

Prior law, relative to the wages of firemen, required that the minimum monthly salaries of firemen in municipalities having a population of 12,000 or more and in the city of Bastrop and of all parish and fire protection districts with paid firemen, including salaries payable out of the avails of any special tax provided by the constitution for increasing the pay of firemen, is \$400 per month and paid semi-monthly not later than the fifth and twentieth day of each calendar month.

New law requires the minimum monthly salary be based on a regular hourly rate of pay compliant with the Fair Labor Standards Act, 29 U.S.C. 201 et seq., exclusive of state supplemental pay.

Prior law provided that a municipality, parish, fire protection district, or other political subdivision maintaining a fire department, or the Chitimacha Tribe of Louisiana or the Coushatta Indian Tribe of Louisiana, or any nonprofit corporation contracting with any such political subdivision to provide fire protection services may enhance the first-year salary of every paid, regularly employed employee in the amount equivalent to the state supplemental pay, or any portion thereof, that the employee shall be entitled to be paid after one year of service.

New law retains prior law and provides condition that the first-year salary, exclusive of the enhancement, meets the minimum wage obligations of the Fair Labor Standards Act, 29 U.S.C. 201 et seq.

Prior law provided for reemployment of certain persons in the fire and police civil service for municipalities between 13,000 and 250,000 and for small municipalities having a population between 7,000 and 13,000 and all parishes and fire protection districts.

Prior law provided that any regular employee who resigns or retires from a position in the classified service may, with the prior approval of the board, be reemployed in a position of the class in which he was employed immediately preceding his resignation or retirement or in a position in any lower class. Provided that any such employee may be reemployed at any time after his resignation or retirement, but he shall be qualified for the position to which he is reemployed and shall be reemployed with the seniority accumulated through the date of reinstatement. Provided however that a regular employee shall be reemployed only if his resignation or retirement occurred as a result of the employee being unable to perform the essential functions of his job upon sustaining any injury that is compensable pursuant to the provisions of the state workers' compensation laws.

New law provides that any regular employee who retires from a position in the classified fire service as a result of an injury or a medical condition which prevents him from performing the essential functions of his job, may, with the prior approval of the board, be reemployed in a position of the class in which he was employed immediately preceding his retirement or in a position in any lower class. Provides that such employee may be reemployed at any time after his retirement, but requires that he be qualified for the position to which he is reemployed and able to perform the essential functions of the position. Provides that the employee shall be reemployed with the seniority accumulated through the date of his retirement. Provides that new law shall not be applicable to employees whose injury or medical condition resulted from their own negligent or intentional act.

Effective August 1, 2014.

(Amends R.S. 33:1992(A)(1), 2002(A)(3)(a); adds R.S. 33:2490(F) and 2550(F))