

**Cheryl Yohn**

# 3167

**From:** dtepsic@aol.com  
**Sent:** Friday, May 19, 2017 1:45 PM  
**To:** Irrchelp  
**Cc:** kawood@pa.gov  
**Subject:** Proposed regulations for Act 69 & Act 167@

RECEIVED  
IRRC  
2017 MAY 22 AM 8:28

Commissioners:

I wish to comment on the proposed regulations of the State Civil Service for implementing the above cited acts. As a former Human Resource Director with more than 30 years of service in the Commonwealth, I have served in an agency that had both patronage and civil service positions. I fully support the merit system and endorse hiring based on some form of open competitive examination rather than political affiliation. Having said that, I also support efforts to provide more flexibility in hiring under our merit system in Pennsylvania.

Subject matter experts from the agencies work in conjunction with examination personnel in the State Civil Service Commission to develop most exams, be they oral, written or assembled. The exams consider and incorporate the knowledge, skill and abilities required to perform a job. These proposed regulations allow the agency to choose not only the number of candidates to consider before applying veterans preference, but also the type of examination to be utilized in filling positions, if approved by the State Civil Service Director. This would provide greater flexibility and efficiency to the agencies in filling positions without placing an onerous burden on them.

Providing certifications against a single vacancy is problematic. If an agency is hiring for 10 vacancies in the same job classification, why require an applicant to apply 10 times for the same type of position? Would you want one type of exam for one position and another for a second position even though it is the same job classification in the same agency? Could an agency hold a vacancy in reserve to clear other candidates off the other lists and then hire a favored candidate in the remaining vacancy? This seems to be a way to completely avoid the concept of open merit competition for all candidates for all positions and opens the door to manipulation in the hiring process. Such a process would severely weaken the merit system and allow favoritism to enter the selection process.

Merit selection is to be preferred over patronage and favoritism in the hiring process in public service positions.

Thank you for providing the opportunity to comment on these regulations and trust my comments may assist you in your review.

Sincerely,

Daniel R. Tepsic