



Pennsylvania Rehabilitation Council (PaRC)

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PaRC Special Meeting April 8, 2025, from 4:30 PM to 5:30 PM APPROVED MINUTES

Council Members: Present (P) Not Present (NP)

Julia Barol (P)	Christie Cyktor (P)	Sylenthia Dent-Siebenlist (NP)
Cindy Duch (NP)	Kait Gillis (P)	Joan Myers Goodman (P)
Lynn Heitz (NP)	Passle Helminski (NP)	Mallory Irwin (P)
Twana Jones (P)	Michelle Mitchell (P)	William Paz De Melo (NP)
Andrew Pennington (P)	Kara Donatucci Pham (NP)	Julianna Rodrigues (P)
Susan Tomasic (P)	Rob Wallington (P)	

Office of Vocational Rehabilitation (OVR) Present: Chris Harbert

PaRC Support Personnel Present: Michelle Gerrick, Christopher Todd

CONVENE THE MEETING: Michelle Mitchell, Acting Chair

MOTION was made by Ms. Susan Tomasic for approval of the meeting agenda. Mr. Andrew Pennington seconded the motion. All were in favor.

Discussion on the Office of Administration's (OA) proposed language in the Civil Service Modernization Act

- Members provided review and discussion of the Civil Service Modernization Act (CSMA) draft language and shared potential concerns with how broad the language is regarding the employment of people with disabilities and the involvement of the Office of Vocational Rehabilitation (OVR). Members explained that they understand the need for the CSMA language to provide flexibility and shared that providing suggestions on specific verbiage they support would be most beneficial for the employment of people with disabilities within Civil Service.
- Members reviewed a drafted response from Ms. Michelle Mitchell and agreed to provide the Office of Administration (OA) a written response to the draft CSMA with suggestions that may strengthen the legislation and provide more opportunities which include expanding upon the concept of maximum flexibility to

implement hiring programs similar to Schedule A, customized employment options, additional considerations for the hiring of Veterans and Disabled Veterans, and mandating disability training for hiring managers or supervisors to enhance their understanding of reasonable accommodations and disability awareness. Members also agreed to explain the Council would support the development of additional programs prior to the regulatory process.

- Members reviewed a letter that was drafted by previous Council members in 2018 regarding the Civil Service hiring or expedited hiring, Schedule A, the importance of the hiring of people with disabilities within the Commonwealth, required disability awareness training, Civil Service testing considerations, mitigating obstacles, and updated job descriptions related to customized employment practices.
- Members agreed to wait on providing OA with more specific suggestions listed within the 2018 PaRC letter until OA has an opportunity to respond to an initial letter from the Council requesting more specificity. Members stressed the importance of requesting a response to the Council's letter to OA.

MOTION was made by Ms. Julia Barol to provide the Office of Administration (OA) with the letter that was reviewed during today's meeting regarding the draft language of the Civil Service Modernization Act (CSMA), including a request for their response. Ms. Joan Myers Goodman seconded the motion. All were in favor.

PUBLIC COMMENT

- Mr. Andrew Pennington, Ms. Julia Barol, and Ms. Christie Cyktor provided Public Comment sharing that the letter drafted for today's meeting by Ms. Michelle Mitchell was well done.

ADJOURN

The meeting was adjourned at 5:16 PM.