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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 131 Session of  
2026

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INTRODUCED BY RABB, WAXMAN, D. WILLIAMS, O'MARA, SCOTT, SANCHEZ,  
CEPEDA-FREYTIZ, BRIGGS AND N. NELSON, JUNE 8, 2026

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REFERRED TO COMMITTEE ON JUDICIARY, JUNE 9, 2026

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AN ACT

1 Amending Title 44 (Law and Justice) of the Pennsylvania  
2 Consolidated Statutes, in law enforcement background  
3 investigations and employment information, further providing  
4 for maintenance of records and for hiring report; and  
5 imposing penalties.

6 The General Assembly of the Commonwealth of Pennsylvania  
7 hereby enacts as follows:

8 Section 1. Section 7308 of Title 44 of the Pennsylvania  
9 Consolidated Statutes is amended by adding a subsection to read:

10 § 7308. Maintenance of records.

11 \* \* \*

12 (d) Penalties for noncompliance.--A law enforcement agency  
13 that fails to put all relevant separation records into the  
14 database in a timely manner under section 7309(d) (relating to  
15 reporting) shall be ineligible to receive State funding for  
16 equipment, hiring or overtime expenses. A noncompliant law  
17 enforcement agency that seeks State funding designated for the  
18 purpose of violence intervention, victim services or community  
19 engagement programs shall first obtain the approval of the

1 commission.

2 Section 2. Section 7311 of Title 44 is amended to read:

3 § 7311. Hiring report.

4 (a) Information required to be reported.--If a prospective  
5 employing law enforcement agency hires an applicant whose  
6 separation records includes any of the following, the law  
7 enforcement agency shall file a report with the commission that  
8 indicates the prospective employing law enforcement agency's  
9 reasoning and rationale for hiring the applicant[:] and  
10 materially addresses why an applicant should be hired in  
11 response to each documented disciplinary action in each of the  
12 enumerated categories below. A hiring report shall be formatted  
13 so that each disciplinary action per enumerated category is  
14 required to be selected as appropriate:

15 (1) [Final and binding disciplinary] Disciplinary action  
16 based on any of the following:

- 17 (i) excessive force;
- 18 (ii) harassment;
- 19 (iii) theft;
- 20 (iv) discrimination;
- 21 (v) sexual abuse;
- 22 (vi) sexual misconduct;
- 23 (vii) domestic violence;
- 24 (viii) coercion of a false confession;
- 25 (ix) filing a false report; or

26 [(x) a judicial finding of dishonesty.]

27 (x.1) a finding of dishonesty at any level by an  
28 authority, internal or external, including judicial,  
29 civil or administrative.

30 (2) A criminal conviction relating to conduct described

1 in paragraph (1).

2 (b) Electronic database of commission.--

3 (1) The hiring report shall be included in the  
4 commission's electronic database.

5 (2) The hiring report shall be on a form developed by  
6 the commission and made available on the commission's  
7 publicly accessible Internet website.

8 (3) The Pennsylvania Commission on Crime and  
9 Delinquency, the Majority Leader of the Senate, the Majority  
10 Leader of the House of Representatives, the Minority Leader  
11 of the Senate and the Minority Leader of the House of  
12 Representatives may request that the commission produce a  
13 report within five business days that documents the following  
14 information:

15 (i) The number of agencies participating.

16 (ii) The number of separation records added in the  
17 last 12-month period.

18 (iii) The number of separation records containing  
19 allegations applicable in subsection (a), past and  
20 present.

21 (iv) The number of conditional offers of employment  
22 made by the county or law enforcement agency.

23 (v) The total number of hiring reports.

24 (vi) The number of hiring reports submitted.

25 (vii) The number of applicants for which hiring  
26 reports were submitted.

27 (viii) The number of applicants rejected due to  
28 substantiated allegations, complaints or final and  
29 binding disciplinary action in the system.

30 (ix) The number of hirings despite allegations in

1           each category.

2           (4) By January 31 each year, the commission, in  
3           coordination with the Pennsylvania Commission on Crime and  
4           Delinquency, shall publish on the commission's publicly  
5           accessible Internet website an annual report reviewing the  
6           efficacy of the database on police accountability, community  
7           safety and best practices in human resources within law  
8           enforcement agencies. This report shall include:

9                   (i) The number of separation records added in the  
10                  last 12 months.

11                  (ii) The number of separation records containing  
12                  allegations in subsection (a).

13                  (iii) The number of hirings despite allegations in  
14                  each category in subsection (a).

15           (c) Subject to disclosure.--The hiring report shall be  
16 subject to disclosure under the act of February 14, 2008 (P.L.6,  
17 No.3), known as the Right-to-Know Law.

18           (d) Public notice required prior to hiring.--A prospective  
19           employing law enforcement agency, municipality or entity that  
20           hires agents defined under State law as peace officers whose  
21           record of separation includes any of the following reasons or  
22           circumstances for separation shall issue a public notice 14  
23           business days before the prospective employing law enforcement  
24           agency or municipality takes formal action to hire the  
25           prospective officer:

26                   (1) Substantiated allegations, substantiated complaints  
27                  or completed or ongoing investigations, whether internal or  
28                  external, of the use of excessive force, harassment, theft,  
29                  discrimination, sexual abuse, sexual misconduct, domestic  
30                  violence, coercion of a false confession, filing a false

1 report or any finding of dishonesty at any level by an  
2 authority, internal or external, including judicial, civil or  
3 administrative.

4 (2) Criminal charges related to substantiated  
5 allegations, substantiated complaints or completed or ongoing  
6 investigations, whether internal or external, of the use of  
7 excessive force, harassment, theft, discrimination, sexual  
8 abuse, sexual misconduct, domestic violence, coercion of a  
9 false confession, filing a false report or any finding of  
10 dishonesty at any level by any authority, internal or  
11 external, including judicial, civil or administrative.

12 (e) Penalties for noncompliance.--A law enforcement agency  
13 or other entity that hires a peace officer that does not comply  
14 with the requirements of this chapter or fails to include all  
15 relevant separation records into the database in a timely manner  
16 under section 7309(d) (relating to reporting) shall be  
17 ineligible to apply or otherwise receive State grants or other  
18 incentives. Municipal, county or other governmental entities  
19 with budget authority over law enforcement or other agencies  
20 that hire peace officers within their jurisdiction shall be made  
21 ineligible for applying for or receipt of State money or tax  
22 incentives due to noncompliance with this chapter.

23 Section 3. This act shall take effect in 60 days.