

## Assembly Bill No. 2241

### CHAPTER 216

An act to add Section 18900.6 to the Government Code, relating to state civil service.

[Approved by Governor September 7, 2006. Filed with  
Secretary of State September 7, 2006.]

#### LEGISLATIVE COUNSEL'S DIGEST

AB 2241, Committee on Public Employees, Retirement and Social Security. State civil service: skills-based certification.

Existing civil service law provides that eligible employment lists shall be established as a result of free competitive examinations open to persons who lawfully may be appointed to any position within the class for which these examinations are held and who meet the minimum qualifications, as specified.

This bill would permit the State Personnel Board to authorize the use of skills-based certification, as defined, for information technology classifications, if specified conditions are satisfied. The bill would also require the board to promulgate regulations specifying how skills-based certification shall be implemented.

*The people of the State of California do enact as follows:*

SECTION 1. Section 18900.6 is added to the Government Code, to read:

18900.6. (a) The board may authorize the use of skills-based certification for information technology classifications if all of the following conditions are satisfied:

(1) There is a job analysis that meets the standards outlined in the State Personnel Board selection manual.

(2) The class is used on a service wide basis.

(3) The class is broad and includes a number of distinct assignments.

(4) It is in the best interest of the state to use skills-based certification.

(b) For purposes of this section, "skills-based certification" means the creation of a unique certification list for each vacancy within a class. Skills-based certification is created by weighting the scores attained by competitors of all measured knowledge, skills, and abilities to reflect their relative importance to the job, as identified by a job analysis for each vacancy. Skills-based certification shall replace the single eligible list for a classification with an unique list of eligible individuals for each vacancy.

Skills-based certification shall determine the order of individuals on a certification list; it shall not affect the rules for using certification lists.

(c) The board shall also promulgate regulations specifying how skills-based certification shall be implemented. Among other things, these regulations shall include provisions to ensure fairness to all candidates and prevent improper manipulation.