

CALIFORNIA YOUTH AUTHORITY'S

STATUS OF FEMALE EMPLOYEES: REPORT NO. 3

AS OF OCTOBER 1, 1981

82723

CALIFORNIA
YOUTH AUTHORITY

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

Youth and Adult Correctional Agency
HOWARD WAY
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INTRODUCTION

The following report was developed to assist managers and supervisors in identifying the areas which need attention and action with regard to equal employment opportunity for women. Parity for females is 38.1 percent in all classifications.

The first section of the report looks at fifty-four classifications which have been identified by the Department Women's Program Manager as being deficient in female representation. There are other female-deficient classifications which are not listed due to the fact that they are supervisory (and therefore promotional) and there are no women in our workforce to take the examination (e.g., carpenter supervisor) or there are only one or two such positions in the Department. An analysis of changes since March 31, 1981 is also provided.

Section II looks at the female representation in classification categories by Branch. (An explanation of which classifications are included in each category is provided in Appendix A.) An analysis of changes since March 31, 1981 is also provided.

Section III looks at those same classifications for the Department as a whole and breaks down the employee group by sex and ethnicity. Percentages are shown for the Department as a whole (e.g., 16.2 percent of Academic Teachers are Black males) and as a part of that person's gender (e.g., 20.7 percent of the males employed as Academic Teachers are Black). An analysis of changes since March 31, 1981 is also provided.

The information included in this report is from computer print-outs dated October 1, 1981. Some changes occurring prior to that time may not have been reflected in those statistics. They will appear in future reports.

SECTION I

CALIFORNIA YOUTH AUTHORITY
JOB CLASSIFICATIONS

October 1, 1981

	Total in Department			
	Male	Female	%Female	%Change Since 3/31/81
Assistant Head Group Supervisor	65	2	3.0	+1.4
Automobile Mechanic	7	-	-	No change
Automotive Equipment Operator I	15	-	-	"
Baker II	7	-	-	"
Boiler Room Tender	23	-	-	0
Building Maintenance Worker	12	-	-	No change
Business Manager II	6	-	-	"
CEA II	18	-	-	"
CEA III	8	3	27.3	+2.3
CEA IV	2	-	-	No change
Carpenter	8	-	-	"
Chief Medical Officer	7	-	-	"
Community Services Consultant	21	7	25.0	+2.4
Dentist	12	-	-	No change
Electrician I	13	-	-	"
Groundskeeper	13	-	-	"
Group Supervisor	347	71	17.0	-.3
Head Group Supervisor	11	2	15.4	-1.3
Heavy Truck Driver	3	-	-	No change
Institution Fire Fighter*	42	-	-	"
Maintenance Mechanic	20	-	-	"
Material & Stores Supervisor	19	3	13.6	+4.1
Medical Technical Assistant	20	3	13.0	+3.9
Painter I	13	-	-	No change
Parole Agent I	240	55	18.6	+1.4
Parole Agent II	77	17	18.1	-3.8
Parole Agent III	55	8	12.7	+1.6
Physician & Surgeon	5	-	-	No change
Plumber I	14	-	-	"
Program Administrator	18	2	10.0	+5
Protestant Chaplain	10	-	-	No change

	Total in Department			%Change Since 3/31/81
	Male	Female	%Female	
Senior Group Supervisor	63	5	7.4	+ .1
Senior Psychologist	7	-	-	No change
Senior Youth Counselor	110	8	6.8	+ .2
Staff Psychiatrist	3	1	25.0	+5.0
Staff Psychologist	17	6	26.1	- .8
Stationary Engineer	9	-	-	No change
Supervising Cook I	27	8	22.9	+2.9
Supervising Cook II	5	-	-	No change
Supervisor of Academic Education	13	5	27.8	+13.5
Supervisor of Correctional Education	9	3	25.0	+2.8
Teacher, Arts & Crafts	14	-	-	No change
Teacher, Elementary Education	17	7	29.2	+7.5
Teacher, High School	113	28	19.9	-2.4
Teacher, Recreation & P.E.	31	2	6.1	+ .4
Transportation Officer	12	2	14.3	No change
Treatment Team Supervisor	57	11	16.2	+3.2
Vocational Instructor, Auto Mech.	7	-	-	No change
Vocational Instructor, Cul. Arts	8	1	11.1	-3.2
Vocational Instructor, Ind. Arts	25	-	-	No change
Vocational Instructor, Janitorial Serv.	4	-	-	"
Warehouse Worker	5	1	16.7	+16.7
YA Administrator I	26	7	21.2	- .2
Youth Counselor	651	158	19.5	+1.6

*Part Time

ANALYSIS OF OVERALL CHANGES IN FEMALE REPRESENTATION
IN SELECTED CLASSES IN THE YOUTH AUTHORITY FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following classifications showed an increase in female representation during this period: Assistant Head Group Supervisor (increase 1.4 percent), Material and Stores Supervisor (increase 4.1 percent), Medical Technical Assistant (increase 3.9 percent), Parole Agent I (increase 1.4 percent), Parole Agent III (increase 1.6 percent), Senior Group Supervisor (.1 percent increase), Supervising Cook I (increase of 2.9 percent), Supervisor of Academic Instruction (13.5 percent increase), Supervisor of Correctional Education (2.8 percent increase), Teacher Elementary Education (7.5 percent increase), Treatment Team Supervisor (increase of 3.2 percent), Warehouse Worker (16.7 percent increase), and Youth Counselor (increase of 1.6 percent).

The following classifications also showed an increase in percentage: CEA III, Community Services Consultant, Staff Psychiatrist, and Recreation and Physical Education Teacher. However, these increases do not reflect additional hires of female employees, only the separation of one or more male employees.

Decreases in the percentage of female employees occurred in the following classifications: Group Supervisor (decrease of .3 percent), Parole Agent II (3.8 percent decrease), Staff Psychologist (decrease of .8 percent), and High School Teacher (decrease of 2.4 percent).

The following classifications showed a decrease in female representation: Head Group Supervisor (decrease of 1.3 percent), Vocational Instructor, Culinary Arts, and Youth Authority Administrator I. However, this decrease in percentage was caused by hiring additional male staff rather than losing female staff.

Steady improvement is being made in many classes. Particular recruitment emphasis should be given to the entire Group Supervisor series, the Parole Agent series, Senior Youth Counselor, non-journey trades, and CEA II in the coming months.

EXECUTIVE OFFICE

	Male	Female	% Female
Parole Agent I	1	-	-
Parole Agent II	3	1	25.0
Parole Agent III	1	-	-
Community Services Consultant	1	-	-
Youth Authority Administrator I	1	-	-
Career Executive Assignment II	1	-	-
Career Executive Assignment IV	1	-	-
TOTAL	9	1	10.0

MANAGEMENT SERVICES

Parole Agent I	2	-	-
Youth Authority Administrator I	1	-	-
* Youth Counselor	2	-	-
Career Executive Assignment III	1	-	-
* VI Industrial Arts	1	-	-
TOTAL	7	-	-

PREVENTION AND COMMUNITY CORRECTIONS

Community Services Consultant	20	7	25.9
Youth Authority Administrator I	6	2	25.0
Career Executive Assignment II	2	-	-
Career Executive Assignment III	2	-	-
TOTAL	30	9	23.1

PLANNING, RESEARCH, EVALUATION & DEVELOPMENT

Treatment Team Supervisor	2	-	-
Youth Authority Administrator I	2	1	33.3
Career Executive Assignment II	1	-	-
Career Executive Assignment III	-	-	-
Parole Agent I	2	1	33.3
TOTAL	7	2	22.2

PAROLE SERVICES BRANCH

	Parole Serv. Branch		Region I		Region II		Region III		Region IV		TOTAL	
	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%
Parole Agent I	0	0	24	9/27.3	24	3/11.1	51	15/22.7	25	5/16.7	124	32/20.5
Parole Agent II	3	0	16	4/20.0	11	3/21.4	16	3/15.8	15	3/16.7	61	13/17.6
Parole Agent III	5	2/28.6	10	0/0	6	2/25.0	11	2/15.4	8	1/11.1	40	7/14.9
Group Supervisor	-	-	-	-	-	-	1	1/50.0	1	1/50.0	2	2/50.0
Youth Counselor	-	-	-	-	-	-	3	3/50.0	-	-	3	3/50.0
Senior Youth Counselor	-	-	-	-	-	-	1	0/0	-	-	1	0/0
Teacher, High School	-	-	-	-	-	-	4	0/0	-	-	4	0/0
Youth Authority Administrator I	1	0/0	-	-	-	-	1	1/50.0	1	0/0	3	1/25.0
Career Executive Assignment II	1	0/0	1	0/0	1	0/0	1	0/0	1	0/0	5	0/0
Career Executive Assignment III	-	1/100	-	-	-	-	-	-	-	-	0	1/100.0
Maintenance Mechanic	-	-	-	-	-	-	1	0/0	1	0/0	2	0/0
Treatment Team Supervisor	-	-	-	-	-	-	0	1	-	-	0	1/100.0

INSTITUTIONS AND CAMPS BRANCH

	GROUP SUPERVISOR		SENIOR GROUP SUPERVISOR		ASSISTANT GROUP SUPERVISOR		HEAD GROUP SUPERVISOR		YOUTH COUNSELOR		SENIOR YOUTH COUNSELOR		PAROLE AGENT I		PAROLE AGENT II	
	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%
I & C Branch	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	0/0
NRCC	20	7/25.9	4	1/20.0	5	0/0	1	1/50.0	32	7/17.9	7	0/0	5	3/37.5	-	-
SRCC	28	4/12.5	4	1/20.0	6	0/0	1	0/0	42	8/16.0	6	2/25.0	1	2/66.7	0	1/100
Preston	45	1/2.2	8	0/0	7	0/0	1	0/0	77	12/13.5	13	0/0	14	1/6.7	-	-
HCYC	12	0/0	6	0/0	2	0/0	1	0/0	-	-	-	-	-	-	-	-
DeWitt Nelson	22	4/15.4	3	1/25.0	5	0/0	2	0/0	40	5/11.1	8	0/0	10	0/0	1	0/0
Karl Holton	16	3/15.8	4	0/0	8	0/0	1	0/0	37	7/15.9	7	0/0	8	2/20.0	0	1/100
O.H. Close	19	2/9.5	5	0/0	6	0/0	2	0/0	39	4/9.3	7	0/0	6	3/33.3	-	-
Paso Robles	30	1/3.2	3	1/25.0	5	0/0	0	1/0	73	7/8.8	11	1/8.3	13	1/7.1	-	-
Ventura	21	19/47.5	3	1/25.0	5	1/16.7	1	0/0	44	10/47.6	8	4/33.3	8	6/42.9	1	1/50.0
Fred C. Melles	41	11/21.7	5	0/0	6	0/0	1	0/0	64	16/20.0	11	0/0	13	1/7.1	1	0/0
Youth Training School	79	14/15.1	14	0/0	4	1/20.0	-	-	137	42/23.5	24	1/4.0	27	2/6.9	1	0/0
Ben Lomond	1	0/0	1	0/0	1	0/0	-	-	8	1/11.1	1	0/0	1	0/0	-	-
Ht. Bullion	2	0/0	0	0	1	0/0	-	-	9	1/10.0	1	0/0	1	0/0	-	-
Pine Grove	2	0/0	0	0	1	0/0	-	-	7	2/22.2	1	0/0	1	0/0	-	-
Washington Ridge	0	2/100.0	1	0/0	1	0/0	-	-	9	0/0	1	0/0	1	0/0	-	-
Oak Glen	1	0/0	1	0/0	1	0/0	-	-	10	0/0	1	0/0	1	0/0	-	-
Fenner Canyon Camp	6	1/14.3	1	0/0	1	0/0	-	-	17	3/15.0	2	0/0	2	0/0	-	-
TOTAL	345	69/16.7	63	5/7.4	65	2/3.0	11	2/15.4	645	155/19.4	109	8/6.8	112	21/15.8	8	3/27.3

INSTITUTIONS AND CAMPS BRANCH

	PAROLE AGENT III		TEACHER ARTS & CRAFTS		TEACHER ELEMENTARY ED.		TEACHER HIGH SCHOOL		TEACHER RECREATION & PE		YA TEACHER		VI, AUTO MECHANIC		VI, CULINARY ARTS	
	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%
I & C Branch	8	0/0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HRCC	0	1/100	1	0/0	1	0	1	0/0	2	0/0	-	-	-	-	-	-
SRCC	1	0/0	1	0/0	-	-	1	0/0	3	0/0	-	-	-	-	-	-
Preston	1	0/0	2	0/0	3	2/40.0	12	3/20.0	3	0/0	-	-	2	0/0	2	0
HCYC	-	-	-	-	-	1/100	1	0/0	-	-	-	-	-	-	-	-
DeWitt Nelson	1	0/0	-	-	2	-	5	0/0	2	0/0	-	-	1	0/0	2	1/33.3
Karl Holton	1	0/0	2	0/0	3	1/25.0	13	2/16.7	3	0/0	3	0/0	1	0/0	-	-
O.H. Close	0	1/100	4	0/0	4	1/20.0	8	3/27.3	5	0/0	-	-	-	-	-	-
Paso Robles	1	0/0	-	-	1	2/66.7	15	3/16.7	3	0/0	-	-	-	-	-	-
Ventura	0	1/100	2	0/0	-	-	14	6/30.0	2	2/50.0	-	-	-	-	-	-
Fred C. Nelles	-	-	2	0/0	3	0/0	16	6/27.3	3	0/0	-	-	1	0/0	-	-
Youth Training School	0	1/0	-	-	-	-	21	4/16.0	5	0/0	-	-	2	0/0	4	0/0
Ben Lomond	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Mt. Bullion	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Pine Grove	-	-	-	-	-	-	0	1/100	-	-	-	-	-	-	-	-
Washington Ridge	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Oak Glen	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Fenner Canyon Camp	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
TOTAL	13	4/23.5	14	0/0	17	7/29.2	109	28/20.4	31	2/6.1	3	0/0	7	0/0	8	1/11.1

INSTITUTIONS AND CAMPS BRANCH

	VI, INDUSTRIAL ARTS		VI, JANITORIAL SERVICES		SUPERVISOR ACADEMIC INSTRUCTION		SUPERVISOR CORRECTIONAL EDUCATION		TRANSPORTATION OFFICER		BUSINESS MANAGER II'		PROGRAM ADMINISTRATOR		YA ADMINISTRATOR I	
	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2
I & C Branch	-	-	-	-	-	-	1	1/50.0	12	2/14.3	-	-	3	0/0	4	1/20.0
NRCC	-	-	-	-	1	1/50.0	-	-	-	-	1	0/0	1	0/0	0	1/100
SRCC	-	-	-	-	0	1/100	-	-	-	-	1	0/0	1	0/0	1	0/0
Preston	-	-	-	-	1	1/50.0	1	0/0	-	-	1	0/0	2	0/0	1	0/0
HCYC	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-	-	-
DeWitt Nelson	3	0/0	-	-	1	0/0	1	0/0	-	-	-	-	-	-	2	0/0
Karl Holton	1	0/0	-	-	0	1/100.0	1	0/0	-	-	-	-	-	-	1	0/0
O.H. Close	3	0/0	-	-	1	0/0	2	0/0	-	-	-	-	-	-	1	0/0
Paso Robles	2	0/0	-	-	1	0/0	0	1/100.0	-	-	1	0/0	-	-	1	0/0
Ventura	2	0/0	1	0/0	1	0/0	0	1/100.0	-	-	1	0/0	1	1/50.0	0	1/100.0
Fred C. Nelles	3	0/0	-	-	3	0/0	1	0/0	-	-	1	0/0	1	0/0	1	0/0
Youth Training School	10	0/0	3	0/0	3	0/0	2	0/0	-	-	-	-	3	1/25.0	-	-
Ben Lomond	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-
Ht. Bullion	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-
Pine Grove	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-
Washington Ridge	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-
Oak Glen	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-
Fenner Canyon Camp	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-
TOTAL	25	0/0	4	0/0	13	4/23.5	10	4/28.6	12	2/14.3	6	0/0	18	2/10.0	12	3/20.0

INSTITUTIONS AND CAMPS BRANCH

	CEA II		CEA III		CEA IV		TREATMENT TEAM SUPERVISOR		STAFF PSYCHIATRIST		STAFF PSYCHOLOGIST		SENIOR PSYCHOLOGIST		CHIEF MEDICAL OFFICER	
	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%
I & C Branch	2	0/0	0	1/100	1	0/0	1	0/0	-	-	-	-	-	-	1	0/0
HRCC	1	0/0	-	-	-	-	2	1/33.3	1	1/50.0	4	1/20.0	2	0/0	1	0/0
SRCC	1	0/0	-	-	-	-	4	0/0	-	-	4	2/33.3	2	0/0	1	0/0
Preston	-	-	1	0/0	-	-	5	1/16.7	1	0/0	3	1/25.0	1	0/0	1	0/0
HCYC	-	-	1	0/0	-	-	-	-	-	-	-	-	-	-	1	0/0
DeWitt Nelson	1	0/0	-	-	-	-	4	0/0	-	-	-	-	-	-	-	-
Karl Holton	1	0/0	-	-	-	-	4	1/20.0	-	-	-	-	-	-	-	-
O.H. Close	1	0/0	-	-	-	-	6	0/0	-	-	-	-	-	-	-	-
Paso Robles	-	-	0	1/100	-	-	4	2/33.3	-	-	1	0/0	-	-	-	-
Ventura	-	-	1	0/0	-	-	3	2/40.0	-	-	3	0/0	-	-	1	0/0
Fred C. Nelles	-	-	1	0/0	-	-	4	2/33.3	-	-	1	1/50.0	-	-	-	-
Youth Training School	1	0/0	1	0/0	-	-	13	0/0	1	0/0	1	1/50.0	2	0/0	1	0/0
Ben Lomond	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Mt. Bullion	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Pine Grove	-	-	-	-	-	-	0	1/100	-	-	-	-	-	-	-	-
Washington Ridge	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Oak Glen	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
Fenner Canyon Camp	-	-	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-
TOTAL	8	0/0	5	2/28.6	1	0/0	55	10/15.4	3	1/25.0	17	6/26.1	7	0	7	0.

INSTITUTIONS AND CAMPS BRANCH

	PHYSICIAN & SURGEON		DENTIST		PROTESTANT CHAPLAIN		MEDICAL TECHNICAL ASST.		AUTO EQUIPMENT OPERATOR I		AUTO MECHANIC		BAKER II		BOILER ROOM TENDER	
	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2	M	F/2
I & C Branch	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NRCC	1	0/0	3	0/0	1	0/0	-	-	1	0/0	-	-	1	0/0	-	-
SRCC	1	0/0	1	0/0	1	0/0	-	-	1	0/0	-	-	1	0/0	-	-
Preston	-	-	1	0/0	1	0/0	4	1/20.0	2	0/0	2	0/0	1	0/0	4	0/0
NCYC	-	-	1	0/0	-	-	9	0/0	3	0/0	1	0/0	1	0/0	4	0/0
DeWitt Nelson	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-	-	-
Karl Holton	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-	-	-
O.H. Close	-	-	-	-	1	0/0	-	-	-	-	-	-	-	-	-	-
Paso Robles	1	0/0	1	0/0	1	0/0	3	1/25.0	2	0/0	1	0/0	1	0/0	4	0/0
Ventura	-	-	2	0/0	1	0/0	-	-	3	0/0	1	0/0	1	0/0	3	0/0
Fred C. Helles	1	0/0	1	0/0	1	0/0	-	-	-	-	1	0/0	1	0/0	4	0/0
Youth Training School	1	0/0	2	0/0	1	0/0	4	1/20.0	3	0/0	1	0/0	-	-	4	0/0
Ben Lomond	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mt. Bullion	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pine Grove	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington Ridge	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oak Glen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fenner Canyon Camp	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	5	0/0	12	0/0	10	0/0	20	3/13.0	15	0/0	7	0/0	7	0/0	23	0/0

INSTITUTIONS AND CAMPS BRANCH

	BUILDING MAINTENANCE WORKER		CARPENTER		PAINTER I		ELECTRICIAN I		GROUNDSKEEPER		HEAVY TRUCK DRIVER		INSTITUTION FIRE_FIGHTER		MAINTENANCE MECHANIC	
	M	F/3	M	F/3	M	F/3	M	F/3	M	F/3	M	F/3	M	F/3	M	F/3
I & C Branch	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NRCC	1	0/0	1	0/0	2	0/0	1	0/0	1	0/0	-	-	-	-	1	0/0
SRCC	2	0/0	1	0/0	1	0/0	1	0/0	3	0/0	-	-	-	-	-	-
Preston	-	-	2	0/0	3	0/0	3	0/0	-	-	-	-	11	0/0	3	0/0
HCYC	2	0/0	2	0/0	4	0/0	1	0/0	4	0/0	2	-	10	0/0	4	0/0
DeWitt Nelson	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Karl Holton	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O.H. Close	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paso Robles	1	0/0	-	-	-	-	2	0/0	-	-	-	-	11	0/0	-	-
Ventura	2	0/0	-	-	1	0/0	2	0/0	3	0/0	-	-	10	0/0	2	0/0
Fred C. Nelles	3	0/0	1	0/0	1	0/0	1	0/0	2	0/0	1	0/0	-	-	-	-
Youth Training School	1	0/0	1	0/0	1	0/0	2	0/0	-	-	-	-	-	-	2	0/0
Ben Lomond	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0/0
Mt. Bullion	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0/0
Pine Grove	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0/0
Washington Ridge	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0/0
Oak Glen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0/0
Fenner Canyon Camp	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0/0
TOTAL	12	0/0	8	0/0	13	0/0	13	0/0	13	0/0	3	0/0	42	0/0	18	0/0

INSTITUTIONS AND CAMPS BRANCH

	MATERIAL & STORES SUPV.		PLUMBER I		STATIONARY ENGINEER		SUPERVISING COOK I		SUPERVISING COOK II		WAREHOUSE WORKER	
	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%	M	F/%
I & C Branch	-	-	-	-	-	-	-	-	-	-	-	-
NRCC	1	0/0	2	0/0	-	-	2	0/0	1	0/0	2	0/0
SRCC	2	0/0	1	0/0	1	0/0	2	1/33.3	1	0/0	1	0/0
Preston	3	0/0	3	0/0	-	-	4	0/0	-	-	-	-
NCYC	3	1/25.0	2	0/0	2	0/0	6	1/14.3	-	-	0	1/100
DeWitt Nelson	1	0/0	-	-	-	-	-	-	-	-	-	-
Karl Holton	0	1/100	-	-	-	-	-	-	-	-	-	-
O.H. Close	1	0/0	-	-	-	-	-	-	-	-	-	-
Paso Robles	2	0/0	1	0/0	2	0/0	1	2/66.7	1	0/0	-	-
Ventura	1	0/0	1	0/0	1	0/0	2	1/33.3	1	0/0	1	0/0
Fred C. Nelles	1	0/0	2	0/0	2	0/0	2	1/33.3	-	-	1	0/0
Youth Training School	4	1/20.0	2	0/0	1	0/0	3	0/0	1	0/0	-	-
Ben Lomond	-	-	-	-	-	-	1	0/0	-	-	-	-
Mt. Bullion	-	-	-	-	-	-	1	0/0	-	-	-	-
Pine Grove	-	-	-	-	-	-	1	0/0	-	-	-	-
Washington Ridge	-	-	-	-	-	-	1	0/0	-	-	-	-
Oak Glen	-	-	-	-	-	-	1	0/0	-	-	-	-
Fenner Canyon Camp	-	-	-	-	-	-	0	1/100	-	-	-	-
TOTAL	19	3/13.6	14	0/0	9	0/0	27	7/20.6	5	0/0	5	1/16.7

ANALYSIS OF CHANGES IN IDENTIFIED CLASSIFICATION
BY BRANCH OR BY WORKSITE

The following is an analysis of the changes which occurred during the period March 31, 1981 through October 1, 1981 with regard to the representation of females in 54 identified classifications. The analysis is broken down by branch and/or worksite.

CHANGES IN FEMALE REPRESENTATION IN EXECUTIVE OFFICE BETWEEN THE DATES OF MARCH 31, 1981 AND OCTOBER 1, 1981

There were no changes.

CHANGES IN REPRESENTATION OF FEMALES IN MANAGEMENT SERVICES BRANCH BETWEEN MARCH 31, 1981 AND OCTOBER 1, 1981

Management Services reduced the number of male employees in the identified classification by three. No new hires were made in these classifications.

CHANGES IN FEMALE REPRESENTATION IN PREVENTION AND COMMUNITY CORRECTIONS BRANCH BETWEEN MARCH 31, 1981 AND OCTOBER 1, 1981

The percentage of females employed in the Community Services Consultant classification rose from 23.3 percent to 25.9 percent due to the loss of three male consultants.

The YA 1 classification showed a decrease in female representation from 28.6 percent to 25 percent. This decrease resulted from the additional hire of one male.

Overall, Prevention and Community Corrections Branch showed a 1.1 percent increase in female representation. This occurred due to the loss of two male personnel.

CHANGES IN FEMALE REPRESENTATION IN PLANNING, RESEARCH, EVALUATION AND DEVELOPMENT BRANCH DURING THE PERIOD MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The addition of a female YA 1 increased the percentage of females in that classification from zero to 33.3 percent. In addition, a female Parole Agent 1 was hired on a training and development assignment which increased the female representation in that classification to 33.3 percent.

Overall, Planning, Research, Evaluation and Development Branch increased its representation of females in identified classifications by 22.2 percent.

CHANGES IN FEMALE REPRESENTATION IN PAROLE SERVICES BRANCH DURING THE PERIOD MARCH 31, 1981 THROUGH OCTOBER 1, 1981

Due to the fact that there is a modification in the way that various classifications had been counted in the computer printout during this period, a region by region breakdown is not included in this report. However, various classifications will be analyzed on a branch basis.

Parole Agent I

The representation of females in the Parole Agent I classification rose .6 percent. This increase was accomplished by hiring two additional female agents.

Parole Agent II

The Parole Agent II series show a decrease of 2.4 percent in females. There are three fewer female Parole Agent II in Parole Services Branch.

Parole Agent III

A 3.8 percent (2 positions) increase in females was made during this period.

Group Supervisor

The loss of one female Group Supervisor decreased the percentage of females in this classification by 10 percent.

Youth Counselor

The addition of one female Youth Counselor increased the female representation by 10 percent.

There were no changes in the Senior Youth Counselor, High School Teacher, YA I, CEA II, CEA III, or Maintenance Mechanic classifications.

CHANGES OCCURRING IN THE INSTITUTIONS AND CAMPS BRANCH DURING THE PERIOD OF MARCH 31, 1981 THROUGH OCTOBER 1, 1981

Group Supervisor

Increases in the number of female Group Supervisor took place at the Southern Reception Center Clinic (up 6 percent), Preston (up 2.2 percent), DeWitt Nelson (up 7.1 percent), O.H. Close (up 5 percent), and Youth Training School (up .2 percent). A percentage increase was also noted at Paso Robles (.3 percent) and Washington Ridge (33.3 percent); however, this was caused by the loss of male employees rather than the acquisition of new female employees.

GROUP SUPERVISOR (cont.)

Ventura School was the only institution to show a drop in the number of female Group Supervisor employed. The loss of three females dropped their percentage to 7.5 percent. However, the following institutions also show a reduction in the percentage of females employed as Group Supervisor: Northern Reception Center Clinic (down 2.1 percent), Karl Holton (down 4.2 percent), Fred C. Nelles (down 3.4 percent, and Fenner Canyon (down 5.7 percent). This loss in percentage was due to the fact that additional males were hired into these classifications. An additional school, Ben Lomond, hired a male Group Supervisor leaving the total female representation at zero.

Senior Group Supervisor

The following institutions showed an increase in the number of Senior Group Supervisors: Southern Reception Center Clinic (up 20 percent), DeWitt Nelson (up 25 percent), and Ventura (up 25 percent).

The following institutions showed a decrease in the number of female Senior Group Supervisors or hired a male when a vacancy occurred: Preston, Northern California Youth Center, Karl Holton, O.H. Close, Fred C. Nelles, Ben Lomond, Washington Ridge, Oak Glen, Fenner Canyon, and Youth Training School (down 7.1 percent).

Overall, the branch increased its percentage of female Senior Group Supervisors by .1 percent.

Assistant Head Group Supervisor

Youth Training School increase its percentage of female Assistant Head Group Supervisors by 20 percent when it hired at its first female Assistant Head.

The following institutions hired males into existing vacancies leaving the representation of females at zero: Northern Reception Center Clinic, Karl Holton, O.H. Close, and Washington Ridge.

Overall, the representation of female Assistant Head Group Supervisors rose 1.4 percent.

Head Group Supervisor

The representation of female Head Group Supervisors decreased 1.3 percent as a result of an additional male hire at DeWitt Nelson.

Youth Counselor

The following institutions showed an increase in the representation of females in the Youth Counselor classification: Southern Reception Center Clinic (up 4.9 percent), DeWitt Nelson (up 1.1 percent,

Youth Counselor (cont.)

Ventura (up 3.9 percent), Fred C. Nelles (up 6.7 percent), Youth Training School (up 3.8 percent), and Pine Grove (up 11.1 percent).

The following institutions showed a decrease in the representation of females as Youth Counselors: Northern Reception Center Clinic (down 4.1 percent), Karl Holton (down 1.1 percent), O.H. Close (down 2.2 percent), Paso Robles (down 1.5 percent), and Ben Lomond (down 8.9 percent). In addition, two schools showed a reduction in the percentage of females which was caused by the acquisition of new male employees: Preston (down .3 percent), and Fenner Canyon (down 1.4 percent).

The entire branch showed an increase of 1.5 percent in the representation of female Youth Counselors.

Senior Youth Counselor

The following schools showed an increase in the percentage of females Senior Youth Counselors: Southern Reception Center Clinic (up 12.5 percent) and Paso Robles (up 8.3 percent).

Showing a decrease in the representation of female Senior Youth Counselor were DeWitt Nelson (down 11.1 percent) and Youth Training School (down 3.7 percent). In addition, Fenner Canyon filled a vacancy with a male employee, leaving the total of females in this classification at zero.

Overall, the branch showed a decrease of .7 percent in the representation of female Senior Youth Counselors.

Parole Agent I

The percentage of female Parole Agent I's increased at the following institutions: Southern Reception Center Clinic (up 33.4 percent), Preston (up .8 percent), Ventura (up 5.4 percent), and Youth Training School (up .2 percent); however, this was caused by a decrease in male employees rather than the acquisition of new female employees.

The following schools showed a decrease in the percentage of female employees in this classification: O.H. Close (down 9 percent), and Fred C. Nelles (down 8.3 percent). In addition, other schools showed a reduction in the percentage of females or continued their total at zero due to the hire of additional male employees; these include DeWitt Nelson, Fenner Canyon, and Paso Robles (down .6 percent).

The Institutions and Camps Branch shows an increase of 1 percent in female Parole Agent I's.

Parole Agent II

With the loss of one female Parole Agent II at the Northern Reception Center Clinic, the overall branch representation of female Parole Agent II's dropped 6 percent.

Parole Agent III

The following institutions hired a female as their sole Parole Agent III: Northern Reception Center Clinic, O.H. Close, and Youth Training School.

Institutions and Camps Central Office lost one female Parole Agent III, dropping its percentage 11.1 percent.

In total, the Institutions and Camps Branch increase its representation of female Parole Agent III's by 11.7 percent.

Teacher Arts and Crafts

No changes in this classification.

Teacher Elementary Education

Two schools hired female elementary teachers: Karl Holton (up 25 percent) and O.H. Close (up 20 percent).

These hires resulted in the Institutions and Camps Branch raising its total percentage of female elementary teachers by 7.5 percent.

Teacher High School

The following schools showed an increase in the percentage of female high school teachers due to a reduction in the number of male employees: Karl Holton (up 2.4 percent), O.H. Close (up 5.9 percent), and Fred C. Nelles (up 1.2 percent).

The following institutions showed a loss in the percent of female high school teachers: Northern Reception Center Clinic (down 50 percent), Preston (down 3.5 percent), Ventura (down 3.3 percent), and Youth Training School (down 9.8 percent).

The Institutions and Camps Branch showed a 2.5 percent loss in female representation in this classification.

Teacher Recreation and Physical Education

Karl Holton filled its vacancy in this classification with a male employee, leaving the total of females at zero.

Overall, the Institutions and Camps Branch increased its representation of female Recreation and Physical Education teachers by .2 percent due to a reduction in the number of males filling this position.

YA Teacher

The additional hire of a male into this classification at Karl Holton kept the number of females at zero.

Vocational Instructor, Auto Mechanic

No changes in this classification.

Vocational Instructor, Culinary Arts

A vacancy occurring at Youth Training School was filled by a male, leaving the total females at zero.

Overall, the Institutions and Camps Branch shows a 3.2 percent decrease in the percent of females in this classification due to the acquisition of an additional male.

Vocational Instructor, Industrial Arts

No changes in this classification.

Vocational Instructor, Janitorial Services

No changes in this classification.

Supervisor Academic Instruction

Northern Reception Center Clinic and Preston each hired one female into this classification raising their respective percentages by 50 percent. Karl Holton also shows an increase of 50 percent due to the loss of a male employee.

Fred C. Nelles hired an additional male, leaving the total of females at zero.

The Institutions and Camps Branch as a whole had increased its representation of females in this classification by 9.2 percent.

Supervisor of Correctional Education

Northern Reception Center Clinic and Ventura School each hired one female in this capacity raising their respective percentages by 50 percent and 100 percent.

O.H. Close and Youth Training School each hired a male into this position.

The Institutions and Camps Branch increased its representation of female supervisors of Correctional Education by 6.4 percent.

Transportation Officer

No changes in this classification.

Business Manager II

No changes in this classification.

Program Administrator

Youth Training School increased its representation of female Program Administrators by 5 percent due to the loss of one male Program Administrator.

Preston School filled its vacancy with a male employee. As a result, the Institutions and Camps Branch percentage of females employed in this classification remained the same.

YA Administrator I

Both DeWitt Nelson and Fred C. Nelles hired males into existing vacancies. This reduced the Branch-wide representation of females in this classification by 3.1 percent.

CEA II

An existing vacancy at the Youth Training School was filled by a male, leaving the total branch representation at zero.

CEA III

No changes.

CEA IV

No changes.

Treatment Team Supervisor

The hire of a female Treatment Team Supervisor increased Pine Grove's representation by 100 percent. Northern Reception Center Clinic also increased its percentage of female Treatment Team Supervisors by 13.3 percent; however, this was caused by the loss of a male in this classification.

The entire branch increased its percentage of female Treatment Team Supervisor by 2.2 percent.

Staff Psychiatrist

The loss of a male psychiatrist at the Northern Reception Center Clinic increased the percentage of females employed there by 16.7

Staff Psychiatrist (cont.)

percent. Overall, the branch showed an increase of 5 percent in its representation of female Staff Psychiatrist.

Staff Psychologist

Youth Training School showed a 16.7 percent increase in the representation of females in this classification due to the loss of a male employee.

Southern Reception Center Clinic showed a 9.6 percent decrease in the percentage of female Staff Psychologist.

The Institutions and Camps Branch showed a reduction of .1 percent females in this classification.

Senior Psychologist

An existing vacancy at Youth Training School was filled by a male employee, leaving at zero the number of females employed in this classification in the entire branch.

Chief Medical Officer

No changes.

Physician and Surgeon

No changes.

Dentist

No changes.

Protestant Chaplain

No changes.

Medical Technical Assistant

Youth Training School hired a female Medical Technical Assistant, raising the percentage to 20 percent. As a result, the entire branch increased its percentage of females by 3.9 percent in this classification.

Auto Equipment Operator I

No changes.

Auto Mechanic

Paso Robles School filled its existing vacancy with a male, leaving the branch total of females at zero.

Baker

No changes.

Boiler Room Tender

No changes.

Building Maintenance Worker

An existing vacancy at Fred C. Nelles School was filled by a male employee. This leaves the total female representation in the branch at zero.

Carpenter

No changes.

Painter I

No changes.

Electrician I

Youth Training School filled an existing vacancy with a male employee. This leaves the branch with no females in this classification.

Groundskeeper

Southern Reception Center Clinic filled an existing vacancy with a male employee. Female representation remains at zero for the entire branch.

Heavy Truck Driver

No changes.

Institutions Firefighter

No changes.

Maintenance Mechanic

No changes.

Material and Store Supervisor

Karl Holton hired a female for its existing vacancy. This increased the entire branch percentage by 4.1 percent.

Plumber I

Fred C. Nelles in Youth Training School filled existing vacancies with male employees. This leaves the branch representation at zero.

Stationary Engineer

Ventura filled an existing vacancy with a male employee. This leaves the branch representation at zero.

Supervising Cook I

Paso Robles increased its percentage of female Supervising Cook I's by 33.4 percent.

Northern California Youth Center shows a decrease of 2.4 percent in their representation of females in this classification due to the hire of additional male employees.

Overall, the Institutions and Camps Branch shows a decrease of 3.0 percent in this classification.

Supervising Cook II

No changes in this classification.

Warehouse Worker

Northern California Youth Center hired a female Warehouse Worker raising their percentage to 100 percent. As a result, the representation of female Warehouse Workers in the branch rose 16.7 percent.

SECTION II

EXECUTIVE OFFICE

Occupational Category	Total	Male	Female	% Female
Administrative				
Administrator II-IV & Related	3	2	1	33.3
Administrator I & Related	1	1	0	-
Program Administrator	0	0	0	-
Other Administrative	1	0	1	100.0
Total	5	3	2	40.0
Professional				
Research	0	0	0	-
Fiscal/Accounting/Budget/Mgmt.	0	0	0	-
Business Services	0	0	0	-
Medical	0	0	0	-
EDP	0	0	0	-
Other Professional	7	6	1	14.3
Total	7	6	1	14.3
Technical and Related				
Supervisory	0	0	0	-
Intermediate	0	0	0	-
Entry	0	0	0	-
Total	0	0	0	-
Trades				
Journey	0	0	0	-
Maintenance	0	0	0	-
Food Services	0	0	0	-
Janitor	0	0	0	-
Other Trades	0	0	0	-
Total	0	0	0	-
Teacher				
Supervisor	0	0	0	-
Academic	0	0	0	-
Recreation/Physical Ed.	0	0	0	-
Vocational	0	0	0	-
Paraprofessional	0	0	0	-
Total	0	0	0	-

PREVENTION & COMMUNITY CORRECTIONS

Occupational Category	Total	Male	Female	%Female
Treatment				
Parole Agent III & Related	1	1	0	-
Parole Agent II	4	3	1	25.0
Parole Agent I	1	1	0	-
Treatment Team Supervisor	0	0	0	-
Psychologist	0	0	0	-
Senior Youth Counselor	0	0	0	-
Youth Counselor	0	0	0	-
Paraprofessional	0	0	0	-
Casework Specialist	2	1	1	50.0
Total	8	6	2	25.0
Security				
Head Group Supervisor & Related	0	0	0	-
Senior Group Supervisor & Related	0	0	0	-
Group Supervisor & Related	0	0	0	-
Total	0	0	0	-
Other Client Serving				
	0	0	0	0
Clerical				
Supervisory	2	0	2	100.0
Intermediate	9	0	9	100.0
Entry	0	0	0	-
Total	11	0	11	100.0
TOTAL IN BRANCH	31	15	16	51.6

Occupational Category	Total	Male	Female	% Female
Administrative				
Administrator II-IV & Related	4	4	0	-
Administrator I & Related	8	6	2	25.0
Program Administrator	0	0	0	-
Other Administrative	1	0	1	100.0
Total	13	10	3	23.1
Professional				
Research	0	0	0	-
Fiscal/Accounting/Budget/Mgmt.	2	0	2	100.0
Business Services	0	0	0	-
Medical	0	0	0	-
EDP	0	0	0	-
Other Professional	28	20	8	28.6
Total	30	20	10	33.3
Technical and Related				
Supervisory	0	0	0	-
Intermediate	0	0	0	-
Entry	0	0	0	-
Total	0	0	0	-
Trades				
Journey	0	0	0	-
Maintenance	0	0	0	-
Food Services	0	0	0	-
Janitor	0	0	0	-
Other Trades	0	0	0	-
Total	0	0	0	-
Teacher				
Supervisor	0	0	0	-
Academic	0	0	0	-
Recreation/Physical Ed.	0	0	0	-
Vocational	0	0	0	-
Paraprofessional	0	0	0	-
Total	0	0	0	-

Occupational Category	Total	Male	Female	%Female
Treatment				
Parole Agent III & Related	0	0	0	-
Parole Agent II	0	0	0	-
Parole Agent I	0	0	0	-
Treatment Team Supervisor	0	0	0	-
Psychologist	0	0	0	-
Senior Youth Counselor	0	0	0	-
Youth Counselor	0	0	0	-
Paraprofessional	0	0	0	-
Casework Specialist	0	0	0	-
Total	0	0	0	-
Security				
Head Group Supervisor & Related	0	0	0	-
Senior Group Supervisor & Related	0	0	0	-
Group Supervisor & Related	0	0	0	-
Total	0	0	0	-
Other Client Serving				
0	0	0	0	-
Clerical				
Supervisory	4	0	4	100.0
Intermediate	14	0	14	100.0
Entry	0	0	0	-
Total	18	0	18	100.0
TOTAL IN BRANCH	61	30	31	50.8

PLANNING, RESEARCH, EVALUATION & DEVELOPMENT

Occupational Category	Total	Male	Female	% Female
Administrative				
Administrator II-IV & Related	0	1	0	-
Administrator I & Related	6	4	2	33.3
Program Administrator	1	0	0	-
Other Administrative	2	1	1	50.0
Total	9	6	3	33.3
Professional				
Research	15	11	4	26.7
Fiscal/Accounting/Budget/Mgmt.	2	1	1	50.0
Business Services	0	0	0	-
Medical	0	0	0	-
EDP	0	0	0	-
Other Professional	1	1	0	-
Total	18	13	5	27.8
Technical and Related				
Supervisory	1	0	1	100.0
Intermediate	2	1	1	50.0
Entry	0	0	0	-
Total	3	1	2	66.7
Trades				
Journey	0	0	0	-
Maintenance	0	0	0	-
Food Services	0	0	0	-
Janitor	0	0	0	-
Other Trades	0	0	0	-
Total	0	0	0	-
Teacher				
Supervisor	0	0	0	-
Academic	0	0	0	-
Recreation/Physical Ed.	0	0	0	-
Vocational	0	0	0	-
Paraprofessional	0	0	0	-
Total	0	0	0	-

Occupational Category	Total	Male	Female	%Female
Treatment				
Parole Agent III & Related	0	0	0	-
Parole Agent II	0	0	0	-
Parole Agent I	3	2	1	33.3
Treatment Team Supervisor	2	2	0	-
Psychologist	0	0	0	-
Senior Youth Counselor	0	0	0	-
Youth Counselor	1	1	0	-
Paraprofessional	0	0	0	-
Casework Specialist	0	0	0	-
Total	6	5	1	12.5
Security				
Head Group Supervisor & Related	0	0	0	-
Senior Group Supervisor & Related	0	0	0	-
Group Supervisor & Related	0	0	0	-
Total	0	0	0	-
Other Client Serving				
	0	-	-	-
Clerical				
Supervisory	3	0	3	100.0
Intermediate	12	0	12	100.0
Entry	0	0	0	-
Total	15	0	15	100.0
TOTAL IN BRANCH	53	27	26	49.1

MANAGEMENT SERVICES

Occupational Category	Total	Male	Female	% Female
Administrative				
Administrator II-IV & Related	1	1	0	-
Administrator I & Related	13	8	5	38.5
Program Administrator	0	0	0	-
Other Administrative	0	0	0	-
Total	14	9	5	35.7
Professional				
Research	0	0	0	-
Fiscal/Accounting/Budget/Mgmt.	22	12	10	45.5
Business Services	5	2	3	60.0
Medical	0	0	0	-
EDP	19	11	8	42.1
Other Professional	16	7	9	56.3
Total	62	32	30	48.4
Technical and Related				
Supervisory	6	0	6	100.0
Intermediate	21	2	19	90.5
Entry	7	3	4	57.1
Total	34	5	29	85.3
Trades				
Journey	3	3	0	-
Maintenance	0	0	0	-
Food Services	1	0	1	100.0
Janitor	0	0	0	-
Other Trades	1	1	0	-
Total	5	4	1	20.0
Teacher				
Supervisor	1	0	1	100.0
Academic	0	0	0	-
Recreation/Physical Ed.	0	0	0	-
Vocational	1	1	0	-
Paraprofessional	0	0	0	-
Total	2	1	1	50.0

Occupational Category	Total	Male	Female	%Female
Treatment				
Parole Agent III & Related	0	0	0	-
Parole Agent II	0	0	0	-
Parole Agent I	2	2	0	-
Treatment Team Supervisor	0	0	0	-
Psychologist	0	0	0	-
Senior Youth Counselor	0	0	0	-
Youth Counselor	2	2	0	-
Paraprofessional	0	0	0	-
Casework Specialist	0	0	0	-
Total	4	4	0	-
Security				
Head Group Supervisor & Related	0	0	0	-
Senior Group Supervisor & Related	0	0	0	-
Group Supervisor & Related	0	0	0	-
Total	0	0	0	-
Other Client Serving	0	0	0	-
Clerical				
Supervisory	10	1	9	90.0
Intermediate	30	2	28	93.3
Entry	0	0	0	-
Total	40	3	37	92.5
TOTAL IN BRANCH	161	58	103	64.0

PAROLE SERVICES

Occupational Category	Total	Male	Female	% Female
Administrative				
Administrator II-IV & Related	6	5	1	16.7
Administrator I & Related	3	2	1	33.3
Program Administrator	0	0	0	-
Other Administrative	0	0	0	-
Total	9	7	2	22.2
Professional				
Research	1	0	1	100.0
Fiscal/Accounting/Budget/Mgmt.	0	0	0	-
Business Services	1	0	1	100.0
Medical	0	0	0	-
EDP	0	0	0	-
Other Professional	0	0	0	-
Total	2	0	2	100.0
Technical and Related				
Supervisory	0	0	0	-
Intermediate	0	0	0	-
Entry	0	0	0	-
Total	0	0	0	-
Trades				
Journey	0	0	0	-
Maintenance	2	2	0	-
Food Services	1	0	1	100.0
Janitor	0	0	0	-
Other Trades	0	0	0	-
Total	3	2	1	-
Teacher				
Supervisor	0	0	0	-
Academic	5	5	0	-
Recreation/Physical Ed.	0	0	0	-
Vocational	0	0	0	-
Paraprofessional	0	0	0	-
Total	5	5	0	-

Occupational Category	Total	Male	Female	%Female
Treatment				
Parole Agent III & Related	45	40	5	11.1
Parole Agent II	79	66	13	16.5
Parole Agent I	155	123	32	20.6
Treatment Team Supervisor	1	0	1	100.0
Psychologist	0	0	0	-
Senior Youth Counselor	1	1	0	-
Youth Counselor	6	3	3	50.0
Paraprofessional	4	4	0	-
Casework Specialist	0	0	0	-
Total	291	237	54	18.6
Security				
Head Group Supervisor & Related	0	0	0	-
Senior Group Supervisor & Related	0	0	0	-
Group Supervisor & Related	4	2	2	50.0
Total	4	2	2	50.0
Other Client Serving	0	0	0	-
Clerical				
Supervisory	32	1	31	96.9
Intermediate	64	1	63	98.4
Entry	0	0	0	-
Total	96	2	94	97.9
TOTAL IN BRANCH	413	258	155	37.5

INSTITUTIONS AND CAMPS

Occupational Category	Total	Male	Female	% Female
Administrative				
Administrator II-IV & Related	17	15	2	11.8
Administrator I & Related	24	21	3	12.5
Program Administrator	20	18	2	10.0
Other Administrative	3	2	1	33.3
Total	64	56	8	12.5
Professional				
Research	0	0	0	0
Fiscal/Accounting/Budget/Mgmt.	18	6	12	66.7
Business Services	4	2	2	50.0
Medical	132	55	77	58.3
EDP	0	0	0	-
Other Professional	10	7	3	30.0
Total	164	70	94	57.3
Technical and Related				
Supervisory	11	0	11	100.0
Intermediate	32	1	31	96.9
Entry	17	1	16	94.1
Total	60	2	58	96.7
Trades				
Journey	138	138	0	-
Maintenance	57	57	0	-
Food Services	176	96	80	45.5
Janitor	34	22	12	35.3
Other Trades	48	36	12	25.0
Total	453	349	104	23.0
Teacher				
Supervisor	35	27	8	22.9
Academic	192	151	41	21.4
Recreation/Physical Ed.	33	31	2	6.1
Vocational	83	79	4	4.8
Paraprofessional	48	5	43	89.6
Total	391	293	98	25.1

Occupational Category	Total	Male	Female	%Female
Treatment				
Parole Agent III & Related	17	14	3	17.6
Parole Agent II	11	8	3	27.3
Parole Agent I	133	112	21	15.8
Treatment Team Supervisor	65	55	10	15.4
Psychologist	45	31	14	31.1
Senior Youth Counselor	117	109	8	6.8
Youth Counselor	800	645	155	19.4
Paraprofessional	0	0	0	-
Casework Specialist	18	7	11	61.1
Total	1206	981	225	18.7
Security				
Head Group Supervisor & Related	83	79	4	4.8
Senior Group Supervisor & Related	82	75	7	8.5
Group Supervisor & Related	414	345	69	16.7
Total	579	499	80	13.8
Other Client Serving				
Other Client Serving	20	20	0	-
Clerical				
Supervisory	72	24	48	66.7
Intermediate	226	7	219	96.9
Entry	3	0	3	100.0
Total	301	31	270	89.7
TOTAL IN BRANCH	3238	2301	937	29.0

ANALYSIS OF CHANGES IN FEMALE REPRESENTATION BY OCCUPATIONAL
CATEGORY AND BRANCH BETWEEN MARCH 31, 1981 AND OCTOBER 1, 1981

EXECUTIVE OFFICE

Administrative: No changes.

Professional: A decrease of 14.3 percent in Other Professional created an overall decrease of 14.3 percent.

Technical and Related: No changes

Trades: No changes.

Teacher: No changes.

Treatment: The percentage of females decreased 2.4 percent due to the addition of a male Casework Specialist.

Security: No changes.

Other Client Serving: No changes.

Clerical: No changes.

TOTAL: The overall representation of females decreased 5.1 percent.

PREVENTION AND COMMUNITY CORRECTIONS

Administrative: Female representation rose 4.9 percent due to the addition of a female in Other Administrative. The percentage of females in Administrative I and Related decreased 2.6 percent due to the acquisition of a male employee.

Professional: Female professionals increased 3.3 percent due to the loss of male employees in the Other Professional.

Technical and Related: No changes.

Trades: No changes.

Teacher: No changes.

Treatment: No changes

Security: No changes.

Other Client Serving: No changes.

Clerical: No changes.

TOTAL: The representation of females increased by 2.4 percent.

PLANNING, RESEARCH, EVALUATION, AND DEVELOPMENT BRANCH

Administrative: The administrative area increased by 20.8 percent, due to female hires in the Administrator I and Related and the Other Administrative area (up 13.3 percent and 50 percent respectively).

Professional: The professional area decreased 12.2 percent in female representation. This was caused by the loss of females in Research (down 4.6 percent), Fiscal/Accounting/Budget/Management (down 16.7 percent), and Other Professional (down 100 percent).

Technical and Related: This area increased 16.7 percent. This was caused by the hire of a female in the Supervisory area.

Trades: No changes.

Teacher: No changes.

Treatment: The addition of a female Parole Agent I increased the representation of female treatment staff by 12.5 percent.

Security: No changes.

Other Client Serving: No changes.

Clerical: No changes.

TOTAL: The representation of females declined 6 percent.

MANAGEMENT SERVICES

Administrative: Management Services increased its representation of females by 7.1 percent due to an increase of females in Administrative I and Related.

Professional: Representation of females declined 1.6 percent, due to a reduction in female representation in the Other Professional and Fiscal/Accounting/Budget/Management. A 2.1 percent increase in the EDP category somewhat negated the other negative factors.

Technical and Related: Female representation increased .5 percent due to additional hires of females in the intermediate category.

Trades: The loss of one female in the Food Services category reduced the total trades representation by 13.3 percent.

Teacher: No changes.

Treatment: No changes.

MANAGEMENT SERVICES (cont.)

Security: No changes.

Other Client Serving: No changes.

Clerical: Representation of females in the clerical area decreased 2.7 percent due to the hire of a male employee in the supervisory area.

TOTAL: The total representation of females declined .2 percent.

PAROLE SERVICES

Administrative: Female representation increased 2.2 percent due to the loss of a male employee.

Professional: The hire of a female employee into the Research area created no change in the 100 percent female representation.

Technical and Related: No changes.

Trades: No changes.

Teacher: No changes.

Treatment: Female representation increased .1 percent. Increases occurred in the following areas: Parole Agent I (up .7 percent), Treatment Team Supervisor (up 100 percent), and Youth Counselor (up 10 percent). A reduction occurred in the Parole Agent II area of 3.5 percent.

Security: A 10 percent reduction in female group supervisors resulted in a 10 percent reduction.

Other Client Serving: No changes.

Clerical: Female representation increase .1 percent due to the hire of additional female employees.

TOTAL: The total female representation increased .2 percent.

INSTITUTIONS AND CAMPS

Administrative: Female representation increased .8 percent, due to the addition of a female in Other Administrative (up 33.3 percent). Additional hires of males in the Administrator II and IV and the Administrator I areas decreased the representation of females by .7 percent and 1.1 percent, respectively.

Professional: The percent of professional women rose by 2.2 percent, due to increases in Fiscal/Accounting/Budget/Management and Medical. A decrease of 10 percent occurred in Business Services.

INSTITUTIONS AND CAMPS (cont.)

Technical and Related: Despite some minor changes in the various areas, the overall representation of females remained the same.

Trades: Female representation declined by 1.7 percent. Food Services (down 1.5 percent), Janitor (down 11.8 percent), and other trades (down 1 percent) contributed to the decrease.

Teacher: The percent of female teachers rose by .7 percent, due to increases in the following areas: Supervisor (up 5.7 percent), Para-professional (up 2.9 percent), and Recreation/Physical Education (up .2 percent). This was somewhat offset by a 1 percent decrease in Academic Teachers and .1 percent decrease in Vocational Teachers.

Treatment: Female representation in the Treatment area increased 1.4 percent. Increases were noted in the following areas: Parole Agent III and Related (up 5.1 percent), Parole Agent I (up 1.2 percent), Treatment Team Supervisor (up 2.2 percent), Senior Youth Counselor (up .1 percent), Youth Counselor (up 1.5 percent), and Casework Specialist (up 1.1 percent). A decrease was noted in Parole Agent II (down 6 percent) and Psychologist (down .2 percent).

Security: The overall representation of females remained unchanged. However, there were some small changes in the various categories; Head Group Supervisor and related increased 1 percent and Senior Group Supervisor and related decreased .1 percent.

Other Client Serving: No changes.

Clerical: Female representation decreased .3 percent despite of 1 percent increase in Supervisory females. A .5 percent decrease in the more numerous intermediate classifications was more impactful.

TOTAL: The total number of females increased by .3 percent.

SECTION III



While portions of this document are illegible, it was micro-filmed from the best copy available. It is being distributed because of the valuable information it contains.

OCCUPATIONAL CATEGORY		TOTAL		WHITE		COMBINED MINORITY		BLACK		SPANISH SURNAMED		ASIAN		FILIPINO		NATIVE AMERICAN		OTHER							
		#	%	#	% IN DEPT.	#	% IN GENDER	#	% IN DEPT.	#	% IN GENDER	#	% IN DEPT.	#	% IN GENDER	#	% IN DEPT.	#	% IN DEPT.	#	% IN DEPT.	% IN GENDER			
ADMINISTRATIVE ADMINISTRATOR II/III & RELATED	M	29	87.9	17	51.5	58.6	12	36.4	41.4	8	24.2	27.6	3	9.1	10.3	1	3.0	3.4	--	--	--	--	--	--	
	F	4	12.1	4	12.1	100.0	0	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--		
ADMINISTRATOR I & RELATED	M	44	77.2	35	61.4	79.5	9	15.8	20.5	5	8.8	11.4	3	5.3	6.8	1	1.8	2.3	--	--	--	--	--	--	
	F	13	22.8	10	17.5	76.9	3	5.3	23.1	3	5.3	23.1	--	--	--	--	--	--	--	--	--	--	--	--	
PROGRAM ADMINISTRATOR	M	18	90.0	12	60.0	66.7	6	30.0	33.3	3	15.0	16.7	3	15.0	16.7	--	--	--	--	--	--	--	--	--	
	F	2	10.0	1	5.0	50.0	1	5.0	50.0	1	5.0	50.0	--	--	--	--	--	--	--	--	--	--	--	--	
OTHER ADMINISTRATIVE	M	3	42.9	3	42.9	100.0	0	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
	F	4	57.1	4	57.1	100.0	0	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
PROFESSIONAL RESEARCH	M	11	68.8	11	68.8	100.0	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
	F	5	31.3	4	25.0	100.0	1	6.3	20.0	--	--	--	--	--	--	1	6.3	20.0	--	--	--	--	--	--	
FISCAL/ACCOUNTING/BUDGET/MANAGEMENT	M	19	43.2	15	34.1	78.9	4	9.1	21.1	--	--	--	1	2.3	5.3	3	6.8	15.8	--	--	--	--	--	--	
	F	25	56.8	21	47.7	84.0	4	9.1	16.0	1	2.3	4.0	3	6.8	12.0	--	--	--	--	--	--	--	--	--	
BUSINESS SERVICES	M	4	40.0	3	30.0	75.0	1	10.0	25.0	--	--	--	--	--	--	--	--	--	--	--	--	1	10.0	25.0	
	F	6	60.0	5	50.0	83.3	1	10.0	16.7	--	--	--	--	--	--	1	10.0	16.7	--	--	--	--	--	--	
MEDICAL	M	55	41.7	42	31.8	76.4	13	9.8	23.6	3	2.3	5.5	4	3.0	7.3	2	1.5	3.6	1	1.5	1.8	--	--	--	
	F	77	58.3	61	46.2	79.2	16	12.1	20.8	5	3.8	6.5	6	4.5	7.8	2	1.5	2.6	3	2.3	3.9	--	--	--	
EDP	M	11	57.9	7	36.8	63.6	4	21.1	36.4	2	10.5	18.2	--	--	--	2	10.5	18.2	--	--	--	--	--	--	
	F	8	42.1	7	36.8	87.5	1	5.3	12.5	--	--	--	--	--	--	1	5.3	12.5	--	--	--	--	--	--	
OTHER PROFESSIONAL	M	42	65.6	25	39.1	59.5	17	26.6	40.5	11	17.2	26.2	4	6.3	9.5	1	1.6	2.4	--	--	--	--	1	1.6	2.4
	F	22	34.4	16	25.0	72.7	6	9.4	27.3	1	1.6	4.5	1	1.6	4.5	3	4.7	13.6	1	1.6	4.5	--	--	--	
TECHNICAL AND RELATED SUPERVISORY	M	0	--	--	--	--	0	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
	F	18	100.0	12	66.6	66.6	6	33.3	33.3	1	5.6	5.6	1	5.6	5.6	3	16.7	16.7	--	--	--	1	5.6	5.6	
INTERMEDIATE	M	4	7.3	3	5.5	75.0	1	1.8	25.0	--	--	--	1	1.8	25.0	--	--	--	--	--	--	--	--	--	
	F	51	92.7	44	80.0	86.3	7	12.7	13.7	1	1.8	2.0	3	5.5	5.9	2	3.6	3.9	1	1.8	2.0	--	--	--	
ENTRY	M	4	16.7	1	4.2	25.0	3	12.5	75.0	--	--	--	1	4.2	25.0	1	4.2	25.0	--	--	--	--	--	--	
	F	20	83.3	13	54.2	65.0	7	29.2	35.0	2	8.3	10.0	4	16.7	20.0	--	--	--	--	--	--	--	1	4.2	5.0

AFFIRMATIVE ACTION GOALS FOR FEMALES BY ETHNICITY

White	Black	Hispanic	Asian	Filipino	Native American	Other
23.4	7.8	5.2	1.0	.3	.3	.1

ANALYSIS OF STATISTICS ON FEMALES BY RACE

Total Females

Females have achieved or exceeded parity in the following categories: Other Administrative, Fiscal/Accounting/Budget/Management, Business Services, Medical, EDP, Supervising Technical and Related, Intermediate Technical and Related, Entry Technical and Related, Food Services, Paraprofessional Teacher, Casework Specialist, Supervising Clerical, Intermediate Clerical, and Entry Clerical.

There are no females employed in the following categories: Journey level trades, maintenance, treatment paraprofessional and other client serving.

Representation of females is deficient in the following categories: Administrator II to IV and related, Administrator I and related, Program Administrator, Research, Other Professional, Janitor, Other Trades, Supervising Teacher, Academic Teacher, Recreation and PE Teacher, Vocational Teacher, Parole Agent III, Parole Agent II, Parole Agent I, Treatment Team Supervisor, Psychologist, Senior Youth Counselor, Youth Counselor, Head Group Supervisor, Senior Group Supervisor and Group Supervisor and related.

CHANGES IN THE REPRESENTATION FROM MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job categories showed an increase in the total representation of females: Program Administrator, Other Administrative, Medical, EDP, Entry Technical and Related, Supervising Teacher, Recreation and PE Teacher, Paraprofessional Teacher, Parole Agent III and Related, Parole Agent I, Treatment Team Supervisor, Senior Youth Counselor, Youth Counselor, Casework Specialist, Head Group Supervisor and related, Senior Group Supervisor and related, and Group Supervisor.

The following categories showed a decrease in the representation of females: Administrator I and related, Fiscal/Accounting/Budget/Management, Business Services, Other Professional, Intermediate Technical and related, Food Services, Janitor, Other Trades, Academic Teacher, Vocational Teacher, Parole Agent II, Psychologist, Supervisory Clerical, and Intermediate Clerical.

White

White females have achieved or exceeded parity in the following categories: Other Administrative, Research, Fiscal, Business Services, Medical, EDP,

Other Professional, Supervising Technical and related, Intermediate Technical and related, Entry Technical and related, Food Services, Teaching Paraprofessional, Casework Specialist, Supervising Clerical, Intermediate Clerical, and Entry Clerical.

There are no White females in the following job categories: Journey level trades, Maintenance, Treatment Paraprofessional, and Other Client Serving.

Representation of White females is deficient in the following categories: Administrator II to IV and related, Administrator I and related, Program Administrator, Janitor, Other Trades, Supervising Teacher, Academic Teacher, Recreation and PE Teacher, Vocational Teacher, Parole Agent III, Parole Agent II, Parole Agent I, Treatment Team Supervisor, Psychologist, Senior Youth Counselor, Youth Counselor, Head Group Supervisor, Senior Group Supervisor, and Group Supervisor and related.

CHANGES IN REPRESENTATION FROM MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following categories showed an increase of White females: Administrator I and related, Program Administrator, Other Administrative, Medical, EDP, Other Professional, Supervising Teacher, Recreation and PE Teacher, Parole Agent III and related, Parole Agent I, Treatment Team Supervisor, Senior Youth Counselor, and Head Group Supervisor and related.

The following job categories showed a decrease in the representation of White females: Fiscal/Accounting/Budget/Management, Business Services, Supervisory Technical and related, Intermediate Technical and related, Entry Technical and related, Food Services, Janitor, Other Trades, Academic Teacher, Vocational Teacher, Paraprofessional Teacher, Parole Agent II, Psychologist, Youth Counselor, Casework Specialist, Senior Group Supervisor and related, Group Supervisor and related, Supervisory Clerical and Intermediate Clerical.

Combined Minority

Minority females as a total group have achieved or exceeded parity in the following categories: Supervising Technical and related, Entry Technical and related, Food Services, Janitor, Teaching Paraprofessional, Casework Specialist, Supervising Clerical, and Intermediate Clerical.

There are no minority females in the following job categories: Administrator II to IV and related, Other Administrative, Journey-level trades, Maintenance, Recreation and PE Teacher, Treatment Paraprofessional, Other Client Serving, and Entry Clerical.

Representation of minority females is deficient in the following categories: Administrator I and related, Program Administrator, Research, Business Services, Medical, EDP, Other Professional, Intermediate Technical and

related, Other Trades, *Supervising Teacher*, Academic Teacher, *Vocational Teacher*, *Parole Agent III*, *Parole Agent II*, *Parole Agent I*, Treatment Team Supervisor, Psychologist, *Senior Youth Counselor*, Youth Counselor, Head Group Supervisor, *Senior Group Supervisor*, and Group Supervisor and related.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job categories show an increase in the percent of combined female minorities: Fiscal/Accounting/Budget/Management, Business Services, Medical, EDP, Other Professional, Supervisory Technical and related, Intermediate Technical and related, Entry Technical and related, *Supervising Teacher*, *Parole Agent I*, Treatment Team Supervisor, Psychologist, Youth Counselor, Casework Specialist, *Senior Group Supervisor and related*, Group Supervisor and related, and Intermediate Clerical.

The following job categories show a decrease in the percent of combined minority females: *Administrator I and related*, Program Administrator, Food Services, Janitor, Other Trades, Academic Teacher, Paraprofessional Teacher, *Parole Agent II*, *Senior Youth Counselor*, Head Group Supervisor and related, and Supervising Clerical.

Black

Black females have achieved or exceeded parity in the following categories: Entry Technical and related, Food Services, Janitor, Teaching Paraprofessional, Supervising Clerical, and Intermediate Clerical.

There are no Black females in the following categories: *Administrator II to IV and related*, Other Administrative, Research, Business Services, EDP, Journey-level trades, Maintenance, Recreation and PE Teacher, *Parole Agent III*, Treatment Paraprofessional, Other Client Serving, and Entry Clerical.

Representation of Black females is deficient in the following categories: Administrator I and related, Program Administrator, Fiscal, Medical, Other Professional, Supervisor Technical and related, Intermediate Technical and related, Other Trades, Supervising Teacher, Academic Teacher, *Vocational Teacher*, *Parole Agent II*, *Parole Agent I*, Treatment Team Supervisor, Psychologist, *Senior Youth Counselor*, Youth Counselor, Casework Specialist, Head Group Supervisor, *Senior Group Supervisor*, and Group Supervisor or related.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job categories show an increase in the percentage of Black females: Fiscal/Accounting/Budget/Management, Medical, Other Professional, Supervising Teacher, Academic Teacher, Paraprofessional Teacher, *Parole Agent II*, Treatment Team Supervisor, Psychologist, Youth Counselor, *Senior Group Supervisor and related*, and Group Supervisor and related.

The following job categories show a decrease in the percent of Black females: *Administrator I and related*, Program Administrator, Supervisory Technical and related, Intermediate Technical and related, Entry Technical and related, Food Services, Janitor, *Parole Agent I*, *Senior Youth Counselor*, Casework Specialist, Head Group Supervisor and related, and Supervising Clerical.

Spanish Surnamed

Spanish Surnamed females have achieved or exceeded parity in the following categories: Fiscal, Supervising Technical and related, Intermediate Technical and related, Entry Technical and related, Food Services, Other Trades, Teaching Paraprofessional, Supervising Clerical, and Intermediate Clerical.

There are no Spanish Surnamed females in the following categories: *Administrator II to IV and related*, *Administrator I and related*, Program Administrator, Other Administrative, Research, Business Services, EDP, Journey-level trades, Maintenance, Supervising Teacher, Recreation and PE Teacher, *Vocational Instructor*, Treatment Paraprofessional, Casework Specialist, Head Group Supervisor, Other Client Serving, and Entry Clerical.

Representation of Spanish Surnamed females is deficient in the following categories: Medical, Other Professional, Janitor, Academic Teacher, *Parole Agent III*, *Parole Agent II*, *Parole Agent I*, Treatment Team Supervisor, Psychologist, *Senior Youth Counselor*, Youth Counselor, *Senior Group Supervisor*, and Group Supervisor and related.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job categories show an increase in the percentage of Spanish Surnamed females: Fiscal/Accounting/Budget/Management, Other Professional, Intermediate Technical and related, Entry Technical and related, Other Trades, Academic Teacher, *Parole Agent I*, Treatment Team Supervisor, *Senior Youth Counselor*, Youth Counselor, Group Supervisor and related, and Intermediate Clerical.

The following job categories show a decrease in the percentage of Spanish Surnamed females: Supervisory Technical and related, Food Services, Teaching Paraprofessional, *Parole Agent I*, Psychologist, *Senior Group Supervisor and related*, and Supervising Clerical.

Asian

Asian females have achieved or exceeded parity in the following categories: Business Services, Medical, EDP, Other Professional, Supervising Technical and related, Intermediate Technical and related, Janitor, Teaching Paraprofessional, *Parole Agent II*, Treatment Team Supervisor, Casework Specialist, Supervising Clerical, and Intermediate Clerical.

There are no Asian females employed in the following categories: Administrator II to IV and related, Administrator I and related, Program Administrator, Other Administrative, Research, Fiscal, Entry Technical and related, Journey-level trades, Maintenance, Food Services, Other Trades, Supervising Teacher, Recreation and PE Teacher, Vocational Teacher, Parole Agent III, Parole Agent I, Psychologist, Senior Youth Counselor, Treatment Paraprofessional, Head Group Supervisor, Senior Group Supervisor, Group Supervisor and related, Other Client Serving, and Entry Clerical.

Representation of Asian females is deficient in the following categories: Academic Teacher, and Youth Counselor.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job categories show an increase in the percentage of Asian females: Other Professional, Supervisory Technical and related, Intermediate Technical and related, Teaching Paraprofessional, Parole Agent II, Treatment Team Supervisor, Youth Counselor, and Intermediate Clerical.

The following job categories show a decrease in the percentage of Asian females: Casework Specialist, Group Supervisor and related, and Supervising Clerical.

Filipino

Filipino females have achieved or exceeded parity in the following categories: Research, Medical, Other Professional, Intermediate Technical and related, Academic Teacher, Supervising Clerical, and Intermediate Clerical.

There are no Filipino females employed in the following categories: Administrator II to IV and related, Administrator I and related, Program Administrator, Other Administrative, Fiscal/Accounting/Budget/Management, Business Services, EDP, Supervising Technical and related, Entry Technical and related, Journey-level trades, Maintenance, Food Services, Janitor, Other Trades, Supervising Teacher, Recreation and PE Teacher, Vocational Teacher, Teaching Paraprofessional, Parole Agent III, Parole Agent II, Parole Agent I, Treatment Team Supervisor, Psychologist, Senior Youth Counselor, Youth Counselor, Treatment Paraprofessional, Casework Specialist, Head Group Supervisor, Senior Group Supervisor, Group Supervisor and related, Other Client Serving, and Entry Clerical.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job categories show an increase in the percent of Filipino females: Medical.

The following job categories show a decrease in the percentage of Filipino females: Other Professional, Supervisory Technical and related, and Food Services.

Native American

Native American females have achieved or exceeded parity in the following job categories: Supervising Technical and related, Teaching Paraprofessional, Senior Group Supervisor, Supervising Clerical, and Intermediate Clerical.

There are no Native American females employed in the following categories: Administrator II to IV and related, Administrator I and related, Program Administrator, Other Administrative, Research, Fiscal/Accounting/Budget/Management, Business Services, Medical, EDP, Other Professional, Intermediate Technical and related, Entry Technical and related, Journey-level trades, Maintenance, Food Services, Janitor, Other Trades, Supervising Teacher, Academic Teacher, Recreation and PE Teacher, Vocational Teacher, Parole Agent III, Parole Agent II, Parole Agent I, Treatment Team Supervisor, Psychologist, Senior Youth Counselor, Youth Counselor, Treatment Paraprofessional, Casework Specialist, Head Group Supervisor, Group Supervisor and related, Other Client Serving, and Entry Clerical.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following job classifications show an increase in the percentage of Native American females: Supervisory Technical and related.

The following job categories show a decrease in the percentage of Native American females: Medical, Teaching Paraprofessional, Senior Group Supervisor and related, and Intermediate Clerical.

Other

Females designated as Other have achieved or exceeded parity in the following categories: Fiscal/Accounting/Budget/Management, Entry Technical and related, Food Services, Academic Teacher, Psychologist, Group Supervisor and related, and Intermediate Clerical.

There are no females designated as Other in the following categories: Administrator II to IV and related, Administrator I and related, Program Administrator, Other Administrative, Research, Business Services, Medical, EDP, Other Professional, Supervising Technical and related, Intermediate Technical and related, Journey-level trades, Maintenance, Janitor, Other Trades, Supervising Teacher, Recreation and PE Teacher, Vocational Teacher, Teaching Paraprofessional, Parole Agent III, Parole Agent II, Parole Agent I, Treatment Team Supervisor, Senior Youth Counselor, Youth Counselor, Treatment Paraprofessional, Casework Specialist, Head Group Supervisor, Senior Group Supervisor, Other Client Serving, Supervising Clerical, and Entry Clerical.

CHANGES IN REPRESENTATION FROM
MARCH 31, 1981 THROUGH OCTOBER 1, 1981

The following classifications show an increase in the percentage of females designated as Other: Entry Technical and related, Academic Teacher, Psychologist, and Intermediate Clerical.

The following job categories show a decrease in the percentage of females designated as Other: *Medical*, Food Services, and Group Supervisor and related.

Categories typed in italics are those which are at less than one-half parity for that group.

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.

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

Journeyman:

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; Super-
vising 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); Principal Librarian; 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