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## *Detailed Fiscal Analysis*

The bill creates a separate basis for reducing in pay or position, suspending, or removing a classified employee for conviction of a felony involving violence, drug abuse, dishonesty, fraud, theft, retaliation, obstructing justice, moral turpitude, or unlawful interest in a public contract. This applies even if the officer or employee has already been reduced in pay or position, suspended, or removed for the same conduct that is the basis if the crime. The bill specifies that the employee has no right to appeal any disciplinary action taken by an appointing authority as the result of the conviction of a felony. In addition, the bill requires that a person convicted of one of those felonies be denied rights to tenure in any public employment. The bill is not clear as to the specific meaning of “rights to tenure”, but it appears that a person who has committed a felony can keep their position until the appointing authority removes the person from their position, but if the person is removed, he or she cannot claim any rights to tenure. A person removed from their position because of a felony conviction is barred from receiving any compensation after their removal. The bill specifies that its provisions prevail over any conflicting provisions of an agreement between an employee organization and an employer.

The bill could result in a small savings to the state and local governments for not paying back pay or other compensation to persons removed from their position because of a felony conviction.

□ *LBO staff: Leslie J. Little, Senior Analyst*

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