

**.OFFICE OF THE CITY MANAGER  
LITTLE ROCK, ARKANSAS**

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**BOARD OF DIRECTORS COMMUNICATION  
OCTOBER 6, 2025, AGENDA**

<b>Subject:</b>	<b>Action Required:</b>	<b>Approved By:</b>
<p>An Ordinance establishing a Firefighter Bill of Rights for the City of Little Rock, Arkansas, to provide protections for firefighters in disciplinary proceedings.</p> <p><b>Submitted By:</b> Office of the City Attorney</p>	<p style="text-align: center;">√ <b>Ordinance</b> Resolution</p>	<p style="text-align: center;">Delphone Hubbard City Manager</p>
<p style="text-align: center;"><b>SYNOPSIS</b></p>	<p>An Ordinance to establish a Firefighter Bill of Rights, in accordance with the provisions of Act 686 of 2025 (House Bill 1808), codified as Arkansas Code § 14-53-201, and in alignment with the Law Enforcement Officers Bill of Rights previously adopted by the City under Arkansas Code § 14-52-301. The purpose of the Firefighter Bill of Rights is to:</p> <ul style="list-style-type: none"><li>• Ensure fair and consistent protections for all uniformed public safety personnel.</li><li>• Establish due process and procedural safeguards for firefighters subject to disciplinary proceedings.</li><li>• Align disciplinary practices with state law and best practices for public safety employment.</li></ul> <p>By implementing this policy, the City aims to provide uniformity in disciplinary protections for both law enforcement officers and firefighters, thereby promoting trust, transparency, and accountability in its public safety departments.</p>	
<p style="text-align: center;"><b>FISCAL IMPACT</b></p>	<p>There is no fiscal impact associated with this resolution.</p>	
<p style="text-align: center;"><b>RECOMMENDATION</b></p>	<p>Approval of the Ordinance.</p>	

## BACKGROUND

The City of Little Rock currently:

- Operates under Civil Service Commission rules and procedures that govern hiring, promotions, and disciplinary actions for firefighters.
- Maintains a Memorandum of Understanding (MOU) with Firefighters Local #34, International Association of Firefighters, AFL-CIO, which outlines procedures for internal affairs investigations and disciplinary action.

While these frameworks provide a solid foundation for personnel matters, the establishment of a formal Firefighter Bill of Rights will further reinforce the City's commitment to:

- Due process
- Fair treatment
- Constitutional protections

for all firefighters during the course of disciplinary and investigative procedures.

The proposed Firefighter Bill of Rights will:

- Establish procedural guidelines for internal investigations.
- Protect firefighters from arbitrary or retaliatory actions.
- Ensure the right to representation during interviews or hearings.

Act 686 of 2025 authorizes municipalities to adopt firefighter protections consistent with those provided to law enforcement personnel under Arkansas Code § 14-52-301. The City's action to establish this Bill of Rights is a proactive step to align with this legislative intent and to ensure equity in treatment among all public safety officers.