



## HOUSE COMMITTEE ON APPROPRIATIONS

# FISCAL NOTE

HOUSE BILL NO. 2503

PRINTERS NO. 3925

PRIME SPONSOR: B. Miller

### COST / (SAVINGS)

FUND	FY 2019/20	FY 2020/21
General Fund	\$0	\$0

**SUMMARY:** House Bill 2503, Printer's Number 3925, amends Chapter 63 (Child Protective Services) of Title 23 (Domestic Relations) to allow child care providers to hire employees on a provisional basis, pending the completion of all submitted background checks. This legislation is effective January 1, 2021.

**ANALYSIS:** HB 2503 amends the CPSL to allow an employer to provisionally hire an applicant who has not yet received all the required background checks under the following limited conditions:

- The applicant has applied for the Pennsylvania State Police (PSP) criminal record history, Department of Human Services (DHS) background check and FBI background clearance and provided a copy of the completed request forms to the employer.
- The employer must have received either the PSP criminal record history or the FBI background clearance.
- The employer must not know of any reason the applicant would be disqualified from working with children.
- The applicant swears or affirms in writing that he or she has not been identified as a perpetrator of a founded report of child abuse or convicted of a disqualifying offense.

An individual may be employed on a provisional basis for a period not to exceed 45 days and must work in the immediate vicinity of a permanent employee. If any of the three required components of the background check reveals that the provisional employee is disqualified, the employer must dismiss the employee immediately. The provisional hiring provision only applies to child day-care centers, group day-care homes and family child-care homes. In addition, this legislation removes the requirement that these entities apply for and receive a waiver from DHS prior to hiring an employee on a provisional basis.

**FISCAL IMPACT:** Enactment of this legislation will have no fiscal impact and may result in a small reduction in administrative costs since DHS will no longer have to approve waivers to allow for hiring a provisional employee.

**PREPARED BY:** Ann Bertolino  
House Appropriations Committee (R)

**DATE:** June 23, 2020

*Estimates are calculated using the best information available. Actual costs and revenue impact incurred may vary from estimates.*