



April 2, 2026

The Honorable Mark Gonzalez
California State Assembly
1021 O Street, Suite 6150
Sacramento, CA 95814

**Re: AB 1896 (Gonzalez) Public Employment: Disqualifications
Notice of Opposition – City of Upland**

Dear Assemblymember Gonzalez,

On behalf of the City of Upland, I write to you today in respectful opposition to AB 1896, which would disqualify individuals from public employment based on prior employment with an entity that “engages in immigration enforcement,” as defined.

The City of Upland appreciates and supports the intent of the legislation to ensure that public employees, particularly peace officers, are community-oriented, uphold the highest ethical standards, and foster trust within the communities they serve. Maintaining strong relationships between law enforcement has always been a top priority of the City, and we recognize the importance of policies that reinforce those values.

However, the City is concerned that the bill’s broad disqualification based on prior employment could exclude qualified candidates who served in good faith. AB 1896 defines “immigration enforcement” widely, including indirect or supportive roles. This could bar individuals who worked for agencies that coordinated or shared information with Homeland Security, even if they were not directly involved in enforcement.

Additionally, the bill imposes categorical disqualification from public employment, including positions with cities, counties, and other public agencies, based solely on prior employment during a specified timeframe. This blanket prohibition does not allow for consideration of an individual’s actual conduct, performance, or demonstrated commitment to community policing and public service. As a result, qualified candidates who have served in good faith and who are dedicated to protecting and serving their communities could be unnecessarily excluded from public employment.

Local public agencies already conduct rigorous background investigations and apply comprehensive standards, including evaluations of moral character and bias. These processes are specifically designed to ensure that only individuals who meet the highest standards of professionalism and integrity are trusted with public employment.

For these reasons, the City of Upland respectfully opposes AB 1896.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bill Velto".

Bill Velto
Mayor, City of Upland