

MEMORANDUM

DATE: September 26, 2025

TO: **ALL INTERESTED PARTIES**

FROM: **/s/ MICHELLE LA GRANDEUR**
Michelle La Grandeur
Chief, Policy Division

**SUBJECT: APPEALS' ASSIGNMENTS REGULATORY ACTION EFFECTIVE
OCTOBER 1, 2025**

On January 24, 2025, the State Personnel Board (SPB) announced proposed changes to regulations¹ pertaining to hearings and appeals. Subsequently, a public hearing was held on March 11, 2025, to solicit public comment related to the proposed changes. Interested parties were also invited to provide written comments, if preferred. Public comment on the proposed changes yielded no substantive revisions; therefore, finalized regulations were sent to the Office of Administrative Law in May 2025.

The regulations will become effective on October 1, 2025. The final regulations are posted on [SPB's website](#); however, for your convenience, a summary of the substantive changes is outlined below.

Rule 53.1. Appeals or Complaints Assigned to Informal Hearing Process.

Rule 53.1, subdivision (a)(5), directs petitions for mandatory reinstatement related to medical suspensions, demotions, or terminations under Government Code section 19253.5 to the informal hearing process. This helps resolve these cases in a more expeditious manner and fits with the Board's overall goal of handling less complex appeals efficiently.

Rule 53.2. Appeals or Complaints Assigned to Investigative Review Process and Investigatory Hearings.

Rule 53.2, subdivision (b), has been updated to include terminations of examination appointments during the job exam period under the Limited Examination and Appointment

¹ All regulations referred to in this notification pertain to California Code of Regulations, Title 2. Specific sections will be referred to as "Rule".

Program (LEAP) in the list of cases assigned to the investigatory hearing process.

LEAP appointments have special rules to support employment for persons with disabilities. Because terminations during the LEAP exam period often need more fact-finding, assigning them to the investigatory hearing process ensures a fair review while ensuring the process is as efficient as practicable.

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