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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 1518 Session of  
2009

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INTRODUCED BY MILLARD, FREEMAN, KESSLER, GRUCELA, ROSS AND  
GINGRICH, MAY 26, 2009

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REFERRED TO COMMITTEE ON LOCAL GOVERNMENT, MAY 26, 2009

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AN ACT

1 Amending the act of June 5, 1941 (P.L.84, No.45), entitled "An  
2 act providing for and regulating the appointment, promotion  
3 and reduction in rank, suspension and removal of paid members  
4 of the police force in boroughs, incorporated towns and  
5 townships of the first class maintaining a police force of  
6 not less than three members; creating a civil service  
7 commission in each borough, incorporated town and township of  
8 the first class; defining the duties of such civil service  
9 commission; imposing certain duties and expense on boroughs,  
10 incorporated towns and townships of the first class; imposing  
11 penalties, and repealing inconsistent laws," further  
12 providing for general provisions relating to examinations,  
13 for rejection of applicant and hearing, for manner of filling  
14 appointments, for probationary period and for physical  
15 examinations.

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

18 Section 1. Section 11 of the act of June 5, 1941 (P.L.84,  
19 No.45), entitled "An act providing for and regulating the  
20 appointment, promotion and reduction in rank, suspension and  
21 removal of paid members of the police force in boroughs,  
22 incorporated towns and townships of the first class maintaining  
23 a police force of not less than three members; creating a civil  
24 service commission in each borough, incorporated town and

1 township of the first class; defining the duties of such civil  
2 service commission; imposing certain duties and expense on  
3 boroughs, incorporated towns and townships of the first class;  
4 imposing penalties, and repealing inconsistent laws," amended  
5 October 17, 1980 (P.L.1080, No.181), is amended to read:

6 Section 11. General Provisions Relating to Examinations.--

7 (a) Each commission shall make rules and regulations, to be  
8 approved as provided in section 6 hereof, providing for the  
9 examination of applicants for positions in the police force and  
10 for promotions therein, which rules and regulations shall  
11 prescribe the minimum qualifications of all applicants to be  
12 examined and the passing grades. All examinations for positions  
13 or promotions in the police force of any municipality shall be  
14 practical in character and shall relate to such matters and  
15 include such inquiries as will fairly test the merit and fitness  
16 of the persons examined to discharge the duties of the  
17 employment sought by them. All examinations shall be open to all  
18 applicants who have the minimum qualifications required by the  
19 rules and regulations. Each applicant for examination shall:

20 (1) be subject to the regulations adopted by the commission  
21 [and shall be required to submit to a physical examination];

22 (2) either before or after [being admitted to the regular  
23 examination held by the commission.] the written examination, be  
24 required to submit to a physical fitness or agility examination  
25 that is job-related and consistent with business necessity; and

26 (3) if made a conditional offer of employment, be given a  
27 physical and psychological medical examination in accordance  
28 with section 19 of this act.

29 (b) Public notice of the time and place of every  
30 examination, together with the information as to the kind of

1 position or place to be filled, shall be given by publication  
2 once in a newspaper of general circulation in the municipality  
3 or in a newspaper circulating generally in the municipality at  
4 least two weeks prior to each examination, and a copy of the  
5 notice shall be prominently posted in the office of the  
6 commission or other public place.

7 (c) The commission shall post in its office the eligible  
8 list containing the names and grades of those who have passed  
9 the examination for position under this act. [Persons, male or  
10 female, who served in the military or naval service of the  
11 United States during any war in which the United States has  
12 been, is now or shall hereafter be engaged, and who have  
13 honorable discharges from such service, who have successfully  
14 passed the examination, shall be given the additional credits  
15 and preference in appointment and promotion provided for by any  
16 law of this Commonwealth.]

17 Section 2. Sections 13, 14 and 16 of the act are amended to  
18 read:

19 Section 13. Rejection of Applicant; Hearing.--(a) The  
20 commission may refuse to examine any applicant, or, if examined,  
21 may refuse to certify after examination as eligible anyone who  
22 is found to lack any of the minimum qualifications for  
23 examination prescribed in the rules and regulations adopted for  
24 the position or employment for which he has applied, or who is  
25 physically [disabled and] unfit for the performance of the  
26 duties of the position to which he seeks employment, or [who is  
27 addicted to the habitual use of intoxicating liquors or drugs]  
28 who is illegally using a controlled substance, as defined in  
29 section 102 of the Controlled Substances Act (Public Law 91-513,  
30 21 U.S.C. § 802), or who has been guilty of any crime involving

1 moral turpitude or of infamous or notorious disgraceful conduct,  
2 or who has been dismissed from public service for delinquency or  
3 misconduct in office, or who is affiliated with any group whose  
4 policies or activities are subversive to the form of government  
5 set forth in the constitutions and laws of the United States and  
6 Pennsylvania.

7 (b) If any applicant or person feels himself aggrieved by  
8 the action of the commission in refusing to examine him or to  
9 certify him as eligible after examination the commission shall  
10 at the request of such person, within ten (10) days, appoint a  
11 time and place where he may appear personally and by counsel,  
12 whereupon the commission shall then review its refusal to make  
13 such examination or certification and take such testimony as may  
14 be offered. The decision of the commission shall be final.

15 Section 14. Eligibility List and Manner of Filling  
16 Appointments.--(a) At the completion of the testing process,  
17 including any background, physical agility or other  
18 examinations, with the exception of physical and psychological  
19 medical examinations pursuant to section 19 of this act, the  
20 commission shall rank the candidates who have satisfied the  
21 minimum requirements for appointment on an eligibility list. The  
22 eligibility list shall contain the names of individuals eligible  
23 for appointment listed from highest to lowest based on their  
24 scores on the examinations administered by the commission and  
25 any points for which the applicant was entitled by virtue of 51  
26 Pa.C.S. Ch. 71 (relating to veterans' preference). The  
27 eligibility list shall be valid for one year from the date the  
28 commission ranks all passing applicants, assigns veterans'  
29 preference points and formally adopts the eligibility list. The  
30 commission may, at its sole discretion before the original

1 expiration date, by a vote of the majority of the commission at  
2 a duly authorized commission meeting, extend the list for up to  
3 an additional twelve months. In the absence of a lawful  
4 extension by the commission, the list shall expire. The  
5 commission may, at its sole discretion, void an eligibility list  
6 at any time for any reason so long as the voiding of the list is  
7 not designed to circumvent this act.

8     (b) Every position or employment, except that of chief of  
9 police or equivalent official, unless filled by promotion,  
10 reinstatement or reduction shall be filled only in the following  
11 manner: the appointing officer or body of the municipality shall  
12 notify the commission of any vacancy in the police force which  
13 is to be filled and shall request the certification of a list of  
14 eligibles. The commission shall certify for each existing  
15 vacancy from the eligible list the names of three persons  
16 thereon who have received the highest average in the last  
17 preceding examination [held within a period of one year next  
18 preceding the date of the request for such eligibles]. The  
19 appointing officer or body shall thereupon with sole reference  
20 to the merits and fitness of the candidates make [an] a  
21 conditional appointment from the three names certified unless he  
22 or they make objections to the commission as to one or more of  
23 the persons so certified for any of the reasons stated in  
24 section 13 of this act. Should such objections be sustained by  
25 the commission as provided in said section, or if the  
26 conditional appointee is determined to be unqualified in  
27 accordance with the procedures set forth in section 19 of this  
28 act, the commission shall thereupon strike the name of such  
29 person from the eligible list and certify the next highest name  
30 for each name stricken off. As each subsequent vacancy occurs in

1 the same or another position precisely the same procedure shall  
2 be followed.

3 (c) In the case of a vacancy in the office of chief of  
4 police or equivalent official the appointive power may nominate  
5 a person to the commission. It shall thereupon become the duty  
6 of the commission to subject such person to a noncompetitive  
7 examination, and, if such person shall be certified by the  
8 commission as qualified, he may then be appointed to such  
9 position and thereafter shall be subject to all the provisions  
10 of this act.

11 Section 16. Probationary Period.--All original appointments  
12 to any position in the police force shall be for a probationary  
13 period of six months, but during the probationary period an  
14 appointee may be dismissed only for a cause specified in section  
15 13 of this act or because of incapacity for duty due to the use  
16 of alcohol or drugs. If at the close of a probationary period  
17 the conduct or fitness of the probationer has not been  
18 satisfactory to the appointing officer or body the probationer  
19 shall be notified in writing that he will not receive a  
20 permanent appointment. Thereupon his appointment shall cease;  
21 otherwise his retention shall be equivalent to a permanent  
22 appointment.

23 Section 3. Section 19 of the act, amended October 17, 1980  
24 (P.L.1078, No.181), is amended to read:

25 Section 19. Physical and Psychological Medical  
26 Examinations.--[All applicants for examination shall undergo a  
27 physical examination as provided in section 11 which shall be  
28 conducted under the supervision of a doctor of medicine  
29 appointed by the civil service commission. No person shall be  
30 eligible for appointment until said doctor certifies that the

1 applicant is free from any bodily or mental defects, deformity,  
2 or disease that might incapacitate him from the discharge of the  
3 duties of the position desired.] (a) An applicant selected from  
4 the eligibility list shall receive a conditional offer of  
5 employment. The offer of employment shall be conditioned upon  
6 the conditional appointee undergoing a physical and  
7 psychological medical examination and a determination that the  
8 conditional appointee is capable of performing all the essential  
9 functions of the position. Physical medical examinations shall  
10 be under the direction of a physician or other qualified medical  
11 professional. Psychological medical examinations shall be under  
12 the direction of a psychiatrist or psychologist.

13 (b) The physician or other qualified medical professional  
14 and the psychiatrist or psychologist shall be appointed by  
15 council and shall render an opinion as to whether the  
16 conditional appointee has a physical or mental condition which  
17 calls into question his or her ability to perform all of the  
18 essential functions of the position for which he or she was  
19 conditionally appointed.

20 (c) If the opinion rendered by the medical examiner calls  
21 into question the conditional appointee's ability to perform all  
22 essential functions of a position, a person or persons  
23 designated by the appointing officer or body shall meet with the  
24 conditional appointee for the purpose of having one or more  
25 interactive discussions focused on the issue of whether the  
26 conditional appointee can, with or without reasonable  
27 accommodation, perform all the essential functions of the  
28 position.

29 (d) If, at the conclusion of the interactive discussion  
30 process, the appointing officer or body determines that the

1 conditional appointee is not qualified, the appointing officer  
2 or body shall give written notice to the conditional appointee  
3 and the commission.

4 (e) Nothing in this act shall be construed as authorizing  
5 physical or psychological medical examinations prior to  
6 conditional appointment.

7 (f) As used in this section, the term "medical examination"  
8 shall mean an examination, procedure, inquiry or test designed  
9 to obtain information about medical history or a physical or  
10 mental condition which might disqualify an applicant if it would  
11 prevent the applicant from performing, with or without a  
12 reasonable accommodation, all of the essential functions of the  
13 position.

14 Section 4. Nothing contained in the amendment of section 11,  
15 13, 14, 16 or 19 of the act shall affect the validity of any  
16 civil service appointment made prior to the effective date of  
17 this section.

18 Section 5. This act shall take effect immediately.