

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2119 Session of
2018

INTRODUCED BY RYAN, COX, DUSH, GROVE, IRVIN, KEEFER, B. MILLER,
MOUL, ROTHMAN, SAYLOR, STAATS, ZIMMERMAN AND PHILLIPS-HILL,
MARCH 13, 2018

REFERRED TO COMMITTEE ON STATE GOVERNMENT, MARCH 13, 2018

AN ACT

1 Amending the act of August 5, 1941 (P.L.752, No.286), entitled
2 "An act regulating and improving the civil service of certain
3 departments and agencies of the Commonwealth; vesting in the
4 State Civil Service Commission and a Personnel Director
5 certain powers and duties; providing for classification of
6 positions, adoption of compensation schedules and
7 certification of payrolls; imposing duties upon certain
8 officers and employees of the Commonwealth; authorizing
9 service to other State departments or agencies and political
10 subdivisions of the Commonwealth in matters relating to civil
11 service; defining certain crimes and misdemeanors; imposing
12 penalties; making certain appropriations, and repealing
13 certain acts and parts thereof," in separation of employees
14 from the classified service, providing for citizen complaint
15 hotline and further providing for requirements in removal.

16 The General Assembly of the Commonwealth of Pennsylvania
17 hereby enacts as follows:

18 Section 1. The act of August 5, 1941 (P.L.752, No.286),
19 known as the Civil Service Act, is amended by adding a section
20 to read:

21 Section 803.1. Citizen Complaint Hotline.--The director
22 shall provide a citizen complaint hotline for the purpose of
23 reporting misconduct or inappropriate behavior by an employee. If
24 an employee is reported to the citizen complaint hotline, the

1 following shall occur:

2 (1) The appointing authority shall be notified.

3 (2) The employee who is the subject of the report shall be
4 notified.

5 (3) If, upon review of the report, the appointing authority
6 identifies a pattern of behavior that would subject the employee
7 to suspension or removal, the appointing authority shall
8 consider appropriate action under this act.

9 Section 2. Section 807 of the act is amended to read:

10 Section 807. Removal.--(a) No regular employee in the
11 classified service shall be removed except for just cause[.] or
12 as provided under subsection (b).

13 (b) A regular employee shall be removed after two years of
14 unsatisfactory performance reviews in any of the preceding five
15 years, in accordance with the following:

16 (1) A remediation plan shall be developed for a regular
17 employee in the classified service with one unsatisfactory
18 performance review.

19 (2) The regular employee shall be subject to a six-month
20 monitoring period to coincide with the remediation plan.
21 Following the monitoring period, a performance review shall be
22 completed. The following shall apply:

23 (i) If the regular employee fails to comply with the
24 remediation plan, the regular employee shall be removed.

25 (ii) If the regular employee complies with the remediation
26 plan, the monitoring period shall continue for an additional
27 eighteen months. The monitoring period shall conclude with a
28 performance review.

29 (iii) If the eighteen-month monitoring period ends with an
30 unsatisfactory performance review, the regular employee shall be

1 removed.

2 (iv) If the eighteen-month monitoring period ends with a
3 satisfactory performance review, further action may not be
4 taken.

5 (c) An appointing authority shall report all removals to the
6 director in writing, along with the reason or reasons therefor,
7 and shall send a copy of the report to the removed regular
8 employee. Such report shall be made a part of the commission's
9 public records.

10 Section 3. This act shall take effect in 60 days.