

June 2, 2011

Mr. Eric Stern  
Project Manager  
Little Hoover Commission  
925 L Street, Suite 805  
Sacramento, CA 95814

Dear Mr. Stern:

The information following is the testimony given by Maeley Tom, President of the State Personnel Board, at the June 2, 2011 public hearing on the Governor's Reorganization Plan Number One: To Unify and Streamline the California Personnel System.

*Director Drown and Members of the Commission: Good morning, my name is Maeley Tom and I am the President of the State Personnel Board (SPB/Board). I have served on the Board for the past eight years since I was appointed by Governor Davis in 2003. I am representing my esteemed colleagues on the Board, Vice President Pat Clarey, and members Richard Costigan, Will Fox, and Anne Sheehan. I appreciate the opportunity to speak to you this morning to share the Board's position on the creation of the new CalHR agency.*

*Upon appointment, each Board Member of the SPB took an oath to uphold the constitutional mandate of the State Personnel Board which was created in 1934 as an independent body to administer the civil service system and ensure that state employment is based on merit and free of political patronage. The Board provides oversight of the selection process and exercises its authority to hear, investigate, and make recommendations on alleged violations of law or rule which are brought to it by employees, applicants, and members of the public. The Board ensures that job seekers and employees are afforded their rights and protections under the law.*

*The Board's support of Governor Brown's plan for consolidating the personnel functions of the Department of Personnel Administration (DPA) and the SPB into the newly created CalHR Agency was the result of an agreement among all parties concerned that this merger will not diminish the Board's role as established by the Constitution, legislation, and case law. The Board's constitutional independence is not merely a theoretical idea; it has provided a real safeguard that state employment is based on merit. This constitutional independence is appreciated by departments and affected labor organizations alike as evident from their reported concerns that SPB's*

*constitutional functions remain undisturbed. With this agreement in place, the Board fully supports and is committed to ensuring the success of Governor Brown's plan to create the CalHR agency as we see this merger providing potential cost and staff savings in personnel operations while at the same time providing more efficient services to the administration, state employees, and applicants.*

*We are currently collaborating with the Labor Secretary and DPA on the details of the merger to ensure success in streamlining government while maintaining SPB's constitutional independence. We are also hopeful that affected stakeholders will continue to share their concerns and ideas on the merger and any resulting legislative proposal will truly reflect this collaborative effort.*

*We look forward to supporting and guiding the implementation of the new CalHR Agency and the new vision for the future of California's human resource operations.*

If you need any additional information, please call me at (916) 653-1373.

Sincerely,

A handwritten signature in black ink, appearing to be 'Lori Gillihan', with a long, sweeping underline.

Lori Gillihan  
Special Assistant to the Executive Officer