

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House
(317) 232-9855

FISCAL IMPACT STATEMENT

LS 7793

BILL NUMBER: HB 1556

DATE PREPARED: Jan 15, 1999

BILL AMENDED:

SUBJECT: Police and firefighter merit systems.

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FUNDS AFFECTED: **GENERAL**
 DEDICATED
 FEDERAL

IMPACT: Local

Summary of Legislation: This bill requires all cities, towns, and townships that have full-time police and fire departments to use the statutory merit system or establish their own merit system for their police and fire departments not later than July 1, 2001.

Effective Date: July 1, 1999.

Explanation of State Expenditures:

Explanation of State Revenues:

Explanation of Local Expenditures: The creation of a personnel merit system customarily requires that formal guidelines for hiring, firing, promotion and employee appeal be established. Most larger governmental units already have police and firefighter merit systems in place. However, no information is available on the number of smaller units that may not have such systems. Establishing a merit system, whether a statutory system or one established by ordinance, necessitates the administrative expense of preparing merit system documents, and the formation of a merit review commission or board.

Explanation of Local Revenues:

State Agencies Affected:

Local Agencies Affected: Local units of government that employ full-time paid police or firefighters, but that do not have a merit system for these employees.

Information Sources: Dennis Maloy, Indiana Association of Cities and Towns; John Catey, Indiana Sheriffs Association; Mara Snyder, State Fire Marshall's Office; Sue Roberson, State Department of Personnel; Tom Miller, Professional Firefighters Union; Mike Ward, Indiana Association of Chiefs of Police.