
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 324 Session of
2015

INTRODUCED BY EICHELBERGER, GREENLEAF, TEPLITZ, SCARNATI, VOGEL,
BREWSTER, COSTA, WARD, WHITE, AUMENT, HUTCHINSON, STEFANO,
FOLMER, BROOKS AND RAFFERTY, JANUARY 23, 2015

REFERRED TO STATE GOVERNMENT, JANUARY 23, 2015

AN ACT

1 Prohibiting bonuses for employees of Commonwealth agencies.

2 The General Assembly of the Commonwealth of Pennsylvania

3 hereby enacts as follows:

4 Section 1. Short title.

5 This act shall be known and may be cited as the Commonwealth
6 Agency Bonus Ban Act.

7 Section 2. Definitions.

8 The following words and phrases when used in this act shall
9 have the meanings given to them in this section unless the
10 context clearly indicates otherwise:

11 "Bonus." Any monetary compensation given to an employee
12 above and beyond the employee's annual salary or other rate of
13 pay. The term does not include the following:

14 (1) Reimbursement or payments for expenses related to
15 official business, including meals, housing, uniforms, car
16 allowance and other expenses.

17 (2) Severance payments pursuant to a personnel

1 compensation plan, contract or collective bargaining
2 agreement.

3 (3) Payments for unused vacation or sick leave.

4 (4) An annual cost-of-living adjustment equivalency
5 payment made to an individual, at the maximum of a salary
6 range, adopted pursuant to a personnel compensation plan or a
7 collective bargaining agreement.

8 (5) An arbitration award.

9 (6) Payments made pursuant to litigation.

10 (7) Overtime payments required for work performed in
11 excess of the maximum workweek.

12 (8) Shift differential payments, standby or call-time
13 payments or extra duty payments made pursuant to a collective
14 bargaining agreement.

15 A personnel compensation plan, contract or collective bargaining
16 agreement under this definition shall be in writing and shall be
17 open for public inspection.

18 "Commonwealth agency." Any of the following:

19 (1) The Governor, Lieutenant Governor, Attorney General,
20 Auditor General, State Treasurer and the departments,
21 offices, boards, authorities, commissions and other agencies
22 of the executive branch of the government of this
23 Commonwealth, whether or not subject to the supervision and
24 control of the Governor.

25 (2) The legislative branch of the government of this
26 Commonwealth.

27 (3) Any court and any office of the unified judicial
28 system of this Commonwealth.

29 Section 3. Bonus ban.

30 No Commonwealth agency may pay a bonus to any of its

1 employees.

2 Section 4. Penalties.

3 (a) Reimbursement.--Employees of Commonwealth agencies who
4 are paid a bonus after the effective date of this section shall
5 reimburse their employer for the full amount of the bonus.

6 (b) Penalty.--An individual who intentionally approves or
7 authorizes a bonus prohibited by this act commits a misdemeanor
8 of the third degree.

9 (c) Effect on compensation.--A bonus payment made in
10 violation of section 3 as determined by the Commonwealth agency
11 or by a court of competent jurisdiction shall not be deemed to
12 be compensation under 71 Pa.C.S. Pt. XXV (relating to retirement
13 for State employees and officers). This act shall not affect the
14 definition of "compensation" under 71 Pa.C.S. Pt. XXV or 24
15 Pa.C.S. Pt. IV (relating to retirement for school employees).

16 Section 5. Applicability.

17 The provisions of this act shall not abrogate any provision
18 of an existing collective bargaining agreement or employment
19 contract.

20 Section 6. Effective date.

21 This act shall take effect in 30 days.