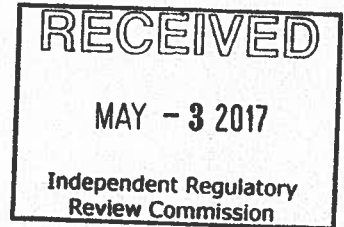


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COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA LIQUOR CONTROL BOARD
503 Northwest Office Building
Harrisburg, Pennsylvania 17124-0001



CHARLES MOONEY
EXECUTIVE DIRECTOR

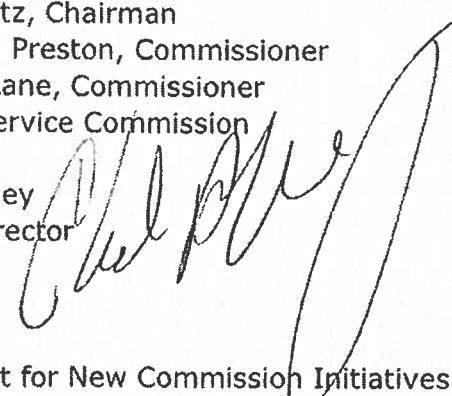
717.787.7114
FAX 717.772.3714
cmooney@pa.gov

TO: Bryan R. Lentz, Chairman
Odelfa Smith Preston, Commissioner
Gregory M. Lane, Commissioner
State Civil Service Commission

FROM: Charlie Mooney
Executive Director

DATE: May 2, 2017

RE: PLCB Support for New Commission Initiatives

A large, handwritten signature in black ink, appearing to read "Charlie Mooney", is written over the "FROM" and "DATE" fields.

This letter is to express the PLCB's support for the Act 69's allowance of Vacancy-Based Hiring for civil service covered positions and to share that the agency appreciates steps being taken to expedite its availability for future hiring actions.

Since the passage of Act 69 in 2016, the PLCB has been eagerly awaiting the new and updated regulations that will enable filling jobs using the just-in-time model that Vacancy Based Hiring provides. As you know, this agency requires the use of several specialized job classifications and is, in some ways, unique in its need for marketing, supply chain, and retail management professionals. In the agency's attempts to fill positions, often the traditional means have failed to produce candidates who possessed the specific skill sets needed. Act 69 will potentially allow the PLCB to recruit and fill positions that represent the most vital roles in the agency as well as provide ease of hiring at all levels of operation.

As modernization drives this agency to become more flexible and responsive to customers' and stakeholders' needs, I hope the PLCB can count on the Commission to provide flexibility and responsiveness to our needs. Commonwealth agencies like the PLCB compete with employers recruiting for professional and technical positions who are better-positioned to attract and retain top talent. Creating an inclusive intake process that takes them from the recruiting office to the interview chair in a matter of days is the current environment. In other words, for us to be competitive, the commonwealth needs to be equally flexible and attractive to prospective employees.

The PLCB is constantly hiring liquor store clerks for more than 600 locations across the Commonwealth, and competes with employers that evaluate, interview, and hire on-site for retail jobs. In order to remain competitive for talent, the agency endorses the ability to evaluate candidates for entry level positions in a more streamlined fashion, either through a vacancy-based experience and training basis, or by decentralizing the current exam and allowing liquor store clerks to apply online or at one of 26 PLCB District Offices. Requiring entry level candidates to undertake the time and expense of driving to a test site, sometimes an hour or two away, for the mere chance of being considered for an entry level, part-time job is simply not an optimal solution to meet retail labor needs. Based on changes in the Act allowing agencies to select the method of examination, the PLCB is requesting the transition to Experience and Training vacancy based hiring.

I urge the Commission to move as quickly as possible to complete this transition and consider partnering with the PLCB on solutions to recruiting challenges so this agency and others can begin attracting more of the right people to work with us. I greatly appreciate your office's assistance and thank you in advance for your support.

cc: S. Minnich
K. Auch
T. Holden
M. Negra
M. Newsome
J. Lutcavage
J. Haas