

May 16, 2026, Election

Understanding Proposed Constitutional Amendment No. 1

([Act 223 of the 2025 Regular Session](#))

Disclaimer:

This document is provided for informational purposes only. It summarizes the proposed constitutional amendment in general terms and does not constitute legal advice, policy advocacy, or an endorsement or opposition by the Department of State Civil Service, the Director, or the State Civil Service Commission.

Voters are encouraged to review the official ballot language and legislative materials for complete details.

Proposed Constitutional Amendment No. 1

Ballot Language:

“Do you support an amendment to allow the legislature to remove or add officers, positions, and employees to the unclassified state civil service?”

(Amends Article X, Section 2(B))

Current Structure of the State Civil Service System

Louisiana’s state civil service system includes two categories of employees: classified and unclassified.

Classified Service

Classified employees are governed by constitutional and rule-based provisions designed to support a merit-based employment system. Key features include:

- **Uniform Classification and Pay Plan**
Standardized job titles, minimum qualifications, and structured pay ranges approved through a formal process by the Commission and Governor.
- **Competitive Hiring**
Positions are filled through a competitive process and publicly posted.
- **Political Activity Restrictions**
Employees are subject to constitutional limitations on political activity. They cannot publicly support a candidate or party.
- **Employment Protections**
Employees who attain permanent status may be disciplined only for cause and are entitled to due process in disciplinary matters. Employees can appeal disciplinary actions.

Unclassified Service

Unclassified employees are “at-will” and not subject to the same constitutional and rule-based provisions as classified employees. Key features include:

- **Hiring Practices**
Not required to follow the formal competitive process used in the classified service.
- **Compensation Structure**
Not covered by the uniform classification and pay plan. Compensation is generally determined by the appointing authority or statute.
- **Political Activity**
Not subject to the same constitutional political activity restrictions as classified employees. Employees can support a candidate or party.
- **Employment Status**
Serve at the discretion of the appointing authority and may be removed at any time without cause.

Effects of the Proposed Amendment

If Approved (“YES” Vote)

- Authorizes the Legislature, by law, to add or remove officers, positions, and employees from the unclassified service.
- Allows the Legislature to designate positions as unclassified through statute, including positions that may currently be classified.
- The amendment itself does not automatically reclassify any position.
 - Any change to a specific position would require separate legislation.
 - If future legislation moves a position from classified to unclassified status:
 - A vacant position would be filled as unclassified with an at-will employee
 - For an occupied position, the impact on the current employee would depend on how the legislation is written.

If Not Approved (“NO” Vote)

- The current constitutional structure remains in place.
- The State Civil Service Commission retains authority to determine, by rule, which positions are included in the unclassified service.
- Existing classified employee protections remain unchanged.