

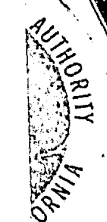
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CALIFORNIA YOUTH AUTHORITY'S

AFFIRMATIVE ACTION STATISTICS: Report No. 17

As of March 31, 1982

83844



U.S. Department of Justice
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State of California
 EDMUND G. BROWN JR.
 GOVERNOR

Youth and Adult Correctional Agency
 HOWARD WAY
 SECRETARY



Department of the
Youth Authority

ARTHUR D. NETTLES
 Assistant Director
 Human Relations/
 Affirmative Action
 Section

KING MORRIS
 Departmental Affirmative
 Action Officer

LINDA PAOLI
 Women's Program Manager

HORACE McFALL
 Career Opportunities
 Development Specialist

JESSE GARCIA/WILLIAM GREER
 Human Relations Consultants

RAUNELL FOSTER
 EEO Investigator

Deanna Gibbons,
 Senior Stenographer

Yolanda Pimentel,
 Stenographer

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 DIRECTOR

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 PAROLE SERVICES BRANCH

MORRIS JENNINGS,
 DEPUTY DIRECTOR
 PLANNING, RESEARCH, EVALUATION
 AND DEVELOPMENT BRANCH

C. A. TERHUNE
 DEPUTY DIRECTOR
 INSTITUTIONS AND CAMPS BRANCH

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INTRODUCTION

This is the seventeenth semiannual report describing the status of the Youth Authority's Affirmative Action Program, which was formally adopted in the spring of 1974. Two sources of information concerning the employment of ethnic minorities and women were used to prepare this report. The Youth Authority's internal reporting system provided distributions of personnel within parole regions and headquarters offices. In addition, State Personnel Board records supplied information for other employees. The personnel information contained in the current report describes affirmative action trends during the twelve month period ending March 31, 1982.

In addition to the personnel statistics, comparative data are presented which show the ethnic distribution of the Youth Authority ward population for the three quarterly reporting periods ending March 31, 1982. These data were provided by the Information Systems Section of the Division of Research.

Policy Statement (Guidelines)

It is the policy of the Youth Authority to engage in an Affirmative Action Program in order to attain the condition of equal employment opportunity.

Affirmative action is an active effort to correct the effects of past discrimination by recruiting, employing, and promoting qualified members of groups that have been excluded by past personnel practices. Affirmative Action is more than passive nondiscrimination; it is an active means toward the end result - equal employment opportunity. Equal employment opportunity is the right of all persons to be accorded full and equal consideration for employment, retention, and advancement on the basis of merit.

Goals vs. Quotas

In December 1976, the Law Enforcement Assistance Administration amended its affirmative action guidelines to reflect the "relevant labor market" instead of the "service population." With the adoption of the "relevant labor market" standard by the Law Enforcement Assistance Administration, this Department retained the service population standard and the formula it used to implement the standard from September 1974.

This means the Department of the Youth Authority has a more stringent standard than the "relevant labor market." The transition to parity is a planned and carefully monitored process. In eliminating deficiencies in the composition of our workforce, we must proceed in a way which does not abridge the rights of any individual to equal employment opportunity.

The Department's affirmative action goals for Black, Spanish Surnamed, Asian, Native American, Filipino, and Other minorities are based on "service population."

The Youth Authority's guidelines state that minority employment should represent seventy percent of the minorities in the service population. Goals for females are based on the Equal Employment Opportunity Commission (EEOC) guidelines.

The EEOC guidelines state that the proportion of women employees should be equal to their proportion in the full-time California labor force.

The Youth Authority is mandated by State law (Government Code Section 19230 through 19237) to provide equal opportunity in employment for all qualified disabled persons on the basis of merit and to prohibit discrimination based on disability.

The State Personnel Board has established that 6.3 percent of State agency employees should be persons having speech, hearing, visual, physical, or developmental disabilities.

In striving to attain a balanced workforce through affirmative action, Youth Authority employs goals rather than quotas. Goals are realistic objectives which we attempt to achieve on a timely basis within the context of the State civil service merit system. Goals and timetables are projections based on departmental turnover rate, growth/decline, labor force data, and population statistics; these are indicators by which we measure the success of affirmative action efforts.

Quotas are absolute numbers or proportions of individuals who must be hired on the basis of membership in a particular group (sex, race, etc.), without regard to merit system principles. Quotas are incompatible with merit system principles because they restrict employment/advancement opportunities to members of particular groups. Quotas are generally imposed by courts only when past discrimination has been found, and quotas are imposed as a means to correct the injustice. This has been thought to be the general state of the law until recently. However, there are some legal opinions which, in effect, state that quotas cannot be imposed to remedy past discrimination if, in fact, they discriminate against persons not responsible for the discrimination.

HIGHLIGHTS

- The proportion of minorities among total Youth Authority personnel showed a gain of 2.0 percent during the twelve-month period ending March 31, 1982. There was an increase of 0.6 percentage point for women.
- An analysis shows that the Department's total personnel on March 31, 1982 included 2,214 minorities or 40.6 percent of the total workforce. The Department's affirmative action annual goal for minority personnel is 37.4 percent of the workforce. The affirmative action goal for women is 36.3 percent.
- Following is an analysis of the Youth Authority staffing by ethnic groups and how this March 31, 1982 staffing compared with affirmative action goals:
 - Black, 21.1 percent of the workforce; 0.7 percentage point above the goal.
 - Spanish Surnamed, 15.2 percent; 1.5 percentage points above the annual goal.
 - Asian, 2.4 percent; 0.7 percentage point above the goal.
 - Native American, 0.3 percent; 0.4 percentage point below the goal.
 - Filipino, 0.6 percent; 0.1 percentage point above the goal.
 - Other Minorities, 1.0 percent; 0.7 percentage point above the goal.
- The 2.9 percent gain among all minorities over the year was found in Spanish Surnamed, 0.8 percent; Black 1.1 percent; Asian, 0.1 percent. Native American, Filipino and Other Minorities remained unchanged.

.... During the six-month period ending March 31, 1982, 238 additional full-time personnel were hired. Of these 238, 103 or 43.3 percent were minorities. The new hires included 23.5 percent Black, 17.2 percent Spanish Surnamed, 0.4 percent Asian, and 1.3 percent Filipino. An analysis by sex showed 137 or 57.6 percent were male and 101 or 42.4 percent were female.

.... Full-time minority employees represented 28.2 percent of headquarters personnel, 40.0 percent facility (reception centers, institutions and camps) personnel, and 44.1 percent of the parole workforce. For the Department as a whole, 39.3 percent of full-time personnel were minorities. Full-time female personnel constituted 54.5 percent of headquarters employees, 29.3 percent of facility personnel, 35.4 percent of parole personnel or 35.1 percent of the Department's total staff.

.... The proportions of full-time female and minority personnel were further analyzed according to major occupational categories among Client-Serving staff and Support staff. The Department met its affirmative action goal for Black personnel of 20.4 percent in the major Client-Serving categories, (Teacher, Treatment and Security) but fell short of the goal in the Other Client-Serving category.

The Department surpassed its goal for Spanish Surnamed employees of 13.7 percent in categories (Security and Treatment). The Department failed to attain the goal in the other two categories (Teacher and Other Client-Serving). Asian employees were slightly below the Department's goal of 1.8 percent in all categories except Treatment. Filipino employees met the Department's goal of 0.5 percent in one category (Teacher) but fell short of the goal in the other three categories. Other Minorities met the Department's

goal of 0.3 percent in three categories (Teacher, Treatment and Security) but fell below in the Other Client-Serving category. The Department did not meet its goal for Native Americans of 0.7 percent in any category. Female personnel were below the Department's goal of 36.3 percent in all major Client-Serving categories.

.... Full-time Black and Spanish Surnamed personnel had proportions below the Department's goal (20.4 and 13.7 percent respectively) in each of the support service categories (Administrative, Professional, Technical, Trades, and Clerical). Asian employees surpassed the Department's goal of (1.8 percent) in four of the support service categories (Administrative, Professional, Technical and Clerical). Native Americans were below the Department's goal of 0.7 percent in all support service categories. Filipino personnel exceeded the Department's goal of 0.5 percent in all categories except Administrative. Other Minorities exceeded the Department's goal of 0.3 percent in all categories except Administrative. Full-time female personnel was below the Department's affirmative action goal (36.3) percent in the Administrative and Trades categories (18.0 and 24.5 percent respectively) but exceeded the goal in the Clerical (92.7 percent), Technical and Related (93.5 percent), and Professional (49.2 percent) categories.

On the following page is the total State Civil Service workforce as of March 1981 as compared with Department of Youth Authority's workforce as of March 31, 1982.

An analysis of Youth Authority's service population as of March 31, 1982 is as follows:

Comparison of Total State Civil Service Workforce
For 1981 as Compared to the Department of Youth Authority's
Workforce as of March 1982

Table 1
Total State Civil Service Workforce

1981	Total	White	Black	SS/S	Asian	Nat/Amer.	Filipino	Other
Workforce	144,410	103,738	14,051	14,374	6,963	871	2,560	1,853
Total %	100.0	71.8	9.7	10.0	4.8	0.6	1.8	1.3
Male %	52.0	54.0	43.6	49.0	49.2	47.8	38.3	58.3
Female %	48.0	46.0	56.4	51.0	50.8	52.2	61.7	41.7

Total Youth Authority Workforce

1982	Total	White	Black	SS/S	Asian	Nat/Amer.	Filipino	Other
Workforce	5,458	3,244	1,149	329	135	14	33	54
Total %	100.0	59.4	21.1	15.2	2.5	0.3	0.6	1.0
Male %	64.5	63.2	63.5	71.1	57.0	50.0	54.5	70.4
Female %	35.5	36.8	36.5	28.9	43.0	50.0	45.5	29.6

Ethnic Group Distribution of Youth Authority Service Population
As of March 1982

1982	Total	White	Black	SS/S	Asian	Nat/Amer.	Filipino	Other
Ward Population	12,695	4,200	4,561	3,622	80	113	32	87
Total %	100.0	33.0	36.0	28.5	0.6	0.9	0.3	0.7
Male %	95.9	95.0	96.3	96.4	100.0	89.4	96.9	95.4
Female %	4.1	5.0	3.7	3.6	-	10.6	3.1	4.6

DEPARTMENT AFFIRMATIVE ACTION TRENDS

Table 1a shows the Affirmative Action Goals for March 1982 as compared with the actual percent distribution of the Youth Authority workforce classified by sex/ethnic group. For the Combined Minority, the actual proportion of departmental employees was 3.2 percentage points above the projected goal (37.4 percent). The proportion of Black personnel was 1.1 percentage points above the projected goal; Spanish Surnamed was 1.5 percentage points above the projected goal; Native American personnel was 0.4 percentage point below the projected goal, and the Department met the projected annual goal for Filipino personnel. Other Minorities personnel exceeded the projected goal by 0.7 percentage point.

TABLE 1a

Comparison of Affirmative Action Goals for March 1982
with Actual Percent Distributions of Ethnic Groups, Females
and Disabled Personnel in Youth Authority

Ethnic Groups, Female Personnel, and Disabled Representation	Goals	Actual*	Percentage Point Differences	Increase or Decrease Since September 1981
ETHNIC GROUP				
Combined Minority.....	37.4	40.6	3.2	0.5
Black.....	20.4	21.1	+1.1	0.6
Spanish Surnamed.....	13.7	15.2	+1.5	0.8
Asian.....	1.8	2.5	+0.7	Parity
Native American.....	0.7	0.3	-0.4	-
Filipino.....	0.5	0.6	+0.1	Parity
Other Minorities.....	0.3	1.0	+0.7	Parity
FEMALE PERSONNEL.....	36.3	35.5	-0.8	0.4
**Disabled Representation	6.3	3.9	-2.4	+0.2

*Shown as percent of total Youth Authority personnel (5,458)

** Report to the Governor and the Legislature - July 1981

The table shows Female personnel were 0.8 percentage point below the projected goal of 36.3 percent and Disabled personnel were 2.4 percentage points below the projected goal of 6.3 percent. To facilitate attainment of Affirmative Action Goals, the Department will continue to review personnel policies and procedures, validate examinations for job relatedness, train qualifications appraisal panels, and monitor closely the composition of the panels.

TABLE 2
Ethnic Group Distribution of Youth Authority Ward Population
September 30, 1981 - March 31, 1982

Ethnic Group	March 1981		September 1981		March 1982	
	#	%	#	%	#	%
TOTAL WARDS.....	12,292	100.0	12,621	100.0	12,695	100.0
White.....	4,155	33.8	4,232	33.5	4,200	33.0
Combined Minority.....	8,137	66.2	8,389	66.5	8,495	67.0
Black.....	4,323	35.2	4,497	35.6	4,561	36.0
Spanish Surnamed....	3,511	28.6	3,572	28.3	3,622	28.5
Asian.....	77	0.6	79	0.6	80	0.6
Native American....	110	0.9	119	0.9	113	0.9
Filipino.....	38	0.3	36	0.3	32	0.3
Other Minorities...	78	0.6	86	0.7	87	0.7

Note: Due to rounding, percentages may not add up to 100.0 percent in the tables of this report.

Table 2 shows a combined 0.9 percentage point increase in the proportion of minority wards over the past three reporting periods. This percentage increase was mainly among Black, 238 (0.8 percentage point), Asian 3 (no change in percentage point) and Other Minorities wards, 9 (0.1 percentage point).

TABLE 3
Ethnic Group Distribution of Youth Authority Personnel
March 31, 1981 - March 31, 1982

Ethnic Group	September 1980		March 1981		March 1982	
	F	%	F	%	F	%
TOTAL*.....	5,169	100.0	5,399	100.0	5,458	100.0
White.....	3,169	61.3	3,236	59.9	3,244	59.4
Combined Minority.....	2,000	38.6	2,163	40.1	2,214	40.6
Black.....	1,035	20.0	1,109	20.5	1,149	21.1
Spanish Surnamed.....	743	14.4	822	15.2	829	15.2
Asian.....	131	2.5	129	2.4	135	2.5
Native American.....	17	0.3	18	0.3	14	0.3
Filipino.....	27	0.5	32	0.6	33	0.6
Other Minorities.....	47	0.9	53	1.0	54	1.0

Table 3 indicates that the percentage of Combined Minority personnel increased 2.0 percentage points during the year ending March 1982. Black personnel increased 1.1; Spanish Surnamed by 0.8; Filipino by 0.1; Other Minorities by 0.1; Asian and Native American personnel remained unchanged.

TABLE 4

Ethnic Group Distribution of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status

March 31, 1981 - March 31, 1982

Ethnic Group	Full-Time Only						Other Than Full-Time					
	March 1981		Sept. 1981		March 1982		March 1981		Sept. 1981		March 1982	
	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL*.....	3,967	100.0	4,035	100.0	4,131	100.0	1,202	100.0	1,364	100.0	1,327	100.0
White.....	2,500	63.0	2,495	61.8	2,509	60.7	669	55.7	741	54.3	734	55.4
Combined Minority.....	1,467	37.0	1,540	38.2	1,622	39.3	533	44.3	623	45.7	593	44.6
Black.....	750	18.9	777	19.3	842	20.4	285	23.7	332	24.3	307	23.1
Spanish Surnamed...	552	13.9	593	14.7	608	14.7	191	15.9	229	16.8	221	16.7
Asian.....	99	2.5	101	2.5	102	2.5	32	2.7	28	2.1	33	2.5
Native American....	13	0.3	11	0.3	8	0.2	4	0.3	7	0.5	6	0.5
Filipino.....	22	0.6	24	0.6	26	0.6	5	0.4	8	0.6	7	0.5
Other Minorities...	31	0.8	34	0.8	36	0.9	16	1.3	19	1.4	18	1.4

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Table 4 shows the number and percent of the Youth Authority workforce according to Full-Time and Other Than Full-Time status, as well as by ethnic composition, for the last three reporting periods. Among the Combined Minority personnel, there was an overall increase for both Full-Time employees and Other Than Full-Time employees of 2.3 percent and 0.3 percent respectively. The increase in Full-Time minority personnel occurred among the Black (1.5 percent) and Spanish Surnamed (0.8 percent). The increase in Other Than Full-Time minority personnel occurred among the Spanish Surnamed (0.8 percent), Native American (0.2 percent), Filipino (0.1 percent), and Other Minorities (0.1 percent). There was a decrease in Black personnel of (0.6 percent).

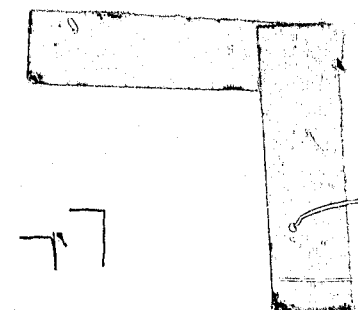


TABLE 5
Sex Distribution of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
March 31, 1981 - March 31, 1982

Employment Status by Sex	March 1981		Sept. 1981		March 1982	
	#	%	#	%	#	%
TOTAL.....	5,169	100.0	5,399	100.0	5,458	100.0
Male.....	3,369	65.1	3,506	64.9	3,522	64.5
Female.....	1,802	34.9	1,893	35.1	1,936	35.5
FULL-TIME EMPLOYMENT.....	3,967	100.0	4,035	100.0	4,131	100.0
Male.....	2,697	68.0	2,728	67.6	2,777	67.2
Female.....	1,270	32.0	1,307	32.4	1,354	32.8
OTHER THAN FULL-TIME EMPLOYMENT.....	1,202	100.0	1,364	100.0	1,327	100.0
Male.....	670	55.7	778	57.0	745	56.1
Female.....	532	44.3	586	43.0	582	43.9

Table 5 shows Youth Authority personnel by sex and full-time as compared to Other Than Full-Time status for the last three reporting periods. During the twelve-month period, the proportion of females employed Full-Time increased by 0.8 percentage point or 84. A decrease was reflected among the Other Than Full-Time female personnel of 0.4 percentage point.

TABLE 6
Sex and Ethnic Group of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
As of March 31, 1982

Sex and Ethnic Group	Full-Time Only		Other Than Full-Time	
	#	%	#	%
TOTAL.....	4,131		1,327	
MALE.....	2,777	100.0	745	100.0
White.....	1,646	59.3	414	55.6
Combined Minority.....	1,131	40.7	331	44.4
Black.....	581	20.9	151	20.3
Spanish Surnamed.....	446	16.1	144	19.3
Asian.....	59	2.1	18	2.4
Native American.....	3	0.1	4	0.5
Filipino.....	15	0.5	3	0.4
Other Minorities.....	27	1.0	11	1.5
FEMALE.....	1,354	100.0	582	100.0
White.....	863	63.7	321	55.2
Combined Minority.....	491	36.3	262	44.8
Black.....	261	19.3	156	26.8
Spanish Surnamed.....	162	12.0	77	13.2
Asian.....	43	3.2	15	2.6
Native American.....	5	0.4	2	0.3
Filipino.....	11	0.8	4	0.7
Other Minorities.....	9	0.7	7	1.2

Shown in Table 6 is a more detailed comparison between Full-Time and Other Than Full-Time Youth Authority personnel by sex and ethnicity. Among both males and females, there were smaller proportions of minorities employed Full-Time as compared to Other Than Full-Time.

From another perspective, full-time minority employment was more likely to be held by males than females (40.7 percent males as compared to 36.3 percent females). This difference was apparent for both Black personnel (20.9 percent males as compared to 19.3 percent females) and Spanish Surnamed personnel (16.1 percent males as compared to 12.0 percent females). By contrast, the proportion of full-time Asian employees was larger among females (3.2 percent) than males (2.1 percent).

TABLE 7

Ethnic and Sex Distribution for Full-Time Personnel
by New Hires and Rehires, Promotions, and Separations

September 30, 1981 - March 31, 1982

Ethnic Group	New Hires and Rehires		Promotions		Separations	
	#	%	#	%	#	%
TOTAL.....	238	100.0	165	100.0	168	100.0
White.....	135	56.7	89	53.9	108	64.3
Combined Minority.....	103	43.3	76	46.1	60	35.7
Black.....	56	23.5	45	27.3	24	14.3
Spanish Surnamed...	41	17.2	30	18.1	30	17.9
Asian.....	1	0.4	1	0.6	3	1.8
Native American....	1	0.4	-	-	1	0.6
Filipino.....	3	1.3	-	-	1	0.6
Other Minorities...	1	0.4	-	-	1	0.6
Female.....	101	42.4	75	45.5	64	38.1
Male.....	137	57.6	90	54.5	104	61.9

Featured in Table 7 are the numbers and percentages of full-time personnel by ethnic group and sex composition for New Hires and Rehires, Promotions, and Separations during the six-month period ending March 31, 1982. These statistics are detailed in Table 8 as to male and female personnel. The following factors stand out in these two tables.

There were 238 full-time New Hires and Rehires during the six-month reporting period (Table 7). The greater proportions of New Hires and Rehires in the Combined Minority group were among Black (23.5 percent) and Spanish Surnamed (17.2 percent) personnel. Female personnel constituted 42.4 percent of the New Hires and Rehires, a decrease of 5.6 percent since the last reporting period.

Table 7 also shows there were 165 promotions during the six-month period. The greater proportions of promotions in the Combined Minority group were among Black (27.3 percent) and Spanish Surnamed (18.1 percent) personnel. Female personnel constituted 45.5 percent or 75 promotions.

According to Table 7, the larger proportions of the total separations in the Combined Minority group were among Black (14.3 percent) and Spanish Surnamed (17.9 percent) personnel. Female personnel constituted 38.1 percent of separations.

As seen in Table 8, New Hires and Rehires were proportionately higher among males (57.6 percent) than females (42.4 percent). These figures represent a decrease of 5.6 percent for females and an increase of 5.6 percent for males.

In Table 8, Combined Minority males constitute (26.0 percent) of the total promotions while Combined Minority females constituted (20.0 percent) of the total promotions.

Among minority females, Black and Spanish Surnamed received the total percentages of promotions (13.3 and 6.7 percent respectively). Among minority males, Black and Spanish Surnamed received the greater percentages of promotions (13.9 and 11.5 percent respectively).

TABLE 8
New Hires and Rehires, Promotions, and Separations for Full-Time Employees
by Ethnic Group and Sex

September 30, 1981 - March 31, 1982

Sex by Ethnic Group	New Hires and Rehires		Promotions		Separations	
	#	%	#	%	#	%
TOTAL.....	238	100.0	165	100.0	168	100.0
FEMALE.....	101	42.4	75	45.5	64	38.1
White.....	55	23.1	42	25.5	42	25.0
Combined Minority.....	46	19.3	33	20.0	22	13.1
Black.....	23	9.7	22	13.3	8	4.8
Spanish Surnamed...	19	8.0	11	6.7	11	6.5
Asian.....	1	0.4	-	-	3	1.8
Native American....	1	0.4	-	-	-	-
Filipino.....	1	0.4	-	-	-	-
Other Minorities...	1	0.4	-	-	-	-
MALE.....	137	57.6	90	54.5	104	61.9
White.....	80	33.6	47	28.4	66	39.3
Combined Minority.....	57	23.9	43	26.0	38	22.6
Black.....	33	13.9	23	13.9	16	9.5
Spanish Surnamed...	22	9.2	19	11.5	19	11.3
Asian.....	-	-	1	0.6	-	-
Native American....	-	-	-	-	1	0.5
Filipino.....	2	0.8	-	-	1	0.5
Other Minorities...	-	-	-	-	1	0.5

As seen in Table 8, the proportions of the total Separations were higher for Combined Minority males (22.6 percent) than for Combined Minority females (13.1 percent).

DISTRIBUTION OF FACILITY PERSONNEL

Tables 9 and 10 display the proportions of named minorities and female personnel employed at Youth Authority facilities as of March 31, 1982.

TABLE 9
Ethnic Group Distribution by Facility
for Full-Time Youth Authority Personnel
(in Percent*)
As of March 31, 1982

Facility	Total Number**	White	Combined Minority	Ethnic Group					
				Black	Spanish Surnamed	Asian	Native American	Filipino	Other
Total Facilities.....	3,245	60.0	40.0	20.9	15.5	2.0	0.1	0.6	0.9
NRCC.....	216	61.6	38.4	22.7	8.8	4.2	-	0.9	1.9
SRCC.....	280	48.6	51.4	29.6	17.5	1.8	-	1.8	0.7
SCYC.....	5	20.0	80.0	-	80.0	-	-	-	-
NCYC.....	198	69.7	30.3	13.1	10.6	5.1	0.5	0.5	0.5
O. H. Close.....	156	57.7	42.3	20.5	16.0	3.2	1.3	1.3	-
Karl Holton.....	155	61.9	38.1	20.6	12.3	3.9	-	-	1.3
DeWitt Nelson.....	155	61.9	38.1	19.4	14.8	3.2	-	-	0.6
Preston.....	355	78.3	21.7	13.2	6.5	0.8	-	0.6	0.6
El Paso de Robles.....	283	76.7	23.3	7.8	13.1	1.4	-	0.4	0.7
Fred C. Nelles.....	322	37.0	63.0	34.2	24.8	2.2	0.3	1.6	-
YTS.....	616	49.7	50.3	28.6	19.3	0.6	-	0.2	1.6
Ventura.....	338	65.7	34.3	15.7	16.0	1.5	-	-	1.2
Camps.....	167	70.1	29.9	10.8	18.6	0.6	-	-	-

* Percentages shown for each facility are based on the total number indicated in the first column.

The facilities which included relatively large percentages (approximately 9 to 23 percentage points greater than for the total facilities) of minority employees were Youth Training School, Southern Reception Center-Clinic, and Fred C. Nelles. Similarly, a relatively large percentage of female personnel was reported for Ventura.

TABLE 10
Sex Distribution by Facility for Full-Time Youth Authority Personnel
As of March 31, 1982

Facility	Total	Male		Female	
		#	%*	#	%*
Total Facilities.....	3,246	2,295	70.7	951	29.3
NRCC.....	216	135	62.5	81	37.5
SRCC.....	280	176	62.9	104	37.1
SCYC.....	5	2	40.0	3	60.0
NCYC.....	198	118	59.6	80	40.4
O. H. Close.....	156	128	82.1	28	17.9
Karl Holton.....	155	121	78.1	34	21.9
DeWitt Nelson.....	155	125	80.6	30	19.4
Preston.....	355	280	78.9	75	21.1
El Paso de Robles.....	283	214	75.6	69	24.4
Fred C. Nelles.....	322	220	68.3	102	31.7
YTS.....	616	463	75.2	153	24.8
Ventura.....	338	177	52.4	161	47.6
Camps.....	167	136	81.4	31	18.6

* Percentages shown for each facility are based on the total number indicated in the first column.

DISTRIBUTION OF PAROLE REGION PERSONNEL

Table 11 shows ethnic and sex distribution of full-time parole personnel in each of the four parole regions. Parole personnel included a substantially larger proportion of minorities than the total Youth Authority workforce (44.1 percent as compared to 40.6 percent respectively).

Among the four parole regions, the greater proportions of Black employees were in Regions I and III (33.3 and 35.9 percent respectively), while the smallest (3.6 percent) was in Region IV. Spanish Surnamed personnel had the larger proportions (22.9 and 15.4 percent respectively) in Regions III and II and the smallest (8.0 percent) in Region I. Asian proportions ranged from 1.2 to 4.6 percent in the four regions. The number of Native American, Filipino and Other Minorities personnel were too small to make a meaningful comparison.

Parole personnel decreased in the number of females and are really 0.1 percentage point below the departmental workforce (35.4 percent as compared to 35.5 percent). Relatively large percentages of female personnel were employed in Regions III and IV (36.6 and 38.6 percent respectively), while the proportion was the lowest in Region II (30.8 percent).

TABLE 11

Ethnic Group and Sex Distributions by Parole Region for Full-Time
Youth Authority Personnel
As of March 31, 1982

Ethnic Group and Sex	Total Parole		Region I		Region II		Region III		Region IV	
	#	%	#	%	#	%	#	%	#	%
TOTAL.....	376	100.0	75	100.0	65	100.0	153	100.0	83	100.0
White.....	210	55.9	41	54.7	44	67.7	59	38.6	66	79.5
Combined Minority.....	166	44.1	34	45.3	21	32.3	94	61.4	17	20.5
Black.....	90	23.9	25	33.3	7	10.8	55	35.9	3	3.6
Spanish Surnamed...	62	16.5	6	8.0	10	15.4	35	22.9	11	13.3
Asian.....	8	2.1	1	1.3	3	4.6	3	2.0	1	1.2
Native American....	1	0.3	1	1.3	-	-	-	-	-	-
Filipino.....	2	0.5	1	1.3	-	-	-	-	1	1.2
Other Minorities...	3	0.8	-	-	1	1.5	1	0.7	1	1.2
Male.....	243	64.6	50	66.7	45	69.2	97	63.4	51	61.4
Female.....	133	35.4	25	33.3	20	30.8	56	36.6	32	38.6

DISTRIBUTION OF HEADQUARTERS PERSONNEL

Table 12 focuses on the ethnic group composition and sex of full-time headquarters personnel, Executive Office, and the departmental branches. Overall, minority personnel represented 28.2 percent, while female personnel constituted 54.5 percent of the full-time workforce in the headquarters.

The largest proportion of minority personnel was reported for the Executive Office (48.3 percent) and the smallest proportion for the Parole Branch headquarters (18.2 percent). Black personnel was proportionately largest (20.7 percent) in the Executive Office and smallest in the Parole Services Branch headquarters (0.0 percent). Spanish Surnamed employees were proportionately largest in the Executive Office (13.8 percent) and smallest (2.0) in the Planning, Research, Evaluation and Development Branch headquarters. The largest proportion of Asian employees (10.3 percent) was in the Executive Office. The largest proportion of Filipino employees was in the Planning, Research, Evaluation and Development Branch. The number of Native American and Other Minorities personnel were too small to make meaningful comparisons.

Relatively large proportions of female personnel were employed in the Management Services Branch, Parole Services, Prevention and Community Corrections Branch, and both Executive and Planning, Research, Evaluation and Development Branch (62.7, 54.5, 50.8 and 53.1 percent respectively), and the smallest proportion was in Institutions and Camps Branch headquarters (44.2 percent).

TABLE 12

Ethnic Group and Sex Distributions of Full-Time Personnel
 In Youth Authority Headquarters
 As of March 31, 1982

Ethnic Group and Sex	Total		Executive Office		Management Services Branch		PRED Branch		P&CC Branch		Parole Branch Headquarters		I & C Branch Headquarters	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL.....	415	100.0	29	100.0	166	100.0	49	100.0	63	100.0	22	100.0	86	100.0
White.....	298	71.8	15	51.7	123	74.1	39	79.6	43	68.3	18	81.8	60	69.8
Combined Minority.....	117	28.2	14	48.3	43	25.9	10	20.4	20	31.7	4	18.2	26	30.2
Black.....	46	11.1	6	20.7	13	7.8	4	8.2	9	14.3	-	-	14	16.3
Spanish Surnamed.....	31	7.5	4	13.8	10	6.0	1	2.0	6	9.5	3	13.6	7	8.1
Asian.....	29	7.0	3	10.3	15	9.0	3	6.1	4	6.3	-	-	4	4.7
Native American.....	3	0.7	-	-	2	1.2	-	-	-	-	-	-	1	1.2
Filipino.....	5	1.2	-	-	1	0.6	2	4.1	1	1.6	1	4.5	-	-
Other Minorities.....	3	0.7	1	3.4	2	1.2	-	-	-	-	-	-	-	-
Male.....	189	45.5	15	51.7	62	37.3	23	46.9	31	49.2	10	45.5	48	55.8
Female.....	226	54.5	14	48.3	104	62.7	26	53.1	32	50.8	12	54.5	38	44.2

DISTRIBUTION BY OCCUPATIONAL CATEGORIES

The remaining portion of this report deals with Youth Authority personnel classified by minority group and sex and categorized according to "Client-Serving" and "Support Staff" functions. Client-Serving refers to employees who provide direct services to wards in Youth Authority facilities and parole regions as the basic part of their job functions. Support staff are those who furnish indirect services, such as administrative, logistical, evaluative, and related functions required by Client-Serving employees. See Appendix I for identification of classes used in Table 13 through 16.

Table 13 shows the ethnicity of full-time Client-Serving staff by occupational categories. Of the 2,635 Client-Serving staff, 44.6 percent were minorities, of which 25.1 percent were Black, 16.5 percent were Spanish Surnamed, 1.7 percent Asian, 0.2 percent were Native American, and 0.2 percent were Filipino, and 0.9 percent were Other Minorities.

The Department exceeded the Affirmative Action goal of 20.4 percent for Black personnel in the Teacher, Treatment and Security categories, and was below the goal in the Other Client-Serving category. The proportions of Spanish Surnamed personnel were considerably below the Department's goal of 13.7 percent in the Teacher category, exceeded the goal in the Treatment and Security categories and were below in the Other Client-Serving category. Asian employees achieved the Department's goal of 1.8 percent in the Teacher and Treatment categories. Native American and Filipino employees were too few to permit meaningful statistical comparisons in occupational categories. Other Minorities exceeded the departmental goal of 0.3 percent in all categories except Other Client-Serving.

TABLE 13

Ethnic Group by Occupational Category for Full-Time Youth Authority Client-Serving Staff
(In Percent*)

As of March 31, 1982

Occupational Category	Total**	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
AFFIRMATIVE ACTION GOALS.....									
TOTAL CLIENT-SERVING STAFF**.....	2,635	55.4	44.6	25.1	16.5	1.7	0.2	0.2	0.9
<u>TEACHER</u>	407	63.1	36.9	22.6	9.6	2.0	0.2	0.5	2.0
Supervisory.....	38	60.5	39.5	28.9	10.5	-	-	-	-
Academic.....	196	67.3	32.7	20.9	6.1	2.6	-	0.5	2.6
Recreation/P.E.....	35	60.0	40.0	17.1	17.1	-	-	2.9	2.9
Vocational.....	86	64.0	36.0	19.8	12.8	2.3	-	-	1.2
Paraprofessional.....	52	50.0	50.0	32.7	11.5	1.9	1.9	-	1.9
<u>TREATMENT</u>	1,561	54.9	45.1	24.7	17.2	2.2	0.1	0.1	0.8
Supervisor Treatment.....	-	-	-	-	-	-	-	-	-
PA III and Related.....	79	74.7	25.3	13.9	8.9	1.3	-	-	1.3
PA II.....	89	65.2	34.8	18.0	12.4	2.2	-	1.1	1.1
PA I.....	287	63.4	36.6	18.8	14.3	1.7	0.7	-	1.0
Treatment Team Supervisor.....	69	56.5	43.5	26.1	14.5	2.9	-	-	-
Social Worker.....	27	59.3	40.7	11.1	11.1	14.8	-	3.7	-
Psychologist.....	48	77.1	22.9	6.3	4.2	8.3	-	-	4.2
Senior Youth Counselor.....	122	61.5	38.5	16.4	19.7	2.5	-	-	-
Youth Counselor.....	837	46.7	53.3	30.8	20.3	1.6	-	-	0.6
Paraprofessional.....	3	-	100.0	66.7	33.3	-	-	-	-
<u>SECURITY</u>	647	50.4	49.6	28.3	19.6	0.5	0.3	0.3	0.6
Head Group Supervisor and Related...	84	64.3	35.7	20.2	14.3	-	1.2	-	-
Sr. Group Supervisor and Related....	79	62.0	38.0	17.7	16.5	2.5	1.3	-	-
Group Supervisor and Related.....	484	46.1	53.9	31.4	21.1	0.2	-	0.4	0.8
<u>OTHER CLIENT-SERVING</u>	20	95.0	5.0	5.0	-	-	-	-	-
Chaplain.....	20	95.0	5.0	5.0	-	-	-	-	-

* Percentages add across for each occupational category and are based on the total number in the first column.

Table 14 shows the ethnicity of full-time personnel in support service categories. Of the 1,496 support staff, 29.8 percent were minorities. There were 12.1 percent Black, 11.6 percent Spanish Surnamed, 3.8 percent Asian, 0.3 percent Native American, 1.3 percent Filipino, and 0.8 percent Other Minorities.

Combined Minority staff was found to be below the Department's Affirmative Action goal of 37.4 percent in all of the major support categories. The lower percentages were in Professional and Technical and Related categories (26.2 percent and 27.1 percent) and larger percentages were in the Trades (34.1 percent) and Clerical (28.5 percent) categories.

Consistent with the foregoing, Black, Spanish Surnamed and Native American personnel had proportions below the Department's Affirmative Action goals (20.4, 13.7, and 0.7 percent respectively) in each of the support service categories. The lowest percentages of Black and Spanish Surnamed were in the Technical and Related and Professional categories respectively. By contrast, Filipino, and Other Minorities employees exceeded the goals of 0.5 and 0.3 percent respectively in all major occupational categories. Asians exceeded the goal in all categories.

TABLE 14

Ethnic Group by Occupational Category for Full-Time Youth Authority Support Staff
(In Percent*)
As of March 31, 1982

Occupational Category	Total**	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
AFFIRMATIVE ACTION GOALS.....									
TOTAL SUPPORT STAFF**.....	1,496	70.2	29.8	12.1	11.6	3.8	0.3	1.3	0.8
ADMINISTRATIVE	128	70.3	29.7	18.8	9.4	1.6	-	-	-
Adm. II - IV and Related....	35	57.1	42.9	28.6	11.4	2.9	-	-	-
Adm. I and Related.....	58	81.0	19.0	12.1	5.2	1.7	-	-	-
Program Administrator.....	20	60.0	40.0	25.0	15.0	-	-	-	-
Other Administrative.....	15	73.3	26.7	13.3	13.3	-	-	-	-
PROFESSIONAL	301	73.8	26.2	9.3	7.3	5.3	-	2.7	1.7
Research.....	21	76.2	23.8	14.3	-	-	-	9.5	-
Fis./Acct./Budget/Mgmt.....	44	77.3	22.7	2.3	9.1	9.1	-	-	2.3
Business Services.....	10	80.0	20.0	-	-	10.0	-	-	10.0
Medical.....	136	75.7	24.3	7.4	8.8	2.9	-	2.9	2.2
EDP.....	20	70.0	30.0	10.0	-	20.0	-	-	-
Other Professional.....	70	67.1	32.9	17.1	8.6	4.3	-	2.9	-
STUDENT INTERNS AND ASST.	-	-	-	-	-	-	-	-	-
TECHNICAL AND RELATED	107	72.9	27.1	4.7	13.1	7.5	-	0.9	0.9
Supervisory.....	20	75.0	25.0	5.0	5.0	15.0	-	-	-
Intermediate.....	63	81.0	19.0	3.2	11.1	4.8	-	-	-
Entry.....	24	50.0	50.0	8.3	25.0	8.3	-	4.2	4.2
TRADES	469	65.9	34.1	15.1	14.7	2.3	-	1.3	0.6
Journey person.....	148	80.4	19.6	5.4	9.5	1.4	-	2.7	0.7
Maintenance.....	58	62.1	37.9	8.6	20.7	6.9	-	1.7	-
Food Services.....	183	56.3	43.7	23.5	16.4	2.2	-	0.5	1.1
Janitor.....	33	39.4	60.6	39.4	18.2	3.0	-	-	-
Other Trade Classes.....	47	80.9	19.1	4.3	14.9	-	-	-	-
CLERICAL	491	71.5	28.5	10.8	11.4	4.1	0.6	1.0	0.6
Supervisory.....	129	73.6	26.4	10.1	7.0	5.4	0.8	3.1	-
Intermediate.....	360	70.6	29.4	11.1	13.1	3.6	0.6	0.3	0.8
Entry.....	2	100.0	-	-	-	-	-	-	-

* Percentages add across for each occupational category and are based on the total number in the first column.

TABLE 15

Sex by Occupational Category
for Full-Time Client-Serving Staff in Youth Authority
As of March 31, 1982

Occupational Category	Total	Male		Female	
		#	%	#	%
AFFIRMATIVE ACTION GOAL.....					
TOTAL CLIENT-SERVING STAFF.....	2,635	2,122	80.5	513	19.5
TEACHER					
Supervisors.....	407	303	74.4	104	25.6
Academic.....	38	29	76.3	9	23.7
Recreation/P.E.....	196	153	78.1	43	21.9
Vocational.....	35	33	94.3	2	5.7
Paraprofessional.....	86	81	94.2	5	5.8
	52	7	13.5	45	86.5
TREATMENT					
Supervisor Treatment.....	1,561	1,267	81.2	294	18.8
PA III and Related.....	79	68	86.1	11	13.9
PA II.....	89	74	83.1	15	16.9
PA I.....	287	235	81.9	52	18.1
Treatment Team Supervisor.....	69	59	85.5	10	14.5
Social Worker.....	27	14	51.9	13	48.1
Psychologist.....	48	34	70.8	14	29.2
Senior Youth Counselor.....	122	114	93.4	8	6.6
Youth Counselor.....	837	666	79.6	171	20.4
Paraprofessional.....	3	3	100.0	-	-
SECURITY					
Head Group Supervisor and Related....	647	532	82.2	115	17.8
Sr. Group Supervisor and Related.....	84	79	94.0	5	6.0
Group Supervisor and Related.....	79	73	92.4	6	7.6
	484	380	78.5	104	21.5
OTHER CLIENT-SERVING					
Chaplain.....	20	20	100.0	-	-
	20	20	100.0	-	-

* Percentages add across for each occupational category and are based on the total number in the first column.

According to Table 15, full-time female personnel comprised only 19.5 percent of the Department's Client-Serving staff, as compared to the Affirmative Action goal of 36.3 percent.

TABLE 16

Sex by Occupational Category
for Full-Time Support Staff in Youth Authority
As of March 31, 1982

Occupational Category	Total	Male		Female	
		#	%	#	%
AFFIRMATIVE ACTION GOAL.....					
TOTAL SUPPORT STAFF.....	1,496	655	43.8	841	56.2
ADMINISTRATIVE					
Adm. II - IV and Related.....	128	105	82.0	23	18.0
Adm. I and Related.....	35	31	88.6	4	11.4
Program Administrator.....	58	44	75.9	14	24.1
Other Administrative.....	20	18	90.0	2	10.0
	15	12	80.0	3	20.0
PROFESSIONAL					
Research.....	301	153	50.8	148	49.2
Fis./Acct./Budget/Mgmt.....	21	14	66.7	7	33.3
Business Services.....	44	18	40.9	26	59.1
Medical.....	10	5	50.0	5	50.0
EDP.....	136	59	43.4	77	56.6
Other Professional.....	20	12	60.0	8	40.0
	70	45	64.3	25	35.7
STUDENT INTERNS AND ASST.	-	-	-	-	-
TECHNICAL AND RELATED					
Supervisory.....	107	7	6.5	100	93.5
Intermediate.....	20	-	-	20	100.0
Entry.....	63	3	4.8	60	95.2
	24	4	16.7	20	83.3
TRADES					
Journey person.....	469	354	75.5	115	24.5
Maintenance.....	148	148	100.0	-	-
Food Service.....	58	58	100.0	-	-
Janitor.....	188	92	50.3	91	49.7
Other Trade Classes.....	33	20	60.6	13	39.4
	47	36	76.6	11	23.4
CLERICAL					
Supervisory.....	491	36	7.3	455	92.7
Intermediate.....	129	25	19.4	104	80.6
Entry.....	360	11	3.1	349	96.9
	2	-	-	2	100.0

As seen in Table 16, female employees exceeded the Affirmative Action goal of 36.3 percent in Technical and Related (93.5 percent) and Professional (49.2 percent) but were below in two categories - Administrative (18.0 percent) and Trades (24.5 percent).

APPENDIX I

Youth Authority Classes

ADMINISTRATIVE

Administrators:

Chief Medical Services, Correctional Program;
Education Program Supervisor, Youth Authority;
CEA II; CEA III; CEA IV.

Administrator I and Related:

Youth Authority Administrator I, Rehabilitation;
Youth Authority Administrator I, Community Services;
Chief of Facilities Planning; Supervisor of Compensatory
Education; Research Manager III (Social Behavior); Staff
Services Manager III; Staff Services Manager II; Staff
Services Manager I; Business Manager II; Business Manager,
Correctional; Departmental Consultant and Maintenance
Supervisor.

Assistant Administrators & Related:

Program Administrator, Correctional School

Other Administrative:

Special Assistant to the Director; Criminal Justice
Specialist III; Criminal Justice Specialist II; Reading
Specialist, Remedial & Development, Education Programs,
Youth Authority; Compensatory Education Research
Evaluation Specialist, Youth Authority.
Principal Librarian; Librarian

PROFESSIONAL

Research:

Research Program Specialist I (Social/Behavior); Research
Specialist I; Research Manager II (Social/Behavior);
Research Manager I (Social/Behavior); Research Manager I
(General); Research Analyst II (Social/Behavior);
Research Analyst II (General); Research Analyst I (General);
Research Assistant IV; Research Assistant III.

Fiscal/Accounting/Personnel/Budget/Management:

State Financial Examiner III; Associate Budget Analyst;
Associate Governmental Program Analyst; Associate Personnel
Analyst; Associate Management Analyst; Fiscal Officer I;
Accounting Officer III; Accounting Officer II; Accountant I;
Accountant Trainee; Institutional Accounting Officer.

Business Services:

Associate Business Management Analyst; Business Service
Officer II; Business Service Officer I; Business Service
Assistant; Procurement & Services Officer II; Procurement
and Services Officer I; Prison Canteen Manager II.

Medical:

Chief, Medical Officer, Correctional Institution; Chief
Dentist; Dentist; Dental Assistant; Physician and Surgeon;
Physician and Surgeon (Intermittent); Supervising Nurse II;
Registered Nurse III; Registered Nurse II; Senior Clinical
Laboratory Technologist; Senior Medical Technical Assistant;
Medical Technical Assistant; Senior X-Ray Technician;
X-Ray Technician; Surgical Nurse I; Recreation Therapist;
Hospital Aid.

EDP (Electronic Data Processing):

Data Processing Manager II; Data Processing Manager I;
Associate Data Processing Analyst; Associate Programmer
Analyst; Staff Program Analyst I; Programmer; Senior Data
Processing Technician; Key Data Supervisor I; Key Data
Operation.

Other Professional Classes:

Labor Relations Specialist II; Labor Relations Analyst;
Staff Services Analyst; Special Consultant; Staff Counsel III;
Staff Counsel I; Law Enforcement Consultant; Community
Services Consultant I; Information Officer II; Training
Officer II; Training Officer I; Architectural Associate.

Student Classes:

Graduate Student Assistant; Student Assistant.

TECHNICAL AND RELATED

Supervisory:

Senior Word Processing Technician; Supervising Account Clerk I; Senior Graphic Artist; Personnel Assistant III; Personnel Assistant II.

Intermediate:

Audio Visual Specialist; Statistical Clerk; Word Processing Technician; Bookkeeping Machine Operator II; Accounting Technician; Personnel Assistant I; Graphic Artist.

Entry:

Account Clerk II; Bookkeeping Machine Operator I; Machine Operator I (General); Telephone Operator; Personnel Assistant Trainee.

TRADES

Journey person:

Plumber Supervisor; Plumber II; Plumber I; Plumber (Casual Employment); Associate Electrical Engineer; Stationary Engineer Supervisor; Stationary Engineer II; Stationary Engineer I; Electrician Supervisor; Electrician II; Electrician I; Electronics Technician; Refrigeration Engineer; Carpenter Supervisor; Carpenter I; Carpenter (Casual Employment); Apprentice (Casual Employment-Painter); Lead Automobile Mechanic; Associate Mechanical Engineer; Heavy Equipment Mechanic; Heavy Truck Driver; Automotive Pool Manager I; Automotive Mechanic; Automotive Equipment Operator II; Automobile Equipment Operator I; Supervisor of Building Trades; Utility Shops Supervisor; Fusion Welder; Boiler Room Tender; Locksmith.

Maintenance:

Maintenance Mechanic; Supervising Groundskeeper II; Supervising Groundskeeper I; Building Maintenance Worker; Lead Groundskeeper; Groundskeeper.

Food Services:

Food Manager; Food Administrator II; Food Administrator I; Child Nutrition Consultant; Supervising Cook II; Supervising Cook I; Butcher Meat Cutter II; Baker I; Cook II; Cook I; Food Service Worker I.

Janitor:

Janitor Supervisor III; Janitor Supervisor II; Janitor Supervisor I; Janitor; Housekeeper.

Other Trade Classes:

Chief of Plant Operation III; Chief of Plant Operation II; Chief of Plant Operation I; Chief Engineer I; Water and Sewage Plant Supervisor; Warehouse Manager I; Fire Chief; Institution Firefighter (Part Time); Barbershop Manager; Barber; Shoemaker; Warehouse Worker; Seamer; Laundry Worker; Laundry Supervisor II; Laundry Finisher; Motion Picture Operator; Pianist; Chapel Musician.

CLERICAL

Supervisory:

Senior Medical Stenographer; Senior Medical Transcriber; Executive Secretary II; Material and Stores Supervisor II; Materials and Stores Supervisor I; Office Services Supervisor II (General); Office Services Supervisor I (General); Office Services Supervisor I (Typing); Property Clerk II; Property Clerk I; Senior Stenographer; Supervising Program Technician I; Program Technician III.

Intermediate:

Program Technician II; Program Technician I; Executive Secretary I; Medical Stenographer; Medical Transcriber; Stenographer; Secretary; Office Assistant II (Typing); Office Assistant II (General); Office Technician (Typing); Office Technician (General); Stock Clerk.

Entry:

Office Assistant I (Typing); Office Assistant I (General).

TEACHER

Supervisory:

Supervisor of Correctional Education; Supervisor of Academic Instruction; Supervisor of Vocational Instruction; Supervising Librarian; Diagnostic Education Supervisor; Education Administrator for Special Programs.

Academic:

Language, Speech & Hearing Specialist; Youth Authority Teacher; Teacher (Arts & Crafts); Teacher (Business Education); Teacher (Elementary Education); Teacher (Emotionally Handicapped); Teacher (High School Education); Teacher (Home Economics); Teacher (Music); Teacher (Librarian).

Recreation/P.E.:

Teacher (Recreation and Physical Education).

Vocational:

Vocational Instructor (Auto Body); Vocational Instructor (Auto Mechanics); Vocational Instructor (Baking); Vocational Instructor (Carpentry); Vocational Instructor (Cosmetology); Vocational Instructor (Culinary Arts); Vocational Instructor (Dog Grooming); Vocational Instructor (Electrical); Vocational Instructor (Garment Making); Vocational Instructor (Household Appliance Repair); Vocational Instructor (Industrial Arts); Vocational Instructor (Janitorial); Vocational Instructor (Landscape); Vocational Instructor (Masonry); Vocational Instructor (Mill and Cabinet); Vocational Instructor (Offset Printing); Vocational Instructor (Painting); Vocational Instructor (Plastering); Vocational Instructor (Plumbing); Vocational Instructor (Printing); Vocational Instructor (Refrigeration); Vocational Instructor (Sheet Metal); Vocational Instructor (Stockkeeper); Vocational Instructor (Upholstering); Vocational Instructor (Vocational Nursing); Vocational Instructor (Welding).

Paraprofessional:

Library Technical Assistant I; Teaching Assistant; Substitute Teacher (Intermittent); Parole Aide; Foster Grandparent; Youth Aid; Group Supervisor; Correctional Program Assistant.

TREATMENT

Parole Agent III, Youth Authority; Parole Agent II, Youth Authority; Parole Agent I, Youth Authority; Treatment Team Supervisor; Casework Specialist, Youth Authority; Senior Youth Counselor; Youth Counselor.

Psychiatrist and Psychologist:

Senior Psychologist; School Psychologist; Staff Psychologist (Clinical); Staff Psychiatrist; Psychology Associate.

SECURITY

Head Group Supervisor; Assistant Head Group Supervisor; Supervising Transportation Officer; Lead Transportation Officer.

Senior Group Supervisor and Related:

Senior Group Supervisor; Transportation Officer; Group Supervisor, Youth Authority.

OTHER CLIENT-SERVING

Chaplain:

Catholic Chaplain; Catholic Chaplain (Intermittent); Protestant Chaplain; Protestant Chaplain (Intermittent).

END