

PERSONNEL AND HIRING COMMITTEE REPORT relative to the exemption of one Public Safety Employee Relations Manager (Class Code 1721) position for the Los Angeles Fire Department (LAFD) from the Civil Service pursuant to Charter Section 1001(b).

Recommendation for Council action:

APPROVE the exemption of one Public Safety Employee Relations Manager (Class Code 1721) position for the LAFD from the Civil Service pursuant to Charter Section 1001(b).

Fiscal Impact Statement: None submitted by the Mayor. Neither the CAO nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

**TIME LIMIT FILE – JANUARY 2, 2026**

**(LAST DAY FOR COUNCIL ACTION – JANUARY 2, 2026)**

Summary:

On December 3, 2025, your Committee considered a November 5, 2025 report from the Mayor relative to the exemption of one Public Safety Employee Relations Manager (PSERM; Class Code 1721) position for the LAFD from the Civil Service pursuant to Charter Section 1001(b). According to the Mayor, Charter Section 1001(b) allows up to 150 persons to be exempt, of which 121 are approved, and an additional four are pending approval. Approval of this request will increase the count. As of November 5, 2025, this request will be in the 125th position of the 150 exemptions. There are an additional 50 exempt positions added by the City Council pursuant to Charter Section 1001(b)(4), of which 18 are filled.

The PSERM position, plans, organizes, and directs the work of sworn, professional, and clerical employees engaged in the administration and management of several LAFD divisions and sections, including Employee Relations, Risk Management, Medical Liaison, and other important programs. The type of matters addressed by the PSERM are specific to the fire service and the LAFD, such as sworn and civilian work schedules and compliance with the Fair Labor Standards Act 7(k) exemption. Additionally, the position participates in resolving differences with sworn and civilian employee unions through mediation, grievance arbitration, unfair labor practice hearings, and other administrative hearings, along with communicating the LAFD's position during labor negotiations and/or employment-management meetings. The position serves as consultant to Management on the interpretation and application of Memorandums of Understanding, Employee Relations Ordinance, Firefighters Procedural Bill of Rights Act,

the Fair Employment and Housing Act, and LAFD Rules and Regulations. The position applies sound management principles and techniques in building and maintaining an effective work and fulfills equal employment responsibilities. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the exemption. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

### Personnel and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
RODRIGUEZ:	YES
SOTO-MARTINEZ:	YES

ARL

12/3/25

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**