

MEMORANDUM

DATE: May 23, 2025

TO: **INTERESTED PARTIES**

FROM: /s/ Michelle LaGrandeur
Michelle La Grandeur
Chief, Policy Division

**SUBJECT: PEACE OFFICER CLASSIFICATION SPECIFICATION CITIZENSHIP
REQUIREMENTS CLARIFICATION**

Purpose

This memo provides interim guidance to departments on evaluating candidates for peace officer classifications considering statutory changes that eliminate outdated citizenship requirements.

Background

Effective January 1, 2023, [Senate Bill \(SB\) 960](#) amended [Government Code section 1031](#), subdivision (a), to read:

“Each class of public officers or employees declared by law to be peace officers shall meet all of the following minimum standards: (a) Be legally authorized to work in the United States under federal law.”

This amendment removes the prior requirement that peace officers be U.S. citizens or permanent residents seeking citizenship. Non-U.S. citizens may now qualify for peace officer positions if they are legally authorized to work in the United States under federal law.

State Personnel Board Actions

At its meeting May 12, 2025, the State Personnel Board (SPB or Board) addressed the conflict in many minimum qualifications (MQ's) for civil service peace officer classifications and the amendments to law proscribed in SB 960. It adopted a resolution (attached) which provided that all candidates for peace officer classifications listed in the

resolution shall only be required to be legally authorized to work in the United States under Federal law, regardless if the MQ's in the classification specification state otherwise.

Furthermore, the California Department of Human Resources (CalHR) was tasked to review and revise peace officer classification specifications and present the amendments to the Board no later than the August 2025 Board meeting. If CalHR determines that a specific classification specification should require citizenship, it must present its rationale to the Board for that determination.

Interim Guidance for Departments

Until classification specifications are officially updated, departments must take the following steps to ensure compliance with Government Code section 1031, subdivision (a), and the Board's May 12, 2025, resolution:

- Discontinue use of outdated citizenship or permanent residency requirements when evaluating peace officer candidates listed in the Board's resolution.
- Verify legal authorization to work in the United States using standard employment eligibility procedures (e.g., Form I-9).
- Update examination bulletins, job postings and recruitment materials to remove outdated references to citizenship requirements and replace them with language aligning with Government Code section 1031, subdivision (a).
- Train hiring managers and human resources staff on the updated eligibility requirements to ensure consistent application of the updated requirements.
- Coordinate with CalHR for assistance with specific classification or hiring concerns pending formal updates to classification specifications.

Conclusion

If there are questions about this memo, please contact the Board at SPBPolicyDivision@spb.ca.gov. If there are questions about the updates to the classification specifications for peace officers, please contact your CalHR Personnel Management Division consultant or email CalHR at PMD@calhr.ca.gov.

Authorities

[Government Code section 1031, subdivision \(a\)](#)

Attachment



RESOLUTION

WHEREAS, Government Code section 1031, sets minimum standards for “public officers or employees declared by law to be peace officers....”;

WHEREAS, by amendment effective January 1, 2023, the minimum standards changed under Government Code section 1031, subdivision (a), from requiring California peace officers to be a “citizen of the United States or a permanent resident who [are] eligible for and [have] applied for citizenship, except as provided in Section 2267 of the Vehicle Code, to now requiring peace officers to “[b]e legally authorized to work in the United States under federal law”;

WHEREAS, the specifications in the peace officer classifications as set forth in the chart below still include the U.S. citizenship requirement as reflected in Government Code section 1031 before the 2023 amendment,

WHEREAS, the California Department of Human Resources (CalHR) has yet to prepare or present its proposed revision to the peace officer classifications to comport with the 2023 amendment to Government Code section 1031,

WHEREAS, the Board finds this change necessary to effectuate the purpose of the amendment to Government Code section 1031, subdivision (a),

IT IS RESOLVED AND ORDERED THAT:

All civil service peace officer classification specifications listed below that currently require the candidate to be a citizen of the United States or have applied for citizenship, shall now only require the candidate to be legally authorized to work in the United States under federal law.

CalHR shall revise all civil service peace officer classification specifications and present those changes to the Board no later than the August 2025 board meeting, so each civil service peace officer classification specification includes this change. In doing so, CalHR shall comply with California Code of Regulations, title 2, sections 89 to 89.7. If CalHR recommends any of the peace officer classification specifications should require United States citizenship, it shall provide the Board with its stated explanation for why this requirement is necessary for performing the essential tasks and functions of the classification.

Class ID	Class Title
0971	STATE PARK SUPERINTENDENT V
0973	STATE PARK SUPERINTENDENT IV

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0974	STATE PARK SUPERINTENDENT III
0976	STATE PARK SUPERINTENDENT I
0978	STATE PARK SUPERINTENDENT II
0980	STATE PARK PEACE OFFICER SUPERVISOR (RANGER)
0983	STATE PARK PEACE OFFICER (RANGER)
0988	STATE PARK PEACE OFFICER SUPERVISOR II (LIFEGUARD)
0991	STATE PARK PEACE OFFICER SUPERVISOR I (LIFEGUARD)
0992	STATE PARK PEACE OFFICER (LIFEGUARD)
1012	AGENT TRAINEE, ALCOHOLIC BEVERAGE CONTROL
1013	AGENT, ALCOHOLIC BEVERAGE CONTROL
1031	FORESTRY AND FIRE PROTECTION ADMINISTRATOR
1037	UNIT CHIEF
1039	ASSISTANT CHIEF
1041	FORESTER III
1042	FORESTER II (SUPERVISORY)
1046	FORESTRY FIRE PILOT
1050	AVIATION OFFICER III (MAINTENANCE)
1052	SENIOR AVIATION OFFICER
1054	FORESTER I (NONSUPERVISORY)
1060	FORESTRY AIDE
1077	FIRE APPARATUS ENGINEER
1082	FIRE FIGHTER II
1083	FIRE FIGHTER I
1085	FORESTRY TECHNICIAN
1086	FORESTRY ASSISTANT I
1093	FORESTRY ASSISTANT II
1095	FIRE CAPTAIN
1755	FIRE FIGHTER II (PARAMEDIC)
1756	FIRE APPARATUS ENGINEER (PARAMEDIC)
1757	FIRE CAPTAIN (PARAMEDIC)
1915	STATE PARK PEACE OFFICER CADET (RANGER)
1916	STATE PARK PEACE OFFICER CADET (LIFEGUARD)
1934	CHIEF, PROTECTIVE SERVICES AND SECURITY
1935	HOSPITAL POLICE LIEUTENANT
1936	HOSPITAL POLICE SERGEANT
1937	HOSPITAL POLICE OFFICER
1941	CHIEF, EXPOSITION AND STATE FAIR POLICE
1949	STATE FAIR POLICE OFFICER (SEASONAL)
1954	PEACE OFFICER I, DEVELOPMENTAL CENTER
1955	PEACE OFFICER II, DEVELOPMENTAL CENTER
1960	SECURITY OFFICER I, DEPARTMENT OF JUSTICE
1961	SECURITY OFFICER II, DEPARTMENT OF JUSTICE

6039	SPECIAL ASSISTANT <u>INSPECTOR GENERAL</u>
6040	SENIOR ASSISTANT INSPECTOR GENERAL
6041	CHIEF ASSISTANT INSPECTOR GENERAL
6387	HEAVY FIRE EQUIPMENT OPERATOR
6873	FORESTRY EQUIPMENT MANAGER I
6874	FORESTRY EQUIPMENT MANAGER II
6876	SENIOR FORESTRY EQUIPMENT MANAGER
6882	AVIATION OFFICER II (MAINTENANCE)
7500	C.E.A.
7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE
7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE
7545	CHIEF FRAUD BUREAU, DEPARTMENT OF INSURANCE
7569	SUPERVISING CRIMINAL INVESTIGATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT
7571	SUPERVISING CRIMINAL INVESTIGATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT
7572	CHIEF, LICENSING AND ENFORCEMENT, CALIFORNIA HORSE RACING BOARD, C.E.A.
7575	SUPERVISING CRIMINAL INVESTIGATOR I, DEPARTMENT OF TOXIC SUBSTANCES CONTROL
7576	SUPERVISING CRIMINAL INVESTIGATOR II, DEPARTMENT OF TOXIC SUBSTANCES CONTROL
8005	FISH AND GAME LIEUTENANT (SPECIALIST)
8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH CARE SERVICES
8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH CARE SERVICES
8121	SENIOR COORDINATOR -LAW ENFORCEMENT- O.E.S.
8122	COORDINATOR -LAW ENFORCEMENT- O.E.S.
8186	CHIEF (FIRE AND RESCUE SERVICES)
8187	SENIOR COORDINATOR (FIRE AND RESCUE SERVICES)
8188	COORDINATOR (FIRE AND RESCUE SERVICES)
8202	HEALTH PROGRAM COORDINATOR, CORRECTIONAL FACILITY
8221	MEDICAL TECHNICAL ASSISTANT (PSYCHIATRIC)
8225	SENIOR MEDICAL TECHNICAL ASSISTANT (PSYCHIATRIC)
8405	FISH AND GAME ASSISTANT CHIEF
8407	SENIOR WARDEN-PILOT DEPARTMENT OF FISH AND GAME
8410	WARDEN-PILOT DEPARTMENT OF FISH AND GAME
8412	FISH AND GAME CAPTAIN
8418	FISH AND GAME LIEUTENANT (SUPERVISOR)
8421	FISH AND GAME WARDEN
8482	SPECIAL AGENT, DEPARTMENT OF JUSTICE
8483	DEPUTY CHIEF, INVESTIGATIONS AND ENFORCEMENT, DEPARTMENT OF CONSUMER AFFAIRS

8486	FISH AND GAME WARDEN CADET
8514	SPECIAL AGENT TRAINEE, DEPARTMENT OF JUSTICE
8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE
8523	SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE
8524	SPECIAL AGENT SUPERVISOR, DEPARTMENT OF JUSTICE
8539	SUPERVISING INVESTIGATOR I, DEPARTMENT OF MOTOR VEHICLES
8540	SUPERVISING INVESTIGATOR II, DEPARTMENT OF MOTOR VEHICLES
8547	SUPERVISING SPECIAL INVESTIGATOR II
8548	SUPERVISING SPECIAL INVESTIGATOR I
8571	ASSOCIATE CORPORATIONS INVESTIGATOR
8591	INVESTIGATION SPECIALIST II (TECHNICAL), FRANCHISE TAX BOARD
8592	INVESTIGATION SPECIALIST II (SUPERVISOR), FRANCHISE TAX BOARD
8593	INVESTIGATION SPECIALIST I, FRANCHISE TAX BOARD
8595	SENIOR INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS
8596	SUPERVISING INVESTIGATOR I, DEPARTMENT OF CONSUMER AFFAIRS
8597	SUPERVISING INVESTIGATOR II, DEPARTMENT OF CONSUMER AFFAIRS
8601	SUPERVISING LOTTERY AGENT
8610	INVESTIGATOR
8673	DEPUTY DIVISION CHIEF ALCOHOLIC BEVERAGE CONTROL
8677	DISTRICT ADMINISTRATOR ALCOHOLIC BEVERAGE CONTROL
8678	SUPERVISING INVESTIGATOR, ALCOHOLIC BEVERAGE CONTROL
8681	ASSISTANT BUREAU CHIEF, DIVISION OF LAW ENFORCEMENT, DEPARTMENT OF JUSTICE
8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD
8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD
8958	DISTRICT REPRESENTATIVE II, DIVISION OF CODES AND STANDARDS
8960	DISTRICT REPRESENTATIVE I, DIVISION OF CODES AND STANDARDS
8966	DIVISION CHIEF, CALIFORNIA STATE FIRE MARSHAL'S OFFICE
8976	FIRE CHIEF, CORRECTIONAL FACILITY
8977	FIRE CHIEF
8979	FIRE FIGHTER
8980	STATE FIRE MARSHAL TRAINEE
8988	CHIEF, FIREFIGHTER/SECURITY OFFICER
8989	CAPTAIN FIREFIGHTER/SECURITY OFFICER
8990	FIREFIGHTER/SECURITY OFFICER
8997	ARSON AND BOMB INVESTIGATOR
9001	FIRE CAPTAIN, CORRECTIONAL INSTITUTION
9010	DEPUTY STATE FIRE MARSHAL III (SUPERVISOR)
9013	DEPUTY STATE FIRE MARSHAL III (SPECIALIST)
9015	SENIOR ARSON AND BOMB INVESTIGATOR
9028	FOOD AND DRUG PROGRAM SPECIALIST

9029	FOOD AND DRUG REGIONAL ADMINISTRATOR
9030	CHIEF, FOOD AND DRUG BRANCH
9036	SUPERVISING FOOD AND DRUG INVESTIGATOR
9086	DEPUTY STATE FIRE MARSHAL
9236	CHIEF, FOOD AND DRUG UNIT
9556	YOUTH AUTHORITY ADMINISTRATOR, REHABILITATION SERVICES
9560	PROGRAM ADMINISTRATOR, CORRECTIONAL SCHOOL (SUPERVISORY)
9569	CAPTAIN, YOUTH AUTHORITY
9570	TREATMENT TEAM SUPERVISOR
9571	MAJOR, YOUTH AUTHORITY
9574	LIEUTENANT, YOUTH AUTHORITY
9577	SERGEANT, YOUTH AUTHORITY
9579	YOUTH CORRECTIONAL OFFICER
9580	SENIOR YOUTH CORRECTIONAL COUNSELOR
9581	YOUTH CORRECTIONAL COUNSELOR
9645	CORRECTIONAL ADMINISTRATOR, DEPARTMENT OF CORRECTIONS
9646	CAPTAIN (ADULT INSTITUTION)
9656	CORRECTIONAL LIEUTENANT
9659	CORRECTIONAL SERGEANT
9662	CORRECTIONAL OFFICER
9691	CHIEF DEPUTY ADMINISTRATOR, CORRECTIONAL PROGRAM, C.E.A.
9695	PAROLE AGENT III YOUTH AUTHORITY
9696	PAROLE AGENT II, YOUTH AUTHORITY (SPECIALIST)
9701	PAROLE AGENT I YOUTH AUTHORITY
9705	DEPUTY INSPECTOR GENERAL
9706	DEPUTY INSPECTOR GENERAL, SENIOR
9723	BATTALION CHIEF
9754	PAROLE ADMINISTRATOR I ADULT PAROLE
9760	PAROLE AGENT III ADULT PAROLE
9762	PAROLE AGENT II, ADULT PAROLE (SPECIALIST)
9763	PAROLE AGENT II, ADULT PAROLE (SUPERVISOR)
9764	SPECIAL AGENT-IN-CHARGE
9765	PAROLE AGENT I ADULT PAROLE
9766	SPECIAL AGENT
9767	SENIOR SPECIAL AGENT
9901	CORRECTIONAL COUNSELOR II (SPECIALIST)
9902	CORRECTIONAL COUNSELOR III
9903	CORRECTIONAL COUNSELOR II (SUPERVISOR)
9904	CORRECTIONAL COUNSELOR I
9910	SUPERVISING CASEWORK SPECIALIST I, YOUTH AUTHORITY
9911	CASEWORK SPECIALIST, YOUTH AUTHORITY

The foregoing resolution was made and adopted by the Board during its meeting on May 12, 2025, as reflected in the record of the meeting and Board minutes.


SUZANNE M. AMBROSE
Executive Officer