

GREEN SHEET REDIGEST

HB 566

2024 Regular Session

McMakin

STATE EMPLOYEES: Provides for educational criteria for state employees.

DIGEST

Proposed law provides that a state agency shall not require as a condition of eligibility for hire to a position in state employment that an applicant have a baccalaureate degree or more than three years of relevant experience.

Proposed law does not apply if the Department of State Civil Service or State Police Commission determines that the knowledge, skills, or abilities required for a position can only reasonably be obtained through a course of study in pursuit of, and culminating in the award of, a baccalaureate degree, or for management, higher-level positions, or positions in a career progression group as defined by the Department of State Civil Service or State Police Commission.

(Adds R.S. 42:36)

Effective January 1, 2025.

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on House and Governmental Affairs to the original bill:

1. Include a prohibition of a prerequisite of more than three years of experience.
2. Provide that the State Civil Service Commission, rather than the appointing authority, may determine whether the knowledge, skills, or abilities required of position may only be reasonably attained through a baccalaureate degree.

The House Floor Amendments to the engrossed bill:

1. Add authority for the State Civil Service Commission to determine if relevant experience is required for management or higher-level positions.

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Senate and Governmental Affairs to the reengrossed bill

1. Qualify that a state agency cannot require three years of relevant experience as a condition of employment.
2. Provide an exception to the prohibition on requiring a baccalaureate degree or more than three years of relevant experience for positions the Department of State Civil Service or the State Police Commission determine require knowledge, skills, or abilities that can only reasonably be obtained through a course of study culminating in the award of a baccalaureate degree and for management, higher-level positions, and positions in a career progression group as defined by the Department of State Civil Service or by State Police Commission rule.
3. Provide for an effective date of January 1, 2025.