

2020 Regular Session

SENATE BILL NO. 358

BY SENATOR HEWITT

CIVIL SERVICE DEPARTMENT. Provides for revisions to the fee structure and oversight of the in-service training and educational programs for state employees by the Department of State Civil Service. (8/1/20)

1 AN ACT

2 To amend and reenact R.S. 42:1261, 1263(A),1265, and 1383(A) and to repeal R.S. 42:1262,  
3 relative to the Department of State Civil Service; to provide relative to a fee schedule  
4 for in-service training programs provided by the department; to provide relative to  
5 oversight of the training programs; to provide relative to definition of services  
6 provided; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 42:1261, 1263(A), 1265, and 1383(A) are hereby amended and  
9 reenacted to read as follows:

10 §1261. In-service training and educational programs; conducted by state agencies;  
11 eligible employees; fees; ~~policy board~~; contracts and agreements

12 A.(1) The Department of State Civil Service shall institute, develop, conduct,  
13 maintain, and otherwise provide for continuing programs of in-service training and  
14 education designed to improve the supervisory, managerial, and other generally  
15 applicable skills and expertise of officials and employees of all state agencies,  
16 including supervisory, administrative, and managerial personnel and nonsupervisory  
17 employees.

1 (2) For purposes of this Chapter, "state agency" means any board,  
2 commission, department, agency, office, officer, or other entity:

3 (a) Within the executive or legislative branches of state government;

4 (b) Of the supreme court, a court of appeal, or a district court of the judicial  
5 branch of state government; or

6 (c) Which employs any state classified employee.

7 ~~B.(1) In-service training and educational programs, as required by Subsection~~  
8 ~~A of this Section, shall consist of a public training program which will be open to all~~  
9 ~~employees and officials of all state agencies and a management development~~  
10 ~~program which shall be open to all such employees and officials who manage or~~  
11 ~~supervise.~~

12 ~~(2)~~**(1)** The in-service training and educational programs may be made  
13 available on a fee basis to other public officials and employees and to other  
14 participants as determined by the Department of State Civil Service, ~~based on~~  
15 ~~recommendations by the policy board established herein,~~ provided such participation  
16 does not have the effect of denying access to the program by any employee or  
17 official of a state agency. The ~~department~~ **Department of State Civil Service** shall  
18 **may** establish and impose a schedule of fees or other charges for such officials,  
19 employees, and participants to attend such programs, ~~based upon recommendations~~  
20 ~~of the policy board.~~

21 ~~(3)~~**(2)** The Department of State Civil Service is hereby designated as the  
22 training agency for the ~~public training program and the management development~~  
23 ~~program~~ **state agencies as set forth in Subsection A of this Section.**

24 ~~C.(1) A policy board is hereby established to be composed as follows:~~

25 ~~(a) One representative each from the office of the governor, the division of~~  
26 ~~administration, the Department of State Civil Service, the Judicial College, the~~  
27 ~~Louisiana Board of Regents, and one nonprofit public interest organization. The~~  
28 ~~representative of each of the named boards, agencies, offices, or organizations is to~~  
29 ~~be appointed by the State Civil Service Commission from a list of names submitted~~

1 ~~by each of such boards, agencies, offices, or organizations for such purpose.~~

2 (b) ~~A representative from the House of Representatives, designated by the~~  
3 ~~speaker of the House, and a representative of the Senate, designated by the president~~  
4 ~~of the Senate.~~

5 (c) ~~The training director for the public training program and management~~  
6 ~~development program, as designated by the Department of State Civil Service.~~

7 (2) ~~The policy board shall advise the Department of State Civil Service on~~  
8 ~~said training programs and shall award certifications to employees successfully~~  
9 ~~completing all requirements in the management development program.~~

10 DC. Cooperative arrangements or agreements may be entered into between  
11 the Department of State Civil Service and state educational institutions for their  
12 participation in ~~said~~ the training program as needed to accomplish any of the  
13 purposes enumerated in Subsection A of this Section.

14 \* \* \*

15 §1263. Employee training program

16 A. Pursuant to ~~Louisiana Constitution~~ Article X, Section 10(A) of the  
17 Constitution of Louisiana, the State Civil Service Commission shall require the  
18 Department of State Civil Service to institute an employee training program in  
19 accordance with the provisions of this Chapter for ~~the several state departments,~~  
20 ~~agencies, boards, and commissions,~~ to coordinate ~~servicewide and intergovernmental~~  
21 in-service training and educational programs ~~through the public training program~~  
22 ~~and the management development program~~, to review the development and conduct  
23 of such programs, and to submit progress reports to the governor and legislature as  
24 either may direct.

25 \* \* \*

26 §1265. Cooperative arrangements with educational institutions

27 In addition to the in-service training and education programs provided for  
28 in this Chapter, all state ~~departments, agencies, boards, and commissions~~ may engage  
29 in cooperative arrangements or agreements with the Department of State Civil

1 Service and with state educational institutions for specialized training, work-study  
2 programs, internships, and research projects designed to be useful in making  
3 long-range training and educational plans. State educational institutions are hereby  
4 directed to give special consideration to such projects and programs.

5 \* \* \*

6 §1383. Department of State Civil Service; appropriations; pro rata share paid by  
7 other agencies; billing; collection calculations

8 A. The cost of operating the state civil service system **and instituting,**  
9 **developing, conducting, and otherwise providing in-service training and**  
10 **educational programs by the Department of State Civil Service** shall be paid by  
11 agencies employing state classified employees. The total amount payable by each  
12 agency shall be calculated on the basis of a percentage of the annual gross salaries  
13 of the state classified employees within each agency, as reflected in the records  
14 maintained by the Department of State Civil Service on the last working day of the  
15 calendar year preceding the year of the billing, and shall not exceed ~~seven~~  
16 **nine**-tenths of one percent of the annual gross salaries. The Department of State Civil  
17 Service shall bill each state agency the amount payable by that agency for the billing  
18 period. The amount so billed shall be payable by each agency within thirty calendar  
19 days from the date of the mailing of the billing.

20 \* \* \*

21 Section 2. R.S. 42:1262 is hereby repealed.

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The original instrument and the following digest, which constitutes no part  
of the legislative instrument, were prepared by Matt DeVille.

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SB 358 Original                                      DIGEST                                      2020 Regular Session                                      Hewitt

Present law provides that the Department of State Civil Service will institute, develop, conduct, maintain and otherwise provide for in-service training and educational programs for state employees that may be made available for a fee to other public officials and employees as determined by the department based on recommendations from an external policy board.

Proposed law provides that the Department of State Civil Service will institute, develop, conduct, maintain and otherwise provide for in-service training and educational programs for state employees that may be made available for a fee to other public officials and

employees as determined by an internally developed fee schedule and abolishes the policy board.

Present law provides that the State Civil Service Commission will require the Department of State Civil Service to institute an employee training program for state agencies to coordinate servicewide and intergovernmental training, to review the development and conduct of the program, and submit progress reports as directed.

Proposed law provides that the State Civil Service Commission will require the Department of State Civil Service to institute an employee training program for state agencies to coordinate in-service and educational programs, to review the development and conduct of the program, and to submit progress reports as directed.

Present law provides that in addition to the in-service training programs provided by the State Department of Civil Service, all state agencies may engage in cooperative endeavor arrangements or agreements with the department and with state educational institutions for specialized training, work-study programs, internships, and research projects.

Proposed law provides that in addition to the in-service education training programs provided by the State Department of Civil Service, all state agencies may engage in cooperative endeavor arrangements or agreements with the department and with state educational institutions for specialized training, work-study programs, internships, and research projects.

Present law provides that the cost of operating the state civil service system will be paid to the Department of Civil Service by agencies employing state classified employees and that the total amount payable by each agency will not exceed seven-tenths of one percent of the annual gross salaries of the state classified employees within each agency and that the cost of department-administered public training programs will be paid to the department by agencies employing state classified employees and that the total amount payable by each agency will not exceed two-tenths of one percent of the annual gross salaries of the state classified employees within each agency.

Proposed law provides that the costs of operating the state civil service system and providing in-service and educational programs to state employees will be paid to the Department of State Civil Service by agencies employing state classified employees and that the total amount payable by each agency will not exceed nine-tenths of one percent of the annual gross salaries of the state classified employees within each agency.

Effective August 1, 2020.

(Amends R.S. 42:1261, 1263(A), 1265, and 1383(A); repeals R.S. 42:1262)