

## INITIAL STATEMENT OF REASONS

**HEARING DATE(S):**

May 5, 2026

WebEx/Teleconference

**SUBJECT MATTER OF THE  
PROPOSED REGULATIONS:**

Petitions to Participate in Examinations  
Following Dismissal

**SECTIONS AFFECTED:**

Title 2, Chapter 1, California Code of  
Regulations, Amend Sections 211 and  
211.2

In this rulemaking action, the State Personnel Board (Board) proposes to amend sections 211 and 211.2 of Title 2, Chapter 1, of the California Code of Regulations.

**PURPOSE, NECESSITY, RATIONALE, AND BENEFITS OF REGULATORY ACTION:**

Introduction:

The jurisdiction and authority of the State Personnel Board (Board) to enforce civil service statutes and promulgate regulations is rooted in the California Constitution, article VII, section 3. Relative to this regulatory action, all hearings and investigations shall be governed by rules of practice and procedure adopted by the Board. (Gov. Code, § 18675.)

Purpose:

The purpose of the proposed regulations is to improve clarity, consistency, and efficiency in the process by which dismissed employees petition the Board for permission to participate in state civil service examinations pursuant to California Code of Regulations, title 2, sections 211 and 211.2. The amendments are intended to promote a more orderly petition process, reduce repetitive or premature filings, and facilitate complete and accurate review of petitions.

Anticipated Benefits of the Regulatory Action:

The proposed regulatory amendments will:

1. Reduce repetitive or premature petition filings by establishing a clear waiting period following a denial.
2. Improve the quality and completeness of petitions submitted for review by clarifying applicable procedural requirements.

3. Support more timely, consistent, and well-informed decision-making by expressly recognizing the Executive Officer's authority to request additional information necessary to evaluate a petition.

The anticipated benefit of the proposed amendment is a more streamlined and transparent process that promotes consistency in administration and provides clearer guidance to appointing powers and other interested stakeholders.

Purpose of each Proposed Amendment:

**Amend § 211 Petitions Following Dismissal:**

Section 211 is amended to establish a two-year waiting period before a dismissed employee whose petition has been denied may submit a subsequent petition. This amendment is intended to reduce repetitive or premature filings by providing a clear, uniform interval between denied petitions, while preserving the ability of dismissed employees to seek reconsideration after the passage of time.

**Amend § 211.2 Executive Officer Determinations:**

Section 211.2 is amended to clarify that, prior to issuing a determination, the Executive Officer may request additional information from a petitioner, and to establish a two-year waiting period before a dismissed employee whose petition has been denied, in whole or in part, may submit a subsequent petition under section 211.2. These amendments ensure that determinations are based on complete and accurate information, promote consistency and transparency in the petition review process, and reflect existing administrative practice.

**ECONOMIC IMPACT ASSESSMENT:**

The proposed regulations set standards related to the Board's examination rules. Accordingly, the adoption of the proposed regulations will not:

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 within the state civil service examination and hiring process.

**TECHNICAL, THEORETICAL AND/OR EMPIRICAL STUDIES, REPORTS OR DOCUMENTS:**

None.

**SPECIFIC TECHNOLOGIES OR EQUIPMENT:**

The proposed regulations do not mandate the use of specific technologies or equipment.

**EFFORTS TO AVOID CONFLICT WITH AND DUPLICATION OF FEDERAL REGULATIONS:**

Not applicable.

**SIGNIFICANT ECONOMIC IMPACT ON BUSINESS:**

The proposed regulations establish standards related to the Board's examination process. Accordingly, it has been determined that the adoption of the proposed regulations would not have a significant, statewide adverse economic impact directly affecting California businesses, including the ability of California businesses to compete with businesses in other states.

**CONSIDERATION OF ALTERNATIVES**

The Board has initially determined 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.