

# REPORT OF THE CHIEF LEGISLATIVE ANALYST

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DATE: March 13, 2025

TO: Honorable Members of the City Council

FROM: Sharon M. Tso *smtso*  
Chief Legislative Analyst

Council File No.: 25-0006-S6  
Assignment No.: 25-01-0060

## **January 2025 Wildfire Recovery Staffing and Resources**

### **SUMMARY**

On January 14, 2025, the Council Adopted Special Motion 6 (Park, McOske – Price) which instructed this Office to report on the staffing and resources needed in order to manage the recovery and rebuilding process from the Palisades Fire, including positions to be created, substitute authorities, emergency appointments, and any other hiring or staffing needs, including existing positions that need to be filled or are subject to Prioritized Critical Hiring.

The Council has also adopted numerous motions establishing various tasks across City departments and bureaus to continue recovery efforts from the January 2025 windstorm and wildfires. Additionally, the Mayor has, to date, signed four Emergency Executive Orders establishing additional recovery tasks across City departments and bureaus.

Many resources and positions needed immediately for the emergency response and recovery have already been approved and front-funded; however more resources will be needed in the short-term. Additional needs will be known as the City continues to formalize its recovery responsibilities. This report establishes a process for additional needs to be addressed as they become known.

Additionally, this report provides the following:

- An overview of the recovery initiatives to date, including those assigned by the Council, Mayor, and established emergency response procedures outlined in the City's emergency planning documents.
- Instructions for continued reporting for departments and bureaus to request additional resources and staffing needed for immediate deployment to respond to and recover from the January 2025 wildfires.

### **RECOMMENDATIONS**

That the Council:

1. INSTRUCT the Emergency Management Department, with the assistance of all departments and bureaus involved in recovery operations, to report with an updated Recovery Annex document that is tailored specifically to the January 2025 Wildfires emergency event and clarifies the roles and responsibilities of each department and bureau and takes the Council and Mayor's emergency instructions into account.

2. INSTRUCT all City departments and bureaus to review the attached list of Wildfire Recovery Initiatives and the updated Recovery Annex to determine whether additional, unbudgeted resources will be necessary to conduct recovery work.
3. INSTRUCT all City departments and bureaus to submit to the Chief Legislative Analyst and City Administrative Officer any staffing or resources needed immediately for the continued recovery efforts from the January 2025 windstorm and wildfires.
4. INSTRUCT the Chief Legislative Analyst and the City Administrative Officer to review all department and bureau requests and to continue to report on any needed staffing and resources, including exemptions to Prioritized Critical Hiring, in order to support recovery work.
5. INSTRUCT all City departments and bureaus to submit budget requests to the Mayor's Office for inclusion in the Fiscal Year 2025-26 Proposed Budget for any staffing or resources needed in the next fiscal year.
6. INSTRUCT the City Administrative Officer and the Chief Legislative Analyst and REQUEST the Mayor's Office to continue to expedite the filling of authorized positions needed for recovery work through the Prioritized Critical Hiring process and to report with recommendations for additional exemptions to this process as necessary.
7. INSTRUCT the City Administrative Officer, with the assistance of the Chief Legislative Analyst, to report on any expenditures incurred by City departments and bureaus in providing emergency response and recovery services that are determined to be ineligible for reimbursement from the 2025 Wildfire Emergency Response and Recovery account.

## **DISCUSSION**

### *Declaration of Emergency and Response*

On January 7, 2025, the Acting Mayor declared a local emergency due to the outbreak of the Palisades Fire in Council District 11. On January 13, 2025, an updated emergency declaration was signed by the Mayor to include the additional wildfires that had broken out in the prior week. At its meeting on January 14, 2025, the Council ratified that updated declaration.

In response to the wildfires that broke out within the City, multiple City resources were deployed to fight the fires and are still deployed for the recovery from the devastation. City departments and bureaus have been actively working with County, State and federal agencies to coordinate recovery work, including staffing disaster resource centers and shifting from emergency response (staffing the emergency operations center, facilitating evacuations, securing evacuated areas) to recovery work. Ongoing recovery work that the City is engaged in includes assessing burn areas for additional hazards (toxic waste, landslide and flash flood risks), removing debris (towing of burned vehicles, clearing of burned vegetation), and taking additional steps to prevent further contamination of City resources (capping sewer systems where feasible, mitigating flood hazards and contamination from stormwater in burn areas).

Some of this work is being led by federal, State, and County partners and other work will be led by the City. The Environmental Protection Agency and the Army Corps of Engineers will largely be responsible for the first two phases of debris clearance on private properties impacted by the Palisades Fire, but the City is still coordinating with its government partners to determine the City's responsibilities relative to the public right-of-way and rebuilding efforts.

### *Department Initiatives*

Both the Council and the Mayor have taken swift action to delineate City responsibilities in responding to the wildfires, including 22 special motions adopted within the week of the emergency, and four emergency Mayor Executive Orders to date. These and subsequent Council actions have established multiple recovery initiatives for departments and bureaus to effect. Attached to this report is a spreadsheet that captures the initiatives ordered by both the Council and Mayor which may require additional resources and staffing.

Separate to the Council and Mayor instructions, the City has an established Base Emergency Operations Plan, which is reviewed by the City's Emergency Operations Board on a regular basis. This Emergency Operations Plan includes a Recovery Annex component which details various emergency responses that departments and bureaus are expected to carry out in the event of an emergency. These tasks fall into six support functions that are also used by the Federal Emergency Management Agency (FEMA) to determine local response functions:

- Community Planning and Capacity Building
- Economic
- Health and Social Services
- Housing
- Infrastructure Systems
- Natural and Cultural Resources

Many of the Council and Mayor's approved wildfire recovery initiatives fall neatly into these established categories and have been marked accordingly in Attachment 2 of this report.

This Office's report (under separate cover) on a Pacific Palisades Long-Term Recovery Plan and review of long-term recovery plans implemented by other jurisdictions impacted by significant wildfire events will include a more detailed overview of the City's Recovery Annex (C.F. 25-0006-S15). It will also include City departments and services provided under each local response function.

This report recommends that the City develop an updated Recovery Annex that is tailored specifically to the City's response needs for the January 2025 Wildfire emergency event. This updated Recovery Annex should also include the tasks and orders instructed by both the Council and Mayor and should clarify the City's responsibilities and the federal, State, and County's responsibilities. This updated Recovery Annex would form the basis for the City's Long-Term Recovery Plan. Departments and bureaus should review this updated plan in order to identify additional resources or staffing that may be needed for implementation.

### *Timeline and Process*

While the federal government and County are taking lead on the removal of debris and cleanup of private properties affected by the fires and the Mayor's Emergency Executive Order No. 1 expedites the permitting review process for rebuilding of structures destroyed by the wildfires, multiple City agencies involved in this work will likely require additional staffing to support the high demand for permitting and reviews and any other recovery functions needed to supplement the debris removal and cleanup process. The federal government has taken the lead on the immediate clean up process and the Environmental Protection Agency has recently completed Phase I, removal of highly toxic and hazardous materials from the burn area, and the Army Corps

of Engineers has begun Phase II, which includes removal of debris and ash on private properties, including removal of damaged foundations. If property owners opt out of Phase 2, they will be responsible for contracting for the removal of hazardous debris and require various local approvals and permits.

In the interim, the Council has set up an initial source of front-funding for costs that have been and will be borne by the City, but will be eligible for reimbursement from both the federal and State governments (C.F. 25-0006-S48). As was done in response to the COVID-19 Pandemic emergency, the Council has established a 2025 Wildfire Emergency Response and Recovery Account to provide front-funding for City recovery work that will be reimbursable. Council authorized the City Administrative Officer to expend from this fund and report on a regular basis to the Council and Mayor.

This Office, through its participation in the various recovery task forces that have been established in response to the January 2025 Wildfire emergency event, has solicited City agencies actively engaged in recovery work to provide requests for additional resources directly to this Office for reporting to the Council. This report recommends establishing a process for continued reporting of department and bureau resource needs to the Council, including incorporating those requests into existing City budgeting processes depending on whether the requested resources are needed immediately, intermediately, or long-term.

This report recommends that for immediate needs for staffing and expenditures, departments be instructed to report to this Office and the City Administrative Officer for review and submission to the Council for consideration. Certain requests may not require Council review for approval as the City Administrative Officer is authorized to expend from the Wildfire Emergency Response Account for expenditures that will be reimbursable from federal or State sources.

For requests that are immediate and may require additional approvals, requests will be reviewed by this Office in coordination with the City Administrative Officer for transmission to the Council for consideration. Currently the Prioritized Critical Hiring is expediting requests from departments and bureaus for existing positions that are needed for recovery response work and many public safety and public health classifications are already exempted from this process, including positions in the Fire Department, Police Department, Department of Building and Safety, and Bureau of Sanitation. See Attachment 3 of this report for the full list of exempted positions.

For staffing and resources that are not urgently needed, but will be required for recovery work as instructed by the Council, Mayor and the updated Recovery Annex, this report recommends that departments be instructed to submit budget requests for inclusion in the Fiscal Year 2025-26 Proposed Budget or to the City Administrative Officer for inclusion in Financial Status Reports.

#### *Current Staffing/Resource Requests*

To date, the Bureau of Street Services, Bureau of Sanitation, Bureau of Engineering, and Bureau of Contract Administration have transmitted information to this Office regarding expenditures incurred in responding to the January 2025 Wildfire emergency event, estimated funding needed through the current Fiscal Year to continue providing emergency response services, and budgeted

positions that are subject to the Prioritized Critical Hiring process needed for emergency response work.

The City Administrative Officer has reported that any positions that are flagged as being needed for recovery work are marked as urgent and heard at the earliest available meeting of the Prioritized Critical Hiring Committee for potential authorization. Positions that the Committee determines are needed for recovery or emergency response work are then authorized and departments and bureaus may take necessary steps to fill vacancies.

The City Administrative Officer has also been instructed to review the contractual services and overtime expenditures that have been incurred by City agencies for expedited reimbursement from the 2025 Wildfire Emergency Response and Recovery Account that the Council approved on January 31, 2025. Should any of these expenditures be deemed ineligible for reimbursement from this Account, this report recommends instructing the City Administrative Officer, with the assistance of this Office, to report to the Council with potential funding sources to ensure there are no gaps in emergency services provided.



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Matthew Shade  
Analyst

- Attachments:
1. Motion
  2. List of Council and Mayor Approved Wildfire Recovery Initiatives
  3. List of Positions Exempted from the Prioritized Critical Hiring Process by Department

SMT:MF:RP:MAJS

## MOTION

SPECIAL 6

Since the posting of the agenda, it has come to the attention of the City of Los Angeles that in response to the Palisades Fire, the Eaton Fire, the January 2025 Windstorm, and related fires, it is necessary for the City to immediately address dozens of issues related to response and recovery, including by not limited to: FEMA reimbursement, financing strategies for fire recovery, public safety in evacuation areas, lost pets, price gouging, FEMA's Direct Lease program, relief from LADWP bills, assessing infrastructure and facilities, ongoing federal coordination, an ad hoc committee for fire recovery, LADWP infrastructure and the offline reservoir, support for dislocated workers, mitigating debris flows and landslides, exempting additional positions from the prioritized critical hiring process, a centralized permit operation center, additional resources for LAFD, creation of a recovery plan, mitigation of toxic hazards, federal resource centers, tenant protections for impacted persons and pets, and financial assistance for impacted persons and businesses.

As demonstrated by the impact of the ongoing response efforts, the recovery efforts for the Palisades Fire, Hurst Fire, Sunset Fire, Kenneth Fire, and other fires related to the January 2025 windstorm will place an immense strain on City personnel resources.

The City must continue to serve the day to day needs of Los Angeles, while addressing one of the largest recovery and rebuilding effort in Los Angeles's history. Further, with Emergency Executive Order No. 1 promising reviews of reconstruction projects within 30 days of submission, the City has an obligation to back up these assurances with results.

Hiring to authorized levels and, in some cases, increased staffing across several city departments will be required to meet this moment. Hiring to sufficient levels will require exceptions to the City's current Prioritized Critical Hiring process.

I THEREFORE MOVE that the City Council determine, as provided in section 54954.2(b)(2) of the Government Code, and pursuant to Rule 23 of the Rules of the City Council, that there is a need to take immediate action on this matter AND that the need for immediate action came to the attention of the City subsequent to the posting of the agenda on Friday, January 10, 2025 for today's Council meeting.


I FURTHER MOVE that the City Council instruct the Chief Legislative Analyst ~~Officer~~, in coordination with City Departments, report to Council within 15 days on the staffing and resources that are needed in order to manage the recovery and rebuilding process from the Palisades Fire.


I FURTHER MOVE that this should detail any existing positions that need to be filled, existing positions subject to Prioritized Critical Hiring, new positions that need to be created, substitute authorities, emergency appointments, or any other hiring or staffing needs, in order to expedite the recovery process.

  
JAN 10 2025

I FURTHER MOVE that the City Administrative Officer present a plan to sunset Prioritized Critical Hiring for positions that are deemed essential to our wildfire recovery, subject to the availability of state or federal disaster aid.

PRESENTED BY:

  
TRACI PARK  
Councilwoman, 11<sup>th</sup> District

  
TIM McOSKER  
Councilmember, 15<sup>th</sup> District

SECONDDED BY:



ORIGINAL

## Council and Mayor Approved Wildfire Recovery Initiatives

Recovery Annex Categories	Description	Council Initiative	Mayor Initiative	Council File / EEO	Notes	Affected Depts
Community Planning and Capacity Building	BOE to develop "Post-Fire Hazard Map"	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S24</a> (Park, Lee – McOsker)	Special 24	BOE
Community Planning and Capacity Building	Identify opportunities for soil stabilization on private properties and notify homeowners of local, State, and federal guidance for flood, debris, and erosion control	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 2		LADBS
Community Planning and Capacity Building	LADOT and BSS instructed to report on safely managing haul routes for recovery/rebuilding projects in burn areas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		LADOT, BSS
Community Planning and Capacity Building	All departments listed under Recovery Permitting Center to participate in addition to Mayor and Council offices in Department Strike Force to streamline recovery efforts and identify any roadblocks to reconstruction	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		DBS, Planning, BOE, LAFD, DWP, LASAN
Economic	EWDD to administer the National Dislocated Worker Grant funding to provide temporary jobs for clean-up and administer State grant for workforce development and services for additional displaced worker assistance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S60</a>	Initiated by EWDD report	EWDD
Economic	City Attorney w/ Office of Finance prepare ordinance to provide relief for business taxes due from businesses in areas impacted by wildfires w/ eligibility determined by Finance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 3 <a href="#">25-0006-S55</a> (Park - Hutt, et al)	Special	City Attorney, Finance
Economic	EWDD to report on resources available to workers impacted by the wildfires	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S13</a> (Park, Price – Raman)	Special 13	EWDD
Economic	CAO to procure outside consultant for documenting FEMA-reimbursable costs and instruct departments to document response and recovery costs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S18</a> (Park, Yaroslavsky – McOsker)	Special 18	CAO
Economic	CAO to report on sources to front-fund emergency response and recovery costs and short- and long-term budgetary impacts of fire	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S18</a> (Park, Yaroslavsky – McOsker)	Special 18	CAO
Economic	CAO w/ EWDD, LAHD, CFID, and DONE assist to report w/ plan to provide info on Small Business Administration (SBA) disaster aid, assist eligible residents/businesses through SBA process, and identify other resources available	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S19</a> (Park, Price – Hutt, Soto-Martínez)	Special 19	CAO, EWDD, LAHD, CFID, DONE
Economic	LASAN to remove refuse, recycle, green waste, and sewer service charges for ratepayers in the burn areas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S20</a> (Park, Nazarian – Padilla)	Special 20	LASAN
Economic	Request DWP to waive water utility bill charges for the wildfire billing cycle for rate payers whose homes/businesses damaged and reduce water tier bill charges for wildfire billing cycle for rater payers whose properties were in the fire zone upon customer request	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S20</a> (Park, Nazarian – Padilla)	Special 20	DWP
Economic	LAHD w/ EWDD and CFID assist to report with recommendations for new programs and resources to aid residents impacted by fire	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S21</a> (Park – Blumenfield)	Special 21	LAHD, EWDD, CFID
Economic	City Attorney w/ CAO assist to report on resources needed to prosecute price-gouging and resources to ensure public is aware of price gouging reporting process	<input type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S22</a> (Park, Lee, McOsker, Nazarian – Soto-Martínez)	Special 22	City Attorney, CAO
Economic	Office of Finance to report on providing relief from Transient Occupancy Tax for individuals staying in a hotel due to their primary residence being damaged/destroyed by wildfires if hotel stay is non-reimbursable	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 3		Finance



**Council and Mayor Approved Wildfire Recovery Initiatives**

Recovery Annex Categories	Description	Council Initiative	Mayor Initiative	Council File / EEO	Notes	Affected Depts
Economic	Personnel and CAO, with City Attorney assist, to report on assistance and support for City workers who were financially impacted by the wildfires.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S39</a> (Soto-Martinez, McOsker, Price, Park - Yaroslavsky)		Personnel, CAO, City Attorney
Health and Social Services	Animal Services to reunite pets with guardians and house rescued pets near fire zone at the West LA Shelter, hold rescued pets near burn area for 90 days, and report on reunification efforts w/ recommendations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S14</a> (Park – Jurado)	Special 14	Animal Services
Health and Social Services	DBS authorized to issue temporary permits for temporary school or child care facilities for operations of schools/child care that were damaged/destroyed by wildfires	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 4		DBS
Health and Social Services	Planning to develop an expedited ministerial review process for long-term temporary school and child care facilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 4		Planning
Health and Social Services	EWDD, w/ Planning and DBS assist, to assist schools and child care facilities with City applications for temporary authorizations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 4		EWDD, DBS, Planning
Housing	LAHD and City Attorney to report with incentives to increase landlord participation in FEMA housing assistance programs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S10</a> (Park – Lee)	Special 10	LAHD, City Attorney
Housing	Disaster Assistance/Recovery Permitting Center to be established in coordination with County, State, and FEMA/feds; Centralized permitting operation center	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1 25-0006-S4 (Park, Hutt) 25-0006-S5 (Park – Padilla)	Special 4 Special 5	DBS, Planning, BOE, LAFD, DWP, LASAN
Housing	DBS, Planning, BOE, LAFD, DWP, and LASAN to assist nearly completed multi-family housing projects in obtaining temporary certificate of occupancy to increase City housing supply	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		DBS, Planning, BOE, LAFD, DWP, LASAN
Housing	RVs, Tiny Homes, Modular Structures, and Mobile Homes to be allowed/permitted on sites where home rebuilding is occurring for up to three years	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		DBS, Planning, BOE, LAFD, DWP, LASAN
Housing	City departments/bureaus to conduct initial building permit and review for reconstruction projects on sites substantially damaged/destroyed by wildfires within 30 days of receipt	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		DBS, Planning, BOE, LAFD, DWP, LASAN
Housing	CAO, w/ DBS, Planning, DCA, and City Attorney assist, to assess feasibility of waiving plan check, permit, and arts fees for repairs and rebuilding of structures destroyed in the Palisades Fire	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S57</a> (Park - Blumenfield)		CAO, DBS, Planning, DCA, City Attorney
Infrastructure Systems	PW Bureaus, LADOT, and DWP to evaluate and report on status of infrastructure and facilities impacted by wildfires	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S23</a> (Park – Nazarian)	Special 23	BOE, BSS, BSL, LASAN, BCA, LADOT, DWP
Infrastructure Systems	GSD, PW Bureaus, RAP, Library, and DWP to report on status of City facilities impacted by wildfires	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0006-S23</a> (Park – Nazarian)	Special 23	GSD, BOE, BSS, BSL, LASAN, BCA, RAP, Library, DWP
Infrastructure Systems	Department of Public Works Bureaus to establish a Watershed Hazards Mitigation Task Force to address risks of flash floods, mudslides, and debris flows BOE w/ LASAN to assist debris flow and landslide risks and report with plan to mitigate risks	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1 <a href="#">25-0006-S24</a> (Park, Lee – McOsker)	Special 24	LASAN, BOE, BSS, BCA
Infrastructure Systems	DPW Bureaus to establish a Debris Removal Task Force w/ Mayor-designated Debris Manager to coordinate debris removal and disposal operations to restore access to burn areas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		BOE, BSS, BCA, LASAN, BSL, LADOT, LADBS, LAFD

Council and Mayor Approved Wildfire Recovery Initiatives						
Recovery Annex Categories	Description	Council Initiative	Mayor Initiative	Council File / EEO	Notes	Affected Depts
Infrastructure Systems	Remove vegetation and sediment from debris basins in accordance with Governor's Executive Order	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 2		BOE, BSS, LASAN
Infrastructure Systems	Conduct street sweeping in Palisades burn area to remove debris and contaminated materials from PROW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 2		BSS, BOE, LAFD
Infrastructure Systems	Implement temporary erosion control and debris-flow mitigation within burn areas to prevent contamination from entering storm drains	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 2		BOE, LASAN, LAFD
Infrastructure Systems	Restore Low Flow Diversion pump stations that capture stormwater and divert to sewer system to prevent contaminated water from being discharged to ocean	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 2		LASAN
Infrastructure Systems	Install caps or plugs on sewer house connections from damaged homes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 2		LASAN, LADBS
Natural and Cultural Resources	City Attorney to seek injunctive relief for acceptance of potential hazardous disaster debris at the Sunshine Canyon Landfill	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">25-0175</a> (Lee - Rodriguez)	Special Motion	City Attorney
Natural and Cultural Resources	DBS and Planning to identify and inspect properties in burn areas with local, State, or federal historic designation and publish list and status of these properties	<input type="checkbox"/>	<input checked="" type="checkbox"/>	EEO 1		DBS, Planning

## **Prioritized Critical Hiring Exemptions**

### ***Full Department Exemption***

- Proprietary Departments (Airports, Harbor, Water and Power, LACERS, Pensions)
- Building and Safety
- Library

### ***Police Department***

- All Sworn Positions
- Detention and Senior Detention Officers
- Police Representatives I-III
- Senior Police Representatives I-II

### ***Fire Department***

- All Sworn Positions
- EMS Advanced Providers
- EMS Advanced Provider Supervisors
- Temporary Paramedics
- Correctional Nurses I-III
- Advance Practice Providers
- Relief Nurses and Physician Is as needed

### ***Bureau of Sanitation***

- All Livability Services Division positions
- Refuse Collection Truck Operators II
- Wastewater Collection Workers I-II
- Wastewater Collection Supervisors
- Wastewater Treatment Operators I-III
- Senior Wastewater Treatment Operators