



OFFICE OF THE GOVERNOR

OCT. 3 2025

To the Members of the California State Assembly:

I am returning Assembly Bill 1309 without my signature.

This bill would require the Department of Forestry and Fire Protection to pay firefighters within 15 percent of the average salary for corresponding ranks in certain local fire departments. This measure would also require an annual survey of the salaries and benefits for fire chiefs in five specified fire departments.

While I appreciate the author's intent, this bill would create significant cost pressures for the state and circumvent the collective bargaining process. State employee salaries, along with other components of compensation such as health and pension benefits, should be determined through collective bargaining. Establishing a statutory salary floor for employees of a single department undermines this process, to the detriment of both the state and other bargaining units.

For these reasons, I cannot sign this bill.

Sincerely,



Gavin Newsom