



OFFICE OF THE GOVERNOR

SEP 20 2024

To the Members of the California State Assembly:

I am returning Assembly Bill 366 without my signature.

This bill creates two exemptions to the merit-based hiring system for local government entities overseen by the California Department of Human Resources (CalHR) by allowing local agencies to screen and establish eligibility lists directly with oversight by CalHR, or implementing alternative examination requirements without advance approval by CalHR.

I appreciate the author's intent to address county recruitment and staffing challenges. However, as a condition of the receipt of federal funds, county agencies are required to utilize a merit-based personnel system to operate human services programs. This bill undermines the merit-based system, which could result in lost federal funding. Further, under current law, any county that would like independent authority in its employee selection process may petition CalHR, and CalHR offers the identified alternate selection process in any county where conditions warrant.

For these reasons, I cannot sign this bill.

Sincerely,



Gavin Newsom

