

Present constitution creates a fire and police civil service system applicable to municipalities of over 13,000 in population and parishes and fire protection districts. Provides that the system is subject to Art. XIV, §15.1 of the 1921 constitution made statutory by the 1974 constitution. Existing law creates and provides for two fire and police civil service systems: (1) one applicable to any municipality which operates paid police and fire departments and which has a population of not fewer than 13,000 persons; and (2) one applicable to any parish, fire protection district, or municipality with a population of fewer than 13,000, but not fewer than 7,000 persons. Present constitution authorizes modifications to such systems (by law adopted by 2/3 of each house of the legislature in the case of provisions of Art. XIV, §15.1 of the 1921 constitution made statutory by the constitution of 1974) but prohibits the legislature from abolishing the system or making it inapplicable to covered jurisdictions.

Existing law, relative to both systems, provides that a municipal fire and police civil service board is created in the municipal government. Requires the board to establish and maintain employment lists containing the names of persons eligible for appointment to various classes of positions in the classified service. Provides that the minimum period for which a name may remain upon a promotional or competitive employment list is 12 months and that the maximum period a name may remain on a competitive employment list is 18 months.

Prior law provided that the maximum period that a name could remain on a promotional list was 18 months. New law increases this maximum period to 48 months.

New law provides that the provisions of new law shall apply to any promotional employment list established and maintained by the board for any of the various classes of positions in the classified fire and police service containing the names of eligible persons on and after Aug. 1, 2013. Provides an exception for lists established and maintained for the city of West Monroe.

Existing law requires, with some exceptions, that every person appointed to a position in the classified service following the certification of his name from a promotional or a competitive employment list be tested by a working test while occupying the position before he can be confirmed as a regular and permanent employee in the position.

New law provides that a person appointed to a position in the classified service shall be a probational employee during the working test period. Requires that the employee be reported to the board as a probational employee within 15 days of his appointment.

Existing law requires, with some exceptions, that the working test period commence immediately upon appointment and continue for a period of not less than six months nor more than one year.

Existing law provides that any employee in the classified service, except an entry level fireman and an entry level radio, fire alarm, or signal system operator, who has served less than a specified period of his working test for any given position may be removed but only with the prior approval of the board and upon one of the following grounds:

- (1) He was unable or unwilling to perform satisfactorily the duties of the position to which he had been appointed.
- (2) His habits and dependability did not merit his continuance therein.

Existing law provides that for members of the classified fire service and for employees in a position in a competitive class of the classified police service, the specified period during which an employee may be removed only as provided by existing law is six months. However, new law provides that existing law does not apply to entry level police officers or entry level radio, fire alarm, or signal system operators.

Prior law provided that for employees in a position in a promotional class of the classified police service, the period was also six months. New law provides that the period is three months for such employees.

Existing law authorizes the employee to appear before the board and present his case before he is removed.

Existing law requires each person selected for appointment to an entry level position in the classified service from the competitive firefighter, firefighter/operator, or police officer employment list who has demonstrated successful completion of formal training as provided in existing law prior to appointment to immediately begin the working test. Requires any person selected for appointment to any such position who has not demonstrated successful completion of formal training prior to appointment to be employed by the appointing authority and reported to the board as a recruit and to immediately begin formal training. In the city of Shreveport, the provisions of existing law only apply to persons appointed to an entry level position in the classified service from the competitive Fire Communications Officer (I) employment list.

Existing law requires that the formal training be provided for through the appointing authority for a period of not more than six months from the date of appointment. Requires that the formal training period conclude six months from the date of original appointment or upon the successful completion of the formal training, whichever occurs first, at which time the working test shall commence. Further requires the appointing authority to, within 15 days, advise the board of the appointment of the recruit as a probational employee.

Existing law provides that nothing in existing law shall be construed to require that a newly appointed employee be terminated should he fail to enroll in or complete formal training within the six-month formal training period.

Existing law requires that successful completion of formal training as required by existing law for a position in the classification of firefighter or firefighter/operator be demonstrated by certification as Firefighter I in accordance with National Fire Protection Association Standard 1001 and for a position in the classification of police officer be demonstrated by certification from a peace officer standards and training accredited training program as provided by existing law (R.S. 40:2405(A)). In the city of Shreveport, successful completion of formal training for a position in the classification of Fire Communications Officer (I) shall be demonstrated by certification as Telecommunicator in accordance with National Fire Protection Association Standards 1061 and 1221.

Effective August 1, 2013.

(Amends R.S. 33:2491(F), 2495, 2551(6), and 2555; Adds R.S. 33:2495.1.1 and 2555.1)