STATECIVILSERVICE

JOB AIDS AND RESOURCES

Fair Chance for Workers

Revised: 8/18/2026

In accordance with State Civil Service (SCS) Rule 22.4.1, Criminal History Inquiry, for classified positions, state agencies may not inquire about a candidate's felony record on the initial application unless the job has a legal restriction that prohibits employment due to a criminal conviction. However, agencies are allowed to ask about criminal history later, either during the interview or after extending a conditional offer of employment.

When Felony Conviction Questions Are Required

Agencies may include the following supplemental questions in the vacancy announcement when the job specification for the job title identifies a legal restriction as a **Necessary Special Requirement (NSR)** or Note. Agencies are not required to use the exact questions provided in this job aid but must ensure that any questions used appropriately address the applicable NSR or legal restriction:

1. ***Have you ever been on probation or sentenced to jail/prison as a result of a felony conviction or guilty plea to a felony charge?***

2. ***If "YES", give the law enforcement authority (city, police, sheriff, FBI, etc.), the offense, place, and disposition of case.***

Note: A list of applicable jobs is included in the chart attached to this resource.

Posting Review

During the normal review of draft postings, the Talent Acquisition and Workforce Development Division (TAWD) will verify that the required supplemental questions are included before the posting is activated in Louisiana Jobs.

Note: The inclusion of these questions does not mean that an applicant with a felony conviction is automatically disqualified by SCS. Agencies are responsible for screening applicants to determine suitability for hire.

Adding a Job Title to the Approved List

For a job title not on the approved list, an agency must obtain Director approval before using the felony conviction supplemental questions.

The agency must submit a Request to Add Job Title for Felony Conviction Questions to add the job title to the Job Titles Using Felony Conviction Questions list. The vacancy may not be posted using the felony conviction supplemental questions until the job title has been approved and added to the list.

If Director approval has not been obtained, the posting will be activated in Louisiana Jobs without the inclusion of the felony conviction supplemental questions.

JOB TITLES USING FELONY CONVICTION QUESTIONS (Rev. 08/18/26)		
Job Code	**Job Title**	**NSR/NOTE**
173940	AGRICULTURE/FORESTRY ENFORCEMENT MANAGER	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws is granted.
131650	AGRICULTURE/FORESTRY ENFORCEMENT OFFICER 1	
131660	AGRICULTURE/FORESTRY ENFORCEMENT OFFICER 2	
173930	AGRICULTURE/FORESTRY ENFORCEMENT OFFICER 3	
131670	AGRICULTURE/FORESTRY ENFORCEMENT SUPERVISOR	
168850	AGRICULTURE/FORESTRY ENFORCEMENT PROGRAM DIRECTOR	
130720	ATC AGENT 1	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws are granted.
130730	ATC AGENT 2	
130750	ATC AGENT 3	
130700	ATC AGENT 4	
130760	ATC AGENT 5	
130740	ATC AGENT 6	
169990	ATC DEPUTY COMMISSIONER	
171690	ATC ENFORCEMENT ANALYST 1	
171700	ATC ENFORCEMENT ANALYST 2	
171340	ATC SPECIALIST	
165720	CHILD WELFARE SERVICES ASSISTANT	The incumbent of this position must not have been convicted or pled nolo contendere to a crime listed in R.S. 15.587.1 (c).
166790	CHILD WELFARE CONSULTANT	
166850	CHILD WELFARE DIRECTOR	
166800	CHILD WELFARE MANAGER 1	
171210	CHILD WELFARE MANAGER 2	
166740	CHILD WELFARE SPECIALIST 1	
166750	CHILD WELFARE SPECIALIST 2	
166760	CHILD WELFARE SPECIALIST 3	
166730	CHILD WELFARE SPECIALIST TRAINEE	
166770	CHILD WELFARE SUPERVISOR	
166830	CHILD WELFARE SUPPORT SPECIALIST	
171290	COMMUNICATIONS OFFICER 1	An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws is granted.
171300	COMMUNICATIONS OFFICER 2	
161060	COMMUNICATIONS OFFICER 3	
176390	COMMUNICATIONS OFFICER ADMINISTRATOR	
176380	COMMUNICATIONS OFFICER MANAGER	
171310	COMMUNICATIONS OFFICER SUPERVISOR	
144140	CORRECTIONS CADET	NSR: An applicant who has been convicted of a misdemeanor crime of domestic violence or a felony, or who is under indictment on a felony charge will be disqualified until relief from the
144330	CORRECTIONS SERGEANT	
161340	CORRECTIONS SERGEANT--MASTER	
144260	CORRECTIONS LIEUTENANT	

144150	CORRECTIONS CAPTAIN	disabilities imposed by State and Federal laws is granted. In accordance with the Prison Rape Elimination Act (PREA) (Part 115:17) of Title 28 of the Code of Federal Regulations an applicant who has been found to have engaged in any form of sexual abuse; engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable or refused will be disqualified.
144280	CORRECTIONS MAJOR	
144270	CORRECTIONS LIEUTENANT COLONEL	
144190	CORRECTIONS COLONEL	
145170	CORRECTIONS ASSISTANT WARDEN 1	
145180	CORRECTIONS ASSISTANT WARDEN 2	
156620	CORRECTIONS ASSISTANT WARDEN 3	
161450	CORRECTIONS ASSISTANT WARDEN 4	
161720	CORRECTION DEPUTY WARDEN 3	
161620	CORRECTION DEPUTY WARDEN 4	
161630	CORRECTION DEPUTY WARDEN 5	
161680	CORRECTION WARDEN 3	
161610	CORRECTION WARDEN 4	
161690	CORRECTION WARDEN 5	
131230	CORRECTIONS GUARD TRAINEE--THERAPEUTIC	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws is granted.
131240	CORRECTIONS GUARD--THERAPEUTIC	
162940	CORRECTIONS GUARD MASTER-- THERAPEUTIC	
131520	CORRECTIONS LIEUTENANT--THERAPEUTIC	
131210	CORRECTIONS CAPTAIN--THERAPEUTIC	
131530	CORRECTIONS MAJOR--THERAPEUTIC	
131510	CORRECTIONS CHIEF--THERAPEUTIC	
166960	CRIMINAL INVESTIGATOR 1	NSR: An applicant will be disqualified if he or she has been convicted of a felony or if there are any indictments or bills of information pending against him or her in which felony charges are included; or if he or she has been convicted within the past three years of hit and run or driving while intoxicated.
133130	CRIMINAL INVESTIGATOR 2	
172380	CRIMINAL INVESTIGATOR 3	
172390	CRIMINAL INVESTIGATOR 4	
175900	DOTD ENFORCEMENT ADMINISTRATOR	NSR: An applicant who has been convicted of a misdemeanor crime of domestic violence or a felony, or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by the State and Federal laws is granted.
175840	DOTD ENFORCEMENT AGENT	
175830	DOTD ENFORCEMENT CADET	
175880	DOTD ENFORCEMENT CAPTAIN	
176504	DOTD ENFORCEMENT CORPORAL	
175870	DOTD ENFORCEMENT LIEUTENANT	
175890	DOTD ENFORCEMENT MAJOR	
175850	DOTD ENFORCEMENT SENIOR AGENT	
175860	DOTD ENFORCEMENT SERGEANT	
176210	DPS POLICE CADET	NSR: An applicant who has been convicted of a misdemeanor crime of domestic violence or a felony, or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by the State and Federal laws is granted.
176270	DPS POLICE CAPTAIN	
176240	DPS POLICE CORPORAL	
176260	DPS POLICE LIEUTENANT	
176280	DPS POLICE MAJOR	
176220	DPS POLICE OFFICER	

176230	DPS POLICE SENIOR OFFICER	
176250	DPS POLICE SERGEANT	
169950	ELECTIONS COMPLIANCE OFFICER 1	NSR: An applicant will be disqualified if he or she has been convicted of a felony or if there are any indictments or bills of information pending against him or her in which felony charges are included; or if he or she has been convicted within the past three years of hit and run or driving while intoxicated.
169960	ELECTIONS COMPLIANCE OFFICER 2	
169970	ELECTIONS COMPLIANCE OFFICER 3	
169980	ELECTIONS COMPLIANCE OFFICER 4	
131930	GUARD	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws is granted.
131950	GUARD SUPERVISOR	
133970	INVESTIGATIVE SPECIALIST 1	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws are granted.
133980	INVESTIGATIVE SPECIALIST 2	
171450	INVESTIGATIVE SPECIALIST 3	
161770	INVESTIGATIVE SPECIALIST SUPERVISOR	
171460	INVESTIGATIVE SPECIALIST MANAGER	
169120	JUVENILE JUSTICE SPECIALIST 1	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from disabilities imposed by state and federal laws is granted. In accordance with the Prison Rape Elimination Act (PREA) (Part 115:17) of Title 28 of the Code of Federal Regulations an applicant who has been found to have engaged in any form of sexual abuse; engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable or refused will be disqualified.
169130	JUVENILE JUSTICE SPECIALIST 2	
169140	JUVENILE JUSTICE SPECIALIST 3	
169150	JUVENILE JUSTICE SPECIALIST 4	
172310	JUVENILE JUSTICE SPECIALIST 5	
172320	JUVENILE JUSTICE SPECIALIST 6	
115840	PARK RANGER 1	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by State and Federal laws is granted.
115850	PARK RANGER 2	
115830	PARK RANGER SPECIALIST	
169580	POLICE CAPTAIN	NSR: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the
169600	POLICE CHIEF	
133930	POLICE INVESTIGATOR	
169620	POLICE LIEUTENANT	

169640	POLICE MAJOR	disabilities imposed by state and federal laws is granted.
169660	POLICE OFFICER 1	
169680	POLICE OFFICER 2	
169700	POLICE OFFICER 3	
169720	POLICE SERGEANT	
156800	PROBATION AND PAROLE ASSISTANT DIRECTOR / ADULT	NSR: An applicant who has been convicted of a misdemeanor crime of domestic violence or a felony, or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by state and federal laws is granted.
127390	PROBATION AND PAROLE DEPUTY DIRECTOR--ADULT	
127400	PROBATION AND PAROLE DIRECTOR--ADULT	
175230	PROBATION AND PAROLE DIRECTOR--JUVENILE	
144420	PROBATION AND PAROLE DISTRICT MANAGER 1--JUVENILE	
144610	PROBATION AND PAROLE DISTRICT MANAGER 2--JUVENILE	
144620	PROBATION AND PAROLE DISTRICT MANAGER 3--JUVENILE	
127410	PROBATION AND PAROLE DISTRICT MANAGER A--ADULT	
127490	PROBATION AND PAROLE DISTRICT MANAGER B--ADULT	
127450	PROBATION AND PAROLE OFFICER 1--ADULT	
146060	PROBATION AND PAROLE OFFICER 1--JUVENILE	
127370	PROBATION AND PAROLE OFFICER 2--ADULT	
146070	PROBATION AND PAROLE OFFICER 2--JUVENILE	
127430	PROBATION AND PAROLE OFFICER 3--ADULT	
144590	PROBATION AND PAROLE OFFICER 3--JUVENILE	
127440	PROBATION AND PAROLE PROGRAM MANAGER--ADULT	
143890	PROBATION AND PAROLE PROGRAM MANAGER--JUVENILE	
144660	PROBATION AND PAROLE PROGRAM SPECIALIST--JUVENILE	
127420	PROBATION AND PAROLE REGIONAL ADMINISTRATOR--ADULT	
175240	PROBATION AND PAROLE REGIONAL ADMINISTRATOR--JUVENILE	
171150	PROBATION AND PAROLE SPECIALIST - ADULT	
127500	PROBATION AND PAROLE SUPERVISOR--ADULT	
146080	PROBATION AND PAROLE SUPERVISOR--JUVENILE	
176480	STATE FIRE MARSHAL ARSON INVESTIGATOR 1	NSR: An applicant will be disqualified if he or she has been convicted of a felony or if there are any indictments or bills of information pending against him or her in which felony
176490	STATE FIRE MARSHAL ARSON INVESTIGATOR 2	

176500	STATE FIRE MARSHAL ARSON INVESTIGATOR 3	charges are included; or if he or she has been convicted within the past three years of hit and run or driving while intoxicated.
133820	WILDLIFE ENFORCEMENT AGENT	NSR: An applicant who has been convicted of a misdemeanor crime of domestic violence or a felony, or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by the State and Federal laws is granted.
133630	WILDLIFE ENFORCEMENT CADET	
133730	WILDLIFE ENFORCEMENT CAPTAIN	
133680	WILDLIFE ENFORCEMENT COLONEL	
173500	WILDLIFE ENFORCEMENT CORPORAL	
176545	WILDLIFE ENFORCEMENT INVESTIGATOR	
133650	WILDLIFE ENFORCEMENT LIEUTENANT	
133700	WILDLIFE ENFORCEMENT LIEUTENANT COLONEL	
133750	WILDLIFE ENFORCEMENT MAJOR	
157170	WILDLIFE ENFORCEMENT SENIOR AGENT	
133690	WILDLIFE ENFORCEMENT SERGEANT	
176556	YOUTH FACILITIES DEPUTY DIRECTOR-STATEWIDE	Note: An applicant who has been convicted of a misdemeanor crime of domestic violence or a felony or who is under indictment on a felony charge may be disqualified until relief from the disabilities imposed by State and Federal laws is granted.
175220	YOUTH FACILITIES DIRECTOR-STATEWIDE	
169090	YOUTH FACILITY ASSISTANT DIRECTOR	
169100	YOUTH FACILITY DEPUTY DIRECTOR	
169110	YOUTH FACILITY DIRECTOR	