

LEGISLATURE OF PENNSYLVANIA.

FILE OF THE HOUSE OF REPRESENTATIVES.

No. 1119 Session of 1919.

INTRODUCED BY MR. MARTIN, MARCH 31, 1919.

REFERRED TO COMMITTEE ON MUNICIPAL CORPORATIONS, MARCH 31, 1919.

AN ACT

To regulate and improve the civil service of the Commonwealth of Pennsylvania and making any violation of its provisions a misdemeanor and providing penalties for any violations thereof

1 Section 1 Be it enacted by the Senate and House of Repre-
2 sentatives of the Commonwealth of Pennsylvania in General Assembly
3 met and it is hereby enacted by the authority of the same That
4 from and after one month after the approval of this act
5 all appointments transfers reinstatements promotions reduc-
6 tions suspensions removals and dismissals in the civil serv-
7 ice of the Commonwealth shall be made in accordance
8 with the terms and provisions of this act and the rules
9 prescribed thereunder

10 Section 2 The term "civil service of the Commonwealth"
11 shall include all offices positions and employment in which
12 the officers or employees are paid from the State Treas-
13 ury and all offices positions or employments in or under
14 institutions departments boards or commissions wherein the

1 Commonwealth either directly or through any commission
2 board official or officials has the right to appoint or
3 select the officials or employees or which are constituted
4 agencies for the performance of a function of this Com-
5 monwealth Provided however that this Act shall not apply
6 to offices employments or positions in the military or
7 naval service of the Commonwealth

8 Section 3 Upon the passage of this Act the Gover-
9 nor shall appoint by and with the advise and consent
10 of the Senate three persons to serve one until March
11 first one thousand nine hundred and twenty-one one until March
12 first one thousand nine hundred and twenty-three and one
13 until March first one thousand nine hundred and twenty-
14 five as Civil Service Commissioners who shall constitute
15 the State Civil Service Commission of Pennsylvania Upon
16 the expiration of the term of office of each Commissioner
17 so appointed the Governor by and with the advice and
18 consent of the Senate shall appoint a successor to serve
19 for a term of six years from the date of his appoint-
20 ment and until his successor is appointed and has quali-
21 fied The Governor may at any time remove a Commis-
22 sioner after he has furnished him with a written state-
23 ment furnishing such specific reasons as if true would
24 constitute a just cause for such action and after he
25 has given him a reasonable time in which to make
26 such written answer as the Commissioner may desire
27 Upon the receipt and consideration of such answer the
28 Governor shall finally determine his action in the case
29 The Governor shall fill any vacancy in the Commission

1 by appointing a Commissioner to serve the remainder of
2 the unexpired term. The Commissioners shall hold no
3 other lucrative office under the United States the Com-
4 monwealth or any county or city thereof except that of
5 attorney at law notary public or offices in the military
6 or naval service of the United States or of this Common-
7 wealth. Not more than two Commissioners shall be adher-
8 ents of one political party. The Commission shall main-
9 tain its principal office in Harrisburg and may establish
10 branch offices in such other localities as it deems advis-
11 able.

12 Section 4. The Commissioner longest in continuous serv-
13 ice shall be President. The Governor shall designate the
14 President on the first organization of the Commission.
15 Each Commissioner shall receive a salary of six thousand
16 dollars (\$6000) annually. The Commission shall employ a
17 chief examiner who shall act also as Secretary and such
18 other employees of the Civil Service Commission including
19 the chief examiner shall be in the classified service as
20 hereinafter defined.

21 The Commonwealth shall pay the salaries of the Com-
22 missioners and their employes and defray all other neces-
23 sary expenses incurred by the Commission in carrying out
24 the purposes of this act but the Commission shall not
25 incur expenses in excess of its appropriation.

26 The proper officials of the State shall provide the
27 Commission with suitable quarters and accommodations for
28 carrying on its work permit the use of public buildings
29 for examinations and other official purposes and otherwise

1 assist without compensation in carrying out the purposes
2 of this act

3 Section 5 The civil service of the Commonwealth shall
4 be divided into the unclassified service and the classified
5 service The unclassified service shall comprise

6 (a) All officers elected by the people

7 (b) All members of boards of commissions and all
8 heads of departments whose appointment is subject to con-
9 firmation by the Senate

10 (c) All persons engaged directly in the service of
11 either branch of the General Assembly and appointed by
12 any officer or committee thereof

13 (d) All officers elected by the General Assembly

14 (e) All persons in judicial service and all assistants
15 to the Attorney General

16 (f) All persons holding positions under any school
17 district

18 (g) All court clerks court officers tipstiffs court at-
19 taches court interpreters official stenographers and all per-
20 sons appointed by name by any court judge or board of
21 judges Provided however That probation officers shall be
22 in the classified service

23 (h) All judges of election inspectors of election clerks
24 of election and overseers of election

25 (f) All registrars of personal registration

26 (j) One secretary and one confidential clerk to the
27 Governor and one confidential clerk to the head of each
28 department or State Commissioner or State Board created
29 by the Constitution or by an Act of Assembly

1 (k) Persons temporarily appointed or designated to
2 make or conduct a special inquiry investigation or exam-
3 ination where such appointment or designation is certified
4 by the civil service commission to be for employment
5 which should not be performed by persons in the classi-
6 fied service

7 The classified service of the Commonwealth shall com-
8 prise all civil officers positions and employments which are
9 not specifically included in the unclassified service

10 Section 6 Any person holding an office or place in
11 such classified service at the time this act takes effect
12 shall continue to hold such office or place only until
13 laid off or removed under the provisions of this act but
14 such person shall not be entitled to reinstatement trans-
15 fer or promotion under the provisions of this act

16 Section 7 The classified service shall be arranged by
17 the Commission in two classes to be designated as the
18 competitive class and the exempt class The Commission
19 shall have the power to reclassify positions from time
20 to time as it may find necessary

21 The exempt class shall include positions for the filing
22 of which the commission shall have found competitive ex-
23 aminations to be impracticable No position shall be deemed
24 to be in the exempt class unless and until the civil
25 service commission after a public hearing of which suit-
26 able public notice has been given has determined that it
27 is unable to obtain by competitive examination persons
28 possessing the usual and requisite qualifications for filling

1 such office for position and has classified such office or
2 position in the exempt class and the reasons for every
3 such exemption shall be stated separately and at length
4 in the annual reports of the civil service commission Not
5 more than one appointment shall be made to or under
6 the title of any such office or position unless a different
7 number is specifically authorized by the civil service com-
8 mission Appointments in the exempt class may be made
9 without examination The competitive class shall include all
10 positions now existing or hereafter created in the classi-
11 fied service (including those in the civil service commis-
12 sion) except such positions as have been classified by the
13 commission in the exempt class

14 Section 8 Positions in the competitive class may be
15 filled without competition only as follows Whenever there
16 are urgent reasons for filling a vacancy in any position
17 in the competitive class and there is no list of persons
18 eligible for appointment after a competitive examination the
19 appointing officer may nominate a person to the civil
20 service commission for non-competitive examination and if
21 such nominee shall be certified by the said commission as
22 qualified after such non-competitive examination he may be
23 appointed provisionally to fill such vacancy until a selection
24 and appointment can be made after competitive examination
25 but such provisional appointment shall not continue for a
26 longer period than three months In every case the com-
27 mission shall at once proceed to hold an examination and
28 procure an eligible list

29 When the services to be rendered by an appointee

1 in the competitive class are for a temporary period not
2 to exceed one month and the need of such service is
3 important and urgent the appointing officer may select for
4 such temporary service any person on the appropriate list
5 of those eligible for permanent appointment without regard
6 to his standing on such list Acceptance or refusal of
7 an eligible for temporary appointment shall not affect his
8 standing on the register for permanent appointment

9 Successive provisional or temporary appointments either
10 of the same or different persons shall not be made to
11 the same position At the end of the three months the
12 office of the provisional employe and at the end of the month the
13 office of the temporary employe shall be declared va-
14 cant and it shall be the duty of the General Auditor
15 to prevent and decline to permit the payment of any
16 compensation salary or wages to such provisional or temp-
17 orary appointee for services rendered or claimed to be
18 rendered after such periods respectively No credit for ex-
19 perience gained during a provisional or temporary appoint-
20 ment shall be given to any one in any examination

21 Section 9 The commission shall adopt amend and en-
22 force rules for the classified service which when approved
23 by the Governor shall have the force and effect of law
24 The rules shall provide

25 (1) For the classification of all positions in the
26 classified service

27 (2) For public advertisement of all examinations at
28 least ten days in advance in at least five newspapers
29 of general circulation and by posting a notice in the

1. office of the commission accessible to the public during
2 business hours

3 (3) For the creation of eligible lists upon which
4 shall be entered the names of successful candidates in
5 the order of their standing in examination. Such lists
6 shall remain in force not longer than two years.

7 (4) For the rejection of candidates or eligibles who
8 fail to comply with the reasonable requirements of the
9 commission in regard to the age, residence, sex, physical con-
10 dition or who have been guilty of crime or of infamous
11 or disgraceful conduct or who have attempted any deception
12 or fraud in connection with an examination.

13 (5) For the appointment of one of the two persons
14 standing highest on the appropriate list to fill a vacancy.

15 (6) For the reinstatement within one year of persons
16 who without fault or delinquency on their part have been
17 separated from the service.

18 (7) For the appointment of unskilled laborers in the
19 order of priority of application after such tests of fit-
20 ness as the commission may prescribe.

21 (8) For the adoption and amendment of rules only
22 after public notice and hearing. The commission shall
23 adopt such other rules not inconsistent with the foregoing
24 provisions of this section as may be necessary and proper
25 for the enforcement of this article.

26 The rules may in the discretion of the commission also
27 provide

28 (a) For standards of efficiency for each grade of the
29 service, the maintenance of records of efficiency and senior-

1 ity to be furnished by the departments in which the
2 person is employed and kept by the civil service com-
3 mission and for promotion from the lower grades to the
4 higher grades based on such records of efficiency and
5 seniority or on competitive promotion tests or both. An
6 increase of compensation within a grade may be granted
7 on the basis of efficiency and seniority records. An ad-
8 vancement in rank or an increase in salary beyond the
9 limit fixed for the grade by the rules shall constitute
10 promotion. Provision may be made for methods for as-
11 certaining and verifying the facts from which such records
12 of relative efficiency shall be made which shall be uni-
13 form for each grade.

14 (b) For transfer from one position to a similar posi-
15 tion in the same class and grade in the same or a
16 different department.

17 The commission shall grant public hearings upon all
18 changes in the rules before adopting the same and give
19 reasonable notice of such hearings. The rules when adopted
20 shall have the force of law and shall be printed and
21 made available for public distribution.

22 Section 10. All examinations shall be free, impartial and
23 practical in their character and shall deal with the duties
24 and requirements of the position to be filled. They may
25 include examinations of physical fitness and manual skill.
26 When oral tests are used, a complete record of questions
27 and answers shall be made. Examinations shall be in
28 charge of the chief examiner except when the commissioner

1 acts as examiner The commission may call on other per-
2 sons either within or without the State service to draw
3 up conduct or mark examinations and when such persons
4 are connected with the city service it shall be deemed a
5 part of their official duty to act as examiners without
6 extra compensation In entrance and promotion examinations
7 the oral part shall not receive a mark exceeding one-
8 fourth of the whole mark attainable in such examination
9 Honorably discharged soldiers sailors and marines who have
10 served as such in the army navy or marine corps of
11 the United States or in the National Guard of this
12 State shall be given full credit for their experience gained
13 in such service having due regard to the position for
14 which the examination is held As many examinations shall
15 be held as may be necessary to provide eligibles for each
16 grade of the service and to meet all requisitions and to
17 fill all positions held by temporary appointees From the
18 return and report of the examiners or from the exami-
19 nations made by the commission it shall prepare a list
20 of eligibles for such grade Such persons shall take rank
21 upon the list in the order of their relative excellence as
22 determined by the examination without reference to priority
23 of time of examination The markings of all examinations
24 shall be completed and the resulting eligible list posted
25 within sixty days from the date of the examination The
26 commission shall maintain a civil list of all persons in
27 the classified service showing in connection with each name
28 the position held the date and character of every ap-
29 pointment and of every subsequent change in status Each

1 appointing officer shall promptly transmit to the commission
2 all information required for the establishment and mainte-
3 nance of said civil list The commission shall keep min-
4 utes of its own proceedings All minutes examination papers
5 eligible lists and other records of the commission except
6 as hereinafter specifically provided as well as all recom-
7 mendations and correspondence relating to applicants for office
8 or employment received by the commission or by any
9 officer having authority to make appointments shall be pre-
10 served and shall subject to reasonable regulations as to
11 the time of examination be open to public inspection
12 during ordinary business hours Provided however That state-
13 ments of former employers of applicants for office or em-
14 ployment shall be considered strictly confidential and alone
15 shall not be open to examination by any person not em-
16 ployed by the commission

17 Section 2 In case an eligible list consists of less
18 than two names the appointing officer may at his option
19 expressed in writing to the commission at the time of
20 the appointment treat such appointment as temporary and
21 if he does so treat it the commission shall proceed at
22 once to hold an examination and to secure an eligible
23 list as promptly as possible The appointing officer shall
24 upon the receipt of the eligible list from the commission
25 and with sole reference to the relative merit and fitness
26 of the candidates make an appointment from the two
27 names so certified After any name has been twice re-
28 jected by any one appointing officer for the same or a
29 similar position in favor of other name or names on

1 the same eligible list the said name shall not again be
2 certified to that appointing officer When an appointment is
3 made under the provisions of this section it shall be in
4 the first instance for a probationary period of three
5 months If during that period the service of that officer
6 clerk or employe is unsatisfactory the appointing officer
7 shall notify him in writing that he will not be re-
8 tained in the public service after such three months' period
9 If not so notified his appointment becomes absolute at
10 the end of the three months' probationary period

11 Section 12 No person in the classified service or
12 seeking admission thereto shall be appointed promoted sus-
13 pended reduced or removed or in any way favored or dis-
14 criminated against because of his political or religious
15 opinions or affiliations No inquiry in any application, ex-
16 amination or investigation shall relate to the religious or
17 political affiliations of any person

18 Section 13 The commission shall investigate the enforce-
19 ment and effect of this act and of the rules made
20 pursuant thereto the conduct of the employees in the
21 classified service the methods of administration therein and
22 the nature tenure and compensation of all offices and
23 places in the service It shall have power to investigate
24 the efficiency of all officers and employees and all groups
25 of officers and employees in the classified service and
26 shall communicate to the officer board or other authority
27 in charge of any department institution or office its find-
28 ings with recommendations for increased efficiency and eco-
29 nomy therein

1 In the course of any investigation or hearing under
2 the provisions of this act the commissioner and each
3 person or board appointed by said commission to make
4 any such investigation or to conduct any such hear-
5 ing may administer oaths and shall have power to
6 secure by subpoena the attendance and testimony
7 of witnesses and the production of books and papers
8 The fees of witnesses for attendance and travel shall
9 be the same as fees of witnesses before the courts of
10 common pleas and shall be paid from the appropriation
11 for the expenses of the commission Any judge of a
12 court of record either in term time or vacation upon
13 application of any such commissioner or person or board
14 shall compel the attendance of witnesses the production of
15 books and papers and the giving of testimony before the
16 commission investigating board or person by attachment or
17 contempt or otherwise in the same manner as the
18 production of evidence may be compelled before said court

19 Section 14 The commission shall classify and grade
20 all positions in the classified service The commission shall
21 ascertain and record the duties of each position in the
22 section and wherever it appears that two or more posi-
23 tions in a service have duties which are substantially
24 similar in respect to the authority responsibility and char-
25 acter of work required in the performance thereof they
26 shall be placed in the same grade which the commission
27 shall designate by a title indicative of such duties Grades
28 having duties of the same general nature and in the

1 same line of promotion shall be placed in the same
2 class and the lines of promotion definitely specified For
3 each grade the commission shall determine a standard
4 maximum and minimum salary or rate of pay and shall
5 report the same to the Governor together with other in-
6 formation pertaining to a proper rate of pay for per-
7 sonal services of incumbents of positions in the civil service

8 Section 15 No person holding a position or employ-
9 ment in the classified service except persons dismissed
10 during probationary period shall be removed or discharged
11 except for cause upon written charges and after an op-
12 portunity to be heard in his own defense such charges
13 may be filed by any superior officer or by any citizen
14 or taxpayer and shall within thirty days after filing be
15 heard investigated and determined by the commission or
16 by some person or board appointed by the commission to
17 hear investigate and determine the same Where one per-
18 son is appointed by the commission to hear such charges
19 he shall be a person learned in the law Where a
20 board is appointed to hear such charges at least one
21 member of such board shall be learned in the law The
22 hearing shall be public and the accused and his coun-
23 sel shall have the right to be heard and to compel
24 the production of testimony in the manner provided in
25 section thirteen of this Act

26 The finding and decision of the commission or of
27 such person or board when approved by the commission
28 shall be certified to the appointing authority and shall
29 be forthwith enforced by such authority

1 Nothing herein contained shall limit the power of any
2 superior officer to suspend a subordinate for a reasonable
3 period not exceeding thirty days pending hearing and
4 decision. Every such suspension shall be without pay.
5 Provided however That the commission shall have authority
6 to investigate every such suspension and in case of its
7 disapproval it shall have power to restore pay to the
8 employe so suspended.

9 All papers filed in any hearing under this section
10 shall be public records of the commission.

11 Section 16 The commission shall keep minutes of its
12 official acts and shall make an annual report to the
13 mayor showing its own action the rules and regulations
14 and all the exceptions thereto in force and the practical
15 effects thereof and any suggestions it may approve for
16 the more effectual accomplishment of the purposes of this
17 act. Five hundred copies of the annual report shall be
18 printed for public distribution. The appointing authority
19 may require a report from said commission at any time
20 respecting any matter within the scope of its duties
21 hereunder.

22 Section 17 It shall be unlawful for the Auditor Gen-
23 eral to audit and approve the warrants for the salary
24 of any person in the classified service unless the auditor
25 General shall have previously received ~~notice~~ from the
26 commission that the persons named thereon have been
27 legally appointed.

28 Section 18 Any false statement made under oath
29 either in any application or other paper filed with the

1 commission or in any investigation conducted by or under
2 the direction of the commission or in any proceeding
3 arising under this article shall be perjury and punish-
4 able as such

5 Section 19 Any person who shall wilfully by himself
6 or in co-operation with one or more persons defeat de-
7 ceive or obstruct any person in respect to his or
8 her right of examination appointment or employment ac-
9 cording to this article or to any rules or regulations
10 prescribed pursuant thereto or who shall wilfully or cor-
11 ruptly falsely mark grade estimate or report upon the
12 examination or proper standing of any person examined
13 registered or certified pursuant to the provisions of this
14 article or aid in so doing or who shall wilfully make
15 any false representations concerning the same or concerning
16 the persons examined or who shall wilfully or corruptly
17 furnish to any person any special or secret information
18 for the purpose of either improving or injuring the pros-
19 pects or chances of any person so examined registered
20 or certified or to be examined registered or certified or
21 who shall personate any other person or permit or aid
22 in any manner any other person to personate him in
23 connection with any examination or request to be ex-
24 amined or registered or appointed or who shall furnish
25 any false information about himself or about any other
26 person in connection with any application or request to
27 be examined or registered or appointed or who shall
28 use or promise to use his influence or official or
29 political authority to secure for any person any appoint-

1 ment or prospect of appointment to any position classified
2 under this article as a reward or return for personal
3 or partisan political service shall for each offense be
4 deemed guilty of a misdemeanor. Whoever makes an ap-
5 pointment to office or selects a person for employment
6 contrary to the provisions of this act or wilfully refuses
7 or neglects otherwise to comply with or to conform to
8 any of the provisions of this act or violates any of
9 such provisions shall be deemed guilty of a misdemeanor.

10 Section 20 No officer clerk or employe in the classi-
11 fied service of the Commonwealth or of any department
12 trust or commission thereof shall be a member of or a
13 delegate or alternate to any political convention nor shall
14 he be present at any such convention except in the
15 performance of his official duty nor shall he serve as a
16 member of or attend the meetings of any committee of
17 any political party or take any active part in political
18 management or in political campaigns or use his office or
19 position to influence political movements or influence the
20 political action of any other officer clerk or employe of
21 any such city department trust or commission nor shall
22 he circulate or seek signatures to any nomination or other
23 petition provided by any primary election law nor shall
24 he seek or accept election nomination or appointment as
25 an officer of a political club or organization or serve as
26 a member of a committee of any such club or organi-
27 zation nor shall he in any manner participate in or
28 interfere with the conduct of any election or the prepa-

1 ration therefor at the polling place or with the election
2 officers while counting the vote or returning the election
3 material to the place provided by law for that purpose
4 save only for the purpose of marking and depositing his
5 own ballot as speedily as it reasonably can be done nor
6 shall he be within a polling place or within fifty feet
7 thereof except for purposes or ordinary travel or resi-
8 dence during the period of time beginning with one hour
9 preceding the opening of the polls for holding such elec-
10 tion and ending within the time when the election offi-
11 cers shall have finished counting the votes and have left
12 the polling place for the purpose of depositing the elec-
13 tion material in the place provided by law for that
14 purpose excepting only police officers who may temporarily
15 approach or enter the polling place in order to make
16 any arrest permitted by law or for the purpose of pre-
17 serving order and in each such case only long enough to
18 accomplish the duties aforesaid after which the said officers
19 shall at once withdraw

20 Section 21. No person shall solicit pay give or re-
21 ceive in any public building belonging to the Common-
22 wealth any money or valuable thing for any political
23 purpose whatever. No person shall orally or by written
24 or printed communication directly or indirectly demand so-
25 licit collect or receive or be in any manner concerned in
26 demanding soliciting collecting or receiving any money or
27 valuable thing or any assessment subscription or contribu-
28 tion whether voluntary or involuntary from any officer
29 clerk or employe of the Commonwealth or of a depart-

1 ment trust or commission thereof for any political pur-
2 pose whatever No officer clerk or employe of the Com-
3 monwealth of any department trust or commission thereof
4 shall pay or give any money or valuable thing or make
5 any subscription or contribution whether voluntary or in-
6 voluntary for any political purpose whatever No person
7 shall use or promise to use his influence or official au-
8 thority to secure any appointment or prospect of appoint-
9 ment to any position in the classified service as a re-
10 ward or return for personal or partisan political service
11 • No person about to be appointed to any position in the
12 classified service shall sign or execute a resignation dated
13 or undated in advance of such appointment No person in
14 the service of the Commonwealth shall discharge suspend
15 lay off degrade or promote or in any manner change the
16 official rank or compensation of any other person in said
17 service or promise or threaten to do so for withholding
18 or neglecting to make any contribution of money or serv-
19 ice or other valuable thing for any political purpose

20 Section 22 Any appointed officer clerk or employe of
21 the Commonwealth of any department trust or commission
22 thereof violating any of the provisions of this article shall
23 be immediately separated from the service It shall be the
24 duty of the Governor and of the head of the depart-
25 ment trust or commission in which the offending person
26 is employed to dismiss him at once and any taxpayer
27 may bring action to restrain the payment of compensation
28 to any such appointed officer clerk or employe who has
29 violated any of the provisions of this article and any

1 taxpayer may as an additional remedy obtain on proof
2 of the facts a writ of mandamus to compel such dis-
3 missal In case of proceedings in equity or by mandamus
4 no hearing as provided for in section fifteen of this act
5 shall be necessary Any person dismissed under the present
6 section shall be ineligible for reappointment within two
7 years to any position in the service of such city or
8 county

9 Section 23 Any person who shall wilfully or through
10 culpable negligence violate or who shall conspire to violate
11 any of the provisions of this act or of the rules of
12 the commission shall be guilty of a misdemeanor Persons
13 convicted of a misdemeanor under this article shall be
14 punished by a fine of not less than five dollars and not more
15 than three thousand dollars or by imprisonment for a term not
16 exceeding two years or by both such fine and imprisonment in
17 the discretion of the court

18 Section 24 It shall be the duty of the commission
19 to begin and conduct all civil suits which may be neces-
20 sary for the proper enforcement of this act and of the
21 rules the commission and to defend all civil suits which
22 may be brought against the commission The commission
23 shall be represented in such suits by the Attorney Gen-
24 eral but said commission may in any case at the elec-
25 tion of the commission be represented by special counsel
26 appointed by it Any taxpayer may maintain an action in
27 the court of common pleas of Dauphin county to recover
28 for the treasury any sums paid contrary to the provis-

1 ions of this act or the rules of the commission from
2 the person or persons authorizing such payment or to en-
3 join the commission from attaching its certificate to a
4 payroll in violation of the provisions of this act
5 Section 25 The Invalidity of any portion of this
6 article shall in no wise affect the validity of any other
7 portion thereof which can be given effect without such
8 invalid portion It is the purpose of this article to pro-
9 vide a complete system for the regulation of the civil
10 service of the Commonwealth

6—H P 1119