

AMENDED IN SENATE APRIL 13, 2016  
AMENDED IN SENATE MARCH 28, 2016

**SENATE BILL**

**No. 1163**

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**Introduced by Senator Leno**  
*(Coauthor: Senator Anderson)*

February 18, 2016

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An act to amend Section 3262 of the Government Code, relating to public employment.

LEGISLATIVE COUNSEL'S DIGEST

SB 1163, as amended, Leno. Firefighters: rights and protections.

Existing law, the Firefighters Procedural Bill of Rights Act, grants certain rights to firefighters, as defined, including specified protections during investigations and interrogations, protection from punitive actions or denial of promotion on grounds other than merit, and political activity rights. The act provides that these protections apply only during events and circumstances involving the performance of the firefighter's official duties.

Existing law, the Emergency Medical Services System and the Prehospital Emergency Medical Care Personnel Act, governs local emergency medical service systems and establishes the Emergency Medical Services Authority, which is responsible for the coordination and integration of all state activities concerning emergency medical services. Existing law provides that emergency medical personnel have specified due process rights when they are subject to suspension or termination for disciplinary cause or reason, as defined.

This bill would amend the Firefighters Procedural Bill of Rights Act to specify that when a firefighter-EMT or paramedic is subject to a disciplinary cause regarding certification or licensure action under the

EMS Act, the firefighter due process procedures are applicable to that punitive action.

By adding to the duties of local agencies to comply with the Firefighters Procedural Bill of Rights Act, this bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to these statutory provisions.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
 State-mandated local program: yes.

*The people of the State of California do enact as follows:*

- 1 SECTION 1. The Legislature finds and declares all of the
- 2 following:
- 3 (a) When rendering lifesaving services to the public, firefighters
- 4 and emergency medical service (EMS) personnel are subject to
- 5 numerous job safety procedures and protocols, which, in rare
- 6 instances, can become compromised or altered in a highly charged
- 7 atmosphere of critical-incident stressors.
- 8 (b) Recognizing that fire service first responders who trust their
- 9 training and instincts in these volatile emergency situations are
- 10 deserving of due process rights and protections when ~~such~~ *these*
- 11 instances arise, the Legislature and Governor appropriately
- 12 approved the Firefighters Procedural Bill of Rights Act in 2007
- 13 (Chapter No. 591, Statutes of 2007).
- 14 (c) The Firefighters Procedural Bill of Rights Act ensures that
- 15 commonsense principles of fairness and professionalism are
- 16 followed whenever a firefighter, or firefighter-paramedic or
- 17 emergency medical technician (EMT) is party to an investigation
- 18 or is questioned for alleged misconduct that may result in punitive
- 19 action.
- 20 (d) When a firefighter is required, as a condition of employment,
- 21 to maintain a paramedic license or EMT certificate, his or her
- 22 license or certificate is subject to the state’s Emergency Medical

1 Services System and the Prehospital Emergency Medical Care  
2 Personnel Act (EMS).

3 (e) While being bound by the state’s EMS Act, EMT certifying  
4 and paramedic licensing entities are also bound by the provisions  
5 of the Firefighters Procedural Bill of Rights Act when a  
6 firefighter-EMT or paramedic is faced with licensure or  
7 certification action.

8 (f) To ensure the uniform application of the state’s EMS Act  
9 and Firefighters Procedural Bill of Rights Act in these instances,  
10 both acts must be harmonized by clarifying that where a  
11 firefighter-EMT or paramedic is subject to certification or licensure  
12 action, the due process procedures afforded are applicable in any  
13 circumstance that may result in a job-related punitive action.

14 SEC. 2. Section 3262 of the Government Code is amended to  
15 read:

16 3262. The rights and protections described in this chapter shall  
17 only apply to a firefighter during events and circumstances  
18 involving the performance of his or her official duties or during  
19 events and circumstances giving rise to disciplinary cause pursuant  
20 to Section 1798.200 of the Health and Safety Code.

21 SEC. 3. If the Commission on State Mandates determines that  
22 this act contains costs mandated by the state, reimbursement to  
23 local agencies and school districts for those costs shall be made  
24 pursuant to Part 7 (commencing with Section 17500) of Division  
25 4 of Title 2 of the Government Code.