



## OFFICE OF THE GOVERNOR

SEP 14 2024

To the Members of the California State Assembly:

I am returning Assembly Bill (AB) 2335 without my signature.

This bill would create new requirements for the California Department of Human Resources (CalHR) when evaluating compensation and base salary ranges on prescribed factors, and the prevailing rates for comparable service between classifications, occupational groups, or other bargaining units.

AB 2335 would circumvent CalHR's salary-setting authority and the collective bargaining process and significantly change the way state civil service employee salary adjustments or increases are negotiated.

The state has a robust process for analyzing compensation practices and addresses those items through the collective bargaining process.

For these reasons, I cannot sign this bill.

Sincerely,

Gavin Newsom

