As noted above, a key factor in determining the costs for the program will be a determination of the capital investment needs for the proposed site. Other costs include, among others, the salaries for assigned staff, wages for the participants, and contract costs for services provided by a non-profit entity. While precise cost estimates have not been determined at this time, the costs of the VTC program that the County program will be modeled after can serve as a benchmark. The VTC required about \$19 million in an initial investment to improve the camp site, nearly \$8 million the first year for operational costs, and a little over \$6 million in annual ongoing operational costs. Fire and CEO will complete detailed analyses of proposed costs once more information becomes available and will update the Board in future reports.

Once costs are more specifically determined, multiple avenues for funding can be pursued. Fire and CEO are working with CDCR to secure funding from the State, which provided the funding for the VTC. All available funding sources will be pursued including, Measure J reallocation, AB 109 revenue, and philanthropic sources and future reports will update the Board on avenues for funding.

AB 2147 Implementation

AB 2147, Penal Code Section 1203.4(b), allows a defendant who successfully participated in the CCC Program or a County-incarcerated individual hand crew, and has been released from custody, to petition to withdraw their guilty plea and enter a plea of not guilty, subject to exclusions for specified violent felonies and sex offenses. AB 2147 allows the court, if the defendant is eligible for relief, to dismiss the accusations and release the defendant from all penalties and disabilities resulting from the offense – effectively expunging the conviction.

County Counsel, working with Fire, the Public Defender's Office, the Alternate Public Defender's Office, the District Attorney's Office, Sheriffs, the State Judicial Council and CDCR, convened a working group to implement the provisions of AB 2147. Specifically, a list of CDCR fire camps participants from the Sheriff's has been provided to the Public Defender's Office. This list includes both male and female participants and dates back to 2012.

The Public Defender's Office has begun to identify individuals who may be eligible, and if so, plans to file the requisite petition in court. They will share this list with members of the Alternate Public Defender's Office and, if necessary, with the bar panel from the Los Angeles County Bar Association. In addition, the State Judicial Council is developing a State-wide court form to be used in AB 2147 petitions. They expect that process to be completed by 2022. Once a petition is filed, the assigned judge would contact CDCR to obtain verification of successful completion of a fire camp program as

CDCR is the sole custodian of those records. CDCR is working on ways to streamline the verification process and ways to provide additional lists of fire camp participants. The pathway for the formerly incarcerated to become certified EMTs in the State of California, even with the implementation of AB 2147, has its challenges. Although expunged or dismissed convictions under Penal Code 1203.4(b) (AB 2147 codified) will not be considered in the application for EMT certifications, applicants must still meet the requirements under California Code of Regulations, Title 22, Section 100214.3 (CCR). The dismissal only applies to the conviction for which the applicant served as a fire hand crew in a fire camp. However, if an EMT certificate applicant has multiple convictions, the CCR has strict limitations for granting an EMT certificate. For instance, it mandates an application be denied if the applicant has been convicted and released from incarceration for any offense punishable as a felony in the last ten years. A denial is also required where an individual has two or more misdemeanors in the preceding five years relating to force, threat, violence, or intimidation or has been convicted of any theft-related misdemeanor in the preceding five years. Since many of the County's fire camp participants have multiple convictions and can only expunge the one conviction for which they are serving at the fire camps, the other conviction(s) may continue to limit their ability to obtain an EMT certificate.

Once the criminal courts approve of expunging an individual's conviction under AB 2147, that particular conviction should not be a barrier for either an EMT application or for employment in most County positions. The County currently requires conditional job offers be made to applicants prior to seeking disclosure of conviction history information through the County's Policies, Procedures, and Guidelines (PPG) 514 and has developed guidelines for its live scan procedures under PPG 524. California law forbids an employer from considering a sealed, dismissed, or expunged conviction unless it is employment for a criminal justice agency or where the law prohibits employment of an individual for certain offenses.

Legislative Affairs Support

County's State Legislative Agenda

The CEO - Legislative Affairs and Intergovernmental Relations Office reports that the County's State Legislative Agenda for 2021, which allows the County to take positions on State proposals or legislation, has been updated with the following policies:

- Support proposals that would enhance the County's Fire Camp Program, including by:
 - 1) Establishing eligibility in the State's VTC re-entry program for people sentenced under AB 109 in Los Angeles County who participated in the Fire Camp Program while incarcerated;
 - 2) Advocating for funding from the State to ensure that Fire is fully compensated for their work with the CDCR's Fire Camp Program;
 - 3) Advocating for funding to start a local re-entry Fire program; and
 - 4) Advocating for other resources, funding, and access as needed.

Should the State or State legislature submit legislative or budget requests on these matters, the County has Board-approved policy to support advocacy on these proposals

State Ventura Training Center (VTC)

The CEO - Legislative Affairs and Intergovernmental Relations Office reports that the VTC provides ex-offenders with work experience in fire suppression, emergency incident mitigation, fire prevention, and resource management work. Trainees are former State offenders on parole who have recently been part of a trained firefighting workforce housed in fire camps or institutional firehouses operated by CAL FIRE and CDCR. Members of the CCC are also eligible for the VTC.

The CEO - Legislative Affairs and Intergovernmental Relations Office is working with the Sheriff's to determine the number of AB 109 fire camp participants who are available to serve in a fire camp at this time. Of note, and as described earlier in this report, the availability of fire camp participants to fight fires has been impacted by the early release of inmates due to COVID-19 as well as other factors.

Compensation for the County's Fire Camps

The CEO - Legislative Affairs and Intergovernmental Relations Office is engaged with Fire to understand the funding needs to operate the County's Fire Camp Program for FY 2021-2022. Once a projected cost of the program for FY 2021-2022 and any other necessary information is ascertained, they will issue a pursuit of County position to advocate for State funding to ensure that the County is compensated for the program.

Local Re-entry Fire Program

The CEO - Legislative Affairs and Intergovernmental Relations Office is engaged with the Fire and the CEO - Economic Development Division to support the needs associated with standing-up a local re-entry Fire program, including any funding that CDCR is able to secure for a pilot program in Los Angeles County.

Fire will continue to engage with CEO, DHR, and other relevant departments to further analyze opportunities for FCPs to obtain employment in Fire. The workgroup developing the proposal for the re-entry job training program will organize site visits to Camp Gonzales and Camps Mendenhall/Munz to complete a detailed inspection for determination of improvements necessary and associated costs. Fire and other relevant agencies will work with the CEO to determine the overall costs of the program, and report back to the Board with a proposal or set of proposals that include costs and potential funding sources.



COUNTY OF LOS ANGELES FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE
LOS ANGELES, CALIFORNIA 90063-3294
(323) 881-2426
www.fire.lacounty.gov

"Proud Protectors of Life, Property, and the Environment"

DARYL L. OSBY
FIRE CHIEF
FORESTER & FIRE WARDEN

BOARD OF SUPERVISORS

HILDA L. SOLIS
FIRST DISTRICT

HOLLY J. MITCHELL
SECOND DISTRICT

SHEILA KUEHL
THIRD DISTRICT

JANICE HAHN
FOURTH DISTRICT

KATHRYN BARGER
FIFTH DISTRICT

June 11, 2021

TO: EACH SUPERVISOR

FROM: DARYL L. OSBY, FIRE CHIEF *DLO*

IMPLEMENTING REENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS (ITEM NO. 15, AGENDA OF SEPTEMBER 29, 2020)

On September 29, 2020, the Board of Supervisors (Board) adopted a motion (motion) by Supervisors Kuehl and Solis that directed the Chief Executive Office (CEO) and the Fire Department (Fire) to work with the Department of Human Resources (DHR), Preparing Los Angeles for County Employment (PLACE) Program, Department of Workforce Development, Aging and Community Services (WDACS), the Probation Department (Probation), the Sheriff's Department (Sheriff), and other organizations as appropriate to implement a number of directives to foster employment opportunities for and provide services to Fire Camp Participants (FCPs).

The directives include establishing pathways to employment in Fire and other County departments, exploring programming and recruitment at the fire camps, and developing options for a pilot re-entry job training program in Los Angeles County (County) similar to the Ventura Training Center (VTC) program. The intent is to fully implement AB 2147 to expunge the records of FCPs and explore and advocate for funding and resources to complete all the Board's directives.

On February 11, 2021, Fire and partner departments submitted the first update on progress made on all directives. The attached report provides an update on progress made since February 2021. Fire and partner departments will submit quarterly reports to the Board, starting with the attached.

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
GLENORA
HAWAIIAN GARDENS
HAWTHORNE
HERMOSA BEACH
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
VERNON
WALNUT
WEST HOLLYWOOD
WESTLAKE VILLAGE
WHITTIER

Each Supervisor
June 11, 2021
Page 2

If you have any questions, please contact me at (323) 881-6180 or your staff may contact Chief Deputy Dawnna B. Lawrence, Business Operations, at (323) 881-2478.

c: Executive Office, Board of Supervisors
 Chief Executive Office
 County Counsel
 Alternate Public Defender
 District Attorney
 Human Resources
 Probation
 Public Defender
 Sheriff
 Workforce Development, Aging and Community Services

REPORT ON IMPLEMENTING RE-ENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS

Fire Camp Programming and Employment Opportunities

- The Fire Department continues collaboration with all relevant County agencies and programs (PLACE) to develop and provide pathways to employment for former fire camp participants (FCPs) into the County, to provide former FCPs and other justice-involved individuals with wildland firefighter training and experience, in addition to first aid and CPR certification, including skills and discipline to aid with successful re-entry into society and a reduction in recidivism.
- The California Department of Corrections Rehabilitation (CDCR) is still at critical levels for inmates to be assigned to the Fire Department's fire camps and has reduced the total fire crews from 24 to 8. The Fire Department continues to work with the CDCR on admissions to Fire Camps.
- Although the PLACE program has been delayed due to the COVID-19 pandemic, some PLACE program cohorts have moved forward. The Chief Executive Office (CEO) and the Worker Education and Resource Center (WERC) are entering into a new agreement to continue the PLACE program past June 2021 which will allow WERC to recruit FCPs into future PLACE cohorts.

Pathways to Fire

- Exploration of the use of temporary fire suppression aid (FSA) positions for FCPs continues, potentially through Section 170 of the County Code, which would allow an individual to serve in one permanent County classification for part of the year and potentially as an FSA in a temporary position for another part of the year.
- The ability to use the Career Development Intern program to provide temporary employment as an FSA or a similar classification to gain experience before potentially moving into a more permanent position in the Fire Department or elsewhere is also being researched.
- The Department's Community, Outreach, Recruitment, Diversity and Inclusion (CORDI) Unit continues to work towards the development of necessary tools such as tutorials and videos to help participants prepare for a career within Los Angeles County.

Potential Program Facility Sites

The workgroup continues to explore and develop plans for a potential re-entry firefighting job training program in the Los Angeles County. Since the last February 2021 update, the workgroup has toured Camp Gonzales (Calabasas area) and Camps Munz/Mendenhall (CM/M) (Lake Hughes area) in March 2021 as two potential locations. Both locations are former juvenile camp sites and inspected for potential needs and renovation costs required to commence a re-entry job training program. The workgroup proposes the following:

- Establishing the first program at Camp Gonzales for up to 50 participants, with a focus on youth, aged 18-25. Camp Gonzales is not as large as the Lake Hughes site but would need fewer renovations to prepare for a residential job training program. Either location would follow the same model.
- Obtain specific proposals and costs for repairs and renovations for both Camp Gonzales and CMM sites are still under assessment and development.
- Model the successes and some components of the Ventura Training Center (VTC) including a potential bridge between the Los Angeles County programs and the VTC to provide CAL FIRE certification for prospective CAL FIRE careers.

Program Summary, Costs, and Funding

- Participants would be a mix of State parolees and AB 109 probationers, as well as other possible populations of justice-involved individuals or individuals at-risk of justice involvement, with CDCR and the Probation Department providing supervision as needed. The California Conservation Corps (CCC) would employ the participants, and a designated third-party non-profit contractor would provide life skills training, re-entry and counseling services, and job placement assistance to program participants as well as other services, such as meals.
- The workgroup is partnering closely with the CDCR to put together cost estimates for implementation of the proposed programs and is seeking State funding to cover significant program costs, in addition to funding opportunities being explored by the Board of Supervisors, CEO, and the Fire Department.

AB 2147 Implementation

AB 2147 allows the court, if the defendant is eligible for relief, to dismiss the accusations and release the defendant from all penalties and disabilities resulting from the offense – effectively expunging the conviction.

- The AB 2147 working group has made progress since February 2021 on implementing AB 2147. The Public Defender (PD) Office has created a customized 1203.4(b) petition with space for a declaration where appropriate to

aid in the pursuit of relief under AB 2147 and verification of successful participation in a Fire Camp program.

- The PD has also provided training to staff for petition preparation and the staff has begun filing petitions. As of mid-May 2021, two such petitions for relief under AB 2147 have been granted and eight more are pending court dates. The PD has received a list of Fire Camp participants from CDCR to utilize for verification and outreach but is still working to improve communications with CDCR to provide further records and referrals.
- Additionally, the State Judicial Council has created a set of draft State-wide forms to facilitate relief under AB 2147. Those forms were opened to public comment between April and May 2021 and have a target effective date of January 1, 2022. The PD will post the forms on its website once approved.

Next Steps

- The Fire Department will continue to engage with CEO, DHR, and other relevant departments to select a location for program commencement and further develop remaining specific program operation and facility renovation cost estimates.
- The Fire Department and partner departments will report back in 90 days with further details and updates on all directives.



COUNTY OF LOS ANGELES FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE
LOS ANGELES, CALIFORNIA 90063-3294
(323) 881-2401
www.fire.lacounty.gov

"Proud Protectors of Life, Property, and the Environment"

DARYL L. OSBY
FIRE CHIEF
FORESTER & FIRE WARDEN

BOARD OF SUPERVISORS

HILDA L. SOLIS
FIRST DISTRICT

HOLLY J. MITCHELL
SECOND DISTRICT

SHEILA KUEHL
THIRD DISTRICT

JANICE HAHN
FOURTH DISTRICT

KATHRYN BARGER
FIFTH DISTRICT

September 14, 2021

TO: EACH SUPERVISOR

FROM: DARYL L. OSBY, FIRE CHIEF 

REVISED - IMPLEMENTING REENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS (ITEM NO. 15, AGENDA OF SEPTEMBER 29, 2020)

On September 29, 2020, the Board of Supervisors (Board) adopted a motion (motion) by Supervisors Kuehl and Solis that directed the Chief Executive Office (CEO) and the Fire Department (Fire) to work with the Department of Human Resources (DHR), Preparing Los Angeles for County Employment (PLACE) Program, Department of Workforce Development, Aging and Community Services (WDACS), the Probation Department (Probation), the Sheriff's Department (Sheriff), and other organizations as appropriate to implement a number of directives to foster employment opportunities for and provide services to Fire Camp Participants (FCPs).

The directives include establishing pathways to employment in Fire and other County departments, exploring programming and recruitment at the Fire Camps, developing options for a pilot reentry job training program in Los Angeles County similar to the Ventura Training Center, implementation of AB 2147 to expunge the records of FCPs, and continued exploration of funding and resources to complete all the Board directives.

Subsequently, a new Fire Camp Steering Committee (FCSC) was established and being led by the Alternatives to Incarceration (ATI) office. The FCSC is comprised of decision makers from the California Department of Corrections and Rehabilitation (CDCR), CEO, ATI, Fire, and Board offices. The role of the FCSC is to guide the development and implementation of the County's Fire Camp Training programs at Camp Gonzales and future sites.

The attached 90-day report introduces the new FCSC and provides details on the progress made on the Board directives.

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
GLEN DORA
HAWAIIAN GARDENS
HAWTHORNE
HERMOSA BEACH
HIDDEN HILLS
HUNTINGTON PARK
INDUSTRY

INGLEWOOD
IRVINDALE
LA CANADA-FLINTRIDGE
LA HABRA
LA MIRADA
LA PUENTE
LAKEWOOD
LANCASTER

LAWNDALE
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
VERNON
WALNUT
WEST HOLLYWOOD
WESTLAKE VILLAGE
WHITTIER

Each Supervisor
September 14, 2021
Page 2

If you have any questions, please contact me at (323) 881-6180 or your staff may contact Chief Deputy Dawnna B. Lawrence, Business Operations, at (323) 881-2478.

Attachment

c: Executive Office, Board of Supervisors
 Chief Executive Office
 County Counsel
 Alternate Public Defender
 District Attorney
 Human Resources
 Probation
 Public Defender
 Sheriff
 Workforce Development, Aging and Community Services

REPORT ON IMPLEMENTING RE-ENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS

Leadership Structure and Program Facility Site

A new Fire Camp Steering Committee (FCSC), led by the Alternatives to Incarceration (ATI) Office, has been established. The FCSC will meet monthly with various subcommittees meeting more regularly. The FCSC is comprised of decision makers from the California Department of Corrections and Rehabilitation (CDCR), Chief Executive Office (CEO), Alternatives to Incarceration (ATI), Los Angeles County Fire Department, and Board offices. The role of the FCSC is to guide the development and implementation of the County's Fire Camp Training programs at Camp Gonzales and future sites. Subcommittees have been established to focus on their relative action items. Those include:

Subcommittee	Lead	Members	Purpose
Employment Development & Pathways	CEO	County DHR, Fire/CORDI, CDCR	Develop multiple career pathways for participants
Curriculum Development	CDCR CCC Fire	Fire, CDCR, ATI, CEO	Develop curriculum for trainees that ensure the necessary preparation for certifications
Communications & Outreach	ATI	Governor's Office, BOS, CEO Countywide Communications	Coordinate Outreach and Promotion of the program
Candidate Recruitment	CDCR	Cal Fire, LA County Fire, Probation, LASD	Recruitment of candidates prior to and release; and non-system involved individuals
Rehabilitation & Supportive Services	CDCR	County Counsel, CDCR, ATI, CCC, Fire	Development of support services in conjunction with contractor
Facilities and Infrastructure	ATI, CDCR	CDCR, Fire, Probation, ATI, Counsel, CEO	Finalize all decisions related to facility, renovations, and rehab

Note:

CCC – California Conservation Corp

CORDI – LACoFire Community, Outreach, Recruitment, Diversity, and Inclusion Unit

Subcommittee Roles/Leads/Activities subject to change

Project Update

- The FCSC continues to explore funding opportunities that will be utilized for support staffing, operations, renovations, and equipment, including potential

American Rescue Plan (ARP) funds. In addition, funding from CDCR has been secured and is being finalized at the State level. Lastly, ATI is also coordinating efforts with the philanthropic community to assess support for construction costs.

- The first program will be piloted at Camp Gonzales and serve up to 50 participants, with a focus on transition aged youth (TAY), aged 18-25 years old, who are justice and non-justice involved. CDCR and the Probation Department will provide supervision, as needed. Additionally, older State parolees and AB 109 probationers may be accepted into the program if space and resources allow.
- Due to the physical space limitations, the FCSC determined the pilot program shall commence with male participants, while future assessment and discussion for female participation is ongoing, with alternative and additional site locations being considered.
- As Camp Gonzales requires additional renovations to the sleeping quarters, dining and recreation rooms, kitchen, classrooms, and various repairs, and renovations; construction budget costs are still in the process of assessment and development.
- To ensure project efficiency and success, the FCSC team site visits to Camp Gonzales were conducted on March 25, 2021, and August 5, 2021; and Ventura Training Center (VTC) on November 23, 2020, and August 30, 2021.
- ATI, CDCR, and County Counsel are working together to determine which solicitation process is most cost-effective and expeditious in order to successfully procure an organization with the ability to provide necessary life skills training, re-entry and counseling services, including job placement assistance and additional wrap-around services.
- The VTC model will be used as a foundation upon which the County's program will be based and continues to partner with the FCSC to ensure success in our program. The VTC will also provide participants useful referrals and potential acceptance of those interested in becoming certified to work for Cal Fire agency.

Fire Camp Programming and Employment Opportunities

- The Fire Department continues to collaborate with all relevant County departments and programs, such as the Preparing Los Angeles for County Employment (PLACE) program, to develop and provide pathways to employment to former FCPs and other justice-involved individuals. Participants can gain wildland firefighter training and experience, first-aid and CPR certification, and skills and discipline to aid with successful re-entry into society, which can help reduce recidivism. This collaboration is further supported by the work of the Employment Development & Pathways subcommittee.

- As the Department prepares for the upcoming Fire Suppression Aid exam in the Fall 2021, our Community, Outreach, Recruitment, Diversity, and Inclusion (CORDI) Unit continues to work on developing outreach materials that bring awareness and resources those interested in careers within Los Angeles County and the Fire Department.
- The CEO and the Worker Education and Resource Center (WERC) entered into a new agreement on June 30, 2021 to continue the PLACE program for up to three years, allowing them to provide information directly to participants about opportunities through PLACE. Collection of contact information will be used for potential future recruitment of relevant PLACE program opportunities, hopefully leading to secure permanent career within Los Angeles County and the region. (WERC will do the same with participants of the Los Angeles County Reentry Fire Job Training Program once it is established). Further, a part of the ongoing discussions around career pathways into the Fire Department is to explore the potential placement of PLACE cohorts into a career pathway of wildland fire fighting.
- The California Department of Corrections Rehabilitation (CDCR) is still at critical levels for inmates to be assigned to the Fire Department's fire camps. Total fire crews have increased from eight to nine with the addition of one female crew at Camp 13. The Fire Department continues to work with the CDCR on admissions to Fire Camps and has extended its current contract with CDCR through December 31, 2021.
- The FCSC continues exploration of both Section 170 of the County Code continues, which would allow an individual to serve in one permanent County classification for part of the year and potentially as an FSA as a secondary temporary position for another part of the year, and the creation of a potential additional Career Development Intern (CDI) program classification. This CDI position will provide temporary employment within Los Angeles County and allow participants to gain experience before hopefully moving into a more permanent position.

AB 2147 Implementation

AB 2147, codified as Penal Code section 1203.4(b), allows a defendant who successfully participated in the CCC Program (Fire Camp) or a county incarcerated individual hand crew, and has been released from custody, to petition to withdraw their plea of guilty and enter a plea of not guilty, subject to exclusions for specified violent felonies and sex offenses. AB 2147 allows the court, if the defendant is eligible for relief, to dismiss the accusations and release the defendant from all penalties and disabilities resulting from the offense – effectively expunging the conviction.

- The Public Defender (PD) has centralized a referral procedure for clients seeking relief, as well as for individuals seeking assistance with petitions in pro per.
- PD submitted comments in response to Judicial Council's invitation to review proposed forms to implement the provisions of AB 2147.
- PD reports positive outcomes as the result of successful participation in Fire Camp service. After receiving technical training and engaging in fighting fires, one petitioner stated, fire camp was an "incredible experience that completely changed my life. I loved being on front lines. I know I saved property, animals, and lives."
- Another petitioner stated, "The experience was eye opening and showed me my true value and what I can achieve with hard work." He was previously denied employment because of his conviction.
- The PD has assisted with the filings of petitions in pro per and has represented qualifying petitioners. To date, 12 petitions have been filed for qualifying petitioners and one has been granted.
- PD and justice partners, including Superior Court, District Attorney (DA) and the Los Angeles City Attorney (CA) have met to discuss and implement procedures to streamline the filing process.

Next Steps

- The FCSC and all partners continue to solicit funding, develop specific program operations and determine facility renovation cost estimates.
- The FCSC will continue to work on finalizing non-profit provider contracting process, determine all funding sources, and facilitate the programmatic and recruitment mechanisms for the program.



COUNTY OF LOS ANGELES FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE
LOS ANGELES, CALIFORNIA 90063-3294
(323) 881-2401
www.fire.lacounty.gov

"Proud Protectors of Life, Property, and the Environment"

DARYL L. OSBY
FIRE CHIEF
FORESTER & FIRE WARDEN

BOARD OF SUPERVISORS

HILDA L. SOLIS
FIRST DISTRICT

HOLLY J. MITCHELL
SECOND DISTRICT

SHEILA KUEHL
THIRD DISTRICT

JANICE HAHN
FOURTH DISTRICT

KATHRYN BARGER
FIFTH DISTRICT

January 28, 2022

TO: EACH SUPERVISOR

FROM: ANTHONY C. MARRONE, INTERIM FIRE CHIEF



IMPLEMENTING RE-ENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS (ITEM NO. 15, AGENDA OF SEPTEMBER 29, 2020)

On September 29, 2020, your Honorable Board adopted a motion by Supervisors Kuehl and Solis that directed the Chief Executive Office (CEO) and the Los Angeles County Fire Department (Fire) to work with the Department of Human Resources (DHR), the Preparing Los Angeles for County Employment (PLACE) Program, Department of Workforce Development, Aging and Community Services (WDACS), the Probation Department (Probation), and other organizations, as appropriate, to implement a number of directives to foster employment opportunities for and provide services to program participants.

The directives include the following:

- Establishing pathways to employment in Fire and other County departments;
- Exploring programming and recruitment at the Fire Camps;
- Developing options for a pilot re-entry job training program in Los Angeles County similar to the Ventura Training Center;
- Fully implementing AB 2147 to expunge the records of program participants; and
- Exploring and advocating for funding and resources to complete all of your Board's directives.

The attached 90-day report provides an update on progress made since our progress report of September 14, 2021 (attached).

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
HERMOSA BEACH
HIDDEN HILLS
HUNTINGTON PARK
INDUSTRY

INGLEWOOD
IRVINDALE
LA CANADA-FLINTRIDGE
LA HABRA
LA MIRADA
LA PUENTE
LAKEWOOD
LANCASTER

LAWNDALE
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
VERNON
WALNUT
WEST HOLLYWOOD
WESTLAKE VILLAGE
WHITTIER

Each Supervisor
January 28, 2022
Page 2

The report back items associated with this motion have been addressed, and as such, this will represent Fire's final report out on the motion. Subsequent information on the progressing status of the County' Re-entry Fire Camp Program will be provided by the CEO-ATI as significant milestones are achieved.

If you have any questions, please contact me at (323) 881-6180, or your staff may contact Acting Chief Deputy Vince A. Peña, Emergency Operations, at (323) 881-6178.

ACM:db

Attachment

c: Fesia Davenport
Celia Zavala
Sheila Williams
Each Fire Board Deputy
County Counsel
Alternate Public Defender
District Attorney
Human Resources
Probation
Public Defender
Sheriff
Workforce Development, Aging, and Community Services

REPORT ON IMPLEMENTING RE-ENTRY EMPLOYMENT SUPPORT FOR AB 109 FIRE CAMP PARTICIPANTS

Leadership Structure and Project Update

The Los Angeles County Re-entry and Fire Camp Training Program is coordinated by the Fire Camp Steering Committee (FCSC), which is led by the Alternatives to Incarceration (ATI) and is comprised of decision-makers from the California Department of Corrections and Rehabilitation (CDCR), California Conservation Corps (CCC), Chief Executive Office (CEO), ATI, Los Angeles County Fire Department (Fire), Los Angeles County Probation Department (Probation), Los Angeles County Counsel, and Board offices.

The role of the FCSC is to guide the development and implementation of the County's Re-entry and Fire Camp Program. This program, called the "Los Angeles Training Center (LATC)," will be piloted at Camp David Gonzales and serve up to 50 participants. This pilot site will focus on transition-aged youth, aged 18-25 years old, who are justice and non-justice involved.

Overall Project Updates

- \$5.0 million of American Rescue Plan (ARP) funds have been identified for the implementation of the Fire Camp Training Program. The intended purpose for using these funds is to support the staff, operations, and equipment costs for instruction and administering this program.
- At this time, CDCR and the State have not confirmed their funding commitment for this project.

Subcommittee Updates

- **Employment Development / Pathways and Curriculum Development**
 - To maximize the likelihood of participants completing the program with gainful living wage employment, the Employment Development / Pathways and Curriculum Development subcommittee is working on developing multiple career pathways leading to employment opportunities with Los Angeles County, State, federal, and local government, as well as private employers including, but not limited to, wildland fire and fire suppression jobs.
 - While in the program, participants will receive wildland firefighter training with on-the-job experience, supportive services, and job placement assistance. On-site counselors and case managers will provide additional life skills training, re-entry counseling, and career guidance services.

The subcommittee is exploring ways to engage other career development opportunities such as the Preparing Los Angeles for County Employment (PLACE) Program partnership. PLACE provides opportunities for individuals with high employment barriers to enter careers in the County. Additionally, work is being done to explore options of expanding certain items to include language to help qualify Fire Camp participants.

One such item is the Career Development Intern (CDI). The CDI positions will provide a temporary employment (two years) within Los Angeles County and allow participants to gain experience before moving into a more permanent position.

- **Candidate Recruitment**

- The first program will be piloted at Camp Gonzales and serve up to 50 participants, with a focus on State parolees, AB 109 probationers, along with other system-involved participants, if space allows.
- The application process and the candidate application form have been drafted and will reflect various referral pathways. With this infrastructure in place, the subcommittee will now be able to develop the outreach strategy for a steady flow of candidates.

- **Rehabilitation and Supportive Services**

- Efforts are underway to determine which solicitation process would most expeditiously secure a contractor to provide necessary life skills training, re-entry and counseling services, and job placement assistance to participants.

- **Facilities and Infrastructure**

- Camp Gonzales has been identified as the location for the initial pilot. The site will need renovations to the sleeping quarters, dining/recreation room, kitchen, and classrooms repairs. Fire has produced an initial report with projected costs for renovations. The Facilities and Infrastructure subcommittee will solicit participation from the Department of Public Works and the Internal Services Department to create a comprehensive cost analysis and develop a projected renovation timeline.
- The Probation Department is developing a plan to relocate Camp Kilpatrick staff who use the sleeping quarters at Camp Gonzales to another site. A motion adopted by the Board directed the Probation Department to provide an update on the relocation.

AB 2147 Implementation

- AB 2147, codified as Penal Code Section 1203.4b, allows individuals who have successfully participated in the California Conservation Camp program as an incarcerated individual hand crew member, as determined by the Secretary of the Department of Corrections and Rehabilitation, or successfully participated as a member of a county incarcerated individual hand crew, as determined by the appropriate county authority, and has been released from custody, to obtain relief in having their conviction, with exceptions, expunged, to ease employment eligibility.

Next Steps

As indicated, efforts have turned and are well under way to establish a local re-entry fire program, similar to the Ventura Training Center at Camp Gonzalez. That program will:

- Ensure fire camp participants are connected to the PLACE program and to other fire agencies in a significant way.
- Afford participants access to the internet.
- Leverage CORDI and others in the recruitment of participants for the County's Re-entry Fire Camp Program.
- Focus on developing potential career pathways with Los Angeles County, State, federal, local government, and private employers including, but not limited to, wildland fire and fire suppression jobs.

Additionally, in June of 2021, Fire became capable to resume training to County AB109 inmates for inclusion in fire camps and classes, jointly run by CDCR/Fire, particularly for those inmates meeting eligibility and availability requirements.