

November 10, 2022

Consistent with previous directives from the Governor's Office to all state organizations, the State Personnel Board (SPB) has been examining its operations to determine in what areas the SPB can leverage technological resources to streamline and reduce its operational costs. The SPB has also examined the feasibility of reducing its real estate footprint throughout the state to further reduce state expenditures. After examining the success of the SPB's WebEx electronic videoconference hearing process that was implemented during the pandemic, it has been determined that the SPB can effectively conduct all of its hearings via videoconference, as opposed to in-person, without affecting the parties' due process rights.

As a result, effective immediately, the SPB will no longer schedule any of its hearings as in-person hearings; instead, all SPB hearings will now be conducted electronically via WebEx videoconference. The only cases that will not be scheduled for a WebEx videoconference hearing are those cases that have already been assigned to an in-person hearing, and those future cases where the SPB determines that the interests of justice require that the case be assigned to an in-person hearing. Additionally, in furtherance of the Governor's cost-savings objectives, the SPB will soon begin the process of divesting itself of its satellite hearing offices in Rancho Cucamonga, Van Nuys, Fresno, and Oakland. To the extent that the SPB determines an in-person hearing is to be conducted in an area outside of the SPB's Sacramento headquarters, the SPB will work with the Department of General Services to obtain the requisite hearing room(s) on an as-needed basis.

It is the SPB's belief and expectation that the above-described changes to the SPB's operating practices will result in a fair, more efficient hearing process that saves all hearing participants time and resources, in addition to resulting in significant cost savings to taxpayers.

Bruce A. Monfross  
Chief Administrative Law Judge  
State Personnel Board