

2015 Regular Session

SENATE BILL NO. 29

BY SENATOR CORTEZ

MUNICIPALITIES. Provides relative to the city of Lafayette municipal fire and police civil service system. (gov sig)

1 AN ACT

2 To amend and reenact R.S. 33:2473(20), 2481.4(C)(1), 2481.6(C)(1), 2488, 2490(E) and (F),  
3 2491(D) and (H), 2491.3(B), 2494(C), and 2498, relative to the city of Lafayette; to  
4 provide relative to the municipal fire and police civil service system; to provide for  
5 definitions; to provide relative to the certification and appointment of eligible  
6 persons in the police department; to provide for an effective date; and to provide for  
7 related matters.

8 Notice of intention to introduce this Act has been published.

9 Be it enacted by the Legislature of Louisiana:

10 Section 1. R.S. 33:2473(20), 2481.4(C)(1), 2481.6(C)(1), 2488, 2490(E) and (F),  
11 2491(D) and (H), 2491.3(B), 2494(C), and 2498 are hereby amended and reenacted to read  
12 as follows:

13 §2473. Definitions

14 The following words and phrases when used in this Part shall have the  
15 following meaning, unless the context clearly requires otherwise:

16 \* \* \*

17 20. "Seniority" means the following:

1           **(a) "Departmental seniority" means** the total employment computed for  
2 an employee beginning with the last date on which he was regularly and permanently  
3 appointed and has worked continuously to and including the date of computation.  
4 Time during which an employee has served in the armed forces of the United States  
5 subsequent to May 1, 1940, not to exceed four years, shall be construed to mean  
6 continuous service and shall be included in the computation of his **departmental**  
7 seniority. Total **departmental** seniority ~~in the departmental service~~, including  
8 positions of any and all classes, or seniority in any one or more given classes, may  
9 be computed for an employee, but in either case employment shall be continuous and  
10 unbroken by a resignation or discharge of the respective employee. An employee  
11 who is finally discharged or resigns from his position shall forfeit all accumulated  
12 **departmental** seniority. An employee who is suspended and returns to his position  
13 immediately following the expiration of his suspension shall not forfeit his  
14 **departmental** seniority accumulated to the date of his suspension, but he shall not  
15 be given credit for the lost time at any future computation.

16           **(b) "Promotional seniority" means the total cumulative employment in**  
17 **a class of positions of the next lower class from which a promotion is to be**  
18 **made. Employment counted toward seniority in the next lower class shall**  
19 **include the aggregate of all temporary appointments, the working test period,**  
20 **and employment as a regular and permanent employee in the class, less the**  
21 **aggregate of suspensions without pay while serving in a position of the class.**  
22 **The appointing authority shall maintain accurate records of appointments and**  
23 **suspensions, and shall report such appointments and suspensions to the board**  
24 **in strict compliance with R.S. 33:2503.**

\* \* \*

§2481.4. Deputy chief of police; competitive appointment

\* \* \*

28           C.(1) Any person who is appointed from a position in the classified police  
29 service to serve as deputy chief of police shall not forfeit his **departmental or**



1            **B. Notwithstanding Subsection A of this Section, in the Lafayette Police**  
2            **Department, demotions of regular employees shall be made by the appointing**  
3            **authority when it becomes necessary to reduce the number of employees in the**  
4            **classified service or in any class therein. Demotions from any class, except for**  
5            **disciplinary action or because of the abolition of an entire class in the classified**  
6            **service, shall be made by demoting employees from lowest to highest in point of**  
7            **total promotional seniority earned in positions of the class plus that earned in**  
8            **any higher classes in the classified service. The names of regular employees**  
9            **demoted for any reason, except for disciplinary action, shall be recorded upon**  
10           **the reinstatement list for the class from which they are demoted in the order in**  
11           **which the demotions are made.**

12    \*        \*        \*

13            §2490. Reinstatement and reemployment

14    \*        \*        \*

15            E. Any regular employee who resigns or retires from a position in the  
16            classified service may, with the prior approval of the board, be reemployed in a  
17            position of the class in which he was employed immediately preceding his  
18            resignation or retirement or in a position in any lower class. Any such employee may  
19            be reemployed at any time after his resignation or retirement, but he shall be  
20            qualified for the position to which he is reemployed. In addition, the employee shall  
21            be reemployed with the **departmental and promotional** seniority accumulated  
22            through the date of reinstatement; however, a regular employee shall be reemployed  
23            as provided in this Subsection only if his resignation or retirement occurred as a  
24            result of the employee being unable to perform the essential functions of his job upon  
25            sustaining any injury that is compensable pursuant to the provisions of Chapter 10  
26            of Title 23 of the Louisiana Revised Statutes of 1950.

27            F. Any regular employee who retires from a position in the classified fire  
28            service as a result of an injury or a medical condition which prevents him from  
29            performing the essential functions of his job, may, with the prior approval of the

1 board, be reemployed in a position of the class in which he was employed  
 2 immediately preceding his retirement or in a position in any lower class. Any such  
 3 employee may be reemployed at any time after his retirement, but he shall be  
 4 qualified for the position to which he is reemployed and be able to perform the  
 5 essential functions of the position. In addition, the employee shall be reemployed  
 6 with the **departmental and promotional** seniority accumulated through the date of  
 7 retirement. This Subsection shall not be applicable to employees whose injury or  
 8 medical condition resulted from their own negligent or intentional act.

9 \* \* \*

10 §2491. Establishment and maintenance of employment lists

11 The board shall establish and maintain employment lists containing names  
 12 of persons eligible for appointment to the various classes of positions in the  
 13 classified service, as follows:

14 \* \* \*

15 **D.(1) Except as provided in Paragraph (2) of this Subsection, names**  
 16 ~~Names~~ of persons attaining a passing score on a promotion test shall be placed upon  
 17 the promotion employment list for the class for which they were tested, from highest  
 18 to lowest, according to their total **departmental** seniority ~~in the departmental~~  
 19 ~~service~~. The names of persons attaining a passing score on a competitive test shall  
 20 be placed upon the competitive employment list for the class for which they were  
 21 tested, from highest to lowest, according to their final test scores.

22 **(2) Names of persons attaining a passing score on the promotional test**  
 23 **in the Lafayette Police Department shall be placed upon the promotion**  
 24 **employment list for the class for which they were tested, from highest to lowest,**  
 25 **according to their total promotional seniority in the next lower class.**

26 \* \* \*

27 **H.(1) Except as provided in Paragraph (2) of this Subsection, when** ~~When~~  
 28 new names are to be placed upon a promotion list for a given class, the remaining  
 29 names thereon shall be rearranged with the new names so that all names appearing

1 upon the list for the class shall rank, from highest to lowest, according to total  
2 departmental seniority ~~in the departmental service.~~

3 (2) When new names are to be placed upon a promotion list for a given  
4 class in the Lafayette Police Department, the remaining names thereon shall be  
5 rearranged with the new names so that all names appearing upon the list for the  
6 class shall rank, from highest to lowest, according to total promotional seniority  
7 in the next lower class from which the promotion list is established.

8 (3) When new names are to be placed upon a competitive list for a given  
9 class, the remaining names thereon shall be rearranged with the new names so that  
10 all names appearing upon the list for the class shall rank, from highest to lowest,  
11 according to their final test scores.

12 \* \* \*

13 §2491.3. Promotional employment lists; limitations

14 \* \* \*

15 B. Notwithstanding the provisions of R.S. 33:2491 and Article XIV, Section  
16 15.1, Paragraph 21 of the Louisiana Constitution of 1921 made statutory by Article  
17 X, Section 18 of the Louisiana Constitution of 1974, departmental service in any  
18 classified police position with the primary duty or responsibility of police  
19 headquarters desk service, jailer, police matron, operations and maintenance of radio,  
20 police alarm or signal system, automotive or police apparatus repairs, secretary to  
21 the chief, or department records clerk shall not be counted by the municipal fire and  
22 police civil service board of the city in determining the total departmental or  
23 promotional seniority in the departmental service of a person for purposes of  
24 ranking the name of that person on a promotional employment list for a classified  
25 police position with the primary duty or responsibility of law enforcement, a position  
26 as a chief or assistant chief, or a position as an intradepartmental division, bureau,  
27 squad, platoon, or company officer of the police department.

28 \* \* \*

29 §2494. Certification and appointment

1 \* \* \*

2 C.(1) In the event a vacancy cannot be filled by reinstatement, or by  
3 reemployment as above provided, the board shall next certify the names of the  
4 persons upon the promotional list, in the order in which they appear thereon, for the  
5 class in which the vacancy is to be filled. The appointing authority shall select and  
6 appoint to the first vacancy to be filled the one person certified to him who has the  
7 greatest seniority in the departmental service. Any remaining positions to be filled  
8 in the same class shall be filled by appointing to each such successive vacancy the  
9 one of the remaining persons certified therefor who has the next highest seniority in  
10 the departmental service. If any one or more persons so certified should refuse the  
11 appointment, the appointing authority shall then select and appoint one of the  
12 persons certified by the board with the next highest seniority in the departmental  
13 service. This procedure shall be followed until the position has been filled by  
14 appointment of the one person who has the greatest seniority in the departmental  
15 service, and who is willing to accept the appointment, or until each person whose  
16 name appears upon the list, has in this order been certified and offered the  
17 appointment for the vacancy.

18 **(2) Notwithstanding any other provision of law to the contrary, the**  
19 **municipal fire and police civil service system for the city of Lafayette shall fill**  
20 **a vacant position in the police department in the following manner:**

21 **(a) In the event a vacancy cannot be filled by reinstatement, or by**  
22 **reemployment as provided in Subsections A and B of this Section, the board**  
23 **shall next certify the names of the persons upon the promotional list, in the**  
24 **order in which they appear thereon, for the class in which the vacancy is to be**  
25 **filled.**

26 **(b) The appointing authority shall select and appoint to the first vacancy**  
27 **to be filled the one person certified to him who has the greatest promotional**  
28 **seniority in the next lower rank. Any remaining positions to be filled in the same**  
29 **class shall be filled by appointing to each such successive vacancy the one of the**

1 remaining persons certified therefor who has the next highest promotional  
2 seniority in the next lower class.

3 (c) If any one or more persons so certified should refuse the appointment,  
4 the appointing authority shall then select and appoint one of the persons  
5 certified by the board with the next highest promotional seniority in the next  
6 lower class. This procedure shall be followed until the position has been filled  
7 by appointment of the one person who has the greatest promotional seniority  
8 in the next lower class, and who is willing to accept the appointment, or until  
9 each person whose name appears upon the list, has in this order been certified  
10 and offered an appointment to the vacancy.

11 \* \* \*

12 §2498. Abolition of positions in the classified service

13 A. Whenever the appointing authority abolishes a position in the classified  
14 service and there is no position vacant in the respective class to which the regular  
15 employee of the abolished position may be transferred, the employee shall be  
16 transferred to any position of the same class which may be held by a provisional  
17 employee. If there is no such position he shall be transferred to another position in  
18 the respective class, and the holder of that position shall thereupon be demoted in the  
19 order provided by R.S. 33:2488.

20 B. Whenever an entire class is abolished in the classified service, the regular  
21 employees of the class shall be demoted to lower classes and priority to positions  
22 shall be governed by total seniority earned in the departmental service in the order  
23 of highest to lowest.

24 C. Notwithstanding the provisions of Subsection B of this Section, in the  
25 Lafayette Police Department, whenever an entire class is abolished in the  
26 classified service, the regular employees of the class shall be demoted to lower  
27 classes and priority to positions shall be governed by total promotional seniority  
28 earned in the class in the order of highest to lowest.

29 Section 2. This Act shall become effective upon signature by the governor or, if not



1 signed by the governor, upon expiration of the time for bills to become law without signature  
 2 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If  
 3 vetoed by the governor and subsequently approved by the legislature, this Act shall become  
 4 effective on the day following such approval.

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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.

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## DIGEST

SB 29 Reengrossed

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.