

# HB469 INTRODUCED



1 HB469  
2 ZQ1I3KR-1  
3 By Representative Hollis  
4 RFD: Public Safety and Homeland Security  
5 First Read: 17-Feb-26



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SYNOPSIS:

This bill would create the Municipal Firefighters' Bill of Rights.

This bill would provide minimum standards for investigations of improper conduct or disciplinary actions that may result in termination, demotion, or other disciplinary action that could result in loss of pay or status.

This bill would provide that a firefighter is not required to make disclosures about personal assets or finances in relation to a promotion or job assignment.

This bill would require a firefighter to be notified of a pending personnel action.

This bill would provide that a firefighter may engage in political activities when off duty or otherwise not acting in his or her official capacity.

This bill would also prohibit penalizing a firefighter for exercising his or her rights.

A BILL  
TO BE ENTITLED  
AN ACT



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29           Relating to municipal fire departments; to create the  
30 Municipal Firefighters' Bill of Rights; to provide minimum  
31 standards for investigations of improper conduct or  
32 disciplinary actions; to provide that a firefighter shall not  
33 be required to make certain disclosures for the purpose of  
34 promotion or job assignment; to require notification of  
35 pending personnel action; to provide a firefighter may engage  
36 in political activity when not on duty; and to provide that a  
37 firefighter shall not be penalized for exercising his or her  
38 rights.

39 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

40           Section 1. (a) The Municipal Firefighters' Bill of  
41 Rights is created.

42           (b) A municipality may adopt a local ordinance  
43 establishing any or all of the rights and procedures  
44 prescribed under this act as a guide for negotiating personnel  
45 issues with municipal firefighters.

46           Section 2. For the purposes of this act, the following  
47 terms have the following meanings:

48           (1) FIREFIGHTER. A public servant vested by law with  
49 the primary duty of fighting fires and providing fire  
50 protection services to a municipality.

51           (2) FORMAL PROCEEDING. A proceeding heard before any  
52 officer, committee, or other body of municipal government with  
53 the authority to take disciplinary action against a  
54 firefighter.

55           (3) OFFICIAL DEPARTMENTAL CHARGES. A written document  
56 from the fire chief or other lawful authority notifying the



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57 accused firefighter that charges of misconduct have been made  
58 against him or her and setting forth the specifics of the  
59 alleged misconduct.

60 Section 3. When a firefighter is under investigation  
61 for alleged improper conduct with a possible result of  
62 termination, demotion, or other disciplinary action causing  
63 loss of pay or status, the following minimum standards may  
64 apply to the investigation:

65 (1) Adverse inference shall not be drawn and no  
66 punitive action shall be taken from a refusal of the  
67 firefighter being investigated to participate in the  
68 investigation or to be interrogated other than when the  
69 firefighter is on duty or is otherwise fully compensated for  
70 the time spent in accordance with municipal and departmental  
71 overtime policy, state law, and federal law.

72 (2) The interrogation of a firefighter shall take place  
73 at any of the following locations:

- 74 a. The office of those conducting the investigation.  
75 b. The place where the firefighter reports for duty.  
76 c. Another reasonable place as the investigator may  
77 determine.

78 (3) The firefighter being investigated shall be  
79 informed at the commencement of his or her interrogation of  
80 all of the following information:

- 81 a. The nature of the investigation.  
82 b. The identity and authority of the individual or  
83 individuals conducting the investigation.  
84 c. The identity of all individuals present during the



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85 interrogation.

86 (4) During the interrogation of a firefighter,  
87 questions shall be posed by or through only one interrogator  
88 at a time.

89 (5) The interrogation of a firefighter in connection  
90 with an investigation shall be for a reasonable period of time  
91 and shall allow for reasonable periods for the rest and  
92 personal necessities of the firefighter.

93 (6) No threat, harassment, promise, or reward shall be  
94 made to a firefighter in connection with an investigation in  
95 order to induce the answering of any questions that the  
96 firefighter has a legal right to refrain from answering,  
97 however immunity from prosecution may be offered to induce a  
98 response.

99 (7)a. An interrogation of a firefighter in connection  
100 with an investigation against him or her shall be recorded in  
101 full.

102 b. A firefighter may make his or her own independent  
103 recording of the interrogation and may have one witness of his  
104 or her choosing present who shall be either of the following:

105 1. An attorney.

106 2. A member of the fire department who is not related  
107 in any way to the matter under investigation.

108 (8) A formal proceeding with the authority to  
109 administer disciplinary action against a firefighter shall not  
110 be held unless official departmental charges are brought  
111 against the firefighter.

112 (9) Official departmental charges shall contain all of



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113 the following information:

114 a. Specific conduct that is alleged to be improper.

115 b. Date and time of the alleged misconduct.

116 c. Witnesses whose information provided the basis for  
117 the charges.

118 d. Specific rules, regulations, orders, or laws alleged  
119 to have been violated.

120 (10)a. A firefighter under official departmental  
121 charges is entitled to a predisciplinary hearing before the  
122 fire chief, if disciplinary action is being considered.

123 b. The firefighter may select one individual of his or  
124 her choosing to be present at the predisciplinary hearing.

125 (11) A formal proceeding under which a firefighter may  
126 be penalized shall not be brought except upon charges signed  
127 by the individual making those charges.

128 Section 4. Except under exigent circumstances, a  
129 firefighter shall be notified of a pending personnel action by  
130 written official departmental charges a reasonable time before  
131 any action is taken when a personnel action may result in the  
132 loss of pay, benefits, or status.

133 Section 5. A firefighter may not be required to  
134 disclose any of the following information as it relates to the  
135 firefighter or a member of the firefighter's household for the  
136 purpose of promotion or assignment:

137 (1) An item of his or her property.

138 (2) Income.

139 (3) Assets.

140 (4) Debts.



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141 (5) Expenditures.

142 Section 6. Except when on duty or acting in his or her  
143 official capacity, a municipal firefighter may not be  
144 prohibited from engaging in political activity or denied the  
145 right to refrain from engaging in political activity.

146 Section 7. (a) A firefighter may not be penalized or  
147 threatened with a penalty for exercising his or her rights  
148 under this act.

149 (b) This act is not an exclusive legal remedy for a  
150 firefighter with respect to any rights the firefighter has  
151 under this act.

152 Section 8. This act shall become effective on October  
153 1, 2026.