

What is the Merit System?

The merit system is a method of personnel management which is designed to promote the efficiency and economy of the workforce and the good of the public by providing for the selection and retention of employees, promotional opportunities, in-service training, and other related matters on the basis of merit, fitness, and the principle of "like pay for like work."

Personnel commissions are responsible for creating and maintaining an equitable civil service framework for the purpose of recruiting, selecting and advancing employees under conditions of political neutrality, equal opportunity, and competitive merit.

See: Sonoma County Board of Education v. Public Employment Relations Board (1980) 102 Cal.App.3d 689



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