## HOUSE BILL NO. 174

# INTRODUCED BY CLARK, FELAND, VOGEL, DRISCOLL, MOLNAR, COCCHIARELLA

## IN THE HOUSE

JANUARY 14, 1993	INTRODUCED AND REFERRED TO COMMITTEE ON LABOR & EMPLOYMENT RELATIONS.
	FIRST READING.
JANUARY 23, 1993	COMMITTEE RECOMMEND BILL DO PASS AS AMENDED. REPORT ADOPTED.
JANUARY 25, 1993	PRINTING REPORT.
JANUARY 26, 1993	SECOND READING, DO PASS.
JANUARY 27, 1993	ENGROSSING REPORT.
JANUARY 28, 1993	THIRD READING, PASSED. AYES, 100; NOES, 0.
	TRANSMITTED TO SENATE.
IN	THE SENATE
JANUARY 30, 1993	INTRODUCED AND REFERRED TO COMMITTEE ON LABOR & EMPLOYMENT RELATIONS.
N. Control of the Con	FIRST READING.
MARCH 19, 1993	COMMITTEE RECOMMEND BILL BE CONCURRED IN AS AMENDED. REPORT ADOPTED.
MARCH 20, 1993	ON MOTION, CONSIDERATION PASSED FOR THE DAY
MARCH 22, 1993	ON MOTION, CONSIDERATION PASSED FOR THE DAY
MARCH 23, 1993	SECOND READING, CONCURRED IN.
MARCH 24, 1993	THIRD READING, CONCURRED IN. AYES, 36; NOES, 14.

RETURNED TO HOUSE WITH AMENDMENTS.

## IN THE HOUSE

APRIL 1, 1993

SECOND READING, AMENDMENTS

CONCURRED IN.

APRIL 2, 1993

THIRD READING, AMENDMENTS CONCURRED IN.

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

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1	House BILL NO. 174
2	INTRODUCED BY
3	Jugling Vigel Drungt
4	A TILL FOR AN ACT ENTITLED: "AN ACT ALLOWING A POLICE
5	OFFICER AND A SHERIFF'S DEPUTY COVERED BY A COLLECTIVE
6	BARGAINING AGREEMENT TO APPEAL A DISCIPLINARY ACTION
7	PURSUANT TO A GRIEVANCE PROCEDURE CONTAINED IN A COLLECTIVE
8	BARGAINING AGREEMENT; AND AMENDING SECTIONS 7-32-2109,
9	7-32-2110, AND 7-32-4164, MCA."
10	
11	BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:
12	Section 1. Section 7-32-2109, MCA, is amended to read:
13	"7-32-2109. Right to hearing on termination of deputy
14	sheriff's employment. (1) Any $\underline{A}$ deputy sheriff whose
15	employment is terminated maywithin-30-days-from-the-date
16	of-the-termination-of-his-employment; -make-application has a
17	right of appeal:
18	(a) to the district court of the county wherein where
19	the deputy was employed for-a-hearing-before-the-court,-with
20	orwithoutjuryyon-the-charges-resulting-in-the-deputy's
21	termination-of-employment-or-discharge; or
22	(b) pursuant to the terms of a grievance procedure

contained in a collective bargaining agreement if the deputy

(2) The appeal to the district court must be made

Montana Legislative Council

sheriff is covered by a collective bargaining agreement.

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1	within 30 days from the date of the termination of
2	employment."
3	Section 2. Section 7-32-2110, MCA, is amended to read:
4	*7-32-2110. Reinstatement of deputy sheriff. In the
5	event that a-deputy-prevails-at-the-hearing-provided-forin
6	7-32-21097-he-shall-be-entitled-to a termination is reversed
7	or modified, the deputy must be reinstated as a deputy
8	sheriff at the same salary he received by the deputy prior
, 9	to his the discharge or termination of employment. and-he
10	shall-also-be The deputy is also entitled to any rights that
11	might have accrued to his the deputy's benefit prior to his
12	the discharge or termination of employment, including that
13	the salary which-he that the deputy would have received but
14	for the termination."
15	Section 3. Section 7-32-4164, MCA, is amended to read:
16	"7-32-4164. Bistrictcourtreview Right to appeal. A
17	member of the police force who is disciplined, suspended,
18	removed, or discharged as a result of a decision by the
19	police commission or an order of the mayor has a right of
20	appeal:
21	(1) pursuant to the terms of a grievance procedure
22	contained in a collective bargaining agreement if the member
23	is covered by a collective bargaining agreement; or

25

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(2) to The the district court of the proper county. shall--have-jurisdiction-to-review-all-questions-of-fact-and

all-questions-of-law-in-a-suit-brought--by--any--officer--or member--of--the--police--force;-but-no A suit to review such hearing-or-trial a decision or an order or for reinstatement to office shall may not be maintained unless the same suit is begun within a period of 60 days after the decision of by the police commission or order of the mayor has been filed with the city clerk."

1

APPROVED BY COMMITTEE ON LABOR & EMPLOYMENT RELATIONS

2	INTRODUCED BY CLARK, FELAND, VOGEL, DRISCOLL,
3	MOLNAR, COCCHIARELLA
4	
5	A BILL FOR AN ACT ENTITLED: "AN ACT ALLOWING A POLICE
6	OFFICER AND A SHERIFF'S DEPUTY COVERED BY A COLLECTIVE
7	BARGAINING AGREEMENT TO APPEAL A DISCIPLINARY ACTION
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10	7-32-2110, AND 7-32-4164, MCA."
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19	(a) to the district court of the county wherein wher
20	the deputy was employed for-a-hearing-before-the-courty-wit
21	orwithoutjuryyon-the-charges-resulting-in-the-deputy*
22	termination-of-employment-or-discharge; or
23	(b) pursuant to the terms of a grievance procedur
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25	sheriff is covered by a collective bargaining agreement.

HOUSE BILL NO. 174

L	(2) The appeal to the district court must be mad
2	within 30 days from the date of the termination o
3	employment."
4	Section 2. Section 7-32-2110, MCA, is amended to read:

- "7-32-2110. Reinstatement of deputy sheriff. In the 6 event that a-deputy-prevails-at-the-hearing-provided-for--in 7 7-32-21097-he-shall-be-entitled-to a termination is reversed 8 or modified, the deputy must be reinstated as a deputy 9 sheriff at the same salary he received by the deputy prior 10 to his the discharge or termination of employment, and-he 11 shall-also-be The deputy is also entitled to any rights that 12 might have accrued to his the deputy's benefit prior to his 13 the discharge or termination of employment, including that the salary which-he that the deputy would have received but 14 15 for the termination."
- 16 Section 3. Section 7-32-4164, MCA, is amended to read:
- 17 "7-32-4164. Bistrict--court--review Right to appeal. A

  18 member of the police force who is disciplined, suspended,

  19 removed, or discharged as a result of a decision by the

  20 police commission or an order of the mayor, CITY MANAGER, OR

  21 CHIEF EXECUTIVE has a right of appeal:
- 22 <u>{1} pursuant to the terms of a grievance procedure</u>
  23 <u>contained in a collective bargaining agreement if the member</u>
  24 <u>is covered by a collective bargaining agreement; or</u>
- 25 (2) to The the district court of the proper county.

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all--questions--of--law--in-a-suit-brought-by-any-officer-or
member-of-the-police-force; but-no A suit to review such
hearing-or-trial a decision or an order or for reinstatement
to office shall may not be maintained unless the same suit
is begun within a period of 60 days after the decision of by
the police commission or order of the mayor, CITY MANAGER,
OR CHIEF EXECUTIVE has been filed with the city clerk."

*	ROOSE BILL NO. 174
2	INTRODUCED BY CLARK, PELAND, VOGEL, DRISCOLL,
3	MOLNAR, COCCHIARELLA
4	
5	A BILL FOR AN ACT ENTITLED: "AN ACT ALLOWING A POLICE
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13	Section 1. Section 7-32-2109, MCA, is amended to read:
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15	sheriff's employment. (1) Any A deputy sheriff whose
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20	the deputy was employed for-a-hearing-before-the-courty-with
21	orwithoutjuryyon-the-charges-resulting-in-the-deputy's
22	termination-of-employment-or-discharge; or
23	(b) pursuant to the terms of a grievance procedure
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Section 3. Section 7-32-4164, MCA, is amended to read:

22 (1) pursuant to the terms of a grievance procedure
23 contained in a collective bargaining agreement if the member
24 is covered by a collective bargaining agreement; or

25 (2) to The the district court of the proper county.

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shall-have-jurisdiction-to-review-all-questions-of-fact--and

- 4 hearing-or-trial a decision or an order or for reinstatement
- 5 to office shall may not be maintained unless the same  $\underline{suit}$
- 6 is begun within a period of 60 days after the decision of  $\underline{by}$
- the police commission or order of the mayor, CITY MANAGER,
- OR CHIEF EXECUTIVE has been filed with the city clerk."

#### MINORITY COMMITTEE REPORT

#### SENATE STANDING COMMITTEE REPORT

Page 1 of 4 March 19, 1993

MR. PRESIDENT:

We, a minority of your committee on Labor and Employment Relations having had under consideration House Bill No. 174 (first reading copy -- blue), respectfully report that House Bill No. 174 be amended as follows and as so amended be concurred in.

Signed:

Senator John "J. D." Lynch

Signed: Jul Wilson

Signed: Chit Blay of

That such amendments read:

1. Title, line 9.

Following: "AGREEMENT;"

Strike: "AND"

Insert: "PROVIDING THAT IN A CITY OR TOWN WITH A POLICE COMMISSION, THE MAYOR, CITY MANAGER, OR CHIEF EXECUTIVE, RATHER THAN THE POLICE COMMISSION, HAS THE AUTHORITY TO TAKE DISCIPLINARY ACTION AGAINST A MEMBER OF THE POLICE FORCE; PROVIDING FOR APPEALS TO THE POLICE COMMISSION;"

2. Title, line 10.

Following: "7-32-2110,"

Insert: "7-32-4152, 7-32-4153, 7-32-4155, 7-32-4156, 7-32-4157,

7-32-4158, 7-32-4160, 7-32-4161,"

Following: "MCA"

Insert: "; AND REPEALING SECTIONS 7-32-4162 AND 7-32-4163, MCA"

3. Page 2, line 16.

Following: line 15

Insert: "Section 3. Section 7-32-4152, MCA, is amended to read:
"7-32-4152. Term and compensation of members of police
commission. (1) The appointees to the police commission shall
hold office for 3 years, and one such member must be appointed
annually at the first regular meeting of the city council or
commission in May of each year. However, a member serving on the

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commission during the hearing or deciding of a case an appeal under 7-32-4155 shall continue to serve on the commission for that case appeal until a decision has been made; a new member may not sit on the commission for such business.

(2) The compensation of the members of such a board shall must be fixed by the city council or commission, not to exceed \$10 per day or more than \$50 per month for any month for each member in cities of the first and second class."

Section 4. Section 7-32-4153, MCA, is amended to read: "7-32-4153. Meaning of word mayor. Wherever the word "mayor" is used in 7-32-4109, and 7-32-4160, through 7-32-4163 and 7-32-4161, it is intended to include "city manager", "city commissioner", or any other name or designation used to identify or designate the chief executive of any city or municipality."

Section 5. Section 7-32-4155, MCA, is amended to read:
"7-32-4155. Role of police commission in hearing and deciding charges against appeals brought by policemen. (1) The police commission shall have the has jurisdiction and it shall be is its duty to hear, try, and decide all charges appeals brought by any person or persons against any member or officer of the police department, including any charge that such member or officer:

(a) is incompetent or has become incapacitated, by age, disease, or otherwise, to discharge the duties of his office; (b) has been guilty of neglect of duty, of misconduct in

his office, or of conduct unbecoming a police officer;

(c) has been found quilty of any crime; or

(d) whose conduct has been such as to bring reproach upon the police force who has been disciplined, suspended, removed, or discharged by an order of the mayor, city manager, or chief executive.

(2) It is the duty of the police commission, at the time set for hearing a charge against an appeal of a police officer, to forthwith proceed to hear, try, and determine the charge appeal according to the rules of evidence applicable to courts of record in the state."

Section 6. Section 7-32-4156, MCA, is amended to read:
"7-32-4156. Charges Appeals to be in writing. Any charge An appeal brought against by any member of the police force must be in writing in the form required by the police commission, and a copy thereof must be served upon the accused officer or member mayor, city manager, or chief executive at least 15 30 days before the time fixed for the hearing of such charge the appeal."

SENATE #B 174 620936SC.SAN Section 7. Section 7-32-4157, MCA, is amended to read:
"7-32-4157. Rights of accused police and police officer. The
accused shall have appealing police officer has the right to be
present at the trial hearing in person and by counsel and to be
heard and to give and furnish evidence in his defense the police
officer's appeal."

Section 8. Section 7-32-4158, MCA, is amended to read: "7-32-4158. Police commission trials hearings open to public. All trials shall hearings must be open to the public."

Section 9. Section 7-32-4160, MCA, is amended to read:

"7-32-4160. Decision by police commission — veto power of mayor. (1) The police commission must shall, after the conclusion of the hearing or trial, decide whether the charge was proven or not proven the appeal and shall must have the power, by a decision of a majority of the commission, to discipline, suspend, remove, or discharge any officer who shall have been found guilty of the charge filed against him sustain, modify, or overrule the disciplinary order of the mayor, city manager, or chief executive.

(2) Such action of the police commission shall, however, be subject to modification or veto by the mayor, made in writing and giving reasons therefor, which shall become a permanent record of the police commission; provided, however, that where and when the police commission decides the charge not proven, the decision is final and conclusive and is not subject to modification or veto by the mayor or to any review.

(3) Where the police commission decides the charge proven, the mayor, within 5 days from the date of the filling of such findings and decision with the city clerk, may modify or veto such findings and decision."

Section 10. Section 7-32-4161, MCA, is amended to read:
"7-32-4161. Enforcement of decision. When a charge against
a member of the police force is found proven by the board and is
not vetoed by the mayor, the The mayor must shall make an order
enforcing the decision of the board or the decision as modified
if modified by the mayor police commission. Such The decision or
order shall be is subject to review by the district court of the
proper county on all questions of fact and all questions of
law.""

Renumber: subsequent section

Page 2, line 20.
 Strike: "police commission or an order of the"

5. Page 2, line 25.
Following: "the"
Insert: "police commission. A final decision of the police commission may be appealed to the"

6. Page 3, line 3.
Following: "but no"
Insert: "The district court has jurisdiction to review all questions of fact and all questions of law in a suit brought by any officer or member of the police force."

7. Page 3, lines 7 and 8. Following: "commission" on line 7 Strike: remainder of line 7 through "EXECUTIVE" on line 8

Page 3, line 9.
 Following: line 8
 Insert: "NEW SECTION. Section 12. Repealer. Sections 7-32-4162 and 7-32-4163, MCA, are repealed.

-END-

March 9, 1993 Page 1 of 2

that give rise to the action."

Mr. Speaker: We, the committee on State Administration report that Senate Bill 174 (third reading copy -- blue) be concurred in as amended .

And, that such amendments read:

Carried by: Rep. S. Rice

1. Page 2, line 14. Following: "(c)"
Insert: "(i)"

2. Page 2, lines 15 through 17.

Strike: "is entitled to be reimbursed by the state for" on lines 15 and 16

Insert: ", at the discretion of the court, may be awarded the"

Following: "incurred" on line 16

Strike: ", provided that in the case of"
Insert: ". The court may order either the defendant or the state to pay the incurred costs and attorney fees. If the court orders the state to pay the costs and fees, the state shall pay the costs and fees from fines collected under the provisions of this title. (ii) If"

Strike: both the first and second "that" on line 17

3. Page 2, line 18. Following: "finds" Insert: "that the action"

4. Page 2, line 20. Strike: "and reasonable" Insert: ","
Following: "fees" Insert: ", and damages"

5. Page 2. Following: line 21 Insert: "(4) A civil action may not be brought under this section more than 3 years after the occurrence of the facts

Committee Vote: Yes  $\frac{9}{4}$ , No  $\frac{7}{4}$ . HOUSE

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1	HOUSE BILL NO. 174
2	INTRODUCED BY CLARK, FELAND, VOGEL, DRISCOLL,
3	MOLNAR, COCCHIARELLA
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6	OFFICER AND A SHERIFF'S DEPUTY COVERED BY A COLLECTIVE
7	BARGAINING AGREEMENT TO APPEAL A DISCIPLINARY ACTION
8	PURSUANT TO A GRIEVANCE PROCEDURE CONTAINED IN A COLLECTIVE
9	BARGAINING AGREEMENT; AND PROVIDING THAT IN A CITY OR TOWN
LO	WITH A POLICE COMMISSION, THE MAYOR, CITY MANAGER, OR CHIEF
11	EXECUTIVE, RATHER THAN THE POLICE COMMISSION, HAS THE
12	AUTHORITY TO TAKE DISCIPLINARY ACTION AGAINST A MEMBER OF
13	THE POLICE FORCE; PROVIDING FOR APPEALS TO THE POLICE
14	COMMISSION; AMENDING SECTIONS 7-32-2109, 7-32-2110,
15	7-32-4152, 7-32-4153, 7-32-4155, 7-32-4156, 7-32-4157,
16	7-32-4158, 7-32-4160, 7-32-4161, AND 7-32-4164, MCA; AND
17	REPEALING SECTIONS 7-32-4162 AND 7-32-4163, MCA."
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24	of-the-termination-of-his-employmenty-make-application has a
25	right of appeal:
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3	or-without-juryy-on-the-charges-resultinginthedeputy's
4	termination-of-employment-or-discharge; or
5	(b) pursuant to the terms of a grievance procedure
6	contained in a collective bargaining agreement if the deputy
7	sheriff is covered by a collective bargaining agreement.
8	(2) The appeal to the district court must be made
9	within 30 days from the date of the termination of
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(a) to the district court of the county wherein where

the deputy was employed for-a-hearing-before-the-courty-with



HB 0174/03

HB 0174/03

- shall hold office for 3 years, and one such member must be appointed annually at the first regular meeting of the city council or commission in May of each year. However, a member serving on the commission during the hearing or deciding of a-case an appeal under 7-32-4155 shall continue to serve on the commission for that case appeal until a decision has been made; a new member may not sit on the commission for such business.
- 9 (2) The compensation of the members of such a board

  10 shall must be fixed by the city council or commission, not

  11 to exceed \$10 per day or more than \$50 per month for any

  12 month for each member in cities of the first and second

  13 class."

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"7-32-4153. Meaning of word mayor. Wherever the word "mayor" is used in 7-32-4109, and 7-32-4160, through 7-32-4163 and 7-32-4161, it is intended to include "city manager", "city commissioner", or any other name or designation used to identify or designate the chief executive of any city or municipality."

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- 1 appeals brought by any-person-or-persons-against any member
  2 or officer of the police departmenty-including-any-charge
  3 that-such-member-or-officer;
- 4 ta)--is-incompetent-or-has-become-incapacitated;-by-age;
  5 disease;-or--otherwise;--to--discharge--the--duties--of--his
  6 office;
- 7 (b)--has--been--guilty-of-neglect-of-duty--of-misconduct 8 in-his-office--or-of-conduct-unbecoming-a-police-officer;
  - (c)--has-been-found-guilty-of-any-crime;-or

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- td)--whose-conduct-has-been-such-as--to--bring-reproach upon--the--police-force who has been disciplined, suspended, removed, or discharged by an order of the mayor, city manager, or chief executive.
- 14 (2) It is the duty of the police commission, at the
  15 time set for hearing a-charge-against an appeal of a police
  16 officer, to forthwith--proceed-to hear, -try, and determine
  17 the charge appeal according to the rules of evidence
  18 applicable to courts of record in the state."

## SECTION 6. SECTION 7-32-4156, MCA, IS AMENDED TO READ:

\*7-32-4156. Charges Appeals to be in writing. Any charge An appeal brought against by any member of the police force must be in writing in the form required by the police commission, and a copy thereof must be served upon the accused-officer-or-member mayor, city manager, or chief executive at least 15 30 days before the time fixed for the

1	hearing of such-charge the appeal."
2	SECTION 7. SECTION 7-32-4157, MCA, IS AMENDED TO READ:
3	"7-32-4157. Rights of accused-policeman police officer.
4	The accused-shall-have appealing police officer has the
5	right to be present at the trial hearing in person and by
6	counsel and to be heard and to give and furnish evidence in
7	his-defense the police officer's appeal."
В	SECTION 8. SECTION 7-32-4158, MCA, IS AMENDED TO READ:
9	"7-32-4158. Police commission trials hearings open to
10	public. All trialsshall hearings must be open to the
11	public."
12	SECTION 9. SECTION 7-32-4160, MCA, IS AMENDED TO READ:
13	*7-32-4160. Decision by police commissionveto-power
14	ofmayor. (1) The police commission must shall, after the
15	conclusion of the hearing ortrist, decide whetherthe
16	chargewasprovenor-not-proven the appeal and shall must
17	have the power, by a decision of a majority of the
18	commission, to discipline;-suspend;-remove;-or-discharge-any
19	officer-who-shall-have-been-found-quilty-of-the-charge-filed
20	against-him sustain, modify, or overrule the disciplinary
21	order of the mayor, city manager, or chief executive.
22	(2)Suchactionofthepolicecommissionshall;
23	however;-be-subject-to-modification-or-vetobythemayor;

1	provided;-however;-that-where-and-when-the-police-commission
2	decidesthechargenotproven;-the-decision-is-final-and
3	conclusive-and-is-not-subject-to-modification-or-veto-by-the
4	mayor-or-to-any-review-
5	(3)Where-thepolicecommissiondecidesthecharge
6	proven;-the-mayor;-within-5-days-from-the-date-of-the-filing
7	ofsuchfindingsanddecisionwiththe-city-clerk;-may
8	modify-or-veto-such-findings-and-decision-"
9	SECTION 10. SECTION 7-32-4161, MCA, IS AMENDED TO READ:
10	"7-32-4161. Enforcement of decision. Whenacharge
11	against-a-member-of-the-police-force-is-found-proven-bythe
12	boardandisnotvetoed-by-the-mayory-the The mayor must
13	shall make an order enforcing the decision of the boardor
14	thedecisionasmodifiedif-modified-by-the-mayor police
15	commission. Such The decision or order shall-be is subject
16	to review by the district court of the proper county on all
17	questions of fact and all questions of law."
18	Section 11. Section 7-32-4164, MCA, is amended to read:
19	"7-32-4164. District-court-review Right to appeal. A
20	member of the police force who is disciplined, suspended,
21	removed, or discharged as a result of a decision by the
22	
~ ~	police-commission-or-an-order-of-the mayor, CITY MANAGER, OR

CHIEF EXECUTIVE has a right of appeal:

(1) pursuant to the terms of a grievance procedure

contained in a collective bargaining agreement if the member

23

24

25

made--in--writing--and--giving-reasons-therefory-which-shall

become--a--permanent--record--of--the---police---commission;

24

25

1	is covered by a collective bargaining agreement; or
2	(2) to The the POLICE COMMISSION. A FINAL DECISION OF
3	THE POLICE COMMISSION MAY BE APPEALED TO THE district court
4	of the proper county. shall-have-jurisdiction-to-reviewall
5	questions-of-fact-and-all-questions-of-law-in-a-suit-brought
6	byanyofficerormember-of-the-police-force;-but-no THE
7	DISTRICT COURT HAS JURISDICTION TO REVIEW ALL QUESTIONS OF
8	FACT AND ALL QUESTIONS OF LAW IN A SUIT BROUGHT BY ANY
9	OFFICER OR MEMBER OF THE POLICE FORCE. A suit to review such
10	hearing-or-trial a decision or an order or for reinstatement
11	to office shall may not be maintained unless the same suit
12	is begun within a period of 60 days after the decision of $\underline{by}$
13	the police commission or-order-of-the-mayor_7-@ITY-MANAGER_7
14	OR-CHIBP-EXECUTIVE has been filed with the city clerk."
15	NEW SECTION. SECTION 12. REPEALER. SECTIONS 7-32-4162
16	AND 7-32-4163, MCA, ARE REPEALED.