
The original instrument was prepared by Michael Bell. The following digest, which does not constitute a part of the legislative instrument, was prepared by Michelle Broussard-Johnson.

SB 29 Reengrossed

DIGEST
2015 Regular Session

Cortez

Present law, relative to municipal fire and police civil service for municipalities with a population between 13,000 and 250,000, defines "seniority" as the total employment computed for an employee beginning with the last date on which he was regularly and permanently appointed to a particular department and has worked continuously to and including the date of computation.

Proposed law provides that "departmental seniority" is defined as the term "seniority" is defined in present law and adds "promotional seniority" as a defined term to mean the total cumulative employment in a class of positions of the next lower class from which a promotion is to be made. Further provides that employment counted toward seniority in the next lower class shall include the aggregate of all temporary appointments, the working test period, and employment as a regular and permanent employee in the class, less the aggregate of suspensions without pay while serving in a position of the class.

Proposed law retains present law and clarifies that appointed positions from the classified fire service shall not forfeit his departmental seniority accumulated, and shall continue to accumulate departmental seniority.

Present law provides that promotions to vacant positions shall be filled by qualified applicants in order of seniority in total departmental service.

Proposed law retains present law, but makes an exception for the Lafayette Police Department. Provides that when a vacant position in the Lafayette Police Department is filled by a promotion, it shall be by qualified applicants in the order of promotional seniority in the next lower rank.

Proposed law adds that in the Lafayette Police Department, demotions of regular employees shall be made by the appointing authority when it becomes necessary to reduce the number of employees in the classified service or in any class therein. Further provides that demotions from any class, except for disciplinary action or because of the abolition of an entire class in the classified service, shall be made by demoting employees from lowest to highest in point of total promotional seniority earned in positions of the class plus that earned in any higher classes in the classified service. The names of regular employees demoted for any reason, except for disciplinary action, shall be recorded upon the reinstatement list for the class from which they are demoted in the order in which the demotions are made.

Proposed law retains present law and clarifies that any regular employee who resigns or retires and any regular employee from a position in the classified fire service as a result of injury or a medical condition shall be reemployed with the departmental and promotional seniority accumulated.

Proposed law retains present law and clarifies that any classified police position shall not be counted by the municipal fire and police civil service board of the city in determining the total departmental or promotional seniority.

Proposed law adds that the Lafayette Police Department, whenever an entire class is abolished in the classified service, the regular employees of the class shall be demoted to lower classes and priority to positions shall be governed by total promotional seniority earned in the class in the order of highest to lowest.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Amends R.S. 33:2473(20), 2481.4(C)(1), 2481.6(C)(1), 2488, 2490(E) and (F), 2491(D) and (H), 2491.3(B), 2494(C), and 2498)

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Local and Municipal Affairs to the original bill

1. Adds definition of "promotional seniority".
2. Adds authority for the municipal civil service board for the Lafayette Police Department to maintain and generate employment lists based on promotional seniority.

Senate Floor Amendments to engrossed bill

1. Conforms provisions of present law to the proposed law changes providing for the application of promotional seniority for the Lafayette Police Department.