
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 527 Original

2025 Regular Session

Carlson

Abstract: Provides relative to certain positions in the classified police service for the city of Lafayette.

Present constitution creates a fire and police civil service system applicable to municipalities of over 13,000 in population and parishes and fire protection districts. Provides that the system is subject to Art. XIV, §15.1 of the 1921 constitution made statutory by the 1974 constitution. Present law creates and provides for two fire and police civil service systems: (1) one applicable to any municipality which operates paid police and fire departments and which has a population of not fewer than 13,000 persons; and (2) one applicable to any parish, fire protection district, or municipality with a population of fewer than 13,000, but not fewer than 7,000 persons.

Proposed law retains present constitution and present law.

Present law, relative to both systems, provides that "departmental seniority" refers to the period of continuous employment in the department. Defines "promotional seniority" to mean the total cumulative employment in a class of positions of the next lower class from which a promotion is to be made. Specifies further relative to employment counted toward seniority in the next lower class.

Present law, relative to both systems, provides that a municipal fire and police civil service board is created in the municipal, parish, and fire protection government. Requires the board to establish and maintain employment lists containing the names of persons eligible for appointment to various classes of positions in the classified service. Requires that names of persons attaining a passing score on a promotion test be placed on the promotion employment list for the tested class, from highest to lowest, according to departmental seniority.

Proposed law retains present law.

Present law provides exceptions, including an exception for the Lafayette Police Department. Provides that persons attaining a passing score on the promotional test for the rank of lieutenant or above shall be placed on the promotional employment list, from highest to lowest, according to their total promotional seniority in the next lowest class. Further provides that the filling of a vacancy based upon promotional seniority shall apply to the rank of lieutenant or above only. Provides that for the rank of lieutenant or above 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.

Proposed law limits the applicability of present law to the rank of lieutenant or captain. Further provides that for a vacancy in the rank of major in the Lafayette Police Department, an employee who holds the rank of sergeant or above shall be eligible to take the competitive examination. Requires that all employees who achieve a passing score on the test be placed on the eligibility list presented to the police chief. Requires the police chief to select and appoint an employee from the list to fill the vacant position.

Proposed law provides that eligibility for admission to the competitive test is limited to members of the Lafayette Police Department at the time of appointment. Provides that the appointment is for one year and the employee who holds the position of major is subject to annual review by the police chief. Authorizes the police chief to reconfirm the employee holding the position for another year or to demote him to his former class of position. Provides that if the employee is demoted from the position of major, he shall not forfeit any departmental or promotional seniority in his classified rank. Further provides that the demotion does not constitute corrective or disciplinary action and the employee does not have the right to appeal.

Proposed law authorizes any employee who holds the position of major to, while holding such position, apply for admission to the promotional examination for the class next higher than that from which he was appointed as major. Prohibits however, the name and score of any employee holding the rank of major from being certified to the appointing authority by the civil service board as eligible for appointment to a position of the promotional class. Requires that his name and score be eligible for certification, in accordance with the maximum period for which a name may remain on the eligibility list in accordance with the provisions of present law, only upon demotion to a position of the class from which he was appointed as major.

Proposed law provides that any employee who is appointed from a position in the classified police service to serve as major shall not forfeit his departmental or promotional seniority accumulated to the date of his appointment. Provides that the employee shall continue to accumulate departmental and promotional seniority during the time he is serving as major.

Proposed law provides that the provisions of proposed law are applicable only to an employee occupying a position at the rank of major or promoted to the rank of major when either:

- (1) The employee occupying the position on July 1, 2025, has not completed the working test period or otherwise has probational status to a position at the rank of major.
- (2) The appointment is to fill a vacant position at the rank of major that exists on and after July 1, 2025.

Proposed law provides that the provisions of proposed law shall not apply to an employee with permanent status to a position at the rank of major in the Lafayette Police Department on July 1, 2025.

Effective July 1, 2025.

(Amends R.S. 33:2491(D)(2)(a) and (H)(2), 2494(C)(2)(intro. para.), and 2498(C); Adds R.S. 33:2494.1)