

2015 Regular Session

HOUSE BILL NO. 267

BY REPRESENTATIVE DANAHAAY

POLICE/LOCAL: Provides relative to the work schedule of certain employees of the Sulphur Police Department

1 AN ACT

2 To enact R.S. 33:2213(P), relative to the city of Sulphur; to provide relative to employees
3 of the city's police department; to authorize the city to establish and implement a
4 work schedule for certain employees; to provide relative to the calculation of
5 compensatory time and overtime pay for such employees; and to provide for related
6 matters.

7 Notice of intention to introduce this Act has been published
8 as provided by Article III, Section 13 of the Constitution of
9 Louisiana.

10 Be it enacted by the Legislature of Louisiana:

11 Section 1. R.S. 33:2213(P) is hereby enacted to read as follows:

12 §2213. Maximum hours; overtime or compensatory time; exceptions for certain
13 cities

14 * * *

15 P.(1) Notwithstanding any other provision of law to the contrary, the city of
16 Sulphur may establish and implement twelve-hour work shift cycles for employees
17 of the Sulphur police department employed in the communications division, jail
18 division, and patrol division. A workday shall consist of a twelve-hour shift on each
19 of the specified days as provided in Paragraph (2) of this Subsection for those
20 employees assigned to such shifts.

1 (2)(a) During a two week pay cycle, employees may be divided into four
 2 separate work groups. At the start of a two week pay cycle, two work groups shall
 3 work thirty-six hours the first week and forty-eight hours the second week. During
 4 the first week, the employees shall work Sunday, be off Monday and Tuesday, work
 5 Wednesday and Thursday, and be off Friday and Saturday. During the second week,
 6 they shall be off Sunday, work Monday and Tuesday, be off Wednesday and
 7 Thursday, and work Friday and Saturday.

8 (b) At the start of the same two-week pay cycle, the remaining two work
 9 groups shall work forty-eight hours the first week and thirty-six hours the second
 10 week. During the first week, the employees shall be off Sunday, work Monday and
 11 Tuesday, be off Wednesday and Thursday, and work Friday and Saturday. During
 12 the second week the employees shall work Sunday, be off Monday and Tuesday,
 13 work Wednesday and Thursday, and be off Friday and Saturday.

14 (3) The employees in all other divisions of the Sulphur police department
 15 shall work a forty-hour work week as determined by the chief of police of the
 16 department.

17 (4) Employees provided for in Paragraphs (1) and (2) of this Subsection shall
 18 be paid overtime at one and one-half times the usual salary for hours worked during
 19 the two-week pay cycle in excess of eighty hours or shall be credited with
 20 compensatory time on a one and one-half times basis for all hours in such cycle that
 21 exceed eighty hours.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 267 Original

2015 Regular Session

Danahay

Abstract: Authorizes the city of Sulphur to establish and implement a work schedule for certain employees of the city's police department.

Present law, applicable to police officers employed at a rank of captain or below in municipalities with a population of between 12,000 and 250,000, provides that such officers shall be paid at 1-1/2 times their normal salary for each hour worked over 40 hours in a week. Authorizes such municipalities to implement a 14-day shift cycle and requires that

officers receive overtime pay or compensatory time when the number of hours worked exceeds 80 hours in a two-week period. Present law provides exemptions for specified municipalities.

Proposed law retains present law and additionally provides an exemption for certain employees of the city of Sulphur's police department. Authorizes the city to establish and implement 12-hour work shift cycles for employees of the police department's communications, jail, and patrol divisions.

Proposed law provides that employees may be divided into four separate work groups during a two-week pay cycle. Requires, at the start of a two-week pay cycle, two groups to work 36 hours the first week and 48 hours the second week and the remaining two groups to work 48 hours the first week and 36 hours the second week. Provides that employees work on specified days depending on the work group assignment. Provides that the employees in all other divisions of the police department shall work a 40-hour work week as determined by the police chief.

Proposed law requires that employees provided for in proposed law be paid overtime at 1-1/2 times the usual salary for hours worked during the two-week pay cycle that exceed 80 hours or be credited with compensatory time on a 1-1/2 times basis for all hours in such cycle that exceed 80 hours.

(Adds R.S. 33:2213(P))