

Regulatory Analysis Form (Completed by Promulgating Agency) (All Comments submitted on this regulation will appear on IRRC's website)		INDEPENDENT REGULATORY REVIEW COMMISSION RECEIVED Independent Regulatory Review Commission November 12, 2025	
(1) Agency Pennsylvania State Civil Service Commission		IRRC Number: 3465	
(2) Agency Number: 61 Identification Number: 15			
(3) PA Code Cite: 4 Pa. Code §§ 91.3, 91.4, 99.31, 105.2, 105.4			
(4) Short Title: Rules of the Civil Service Commission			
(5) Agency Contacts (List Telephone Number and Email Address): Michele Whiting, Administrative Professional Phone: (717) 783-8806 Email: ra-cs-exec_dir@pa.gov			
(6) Type of Rulemaking (check applicable box): ☐ Proposed Regulation ☐ Final Regulation ☒ Final Omitted Regulation		☐ Emergency Certification Regulation; ☐ Certification by the Governor ☐ Certification by the Attorney General	
(7) Briefly explain the regulation in clear and nontechnical language. (100 words or less) This final-omitted rulemaking will rescind §§ 91.4, 99.31, 105.2, and 105.4 (relating to classified service coverage; reductions in pay or demotion; personnel actions; and signatory authority) in their entirety. This rulemaking will also amend § 91.3 (relating to definitions) by deleting obsolete definitions therein.			

(8) State the statutory authority for the regulation. Include specific statutory citation.

The Commission's authority to rescind regulations is set forth in § 506 of The Administrative Code of 1929 (71 P.S. § 186). Public notice of intention to rescind the regulations under the procedures set forth in §§ 201 and 202 of the Commonwealth Documents Law (CDL) (45 P.S. §§ 1201 and 1202) was omitted as authorized under § 204(3) of the CDL (45 P.S. § 1204(3)). Section 204(3) of the CDL permits an agency to omit such procedures based on a finding that the procedures are, under the circumstances, impracticable, unnecessary, or contrary to the public interest.

(9) Is the regulation mandated by any federal or state law or court order, or federal regulation? Are there any relevant state or federal court decisions? If yes, cite the specific law, case or regulation as well as, any deadlines for action.

There are no federal or state laws, court orders, or federal regulations mandating this final-omitted rulemaking. There are no relevant state or federal court decisions.

(10) State why the regulation is needed. Explain the compelling public interest that justifies the regulation. Describe who will benefit from the regulation. Quantify the benefits as completely as possible and approximate the number of people who will benefit.

Statutory changes and the Governor's Office of Administration's (OA) termination of the Interagency Agreement with the Commission have rendered the regulations obsolete. The public will benefit because the regulations as they currently appear in the *Pennsylvania Code* could be misleading if retained.

(11) Are there any provisions that are more stringent than federal standards? If yes, identify the specific provisions and the compelling Pennsylvania interest that demands stronger regulations.

Not applicable. There are no federal regulations that govern Pennsylvania's civil service appeal process. Nor are there any federal regulations that conflict with this final-omitted rulemaking.

(12) How does this regulation compare with those of the other states? How will this affect Pennsylvania's ability to compete with other states?

Although most states regulate their civil service employees, Pennsylvania's personnel practices and procedures are uniquely governed by Pennsylvania law. Nothing in this final-omitted rulemaking will either advantage or disadvantage Pennsylvania as compared to other states in its ability to regulate appeals of its own civil service system.

(13) Will the regulation affect any other regulations of the promulgating agency or other state agencies? If yes, explain and provide specific citations.

No. This final-omitted rulemaking does not affect any other regulations of the Commission or other state agencies.

(14) Describe the communications with and solicitation of input from the public, any advisory council/group, small businesses and groups representing small businesses in the development and drafting of the regulation. List the specific persons and/or groups who were involved. ("Small business" is defined in Section 3 of the Regulatory Review Act, Act 76 of 2012.)

Public notice of intention to rescind the regulations under the procedures set forth in §§ 201 and 202 of the CDL (45 P.S. §§ 1201 and 1202) was omitted as authorized under § 204(3) of the CDL (45 P.S. § 1204(3)). Public comment is unnecessary under the circumstances because this rulemaking is only to rescind obsolete regulations and definitions.

With that said, prior to submission, this final-omitted rulemaking was provided to the OA for their input. OA indicated it has no issues with the items being rescinded.

(15) Identify the types and number of persons, businesses, small businesses (as defined in Section 3 of the Regulatory Review Act, Act 76 of 2012) and organizations which will be affected by the regulation. How are they affected?

This rulemaking only rescinds obsolete regulations and definitions. It will not affect any individual or entity.

(16) List the persons, groups or entities, including small businesses, that will be required to comply with the regulation. Approximate the number that will be required to comply.

This rulemaking only rescinds obsolete regulations and definitions. It does not impose any compliance obligations on individuals, groups, or entities.

(17) Identify the financial, economic and social impact of the regulation on individuals, small businesses, businesses and labor communities and other public and private organizations. Evaluate the benefits expected as a result of the regulation.

No financial, economic, or social impact will result from this rulemaking. This rulemaking only rescinds obsolete regulations and definitions.

(18) Explain how the benefits of the regulation outweigh any cost and adverse effects.

As noted elsewhere in this RAF, this rulemaking will neither produce adverse economic effects nor increase costs because this rulemaking only rescinds obsolete regulations and definitions. Additionally, the public will benefit because the regulations and definitions could be misleading if they remain unchanged in the *Pennsylvania Code*.

(19) Provide a specific estimate of the costs and/or savings to the **regulated community** associated with compliance, including any legal, accounting or consulting procedures which may be required. Explain how the dollar estimates were derived.

There will be no costs or savings for the regulated community because this rulemaking only rescinds obsolete regulations and definitions.

(20) Provide a specific estimate of the costs and/or savings to the **local governments** associated with compliance, including any legal, accounting or consulting procedures which may be required. Explain how the dollar estimates were derived.

This rulemaking does not monetarily affect local governments because this rulemaking only rescinds obsolete regulations and definitions.

(21) Provide a specific estimate of the costs and/or savings to the **state government** associated with the implementation of the regulation, including any legal, accounting, or consulting procedures which may be required. Explain how the dollar estimates were derived.

This rulemaking does not monetarily affect state government because this rulemaking only rescinds obsolete regulations and definitions.

(22) For each of the groups and entities identified in items (19)-(21) above, submit a statement of legal, accounting or consulting procedures and additional reporting, recordkeeping or other paperwork, including copies of forms or reports, which will be required for implementation of the regulation and an explanation of measures which have been taken to minimize these requirements.

Not applicable. There are no impacts to the regulated community, local governments, or state government because this rulemaking only rescinds obsolete regulations and definitions.

(22a) Are forms required for implementation of the regulation?

No forms are required for the implementation of this rulemaking.

(22b) If forms are required for implementation of the regulation, **attach copies of the forms here.** If your agency uses electronic forms, provide links to each form or a detailed description of the information required to be reported. **Failure to attach forms, provide links, or provide a detailed description of the information to be reported will constitute a faulty delivery of the regulation.**

Not applicable. See response to Question 22a.

(23) In the table below, provide an estimate of the fiscal savings and costs associated with implementation and compliance for the regulated community, local government, and state government for the current year and five subsequent years.

There will be no fiscal impact because this rulemaking only rescinds obsolete regulations and definitions.

	Current FY Year	FY +1 Year	FY +2 Year	FY +3 Year	FY +4 Year	FY +5 Year
SAVINGS:						
Regulated Community	\$0	\$0	\$0	\$0	\$0	\$0
Local Government	\$0	\$0	\$0	\$0	\$0	\$0
State Government	\$0	\$0	\$0	\$0	\$0	\$0
Total Savings	\$0	\$0	\$0	\$0	\$0	\$0
COSTS:						
Regulated Community	\$0	\$0	\$0	\$0	\$0	\$0
Local Government	\$0	\$0	\$0	\$0	\$0	\$0
State Government	\$0	\$0	\$0	\$0	\$0	\$0
Total Costs	\$0	\$0	\$0	\$0	\$0	\$0
REVENUE LOSSES:						
Regulated Community	\$0	\$0	\$0	\$0	\$0	\$0
Local Government	\$0	\$0	\$0	\$0	\$0	\$0
State Government	\$0	\$0	\$0	\$0	\$0	\$0
Total Revenue Losses	\$0	\$0	\$0	\$0	\$0	\$0

(23a) Provide the past three year expenditure history for programs affected by the regulation.

No programs will be affected by rescinding the obsolete regulations and definitions. The Commission is no longer responsible for the administrative duties reflected in the obsolete regulations and definitions. The Commission discontinued its administrative functions regarding the classified service under §§ 91.3, 99.31, 105.2, and 105.4, as of March 28, 2019. On February 4, 2025, the Commission ceased reviewing exemptions from classified service as referenced in § 91.4. However, the Commission retains appellate oversight of actions listed in §§ 99.31, 105.2, and 105.4 which are appealable under 71 Pa.C.S. §§ 2704 and 3003(7)(i),(ii) (relating to prohibition of discrimination and duties of the Commission).

Please note expenditures for the Commission's functions are not itemized. The Commission's annual budget generally encompasses all functions to be performed by the Commission during a given year. The Commission's annual budget for the requested fiscal years is detailed below. The current fiscal year budget has been left blank because it has not yet been finalized by the General Assembly.

Program	FY -3	FY -2	FY -1	Current FY
Annual Budget	\$4,821,000.00	\$4,793,000	\$4,704,000	--

(24) For any regulation that may have an adverse impact on small businesses (as defined in Section 3 of the Regulatory Review Act, Act 76 of 2012), provide an economic impact statement that includes the following:

- (a) An identification and estimate of the number of small businesses subject to the regulation.
- (b) The projected reporting, recordkeeping and other administrative costs required for compliance with the proposed regulation, including the type of professional skills necessary for preparation of the report or record.
- (c) A statement of probable effect on impacted small businesses.
- (d) A description of any less intrusive or less costly alternative methods of achieving the purpose of the proposed regulation.

Not applicable. There will be no impact, adverse or otherwise, on small businesses. The Commission does not provide services to small businesses.

(25) List any special provisions which have been developed to meet the particular needs of affected groups or persons including, but not limited to, minorities, the elderly, small businesses, and farmers.

No special provisions are needed to implement this rulemaking because this rulemaking only rescinds obsolete regulations and definitions.

(26) Include a description of any alternative regulatory provisions which have been considered and rejected and a statement that the least burdensome acceptable alternative has been selected.

Historically, §§ 99.31, 105.2, 105.4 have been cited for the proposition that the actions described therein are appealable to the Commission. The Commission considered incorporating these actions into a new regulation, which would serve as a non-exhaustive list of appealable personnel actions. However, this alternative was rejected to avoid confusion with the Office of Administration's Civil Service Reform Regulations related to personnel actions (4 Pa. Code §§ 614.1-614.3), which became effective on March 12, 2025.

The Commission determined the least burdensome alternative was to delete §§ 99.31, 105.2, 105.4 in their entirety. Actions appealable to the Commission are set forth in 71 Pa.C.S. §§ 2704 and 3003(7)(i),(ii) (relating to prohibition of discrimination and duties of the Commission). Additionally, the Commission publishes explanatory materials, such as the "Appeals Information Booklet" which outlines the appeals process and explains the grounds for appeals. The "Appeals Information Booklet" is available on the Commission's website at scsc.pa.gov.

It is also the least burdensome alternative to delete § 91.4 in its entirety because the Commission's oversight related to exemptions from classified service ceased upon the OA's termination of the Interagency Agreement with the Commission, effective February 4, 2025. Likewise, it is the least burdensome alternative to delete the obsolete definitions set forth in § 91.3, which refer to functions now performed by the OA.

(27) In conducting a regulatory flexibility analysis, explain whether regulatory methods were considered that will minimize any adverse impact on small businesses (as defined in Section 3 of the Regulatory Review Act, Act 76 of 2012), including:

- a) The establishment of less stringent compliance or reporting requirements for small businesses;
- b) The establishment of less stringent schedules or deadlines for compliance or reporting requirements for small businesses;
- c) The consolidation or simplification of compliance or reporting requirements for small businesses;
- d) The establishment of performance standards for small businesses to replace design or operational standards required in the regulation; and
- e) The exemption of small businesses from all or any part of the requirements contained in the regulation.

Not applicable. There will be no impact, adverse or otherwise, on small businesses. The Commission does not provide services to small businesses.

(28) If data is the basis for this regulation, please provide a description of the data, explain in detail how the data was obtained, and how it meets the acceptability standard for empirical, replicable and testable data that is supported by documentation, statistics, reports, studies or research. Please submit data or supporting materials with the regulatory package. If the material exceeds 50 pages, please provide it in a searchable electronic format or provide a list of citations and internet links that, where possible, can be accessed in a searchable format in lieu of the actual material. If other data was considered but not used, please explain why that data was determined not to be acceptable.

Data is not the basis for this rulemaking. The Commission is seeking to rescind the regulations and definitions because they are obsolete.

(29) Include a schedule for review of the regulation including:

- | | |
|---|--|
| A. The length of the public comment period: | <u>Not applicable</u> |
| B. The date or dates on which any public meetings or hearings will be held: | <u>Not applicable</u> |
| C. The expected date of delivery of the final-form regulation: | <u>Winter 2025</u> |
| D. The expected effective date of the final-form regulation: | <u>Upon publication in the Pennsylvania Bulletin</u> |
| E. The expected date by which compliance with the final-form regulation will be required: | <u>Upon publication in the Pennsylvania Bulletin</u> |
| F. The expected date by which required permits, licenses or other approvals must be obtained: | <u>Not applicable</u> |

(30) Describe the plan developed for evaluating the continuing effectiveness of the regulations after its implementation.

No plan is required because the Commission is seeking to rescind obsolete regulations and definitions. With that said, members of the Commission, the Executive Director, and Commission staff regularly review the operation of the rules to determine if modifications are necessary based on appeals filed with the Commission and court review of its actions. Additionally, members of the general public and agencies may suggest revisions to existing rules.

FISCAL NOTE FOR DOCUMENTS FILED WITH THE LEGISLATIVE REFERENCE BUREAU

October 2, 2025

Agency: State Civil Service Commission

Agency Identification Number: 61-15

Subject of Regulation: Amendments to Chapter 91.3 of 4 PA Code and Rescission of Chapters 91.4, 99.31, 105.2, and 105.4 of 4 PA Code

Pursuant to Section 612 of the act of April 9, 1929 (P.L. 177, No. 175), known as the Administrative Code of 1929, I am submitting the following fiscal note for publication in the *Pennsylvania Bulletin* to accompany this notice of regulatory action or administrative procedure.

FISCAL NOTE AS REQUIRED BY SECTION 612
Administrative Code of 1929
(See also 4 Pennsylvania Code § 7.231, *et seq.* [9 Pennsylvania Bulletin])

This action will not result in a loss of revenue or an increase in program costs to the Commonwealth or its political subdivisions.

The Secretary of the Budget recommends adoption of this regulatory action or administrative procedure.

Eric A. Rice for

Secretary of the Budget

CDL-1

**FACE SHEET
FOR FILING DOCUMENTS
WITH THE LEGISLATIVE REFERENCE BUREAU**

(Pursuant to Commonwealth Documents Law)

RECEIVED

Independent Regulatory
Review Commission

November 12, 2025

DO NOT WRITE IN THIS SPACE

Copy below is hereby approved as to
form and legality. Attorney General

BY: _____
(DEPUTY ATTORNEY GENERAL)

DATE OF APPROVAL

☐ Check if applicable
Copy not approved. Objections
attached.

Copy below is hereby certified to be a true and correct copy
of a document issued, prescribed or promulgated by:

Pennsylvania State Civil Service Commission
(AGENCY)

DOCUMENT/FISCAL NOTE NO. 61-15

DATE OF ADOPTION: 11/12/25

BY: 

TITLE **MARIA P. DONATUCCI
CHAIRWOMAN**

Copy below is hereby approved as to form
and legality. Executive or Independent Agencies.

BY: 
Elizabeth C. Lawson

11/12/25
DATE OF APPROVAL

(Chief Counsel, Independent Agency)

☐ Check if applicable. No Attorney General
approval or objection within 30 days after
submission.

NOTICE OF FINAL-OMITTED RULEMAKING

PENNSYLVANIA STATE CIVIL SERVICE COMMISSION

REPEAL OF OBSOLETE SECTIONS AND DEFINITIONS

4 Pa. Code §§ 91.3, 91.4, 99.31, 105.2, and 105.4

STATE CIVIL SERVICE COMMISSION
[4 Pa. Code Subpart A, Chapters 91, 99, and 105]

**Recission of Obsolete Regulations Pertaining to the Administration of
Classified Service Employment**

The State Civil Service Commission (Commission) proposes to delete §§ 91.4, 99.31, 105.2, and 105.4 (relating to classified service coverage; reductions in pay or demotion; personnel actions; and signatory authority) in their entirety. The Commission also proposes to amend § 91.3 (relating to definitions), by deleting obsolete definitions therein. The obsolete regulations and definitions to be rescinded are set forth in Annex A.

Statutory Authority

The Commission issues this final-omitted rulemaking under the authority provided in § 506 of The Administrative Code of 1929 (71 P.S. § 186); Executive Order 1996-1, Regulatory Review and Promulgation; and § 204(3) of the act of July 31, 1968 (P.L. 796, No. 240), referred to as the Commonwealth Documents Law (CDL) (45 P.S. § 1204(3)).

Omission of Proposed Rulemaking

Public notice of intention to rescind the regulations and definitions under the procedures set forth in §§ 201 and 202 of the CDL (45 P.S. §§ 1201 and 1202) was omitted as authorized under § 204(3) of the CDL (45 P.S. § 1204(3)) because the Commission finds these procedures are, under the circumstances, unnecessary. The continuing presence of the obsolete regulations serves no purpose and may, in fact, confuse the public.

Purpose and Background

71 Pa.C.S. Part III (relating to civil service reform) modified the responsibilities and duties of the Commission and established within the Governor's Office of Administration (OA) duties and responsibilities for classified service employment. As a result, the Commission is no longer responsible for the administration of classified service employment, thereby rendering many of the Commission's regulations obsolete.

Final-Omitted Rulemaking No. 61-13, which went into effect on June 10, 2023, rescinded the majority of the Commission’s obsolete regulations. This final-omitted rulemaking addresses the remaining regulations which combined functions now performed separately by the Commission and the OA. This rulemaking proposes deleting all references to functions performed by the OA. Additionally, this rulemaking proposes deleting definitions for functions performed by the OA.

Summary of Final-Omitted Rulemaking

This final-omitted rulemaking will delete §§ 91.4, 99.31, 105.2 and 105.4, in their entirety. Additionally, obsolete definitions set forth in § 91.3 will be deleted.

§ 91.3. Definitions.

Within § 91.3 there are definitions for functions which are no longer performed by the Commission. These functions are now performed by the OA. Effective March 12, 2025, OA promulgated permanent regulations at 4 Pa. Code Chapters 608-615, addressing these functions.¹ Thus, the following definitions are obsolete and are proposed to be deleted: “Certification;” “Class or class of positions (also known as jobs);” “Classification plan;” “Demotion;” “Eligible;” “Eligible list;” “Emergency employee;” “Employee;” “Employment list;” “Entrance examination;” “Examination;” “Furlough;” “Intermittent position;” “Leave of absence;” “Limited term employment;” “Minimum qualifications;” “Part-time employment;” “Permanent position;” “Position;” “Probationary employee;” “Probationary period;” “Promotion;” “Promotion examination;” “Promotion list;” “Provisional employee;” “Qualifier;” “Reallocate;” “Reassignment;” “Regular employee;” “Regular status;” “Reinstatement;” “Removal;” “Resignation;” “Rule of three;” “Seasonal employment;” “Seniority;” “Separation;” “Suspension;” “Temporary employee;” “Temporary position;” “Trainee;” “Training period;” “Transfer;” and “Unskilled labor.”

¹ By way of background, the OA’s regulations evolved through a series of temporary and permanent rules. Before establishing permanent regulations, the OA first implemented temporary regulations called the Merit System Employment Regulations (MSER) (4 Pa. Code Chapters 601-607). The MSER were later amended, effective February 22, 2021. On March 12, 2022, the MSER were rescinded and replaced with the Rules of Classified Service (4 Pa. Code Chapters 601a-607a). Finally, on March 12, 2025, the Rules of Classified Service Employment were superseded by permanent regulations, known as the OA’s Rules of Civil Service Reform (4 Pa. Code Chapters 608-615).

§ 91.4. Classified service coverage.

Section 91.4 addresses the review of exemptions from classified service. Effective February 4, 2025, the Commission's review of such exemptions ceased upon the OA's termination of the Interagency Agreement with the Commission. Therefore, this section is obsolete and will be deleted in its entirety.

§ 99.31. Reductions of pay within the same class.

The OA promulgated 4 Pa. Code § 611.24 (relating to effect of change in compensation schedules), effective on March 12, 2025. This regulation supplants § 99.31. Therefore, § 99.31 is obsolete and will be deleted.

§ 105.2. Personnel actions.

Historically, the Commission has treated the personnel actions enumerated in § 105.2 as a non-exhaustive basis for appeal to the Commission. However, the responsibility for determining which personnel actions require written notice, as specified in § 105.2, is the function of OA. To avoid confusion with the OA's regulations related to personnel actions, this section will be deleted. Actions appealable to the Commission are set forth in 71 Pa.C.S. §§ 2704 and 3003(7)(i),(ii) (relating to prohibition of discrimination and duties of the Commission), thereby ensuring clear guidance regarding the basis for appeals. Additionally, the Commission publishes explanatory materials, such as the "Appeals Information Booklet" which outlines the appeals process and explains the grounds for appeals. The "Appeals Information Booklet" is available on the Commission's website at scsc.pa.gov.

§ 105.4. Signatory authority.

Determining who has signatory authority for personnel action notices is the responsibility of the OA. The substance of § 105.4 has been incorporated by the OA into 4 Pa. Code § 614.3 (relating to signatory authority), which became effective on March 12, 2025. Accordingly, § 105.4 is obsolete and will be deleted in its entirety.

Persons Likely to be Affected

No groups or entities will be affected by the rescission of the obsolete regulations and definitions. The continuing presence of the obsolete regulations and definitions serves no purpose and may, in fact, confuse the public.

Fiscal Impact

There will be no fiscal impact because this rulemaking is only to rescind obsolete regulations and definitions.

Paperwork Requirement

The rescission of the obsolete regulations and definitions will not result in an increase in paperwork for any individuals or entities.

Effective Date

The final-omitted rulemaking will be effective upon final-omitted publication in the *Pennsylvania Bulletin*.

Contact Person

Individuals interested in further information may contact Michele Whiting, Administrative Professional, State Civil Service Commission, Executive Office, P.O. Box 569, 320 Market Street, Harrisburg, PA 17108-0569, (717) 783-8806, fax (717) 783-8736, ra-cs-exec_dir@pa.gov.

The final-omitted rulemaking is also available electronically through the State Civil Service Commission's website at scsc.pa.gov.

Public Comment

Public notice of intention to rescind the regulations under the procedures set forth in §§ 201 and 202 of the CDL (45 P.S. §§ 1201 and 1202) was omitted as authorized under § 204(3) of the CDL (45 P.S. § 1204(3)) because the Commission finds these procedures are, under the circumstances, unnecessary. The continuing presence of the obsolete regulations serves no purpose and may, in fact, confuse the public.

Regulatory Review

Under § 5.1(c) of the Regulatory Review Act (71 P.S. § 745.5a(c)), on November 12, 2025, the Commission submitted a copy of the final-omitted rulemaking to the Independent Regulatory Review Commission (IRRC) and the Chairpersons of the House Committee on Labor and Industry and Senate Committee

on State Government. On the same day, the final-omitted rulemaking was submitted to the Office of the Attorney General for review and approval under the Commonwealth Attorneys Act (71 P.S. §§ 732-101—732-506).

In addition to submitting this final-omitted rulemaking, the Commission provided IRRC and the Committees with a copy of the Regulatory Analysis Form prepared by the Commission. A copy of this form is available to the public upon request.

The Attorney General approved the final-omitted rulemaking on _____. Under § 5(c) of the Regulatory Review Act (71 P.S. § 745.5(c)), the final-omitted rulemaking was deemed approved by the House and Senate Committees on _____. At a hearing on _____, IRRC approved the final-omitted rulemaking.

Findings

The Commission finds that:

1) The amendments set forth in Annex A are necessary and appropriate to repeal obsolete regulations and definitions related to the administration of classified service employment.

2) Public notice of the Commission's intention to repeal its regulations under the procedures set forth in §§ 201 and 202 of the CDL has been omitted for good cause as authorized under § 204(3) of the CDL because the Commission finds that these procedures are, under the circumstances unnecessary. The regulations and definitions related to the administration of classified service employment have been superseded by the promulgation of Act 71.

3) This final-omitted rulemaking is necessary, appropriate and in the public interest.

Order

The Commission, acting under its authorizing statute, orders that:

1) The regulations of the Commission, 4 Pa. Code Chapters 91, 99, and 105 are amended by amending § 91.3 and deleting §§ 91.4, 99.31, and 105.2, 105.4.

2) The Commission shall submit this final-omitted rulemaking to the Office of the Attorney General for approval as to form and legality as required by law.

3) The Commission shall submit this final-omitted rulemaking to IRRC and the House and Senate Committees as required by law.

4) The Commission shall certify this final-omitted rulemaking and deposit it with the Legislative Reference Bureau as required by law.

5) This final-omitted rulemaking shall take effect immediately upon publication in the *Pennsylvania Bulletin*.

A handwritten signature in black ink, appearing to read "Maria P. Donatucci", is positioned above a horizontal line.

MARIA P. DONATUCCI
Chairwoman

ANNEX A

TITLE 4. ADMINISTRATION PART IV. CIVIL SERVICE COMMISSION Subpart A. RULES OF THE CIVIL SERVICE COMMISSION CHAPTER 91. GENERAL PROVISIONS.

§ 91.3. Definitions.

Words, terms and phrases, when used in this part, have the meaning in 71 Pa.C.S. § 2103 (relating to definitions), unless the context clearly indicates otherwise. In addition, the following terms, when used in this part, have the following meanings, unless the context clearly indicates otherwise:

Act—71 Pa.C.S. Part III (relating to civil service reform).

Appointing authority—The officers, board, commission, person or group of persons having power by law to make appointments in the classified service.

[*Certification*—The referral of one or more eligibles by the Director to an appointing authority, in order to fill one or more positions or to take appropriate classification action.]

[*Class or class of positions (also known as jobs)*—A group of positions in the classified service which are sufficiently similar in respect to the duties and responsibilities that the same descriptive title may be used for the position, the same requirements as to experience, knowledge, and ability are demanded of incumbents, the same tests of fitness may be used to choose qualified appointees, and the same

schedule of compensation may be made to apply with fairness under like working conditions.]

[*Classification plan*—A plan consisting of a schedule of class titles and related codes arranged according to a series of classes and occupational services, including class specifications for each class, as approved by the Executive Board.]

Commission—The State Civil Service Commission of the Commonwealth.

[*Demotion*—The voluntary or involuntary movement of an employee to a class assigned to a pay range with a lower maximum salary, except as provided for in § 99.41 (relating to effect of reclassifications).]

[(*Editor's Note*: Reference the Office of Administration's regulations found in 4 Pa. Code § 603a.22(a) regarding the effect of reclassification).]

Director—The Executive Director of the Commission.

[*Eligible*—A person whose name is on an eligible list.]

[*Eligible list*—An employment list, promotion list, or reemployment list.]

[*Emergency employee*—A qualified person hired by an appointing authority to meet an unexpected need and whose tenure will be not more than 60 work days.]

[*Employee*—A person legally occupying a position in the classified service.]

[*Employment list*—A list of persons who have been found qualified by an entrance examination for appointment to a position in a particular class.]

[*Entrance examination*—An examination for positions in a particular class, admission to which is not limited to persons employed in the classified service.]

[*Examination*—A test, series of tests, or assessments used to determine the degree to which applicants or employees are qualified for appointment or promotion and includes, but is not limited to, written tests, oral tests, ratings of qualifications, performance tests, medical tests, physical or agility tests, personality or interest inventories, and biographical inventories.]

[*Furlough*—The termination of employment because of lack of funds or work.]

[*Intermittent position*—A position filled from an eligible list and utilized by an appointing authority on a periodic or recurrent basis.]

[*Leave of absence*—A temporary interruption of employment for which the employee is given a specified period of leave without pay for purposes such as illness, school attendance, cyclical employment, military duty or training or employment in a non-civil service position.]

[*Limited term employment*—Work that is usually a standard workweek for a specified period of time.]

[*Minimum qualifications*—The education, experience, licensure, certification or other requirements which are established in the classification standards for a class and which must be met by applicants or employees seeking appointment or promotion.]

[*Part-time employment*—Work that is less than the standard workweek.]

[*Permanent position*—A *position* in the classified service which does not have an expiration date.]

[*Position*—A group of current duties and responsibilities assigned or delegated by competent authority requiring the full-time or part-time employment of one person.]

[*Probationary employee*—A person serving a probationary period prior to acquiring regular status in a classified service position.]

[*Probationary period*—A preliminary period of employment the purpose of which is to determine the fitness of an employee for regular status.]

[*Promotion*—The movement of an employee to another class in a pay range with a higher maximum salary.]

[*Promotion examination*—An examination for positions in a particular class, admission to which is limited to employees in the classified service.]

[*Promotion list*—A list of persons who have been found qualified by a promotion examination for appointment to a position in a particular class.]

[*Provisional employee*—A person selected by an accelerated examination program and serving a 6-month working test period prior to the required probationary period.]

[*Qualifier*—An employee whose position has been placed in the classified service by proper authority and who will be required to take and pass an examination in order to continue in the position.]

[*Reallocate*—To reclassify or to change the classification of a position from one class title and code to another class title and code.]

[*Reassignment*—The movement of an employee from one position to another position in the same class or in a similar class for which the employee qualifies at the same maximum salary.]

[*Regular employee*—An employee who has been appointed to a position in the classified service under the act after completing the probationary period.]

[*Regular status*—Standing achieved by a classified service employee who has successfully completed a probationary period.]

[*Reinstatement*—The return to the classified service of a former employee who resigned or otherwise left in good standing.]

[*Removal*—The permanent separation from the classified service of an employee who has been permanently appointed.]

[*Resignation*—The voluntary termination of employment by an employee , usually evidenced by the employee's written notice.]

[*Rule of three*—The requirement that the appointing authority is required to choose from among the three highest-ranking available eligibles in filling a particular

vacancy and is therefore entitled to have three eligibles from which to choose. This rule does not prohibit an appointing authority from making an appointment if there are fewer than three available eligibles.]

[*Seasonal employment*—Work that may be a standard workweek for a specified part of the calendar year and may be recurring.]

[*Seniority*—The amount of time an employee has served in a class or classes in the classified service, calculation and use of which is defined in this part.]

[*Separation*—The voluntary or involuntary termination of employment, including temporary termination as in suspension or permanent termination as in removal.]

[*Suspension*—The temporary, involuntary separation of an employee.]

[*Temporary employee*—A qualified person appointed to a position from an eligible list for a period not to exceed 12 months.]

[*Temporary position*—A position in the classified service which arises out of temporary pressure of extra work for a period of 12 months or less.]

[*Trainee*—A qualified person appointed or promoted to a class identified as a training level class.]

[*Training period*—The period of time prescribed for a trainee class, during which the incumbent receives general or specialized training, or both, upon the successful completion of which the trainee is promoted without further examination to the class for which trained.]

[*Transfer*—The movement of an employee from [one appointing authority to a different appointing authority.]

[*Unskilled labor*—A person occupying or assigned to a position for which the principal job requirement is good physical condition as related to the duties of the particular position.]

§ 91.4. [Classified service coverage.] [Reserved].

[(a) *Coverage*.

- (1) Existing and newly established positions in the agencies identified in the definition of “classified service” under 71 Pa.C.S. § 2103 (relating to definitions) shall be in the classified service unless specifically exempted by action of the Commission.
- (2) Positions in classes which are or have been determined to be professional or technical by action of the Executive Board, or which are directly or indirectly derived from the classes, shall be in the classified service.

(b) *Exemptions*.

- (1) Requests for exemption of positions from the classified service under the definition of “unclassified service” in 71 Pa.C.S. § 2103 shall be submitted in writing to the Director. The Director, after investigation, will recommend approval or denial of the exemption request to the

Commission, which will make the final determination of classified service coverage.

(2) Criteria which shall be met for exemption are as follows:

- (i) *Under paragraph (1) of the definition of “unclassified service” in 71 Pa.C.S. § 2103.* Department heads and deputy department heads are automatically exempt and require no Commission approval. Other positions will be reviewed to determine whether they fully participate in policy development, at the level required for exemption. Factors to be considered include things such as whether: the incumbent regularly and customarily meets with the Department head in formulating the general policies of the Department; the position is considered to be part of the Department’s top management team; the position is responsible for recommending or approving policies which govern one or more major program areas having major impact on attainment of the goals and objectives of the Governor or the Department head; the position is expected to exercise discretionary powers in carrying out major agency missions; and the position involves development and advocacy of the agency’s legislative programs. In addition, the Commission will consider the position’s placement in the organization, lines of

authority, reporting relationship within the agency structure, classification standards, the pay level allocated to the position and the independence of action inherent in the position.

- (ii) *Under paragraph (2) of the definition of “unclassified service” in 71 Pa.C.S. § 2103.* Members of boards and commissions are automatically exempt and require no Commission approval.
- (iii) *Under paragraph (3) of the definition of “unclassified service” in 71 Pa.C.S. § 2103.* Appointing authorities shall identify and notify the Director, in writing, which positions are designated as personal aides or confidential and provide the Director with a copy of the current job description for each position so identified. Commission approval is not required. Positions exempted under this subsection shall be assigned work as personal aides or assistants and not as program supervisors or managers.
- (iv) *Under paragraph (4) of the definition of “unclassified service” in 71 Pa.C.S. § 2103.* Appointing authorities shall request exemptions in writing. Justification shall include specific reasons why the position should be excluded from the classified service, as well as the period of time for which the exemption is requested.

- (v) *Under paragraph (5) of the definition of “unclassified service” in 71 Pa.C.S. § 2103.* Positions in attorney classifications are automatically exempt and require no Commission approval.
- (vi) *Under paragraph (6) of the definition of “unclassified service” in 71 Pa.C.S. § 2103.* Positions in classes which meet the definition of “unskilled” in the act are automatically exempt and require no Commission approval.
- (vii) *Under paragraph (7) of the definition of “unclassified service in 71 Pa.C.S. § 2103.* The appointing authority shall identify and notify the Director in writing of the professional positions attached to the department head’s office which function in press or public relations, or both, legislative liaison or development of executive policy, and provide the Director with a copy of the current job description for each position so identified. Commission approval is not required.]

* * * * *

CHAPTER 99. [EMPLOYEES IN THE CLASSIFIED SERVICE.] [Reserved].

Subchapter D. [REDUCTIONS IN PAY OR DEMOTIONS] [Reserved].

§ 99.31. [Reductions of pay within the same class.] [Reserved].

[(a) An appointing authority may reduce the salary of an employee because of unsatisfactory performance of duties, or for disciplinary reasons, to a lower salary rate within the salary range prescribed for that position.

(b) Salary reduction under these circumstances will not be deemed a demotion, and is appealable under 71 Pa.C.S. § 2704 (relating to prohibition of discrimination).]

* * * * *

CHAPTER 105. NOTICE AND HEARINGS

NOTICE

§ 105.2. [Personnel] [Reserved].

[Written notice shall be required for:

- (1) Appointment.
- (2) Promotion.
- (3) Removal.
- (4) Suspension.
- (5) Demotion.
- (6) Furlough.
- (7) Retirement.
- (8) Resignation.
- (9) Transfer.

- (10) Reassignment.
- (11) Leave of absence.
- (12) Extension or reduction of probationary period.
- (13) Compensation changes, except salary increments, general pay increases, or special pay for such things as overtime or out-of-class work.
- (14) Performance evaluation.
- (15) Reclassification.]

* * * * *

§ 105.4. [Signatory authority.] [Reserved].

[Personnel action notices shall be personally signed by the agency head, or a designated subordinate. If this responsibility has been delegated within the appointing authority, the delegation shall be submitted in writing to the Director and identify the designees by specific work title. Subordinates properly delegated signatory authority by the appointing authority may not further delegate the authority. For performance evaluations, the designated subordinate shall be the employee's immediate supervisor and the appointing authority is not required to submit written notification of work titles to the Director for this purpose.]



Pennsylvania
State Civil Service
Commission

MARIA P. DONATUCCI
Chairwoman

GREGORY M. LANE
Commissioner

PAMELA M. IOVINO
Commissioner

JEFFREY T. WALLACE
Executive Director

November 12, 2025

(717) 783-2924
FAX (717) 772-5120

The Honorable George D. Bedwick, Chairman
Independent Regulatory Review Commission
Forum Place
555 Walnut Street, Suite 804
Harrisburg, PA 17101
irrc@irrc.state.pa.us

By Electronic Mail

RE: Final-Omitted Regulation No. 61-15

Dear Chairman Bedwick:

Please find enclosed a copy of the Final-Form Regulation Packet for the State Civil Service Commission's Final-Omitted Regulation No. 61-15. The Final-Form Regulation Packet includes the:

1. Face Sheet;
2. Preamble;
3. Annex A – Final-Form Regulation;
4. Regulatory Analysis Form; and
5. Signed Fiscal Note.

This final-omitted rulemaking proposes to amend Chapters 91, 99, and 105 of Title 4 of the *Pennsylvania Code* by rescinding all obsolete sections. Specifically, the Commission intends to delete sections §§ 91.4, 99.31, 105.2, and 105.4 (relating to classified service coverage; reductions in pay or demotion; personnel actions; and

signatory authority) in their entirety, as well as amend § 91.3 (relating to definitions), by deleting obsolete definitions therein. On March 28, 2019, the Act of June 28, 2018, P.L. 460, No. 71 (Act 71) modified the responsibilities and duties of the State Civil Service Commission and established within the Governor's Office of Administration (OA) duties and responsibilities for classified service employment in Pennsylvania. As a result, the State Civil Service Commission is no longer responsible for the administration of classified service employment, thereby rendering many of the Commission's regulations obsolete. Final-Omitted Rulemaking No. 61-13, which went into effect on June 10, 2023, rescinded the majority of the Commission's obsolete regulations. This final-omitted rulemaking addresses the remaining regulations which combine functions now performed separately by the Commission and the OA. This rulemaking proposes deleting all references to functions performed by the OA. Additionally, this rulemaking proposes deleting definitions for functions performed by the OA.

The final-form regulation is being delivered today to legislative oversight committees, the Office of Attorney General, and the Independent Regulatory Review Commission.

This regulation will become effective upon its publication in final-form in the Pennsylvania Bulletin.

Any questions or comments about this regulatory submission should be directed to Michele Whiting, Administrative Professional, State Civil Service Commission, Executive Office, P.O. Box 569, 320 Market Street, Harrisburg, PA 17108-0569, by telephone (717) 783-8806, by fax (717) 783-8736, or via email at ra-cs-exec_dir@pa.gov.

Sincerely,

A handwritten signature in dark ink, appearing to read "Elizabeth C. Lawson", with a stylized flourish at the end.

Elizabeth C. Lawson
Chief Counsel

cc: Jeffrey T. Wallace
Alina L. Andreoli
Sarah O. Miller



Pennsylvania
State Civil Service
Commission

MARIA P. DONATUCCI
Chairwoman

GREGORY M. LANE
Commissioner

PAMELA M. IOVINO
Commissioner

JEFFREY T. WALLACE
Executive Director

November 12, 2025

(717) 783-2924
FAX (717) 772-5120

The Honorable Jason Dawkins
Chairperson, Labor and Industry Committee
150 Main Capitol Building
Harrisburg, PA 17120
c/o Ryan Beaston, Executive Director
rbeaston@pahouse.net

The Honorable Seth M. Grove
Republican Chairperson, Labor and Industry Committee
214 Ryan Building
Harrisburg, PA 17120
c/o John Scarpato, Executive Director
jscarpat@pahousegop.com

By Electronic Mail

RE: Final-Omitted Regulation No. 61-15

Dear Chairperson Dawkins and Chairperson Grove:

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Sincerely,



Elizabeth C. Lawson
Chief Counsel



Pennsylvania
State Civil Service
Commission

MARIA P. DONATUCCI
Chairwoman

GREGORY M. LANE
Commissioner

PAMELA M. IOVINO
Commissioner

JEFFREY T. WALLACE
Executive Director

November 12, 2025

(717) 783-2924
FAX (717) 772-5120

The Honorable Cris Dush
Chairperson, State Government Committee
Room 9 East Wing
Harrisburg, PA 17120
c/o Cade Hepner, Executive Director
chepner@pasen.gov

The Honorable Steven J. Santarsiero
Democratic Chairperson, State Government Committee
Room 182 Main Capitol
Harrisburg, PA 17120
c/o Timothy P. Smith, Executive Director
timothy.smith@pasenate.com

By Electronic Mail

RE: Final-Omitted Regulation No. 61-15

Dear Chairperson Dush and Chairperson Santarsiero:

Please find enclosed a copy of the Final-Form Regulation Packet for the State Civil Service Commission's Final-Omitted Regulation No. 61-15. The Final-Form Regulation Packet includes the:

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Sincerely,

A handwritten signature in dark ink, appearing to read "Elizabeth C. Lawson", with a long horizontal flourish extending to the right.

Elizabeth C. Lawson
Chief Counsel

RECEIVED

Independent Regulatory
Review Commission**Re: Final-Omitted Rulemaking No. 61-15**

November 12, 2025

From Detrick, Johnathan <JDetrick@pahouse.net>**Date** Wed 11/12/2025 10:01 AM**To** Miller, Sarah <saomille@pa.gov>; Beaton, Ryan G. <RBeaton@pahouse.net>**Cc** Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>

I have received this email and its attachments.

Thank you!

Johnathan Detrick

he/him/his

Senior Legislative Assistant

State Representative Jason Dawkins, 179th District

Majority Chairman, Labor & Industry Committee

150 Main Capitol

717.787.1354 (x6018)

jdetrick@pahouse.net

From: Miller, Sarah <saomille@pa.gov>**Sent:** Wednesday, November 12, 2025 9:56 AM**To:** Beaton, Ryan G. <RBeaton@pahouse.net>; Detrick, Johnathan <JDetrick@pahouse.net>**Cc:** Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>**Subject:** Final-Omitted Rulemaking No. 61-15

Good morning,

Attached is a copy of the regulatory package for the State Civil Service Commission's Final-Omitted Regulation No. 61-15. Please respond via email to confirm receipt of this email and its attachments.

Sincerely,
Sarah Miller

Sarah O. Miller | Assistant Counsel

PA State Civil Service Commission

P.O. Box 569 | Harrisburg, PA 17108

RECEIVEDIndependent Regulatory
Review Commission**RE: [EXTERNAL]: Final-Omitted Rulemaking No. 61-15**

November 12, 2025

From Sherry Eberly <Seberly@pahousegop.com>**Date** Wed 11/12/2025 10:31 AM**To** Miller, Sarah <saomille@pa.gov>; Seth Grove <Sgrove@pahousegop.com>**Cc** John Scarpato <Jscarpato@pahousegop.com>; James Paul <Jpaul@pahousegop.com>; Andreoli, Alina <alandreoli@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>

Good morning Sarah,

We have received this email and its attachments.

Have a wonderful day!

Thank you,

Sherry L. Eberly
Legislative Administrative Assistant II
Chairman Seth Grove
House Labor and Industry Committee
214 Ryan Office Building
Harrisburg, PA 17120-2187
717-783-2655

-----Original Message-----

From: Miller, Sarah <saomille@pa.gov>**Sent:** Wednesday, November 12, 2025 9:57 AM**To:** Seth Grove <Sgrove@pahousegop.com>**Cc:** John Scarpato <Jscarpato@pahousegop.com>; Sherry Eberly <Seberly@pahousegop.com>; James Paul <Jpaul@pahousegop.com>; Andreoli, Alina <alandreoli@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>**Subject:** [EXTERNAL]: Final-Omitted Rulemaking No. 61-15**Importance:** High

Good morning,

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Sincerely,
Sarah Miller

RECEIVED

Sarah O. Miller | Assistant Counsel

Independent Regulatory
Review Commission

PA State Civil Service Commission

November 12, 2025

P.O. Box 569 | Harrisburg, PA 17108

Phone: 717.783.1444 | Fax: 717.783.8736

<https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.scsc.pa.gov%2F&data=05%7C02%7Csaomille%40pa.gov%7Cffb19ed2b15741a22dab08de220099f8%7C418e284101284dd59b6c47fc5a9a1bde%7C0%7C0%7C638985583146856270%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMilslkFOljoitWFRpbClslldUljoyfQ%3D%3D%7C0%7C%7C%7C&sdata=7fXeJsm%2BONUj91kA8nIOffXTgzNNbJyGqzhnKD80xNY%3D&reserved=0>

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**RECEIVED****Re: Final-Omitted Rulemaking No. 61-15**Independent Regulatory
Review Commission**From** Elliott, Amy M. <aelliott@attorneygeneral.gov>

November 12, 2025

Date Wed 11/12/2025 10:01 AM**To** Miller, Sarah <saomille@pa.gov>**Cc** Trotter, Carolyn <ctrotter@attorneygeneral.gov>; Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>

Receipt acknowledged.

Thank you,

Amy M. Elliott
Chief Deputy Attorney General
Legal Review Section
Pennsylvania Office of Attorney General
717-941-0523 (c)

From: Miller, Sarah <saomille@pa.gov>**Sent:** Wednesday, November 12, 2025 9:57 AM**To:** Elliott, Amy M. <aelliott@attorneygeneral.gov>**Cc:** Trotter, Carolyn <ctrotter@attorneygeneral.gov>; Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>**Subject:** Final-Omitted Rulemaking No. 61-15

Good morning, Chief Deputy Elliott,

Attached is a copy of the regulatory package for the State Civil Service Commission's Final-Omitted Regulation No. 61-15. Please respond via email to confirm receipt of this email and its attachments.

Sincerely,
Sarah Miller

Sarah O. Miller | Assistant Counsel

PA State Civil Service Commission

P.O. Box 569 | Harrisburg, PA 17108

Phone: 717.783.1444 | Fax: 717.783.8736

RECEIVEDIndependent Regulatory
Review Commission**Re: Final-Omitted Rulemaking No. 61-15**

November 12, 2025

From Hepner, Cade <chepner@pasen.gov>**Date** Wed 11/12/2025 10:15 AM**To** Miller, Sarah <saomille@pa.gov>

Receipt confirmed. Thank you!

Cade T. Hepner

Executive Director, State Government Committee

Office of Senator Cris Dush

Pennsylvania Senate District 25

717-787-7084

chepner@pasen.govwww.senatorcrisdushpa.com**From:** Miller, Sarah <saomille@pa.gov>**Sent:** Wednesday, November 12, 2025 9:54 AM**To:** Dush, Senator Cris <cdush@pasen.gov>**Cc:** Hepner, Cade <chepner@pasen.gov>; Bellock, Julianne <jbellock@pasen.gov>; Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>**Subject:** Final-Omitted Rulemaking No. 61-15

● CAUTION : External Email ●

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Sarah Miller

Sarah O. Miller | Assistant Counsel

PA State Civil Service Commission

P.O. Box 569 | Harrisburg, PA 17108

RECEIVEDIndependent Regulatory
Review Commission**RE: Final-Omitted Rulemaking No. 61-15**

November 12, 2025

From Smith, Timothy <Timothy.Smith@pasenate.com>**Date** Wed 11/12/2025 9:58 AM**To** Miller, Sarah <saomille@pa.gov>**Cc** Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>; PA Senator Steve Santarsiero <senatorsantarsiero@pasenate.com>

Good morning,

On behalf of Sen. Santarsiero, this email confirms receipt of your email and its attachments.

Thank you,
TimTimothy P. Smith
Legal Counsel- Senate Democratic Caucus
Executive Director- State Government Committee to Chairman Senator Santarsiero
535 Main Capitol Building
Harrisburg, PA 17120

-----Original Message-----

From: Miller, Sarah <saomille@pa.gov>**Sent:** Wednesday, November 12, 2025 9:54 AM**To:** PA Senator Steve Santarsiero <senatorsantarsiero@pasenate.com>**Cc:** Smith, Timothy <timothy.smith@pasenate.com>; Andreoli, Alina <alandreoli@pa.gov>; Lawson, Elizabeth <ellawson@pa.gov>; Wallace, Jeffrey (CS) <jewallace@pa.gov>; Whiting, Michele <micwhiting@pa.gov>**Subject:** Final-Omitted Rulemaking No. 61-15**Importance:** High

■ EXTERNAL EMAIL ■

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Sincerely,
Sarah Miller

Sarah O. Miller | Assistant Counsel

PA State Civil Service Commission

P.O. Box 569 | Harrisburg, PA 17108

Phone: 717.783.1444 | Fax: 717.783.8736

RECEIVEDIndependent Regulatory
Review Commission

November 12, 2025

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[cid:c804d415-3f1b-4f9b-82b0-3f272227e75b]

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TRANSMITTAL SHEET FOR REGULATIONS SUBJECT TO THE REGULATORY REVIEW ACT

I.D. NUMBER: 61-15

SUBJECT: Amendments to Chapter 91.3 of 4 PA Code and Rescission of Chapters 91.4, 99.31, 105.2 and 105.4 of 4 Pa Code

AGENCY: State Civil Service Commission

RECEIVED

Independent Regulatory
Review Commission

November 12, 2025

TYPE OF REGULATION

- ☐ **Proposed Regulation**
- ☐ **Final Regulation**
- ☒ **Final Regulation with Notice of Proposed Rulemaking Omitted**
- ☐ **120-day Emergency Certification of the Attorney General**
- ☐ **120-day Emergency Certification of the Governor**
- ☐ **Delivery of Tolled Regulation**
☐ **With Revisions** ☐ **Without Revisions**

FILING OF REGULATION

<u>DATE</u>	<u>SIGNATURE</u>	<u>DESIGNATION</u>
		<u>HOUSE COMMITTEE - Labor and Industry</u>
11/12/25	Electronic Service	MAJORITY CHAIR Jason Dawkins
11/12/25	Electronic Service	MINORITY CHAIR Seth M. Grove
		<u>SENATE COMMITTEE - State Government</u>
11/12/25	Electronic Service	MAJORITY CHAIR Cris Dush
11/12/25	Electronic Service	MINORITY CHAIR Steven J. Santarsiero
11/12/25	Electronic Service	<u>INDEPENDENT REGULATORY REVIEW COMMISSION</u>
11/12/25	Electronic Service	<u>ATTORNEY GENERAL (for Final Omitted only)</u>
		<u>LEGISLATIVE REFERENCE BUREAU (for Proposed only)</u>