The original instrument was prepared by Michael Bell. The following digest, which does not constitute a part of the legislative instrument, was prepared by Ann S. Brown.

### DIGEST 2015 Regular Session

SB 38 Reengrossed

Johns

<u>Present law</u>, 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.

<u>Proposed law</u> provides that "departmental seniority" is defined as the term "seniority" is defined in <u>present law</u> 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.

<u>Present law</u> provides for the accumulation of seniority for the deputy chief of police and the chief of administration of fire department.

<u>Proposed law</u> retains <u>present law</u> and further specified which type of seniority (departmental or promotional) is affected.

<u>Present law</u> provides for the accumulation of seniority regarding certain employment conditions, such as demotion, reinstatement or reemployment.

<u>Proposed law</u> retains <u>present law</u> and further specified which type of seniority (departmental or promotional) is affected.

<u>Proposed law</u> allows departmental or promotional seniority to serve as a base in ranking of names to create a promotional employment list.

<u>Present law</u> provides that promotions to vacant positions shall be filled by qualified applicants in order of seniority in total departmental service.

<u>Proposed law</u> retains <u>present law</u>, but makes an exception for the Lake Charles Police Department. Provides that when a vacant position in the Lake Charles Police Department is filled by a promotion, it shall be by qualified applicants in the order of promotional seniority in the next lower rank.

<u>Proposed law</u> provides that whenever an entire class is abolished in the classified service of the Lake Charles Police Department, 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 Lake Charles Police Department to maintain and generate employment lists based on promotional seniority.

## Summary of Amendments Adopted by Senate

### Senate Floor Amendments to engrossed bill

1. Conforms provisions of <u>present law</u> to the <u>proposed law</u> changes providing for the application of promotional seniority for the Lake Charles Police Department.