

# MEMORANDUM

**DATE:** February 13, 2026

**TO:** **ALL INTERESTED PARTIES**

/s/ **SUZANNE M. AMBROSE**

**FROM:** Suzanne M. Ambrose  
Executive Officer

**SUBJECT: NOTICE OF PROPOSED REGULATIONS**

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**Notice is hereby given** that the State Personnel Board (Board) proposes to amend sections 548.5, 548.40, 548.43, and 548.120.1, and repeal sections 548.41 and 548.52 to clarify and simplify procedural requirements and improve the consistency, readability, and organization of related provisions. (Cal. Code Regs., tit. 2, §§ 548.5, 548.40, 548.41, 548.43, 548.52, and 548.120.1)

## **PUBLIC HEARING:**

A public hearing regarding the proposed regulatory action will be held on April 1, 2026, at 10:00 a.m. via WebEx. In order to participate in the public hearing, please see the following options:

- Via Video (Online)

You may click, or copy and paste into your web browser, the following link:

<https://spb-meetings.webex.com/spb-meetings/j.php?MTID=me15847169d7a515d9d10aaec3cc4c35>

Then enter the following information to gain access to the hearing:

Meeting Number: 2554 775 8418  
Meeting password: 2E7JpaAMk3m

- Via Telephone

You may also participate by dialing the phone number first and then the participant code listed below:

Phone Number: ++1-408-418-9388  
Participant Code: 25547758418##

Join by phone

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The telephonic conference to be used for the public hearing is accessible to persons with mobility impairment. Persons with sight or hearing impairments are requested to notify the contact person for these hearings (listed below) to make specific arrangements, if necessary.

**WRITTEN COMMENT PERIOD:**

Any interested party, or their duly authorized representative, may submit written comments relevant to the proposed regulatory action to the contact person listed below.

Joseph Ruggiero, Staff Services Manager I  
Policy Division  
State Personnel Board  
801 Capitol Mall  
Sacramento, CA 95814  
Email: [joseph.ruggiero@spb.ca.gov](mailto:joseph.ruggiero@spb.ca.gov)

The written comment period closes on March 30, 2026. Only written comments received by that time shall be reviewed and considered by the Board before it adopts, amends, or repeals a regulation.

**AUTHORITY AND REFERENCE:**

The Board proposes to amend sections 548.5, 548.40, 548.43, and 548.120.1, and repeal sections 548.41 and 548.52 of Title 2, Chapter 1 of the California Code of Regulations pursuant to the authority vested in it by the California Constitution, article VII, section 3, and Government Code sections 18502 and 18701. The proposed regulations will implement, interpret, and make specific the provisions of the California Constitution, article 7, section 3, and Government Code sections 18546, 19889, 19889.2, 19889.3, and Alexander v. State Personnel Board (2000) 80 Cal.App.4th 526.

**INFORMATIVE DIGEST/POLICY STATEMENT OVERVIEW:**

The Board is a constitutional body responsible for enforcing California's civil service statutes. (Cal. Const., art. VII, §§ 1, subd. (b), & 3; Gov. Code, § 18660.) In addition, the Board, by majority vote of all its members, prescribes probationary periods and classifications, adopts other rules authorized by statute, and reviews disciplinary actions imposed against state employees. (*Ibid.*)

Regulations adopted by the Board are exempt from the Administrative Procedure Act, except as expressly specified. (Gov. Code, §§ 18211, 18215, & 18216.)

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The amendments will modernize and clarify the Board's rules for the creation and revision of CEA positions, administration of CEA exams, and correction of unlawful CEA appointments.

In reviewing other state regulations, the Board found that the instant regulatory proposal is consistent and compatible with existing state regulations.

**FISCAL IMPACT ON PUBLIC AGENCIES:**

- Mandate on local agencies and school districts: None.
- Cost to any local agency or school district that must be reimbursed in accordance with Government Code sections 17500 through 17630: None.
- Cost or savings to any State agency: None.
- Other nondiscretionary cost or savings imposed on local agencies: None.
- Cost or savings in federal funding to the State: None

**SIGNIFICANT EFFECT ON HOUSING COSTS:**

None.

**ECONOMIC IMPACT ON BUSINESS:**

- Significant, statewide adverse economic impact directly affecting businesses including the ability of California businesses to compete with businesses in other states: None.
- Effect on small business: None. The proposed regulations only set standards related to the CEA examination process. Accordingly, it has been determined that the adoption of the proposed regulations would not affect small businesses in any way.

**COST IMPACT ON A REPRESENTATIVE PRIVATE PERSON OR BUSINESS:**

The agency is not aware of any cost impacts that a representative private person or business would necessarily incur in reasonable compliance with the proposed action since the regulatory change only impacts CEA examinations within state civil service.

**RESULTS OF ECONOMIC IMPACT ASSESSMENT:**

Adoption of these regulations will not:

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1. Create or eliminate jobs within California.
2. Create new businesses or eliminate existing businesses within California.
3. Affect the expansion of businesses currently doing business within California.
4. Affect worker safety or the state's environment.

The adoption of these regulations, however, will have a positive impact on the general health and welfare of California residents in that the benefits of this regulatory action create a fair, equitable, and consistent process for the civil service selection process.

**CONSIDERATION OF ALTERNATIVES:**

The Board must determine that no reasonable alternatives it has considered or that have been otherwise identified and brought to the attention of the Board would be more effective in carrying out the purposes for which the instant action is proposed, or would be as effective and less burdensome to affected private persons than the proposed action, or would be more cost-effective to affected private persons and equally effective in implementing the statutory policy or other provision of law.

**CONTACT PERSONS:**

Inquiries concerning the proposed regulatory action, including questions regarding procedure, comments, or the substance of the proposal, may be directed to:

Joseph Ruggiero, Staff Services Manager I  
Policy Division  
State Personnel Board  
801 Capitol Mall  
Sacramento, CA 95814  
Email: [joseph.ruggiero@spb.ca.gov](mailto:joseph.ruggiero@spb.ca.gov)  
Phone: (916) 653-0920

The backup contact person for these inquiries is:

Carlos Gomez, Analyst  
Policy Division  
State Personnel Board  
801 Capitol Mall  
Sacramento, CA 95814  
Phone: (916) 651-8350  
Email: [carlos.gomez@spb.ca.gov](mailto:carlos.gomez@spb.ca.gov)

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Please direct requests for copies of the proposed text of the regulations, the initial statement of reasons, or other information upon which the rulemaking is based to Policy Division Staff Services Manager I (Specialist), Joseph Ruggiero, at the above address.

**AVAILABILITY OF RULEMAKING FILE:**

The Board is maintaining a rulemaking file for the proposed regulatory action, which as of the date of this notice contains the following:

1. A copy of the text of the regulations for which the adoption is proposed in strikeout and underline;
2. A copy of this notice and initial statement of reasons for the proposed adoption; and
3. Any factual information upon which the proposed rulemaking is based.

If written comments, data or other factual information, studies or reports are received, they will be added to the rulemaking file. The file is available for public inspection during normal working hours at the State Personnel Board, 801 Capitol Mall, Sacramento, CA 95814. Items 1 through 3 are also available on the Board's website at [www.spb.ca.gov](http://www.spb.ca.gov) under "What's New?" Copies may be obtained by contacting the person via the address, email, or phone number listed above.

**AVAILABILITY OF CHANGED OR MODIFIED TEXT:**

After considering all timely and relevant comments received, the Board may adopt the proposed regulations substantially as described in this notice. If the Board makes modifications that are sufficiently related to the originally proposed text, it will make the modified text (with the changes clearly indicated) available to the public for at least 15 days before the Board adopts the regulations as revised. Please send requests for copies of any modified regulations to the attention of the person at the address indicated above. The Board will accept written comments on the modified regulations 15 days after the date on which they are made available to the public.

**AVAILABILITY OF THE FINAL STATEMENT OF REASONS:**

It is anticipated that the proposed regulations will be filed with the Office of Administrative Law and shall include a Final Statement of Reasons. Copies of the Final Statement of Reasons may be obtained from the contact person when it becomes available.

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**AVAILABILITY OF DOCUMENTS ON THE INTERNET:**

Copies of the Notice of Proposed Action, the Initial Statement of Reasons, and the text of the regulations in underline and strikeout can be accessed on the Board's website at [www.spb.ca.gov](http://www.spb.ca.gov) under "What's New?"