

CALIFORNIA YOUTH AUTHORITY'S

**AFFIRMATIVE ACTION
STATISTICS:
Report No. 13**

AS OF MARCH 31, 1980

69776

YOUTH
AUTHORITY
CALIFORNIA

State of California

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INTRODUCTION

This is the thirteenth 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 12-month period ending March 31, 1980.

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, 1980. 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.

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 imple-

ment the standard since 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 work force, 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 Sections 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.

Goals vs. Quotas

In striving to attain a balanced work force 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 of 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 had 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.

Various classes have been transferred from one occupational category to a more appropriate occupational category. For example, the Statistical Clerk classification was heretofore listed under the Technical and Related (Supervisory) category. As a result of the reorganization of the appendix, the Statistical Clerk Classification is listed appropriately under clerical (intermediate). Because of the reorganization, the reader is cautioned not to compare 1980 Tables 14 through 16 with those of previous years.

HIGHLIGHTS

- The proportion of minorities among total Youth Authority personnel showed a gain of 2.1 percent during the 12-month period ending March 31, 1980. There was an increase of 1.9 percentage points for women.
- An analysis shows that the Department's total personnel on March 31, 1980, included 1,794 minorities or 36.0 percent of the total work force. The Department's Affirmative Action Goal for minority personnel is 37.4 percent of the work force. The Affirmative Action Goal for women is 36.3 percent.
- Following is an analysis of Youth Authority staffing by ethnic groups and how this March 31, 1980 staffing compared with affirmative action goals:
 - Black, 18.6 percent of the work force; 1.8 percentage points below the goals.
 - Spanish Surnamed, 13.3 percent; 0.4 percentage points below the goal.
 - Asian, 2.3 percent; 0.5 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 below the goal.
 - Other Minorities, 0.9 percent; 0.6 percentage point above the goal.

.... The 2.1 percent gain among all minorities over the year was found in Spanish Surnamed, 0.5 percent, Black, 1.7 percent, Filipino, 0.1 percent. Native American, 0.1 percent. Other Minorities remained unchanged and Asian decrease by 0.2 percent.

.... During the six-month period ending March 31, 1980, 246 additional full-time personnel were hired. Of these 246, 114 or 46.4 percent were minorities. The new hires included 21.5 percent Black, 21.1 percent Spanish Surnamed, 2.4 percent Asian, 0.4 percent Native American, 0.8 percent Filipino, and no change for Other Minorities. An analysis by sex showed 133 or 54.1 percent were male and 113 or 45.9 percent were female.

.... Full-time minority employees represented 27.6 percent of headquarters personnel, 35.4 percent facility (reception centers, institutions, and camps) personnel, and 40.8 percent of the parole work force. For the Department as a whole, 34.9 percent of full-time personnel were minorities. Full-time female personnel constituted 54.0 percent of headquarters employees, 27.7 percent of facility personnel, 37.8 percent of parole personnel or 34.3 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 two categories (Security and Treatment) and 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 two categories (Security and Other Client-Serving) and above the goal in two categories (Teacher and Treatment). Filipino employees met the Department's goal of 0.5 percent in one category (Teacher) but fell short of the goal in all other 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. Native American did not meet the Department's goal of 0.7 percent in any categories. Female personnel were below the the Department's goal of 36.3 percent in all the 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 Departments goal of (1.8 percent) in four of the support service catetories (Professional, Technical, Trades, and Clerical). Asian employees were slightly below the Department's goal in the Administrative category. Native Americans

were below the Department's goal of 0.7 percent in all support service categories except one (Technical and Related). Filipino Personnel exceeded the Department's goal of 0.5 percent in all categories. Other Minorities exceeded the Department's goal of 0.3 percent in all categories. Full-time female personnel were below the Department's Affirmative Action Goal (36.3 percent) in the Administrative and Trades Categories (14.3 and 23.1 percent respectively) but exceeded the goal in the Clerical (92.6 percent), Technical and Related (89.4 percent), and Professional (49.6 percent) categories.

On the following page is the total State Civil Service Work Force as of March 1979 as compared with Department of the Youth Authority's work force as of March 1980.

An analysis of Youth Authority's service population as of March 1980 follows:

Comparison of Total State Civil Service Work Force
For March 1979 as Compared to the Department of the Youth Authority's
Work Force as of March 1980

TABLE 1
TOTAL STATE CIVIL SERVICE WORKFORCE

| 1980 | TOTAL | WHITE | BLACK | SS/S | ASIAN | NAT/AMER | FILIPINO | OTHER |
|-----------|---------|---------|--------|--------|-------|----------|----------|-------|
| WORKFORCE | 138,037 | 103,978 | 12,033 | 11,878 | 6,159 | 689 | 1,846 | 1,454 |
| TOTAL % | 100.0 | 75.3 | 8.7 | 8.6 | 4.5 | 0.5 | 1.3 | 1.1 |
| Male % | 53.7 | 55.36 | 45.69 | 51.51 | 48.96 | 53.26 | 39.60 | 57.22 |
| Female % | 46.3 | 44.62 | 54.31 | 48.49 | 51.04 | 46.74 | 60.40 | 42.78 |

TOTAL YOUTH AUTHORITY WORKFORCE

| 1980 | TOTAL | WHITE | BLACK | SS/S | ASIAN | NAT/AMER | FILIPINO | OTHER |
|-----------|-------|-------|-------|------|-------|----------|----------|-------|
| WORKFORCE | 4,981 | 3,187 | 927 | 663 | 117 | 14 | 29 | 44 |
| TOTAL % | 100.0 | 64.0 | 18.6 | 13.3 | 2.3 | 0.3 | 0.6 | 0.9 |
| Male % | 65.7 | 64.6 | 65.3 | 73.1 | 56.5 | 35.8 | 62.1 | 68.2 |
| Female % | 34.3 | 35.4 | 34.7 | 26.9 | 43.5 | 64.2 | 37.9 | 31.8 |

ETHNIC GROUP DISTRIBUTION OF YOUTH AUTHORITY SERVICE POPULATION
AS OF March 1980

| 1980 | TOTAL | WHITE | BLACK | SS/S | ASIAN | NAT/AMER | FILIPINO | OTHER |
|-----------------|--------|-------|-------|-------|-------|----------|----------|-------|
| WARD POPULATION | 11,524 | 4,104 | 3,933 | 3,194 | 67 | 126 | 41 | 63 |
| TOTAL % | 100.0 | 35.6 | 34.1 | 27.7 | 0.6 | 1.0 | 0.3 | 0.5 |
| Male % | 95.5 | 94.7 | 96.1 | 96.3 | 98.6 | 86.5 | 95.1 | 96.8 |
| Female % | 4.5 | 5.3 | 3.9 | 3.7 | 1.4 | 13.5 | 4.9 | 3.2 |

DEPARTMENTAL AFFIRMATIVE ACTION TRENDS

Table 1a shows the affirmative action goals for March 1980 as compared with the actual percent distribution of the Youth Authority work force classified by sex/ethnic group. For the Combined Minority, the actual proportion of Departmental employees was 1.4 percentage points below the projected goal (37.4 percent). The proportion of Black personnel was 1.8 percentage points below the projected goal; Spanish Surnamed and Native American personnel were 0.4 percent below, and the Department met the projected goal for Filipino personnel. Other Minorities personnel exceeded the projected goals by 0.5, and 0.6 percentage point respectively.

TABLE 1a

Comparison of Affirmative Action Goals for March, 1980
with Actual Percent Distributions of Ethnic Groups, Females
and Disabled Personnel in Youth Authority

| Ethnic Groups, Female Personnel, and Disabled Representation | Annual Goals | Actual* | Percentage Point Differences | Increase Since Sept 1979 |
|--|--------------|---------|------------------------------|--------------------------|
| ETHNIC GROUP | | | | |
| Combined Minority..... | 37.4 | 36.0 | 1.4 | 0.8 |
| Black..... | 20.4 | 18.6 | -1.8 | 0.7 |
| Spanish Surnamed... | 13.7 | 13.3 | -0.4 | 0.3 |
| Asian..... | 1.8 | 2.3 | +0.5 | Parity |
| Native American.... | 0.7 | 0.3 | -0.4 | 0.1 |
| Filipino..... | 0.5 | 0.6 | +0.1 | Parity |
| Other Minorities... | 0.3 | 0.9 | +0.6 | Parity |
| FEMALE PERSONNEL..... | 36.3 | 34.3 | -2.0 | 0.8 |
| ** Disabled Representation | 6.3 | 4.2 | -2.1 | 1.2 |

* Shown as percent of total Youth Authority personnel (4,981)

** State Personnel Board report of September 1979

The table shows Female Personnel was 2.0 percentage points below the projected goal of 36.3 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, 1979 - March 31, 1980

| Ethnic Group | March 1979 | | SEPTEMBER 1979 | | MARCH 1980 | |
|------------------------|------------|-------|----------------|-------|------------|-------|
| | # | % | # | % | # | % |
| TOTAL WARDS..... | 11,152 | 100.0 | 11,288 | 100.0 | 11,524 | 100.0 |
| White..... | 4,208 | 37.7 | 4,105 | 36.3 | 4,104 | 35.6 |
| Combined Minority..... | 6,944 | 62.3 | 7,183 | 63.6 | 7,424 | 64.2 |
| Black..... | 3,733 | 34.0 | 3,857 | 34.1 | 3,933 | 34.1 |
| Spanish Surnamed..... | 2,858 | 25.6 | 3,031 | 26.8 | 3,194 | 27.7 |
| Asian..... | 76 | 0.7 | 68 | 0.6 | 67 | 0.6 |
| Native American..... | 129 | 1.2 | 124 | 1.0 | 126 | 1.0 |
| Filipino..... | 44 | 0.4 | 45 | 0.3 | 41 | 0.3 |
| Other Minorities..... | 49 | 0.4 | 58 | 0.3 | 63 | 0.5 |

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

Table 2 shows a combined 1.9 percentage points increase in the proportion of minority wards over the past three reporting periods. This percentage increase was mainly among Spanish Surnamed wards, 336 (2.1 percentage points), Black, 200 (0.1 percentage point), and Other Minorities wards, 14 (0.1 percentage point). Decreases were in Native American (0.2 percentage point), Filipino, and Asian, (0.1 percentage point).

TABLE 3

Ethnic Group Distribution of Youth Authority Personnel
March 31, 1979 - March 31, 1980

| Ethnic Group | MARCH 1979 | | SEPTEMBER 1979 | | MARCH 1980 | |
|------------------------|------------|-------|----------------|-------|------------|-------|
| | # | % | # | % | # | % |
| TOTAL..... | 4,877 | 100.0 | 4,739 | 100.0 | 4,981 | 100.0 |
| White..... | 3,224 | 66.1 | 3,105 | 64.8 | 3,187 | 64.0 |
| Combined Minority..... | 1,655 | 33.9 | 1,688 | 35.2 | 1,794 | 36.0 |
| Black..... | 823 | 16.9 | 858 | 17.9 | 927 | 18.6 |
| Spanish Surnamed..... | 625 | 12.8 | 624 | 13.0 | 663 | 13.3 |
| Asian..... | 124 | 2.5 | 119 | 2.5 | 117 | 2.3 |
| Native American..... | 11 | 0.2 | 12 | 0.3 | 14 | 0.3 |
| Filipino..... | 24 | 0.5 | 29 | 0.6 | 29 | 0.6 |
| Other Minorities..... | 46 | 0.9 | 46 | 1.0 | 44 | 0.9 |

Table 3 indicates that the percentage of Combined Minority personnel increased 2.1 percentage points during the year ending March 31, 1980. Black personnel increased by 1.7, Spanish Surnamed by 0.5, Filipino personnel and Native American by 0.1 each. Decreases were among Asian only, while Other Minorities remained unchanged.

TABLE 4

Ethnic Group Distribution of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
March 31, 1979 - March 31, 1980

| Ethnic Group | Full-Time Only | | | | | | Other Than Full-Time | | | | | |
|------------------------|----------------|-------|----------------|-------|------------|-------|----------------------|-------|----------------|-------|------------|-------|
| | MARCH 1979 | | SEPTEMBER 1979 | | MARCH 1980 | | MARCH 1979 | | SEPTEMBER 1979 | | MARCH 1980 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| TOTAL | 3,732 | 100.0 | 3,765 | 100.0 | 3,885 | 100.0 | 1,145 | 100.0 | 1,028 | 100.0 | 1,096 | 100.0 |
| White..... | 2,501 | 67.0 | 2,474 | 65.7 | 2,528 | 65.1 | 723 | 63.1 | 631 | 61.4 | 659 | 60.1 |
| Combined Minority..... | 1,231 | 33.0 | 1,291 | 34.3 | 1,357 | 34.9 | 422 | 36.9 | 392 | 38.6 | 437 | 39.9 |
| Black..... | 617 | 16.5 | 657 | 17.5 | 686 | 17.7 | 200 | 18.0 | 201 | 19.6 | 241 | 22.0 |
| Spanish Surnamed... | 464 | 12.4 | 479 | 12.7 | 515 | 13.3 | 161 | 14.1 | 145 | 14.1 | 148 | 13.5 |
| Asian..... | 90 | 2.4 | 91 | 2.4 | 93 | 2.4 | 34 | 3.0 | 28 | 2.7 | 24 | 2.2 |
| Native American.... | 8 | 0.2 | 9 | 0.2 | 10 | 0.3 | 3 | 0.3 | 3 | 0.3 | 4 | 0.4 |
| Filipino..... | 21 | 0.6 | 24 | 0.6 | 22 | 0.6 | 3 | 0.3 | 5 | 0.6 | 7 | 0.6 |
| Other Minorities... | 31 | 0.8 | 31 | 0.8 | 31 | 0.8 | 15 | 1.3 | 15 | 1.3 | 13 | 1.2 |

Table 4 shows the number and percent of the Youth Authority work force 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 employces and Other Than Full-Time employees of 1.9 percent and 3.0 percent respectively. The increase in Full-Time minority personnel occurred among the Black (1.2 percent), Spanish Surnamed (0.9 percent) and Native American (0.1 percent). The increase in Other Than Full-Time minority personnel occurred among the Black (4.0 percent), Filipino (0.3 percent), Native American (0.1 percent).

TABLE 5

Sex Distribution of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
March 31, 1979 - March 31, 1980

| Employment Status by Sex | MARCH 1979 | | SEPTEMBER 1979 | | MARCH 1980 | |
|---|------------|-------|----------------|-------|------------|-------|
| | F | % | F | % | F | % |
| TOTAL..... | 4,877 | 100.0 | 4,795 | 100.0 | 4,981 | 100.0 |
| Male..... | 3,297 | 67.6 | 3,187 | 66.5 | 3,270 | 65.7 |
| Female..... | 1,580 | 32.4 | 1,606 | 33.5 | 1,710 | 34.3 |
| <hr/> | | | | | | |
| FULL-TIME EMPLOYMENT..... | 3,732 | 100.0 | 3,765 | 100.0 | 3,885 | 100.0 |
| Male..... | 2,585 | 69.3 | 2,619 | 69.6 | 2,669 | 68.7 |
| Female..... | 1,147 | 30.9 | 1,146 | 30.4 | 1,216 | 31.3 |
| OTHER THAN FULL-TIME EMPLOYMENT..... | 1,085 | 100.0 | 1,028 | 100.0 | 1,096 | 100.0 |
| Male..... | 677 | 62.3 | 568 | 55.3 | 601 | 54.9 |
| Female..... | 408 | 37.7 | 460 | 44.7 | 495 | 45.1 |

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 12 month period, the proportion of females employed Full-Time increased by 0.4 percentage point or 69. An increase was reflected among the Other Than Full-Time female personnel of 7.4 percentage points.

TABLE 6

Sex and Ethnic Group of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
As of March 31, 1980

| Sex and Ethnic Group | Full-Time Only | | Other Than Full-Time | |
|------------------------|----------------|-------|----------------------|-------|
| | # | % | # | % |
| TOTAL | 3,885 | | 1,095 | |
| MALE..... | 2,669 | 100.0 | 601 | 100.0 |
| White..... | 1,690 | 63.3 | 371 | 61.7 |
| Combined Minority..... | 979 | 36.7 | 230 | 38.3 |
| Black..... | 494 | 18.5 | 112 | 18.6 |
| Spanish Surnamed..... | 393 | 14.7 | 91 | 15.1 |
| Asian..... | 52 | 1.9 | 14 | 2.3 |
| Native American..... | 4 | 0.1 | 1 | 0.2 |
| Filipino..... | 12 | 0.4 | 6 | 1.0 |
| Other Minorities..... | 24 | 0.9 | 6 | 1.0 |
| FEMALE..... | 1,216 | 100.0 | 495 | 100.0 |
| White..... | 838 | 68.9 | 288 | 58.3 |
| Combined Minority..... | 378 | 31.1 | 207 | 41.7 |
| Black..... | 192 | 15.8 | 129 | 26.1 |
| Spanish Surnamed..... | 122 | 10.0 | 57 | 11.5 |
| Asian..... | 41 | 3.4 | 10 | 2.0 |
| Native American..... | 6 | 0.5 | 3 | 0.6 |
| Filipino..... | 10 | 0.8 | 1 | 0.2 |
| Other Minorities..... | 7 | 0.6 | 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 pro-

portions 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. (36.7 percent males as compared to 31.1 percent females). This difference was apparent for both Black personnel (18.5 percent males as compared to 15.8 percent females) and Spanish Surnamed personnel (14.7 percent males as compared to 10.0 percent females). By contrast, the proportion of Full-Time Asian employees was larger among females (3.4 percent) than males (1.9 percent).

TABLE 7

Ethnic and Sex Distribution For Full-Time Personnel
by New Hires and Rehires, Promotions, and Separations
September 30, 1979 - March 31, 1980

| Ethnic Group | New Hires and Rehires | | Promotions | | Separations | |
|------------------------|--------------------------|-------|------------|-------|-------------|-------|
| | # | % | # | % | # | % |
| TOTAL..... | 246 | 100.0 | 198 | 100.0 | 196 | 100.0 |
| White..... | 132 | 53.6 | 127 | 62.3 | 126 | 64.2 |
| Combined Minority..... | 114 | 46.4 | 70 | 37.7 | 70 | 35.8 |
| Black..... | 53 | 21.5 | 32 | 17.2 | 42 | 24.4 |
| Spanish Surnamed... | 52 | 21.1 | 33 | 17.4 | 21 | 10.7 |
| Asian..... | 6 | 2.4 | 2 | 1.0 | 3 | 1.5 |
| Native American.... | 1 | 0.4 | -- | -- | 1 | 0.5 |
| Filipino..... | 2 | 0.8 | -- | -- | 3 | 1.5 |
| Other Minorities... | -- | -- | 2 | 1.0 | -- | -- |
| Female..... | 113 | 45.9 | 81 | 43.5 | 88 | 44.9 |
| Male..... | 133 | 54.1 | 117 | 56.5 | 108 | 55.1 |

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, 1980. These statistics are detailed in Table 8 as to male and female personnel. The following factors stand out in these two tables.

There were 246 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 (21.5 percent) and Spanish Surnamed (21.1 percent) personnel. Female personnel constituted 45.9 percent of the New Hires and Rehires, an increase of 7.0 percent since the last reporting period.

Table 7 also shows there were 198 Promotions during the six-month period. The greater proportions of Promotions in the Combined Minority group were among Black (17.2 percent) and Spanish Surnamed (17.4 percent) personnel. Female personnel constituted 43.5 percent or 81 Promotions.

According to Table 7, the larger proportions of the total Separations in the Combined Minority group were among Black (24.4 percent) and Spanish Surnamed (10.7 percent) personnel. Female personnel constituted 44.9 percent of Separations.

As seen in Table 8, minority New Hires and Rehires were proportionately higher among Males (54.1 percent) than Females (45.9 percent). These figures represent a decrease of 7.0 percent for males and an increase of 7.0 percent for females.

In Table 8, Combined Minority males constitute (39.0 percent) of the total promotions while Combined Minority females constituted (30.9 percent) of the total Promotions.

Among minority females, Black and Spanish Surnamed received the greater percentages of Promotions (12.3 and 17.2 percent respectively). Among minority males, Black and Spanish Surnamed received the greater percentages of Promotions (20.0 and 17.2 percent respectively).

TABLE 8

New Hires and Rehires, Promotions, and Separations for Full-Time Employees
by Ethnic Group and Sex
September 30, 1979 - March 31, 1980

| Sex by Ethnic Group | New Hires and Rehires | | Promotions | | Separations | |
|------------------------|--------------------------|-------|------------|-------|-------------|-------|
| | # | % | # | % | # | % |
| TOTAL..... | 246 | 100.0 | 191 | 100.0 | 196 | 100.0 |
| FEMALE..... | 113 | 45.9 | 81 | 42.4 | 87 | 44.4 |
| White..... | 62 | 25.2 | 56 | 69.1 | 49 | 56.3 |
| Combined Minority..... | 51 | 20.8 | 25 | 30.9 | 38 | 43.7 |
| Black..... | 18 | 7.3 | 10 | 12.3 | 21 | 24.1 |
| Spanish Surnamed... | 29 | 11.8 | 14 | 17.2 | 11 | 12.6 |
| Asian..... | 4 | 1.6 | 1 | 1.2 | 2 | 2.2 |
| Native American.... | -- | -- | -- | -- | 1 | 1.1 |
| Filipino..... | -- | -- | -- | -- | 3 | 3.4 |
| Other Minorities... | -- | -- | -- | -- | -- | -- |
| MALE..... | 133 | 54.1 | 110 | 57.6 | 109 | 55.6 |
| White..... | 71 | 28.9 | 67 | 60.9 | 77 | 70.6 |
| Combined Minority..... | 62 | 25.2 | 43 | 39.0 | 32 | 29.3 |
| Black..... | 25 | 14.2 | 22 | 20.0 | 21 | 19.2 |
| Spanish Surnamed... | 23 | 9.3 | 19 | 17.2 | 10 | 9.1 |
| Asian..... | 3 | 1.2 | -- | -- | 1 | 0.9 |
| Native American.... | -- | -- | -- | -- | -- | -- |
| Filipino..... | 1 | 0.4 | -- | -- | -- | -- |
| Other Minorities... | -- | -- | 2 | 1.8 | -- | -- |

As seen in Table 8, the proportions of the total Separations were higher for Combined Minority Females (43.7 percent) than for Combined Minority Males (29.3 percent).

DISTRIBUTION OF FACILITY PERSONNEL

Tables 9 and 10 display the proportions of named minorities and female personnel employed at each Youth Authority facility as of March 1980. The facilities which included relatively large percentages

TABLE 9

Ethnic Group Distribution by Facility
for Full-Time Youth Authority Personnel
(in Percent*)
As of March 31, 1980 -

| Facility | Total Number** | White | Combined Minority | Black | Spanish Surname | Asian | Native American | Filipino | Other |
|------------------------|-------------------|-------|----------------------|-------|--------------------|-------|--------------------|----------|-------|
| Total Facilities..... | 3,060 | 64.6 | 35.4 | 17.7 | 14.2 | 1.9 | 0.2 | 0.5 | 0.8 |
| NRCC..... | 206 | 68.4 | 31.6 | 16.0 | 8.7 | 3.4 | - | 1.0 | 2.4 |
| SRCC..... | 248 | 56.9 | 43.1 | 19.0 | 19.0 | 2.0 | - | 2.4 | 0.8 |
| SCYC..... | 5 | 60.0 | 40.0 | - | 40.0 | - | - | - | - |
| NCYC..... | 210 | 71.9 | 28.1 | 13.8 | 8.1 | 4.3 | 0.5 | 0.5 | 1.0 |
| O. h. Close..... | 148 | 60.8 | 39.2 | 20.3 | 12.2 | 4.1 | 2.0 | 0.7 | - |
| Karl Holton..... | 149 | 65.1 | 34.9 | 18.8 | 12.8 | 3.4 | - | - | - |
| DeWitt Nelson..... | 142 | 63.4 | 36.6 | 16.2 | 14.8 | 4.9 | - | - | 0.7 |
| Preston..... | 330 | 83.9 | 16.1 | 10.9 | 4.5 | 0.3 | - | 0.3 | - |
| El Paso de Robles..... | 285 | 75.4 | 24.6 | 8.1 | 15.4 | 0.7 | - | - | 0.4 |
| Fred C. Nelles..... | 300 | 44.7 | 66.3 | 28.0 | 23.3 | 2.0 | 0.3 | 1.7 | - |
| YTS..... | 566 | 54.1 | 45.9 | 26.5 | 16.6 | 0.7 | 0.2 | - | 1.9 |
| Ventura..... | 325 | 70.2 | 29.8 | 14.5 | 12.9 | 1.2 | 0.3 | - | 0.9 |
| Camps..... | 146 | 71.9 | 8.2 | 18.5 | 1.4 | - | - | - | - |

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

TABLE 10
Sex Distribution by Facility for Full-Time Youth Authority Personnel
As of March 31, 1980

| Facility | Total | Male | | Female | |
|------------------------|-------|-------|------|--------|------|
| | | # | % | # | % |
| Total Facilities..... | 3,060 | 2,211 | 72.3 | 849 | 27.7 |
| NRCC..... | 206 | 127 | 61.7 | 79 | 38.3 |
| SRCC..... | 248 | 171 | 69.0 | 77 | 31.0 |
| SCYC..... | 5 | 3 | 60.0 | 2 | 40.0 |
| NCYC..... | 210 | 127 | 60.5 | 83 | 39.5 |
| O. H. Close..... | 148 | 124 | 83.8 | 24 | 16.2 |
| Karl Holton..... | 149 | 119 | 79.9 | 30 | 20.1 |
| DeWitt Nelson..... | 142 | 117 | 82.4 | 25 | 17.6 |
| Preston..... | 330 | 257 | 77.9 | 73 | 22.1 |
| El Paso de Robles..... | 285 | 214 | 75.1 | 71 | 24.9 |
| Fred C. Nelles..... | 300 | 207 | 69.0 | 93 | 31.0 |
| YTS..... | 566 | 456 | 80.6 | 110 | 19.4 |
| Ventura..... | 325 | 165 | 50.8 | 160 | 49.2 |
| Camps..... | 146 | 124 | 84.9 | 22 | 15.1 |

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

(approximately 11 to 30 percentage points greater than for the total facilities) of minority employees were YTS and Fred C. Nelles. Similarly, a relatively large percentage of female personnel was reported for Ventura.

DISTRIBUTION OF PAROLE REGION PERSONNEL

Table 11 shows ethnic and sex distributions 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 work force (40.8 percent as compared to 36.0 percent respectively).

Among the four parole regions, the greater proportions of Black employees were in Regions I and III (31.3 and 38.0 percent respectively), while the smallest (3.4 percent) was in Region IV. Spanish Surnamed personnel had the larger proportions (19.0 and 15.7 percent respectively) in Regions III and IV and the smallest (7.2 percent) in Region I. Asian proportions ranged from 3.2 to 5.9 percent in the four regions. The numbers of Native American, Filipino, and Other Minorities personnel were too small to make meaningful comparisons.

Parole personnel included a similar number of females when compared to the full-time departmental work force (37.8 percent as compared to 36.0 percent). Relatively large percentages of female personnel were employed in Regions III and IV (38.9 and 43.2 percent respectively), while the proportion was lowest in Region I (32.6 percent).

TABLE 11

Ethnic Group and Sex Distributions by Parole Region for Full-Time
Youth Authority Personnel*
As of March 31, 1980

| Ethnic Group and Sex | Total Parole | | Region I | | Region II | | Region III | | Region IV | |
|------------------------|--------------|-------|----------|-------|-----------|-------|------------|-------|-----------|-------|
| | # | % | # | % | # | % | # | % | # | % |
| TOTAL..... | 366 | 100.0 | 83 | 100.0 | 67 | 100.0 | 121 | 100.0 | 95 | 100.0 |
| White..... | 217 | 59.2 | 45 | 54.2 | 50 | 74.6 | 48 | 39.6 | 74 | 77.8 |
| Combined Minority..... | 149 | 40.8 | 38 | 45.8 | 17 | 25.4 | 73 | 60.4 | 21 | 22.2 |
| Black..... | 79 | 21.5 | 26 | 31.3 | 3 | 4.4 | 46 | 38.0 | 4 | 4.2 |
| Spanish Surnamed... | 53 | 14.8 | 6 | 7.2 | 9 | 13.4 | 23 | 19.0 | 15 | 15.7 |
| Asian..... | 12 | 3.2 | 4 | 4.8 | 4 | 5.9 | 4 | 3.3 | -- | -- |
| Native American.... | 2 | 0.5 | 1 | 1.2 | 1 | 1.4 | -- | -- | -- | -- |
| Filipino..... | 2 | 0.5 | 1 | 1.2 | -- | -- | -- | -- | 1 | 1.0 |
| Other Minorities... | 1 | 0.2 | -- | -- | -- | -- | -- | -- | 1 | 1.0 |
| <hr/> | | | | | | | | | | |
| Male..... | 228 | 62.2 | 56 | 67.4 | 44 | 65.6 | 74 | 61.1 | 54 | 56.8 |
| Female..... | 138 | 37.8 | 27 | 32.6 | 23 | 34.4 | 47 | 38.9 | 41 | 43.2 |

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 27.6 percent, while female personnel constituted 54.0 percent of the full-time work force in the headquarters.

The largest proportion of minority personnel was reported for the Executive Office (50.0 percent) and the smallest proportion for the Parole Services Branch Headquarters (15.0 percent). Black personnel was proportionately largest (23.0 percent) in the Executive Office and smallest in the Parole Services Branch Headquarters (0.0 percent). Spanish Surnamed employees were proportionately largest in the P&CC Branch (12.8 percent) and smallest (3.7) in the Institutions & Camps Branch Headquarters. The largest proportion of Asian employees (11.5 percent) was in the Executive Office. The largest proportion of Filipino employees was in the P&CC Branch. The numbers 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, PRED Branch, Executive Office, and Parole Services Branch Headquarters (64.3, 54.4, 50.0, and 50.0 percent respectively), and the smallest proportion was in Institutions & Camps branch Headquarters (41.9 percent).

TABLE 12

Ethnic Group and Sex Distributions of Full-Time Personnel
In Youth Authority Headquarters
AS OF MARCH 31, 1980

| Ethnic Group and Sex | Total | | Executive Office | | Management Services Branch | | PRED Branch | | P&CC Branch | | Parole Branch Headquarters | | Inst & Camps Branch Headquarters | |
|------------------------|-------|-------|------------------|-------|----------------------------|-------|-------------|-------|-------------|-------|----------------------------|-------|----------------------------------|-------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| TOTAL..... | 406 | 100.0 | 26 | 100.0 | 154 | 100.0 | 57 | 100.0 | 70 | 100.0 | 20 | 100.0 | 79 | 100.0 |
| White..... | 294 | 72.4 | 13 | 50.0 | 112 | 72.7 | 43 | 75.4 | 49 | 70.0 | 17 | 85.0 | 60 | 75.9 |
| Combined Minority..... | 112 | 27.6 | 13 | 50.0 | 42 | 27.3 | 14 | 24.6 | 21 | 30.0 | 3 | 15.0 | 19 | 24.1 |
| Black..... | 48 | 11.8 | 6 | 23.0 | 16 | 10.3 | 4 | 7.0 | 8 | 11.4 | 0.0 | 0.0 | 14 | 17.7 |
| Spanish Surnamed... | 32 | 7.9 | 3 | 11.5 | 11 | 7.1 | 4 | 7.0 | 9 | 12.8 | 2 | 10.0 | 3 | 3.7 |
| Asian..... | 23 | 5.6 | 3 | 11.5 | 14 | 9.0 | 3 | 5.2 | 1 | 1.4 | -- | -- | 2 | 2.5 |
| Native American.... | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Filipino..... | 6 | 1.4 | -- | -- | 1 | 0.6 | -- | -- | 3 | 4.2 | 1 | 5.0 | -- | -- |
| Other Minorities... | 3 | 0.7 | -- | -- | -- | -- | 3 | 5.3 | -- | -- | -- | -- | -- | -- |
| <hr/> | | | | | | | | | | | | | | |
| Male..... | 187 | 46.0 | 13 | 50.0 | 55 | 35.7 | 26 | 45.6 | 37 | 52.8 | 10 | 50.0 | 46 | 58.2 |
| Female..... | 220 | 54.0 | 13 | 50.0 | 100 | 64.3 | 31 | 54.4 | 33 | 47.2 | 10 | 50.0 | 33 | 41.9 |

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 Tables 13 through 16.

Table 13 shows the ethnicity of full-time Client-Serving Staff by occupational categories. Of the 2,434 Client-Serving Staff, 39.7 percent were minorities, of which 21.7 percent were Black, 15.2 percent were Spanish Surnamed, 1.6 percent Asian, 0.2 percent were Native American, 0.1 percent were Filipino, and 0.7 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 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 Treatment and Security and were below in the Other Client-Serving category. Asian employees achieved

TABLE 13

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

AS OF MARCH 31, 1980

| Occupational Category | Total** | White. | Combined Minority | Black | Spanish Surnamed | Asian | Native American | Filipino | Other |
|--------------------------------------|---------|--------|----------------------|-------|---------------------|-------|--------------------|----------|-------|
| AFFIRMATIVE ACTION GOALS..... | | | | | | | | | |
| TOTAL CLIENT-SERVING STAFF**..... | 2434 | 60.3 | 39.7 | 21.7 | 15.2 | 1.6 | 0.2 | 0.1 | 0.7 |
| <u>TEACHER</u> | 389 | 68.1 | 31.9 | 20.6 | 6.9 | 1.8 | 0.5 | 0.5 | 1.5 |
| Supervisory..... | 29 | 72.4 | 27.6 | 24.1 | 3.4 | - | - | - | - |
| Academic..... | 203 | 68.5 | 31.5 | 19.7 | 5.9 | 2.5 | - | 0.5 | 3.0 |
| Recreation/P.E..... | 32 | 65.6 | 34.4 | 18.8 | 12.5 | - | - | 3.1 | - |
| Vocational..... | 78 | 73.1 | 26.9 | 16.7 | 6.4 | 2.6 | 1.3 | - | - |
| Paraprofessional..... | 47 | 57.4 | 42.6 | 29.8 | 10.6 | - | 2.1 | - | - |
| <u>TREATMENT</u> | 1501 | 59.9 | 38.3 | 21.4 | 16.1 | 1.8 | 0.1 | 0.1 | 0.6 |
| Supervisor Treatment..... | - | - | - | - | - | - | - | - | - |
| PA III and Related..... | 78 | 74.4 | 25.6 | 15.4 | 9.0 | 1.3 | - | - | - |
| PA II..... | 96 | 72.9 | 27.1 | 14.6 | 8.3 | 1.0 | - | 1.0 | 2.1 |
| PA I..... | 300 | 64.7 | 35.3 | 17.3 | 14.3 | 2.3 | 0.3 | - | 1.0 |
| Treatment Team Supervisor..... | 68 | 61.8 | 38.2 | 22.1 | 11.8 | 4.4 | - | - | - |
| Social Worker..... | 11 | 63.6 | 36.4 | 9.1 | 9.1 | 18.2 | - | - | - |
| Psychologist..... | 48 | 81.3 | 18.7 | 10.4 | 2.1 | 6.3 | - | - | - |
| Senior Youth Counselor..... | 114 | 66.7 | 33.3 | 17.5 | 14.0 | 1.8 | - | - | - |
| Youth Counselor..... | 782 | 52.8 | 47.2 | 25.4 | 20.1 | 1.0 | 0.1 | - | 0.5 |
| Paraprofessional..... | 4 | - | 100 | 75 | 25.0 | - | - | - | - |
| <u>SECURITY</u> | 525 | 54.5 | 45.5 | 24.0 | 19.4 | 1.1 | 0.4 | - | 0.6 |
| Head Group Supervisor and Related... | 74 | 73.0 | 27.0 | 14.9 | 10.8 | - | 1.4 | - | - |
| Sr. Group Supervisor and Related.... | 38 | 71.1 | 28.9 | 13.2 | 10.5 | 2.6 | 2.6 | - | - |
| Group Supervisor and Related..... | 413 | 49.6 | 50.4 | 26.6 | 21.8 | 1.2 | - | - | 0.7 |
| <u>OTHER CLIENT-SERVING</u> | | | | | | | | | |
| Chaplain..... | 19 | 94.7 | 5.3 | 5.3 | - | - | - | - | - |

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

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 Department's goal of 0.3 percent in all categories except Other Client-Serving.

Table 14 shows the ethnicity of full-time personnel in support service categories. Of the 1,451 support staff, 26.9 percent were minorities. There were 10.9 percent Black, 9.9 percent Spanish Surnamed, 3.7 percent Asian, 0.3 percent Native American, 1.3 percent Filipino, and 0.9 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 (21.1 percent and 21.2 percent) and larger percentages were in the Trades (30.2 percent) and Clerical (28.9 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 categories and Professional 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 except Administrative, which is slightly below the goal.

TABLE 14

Ethnic Group by Occupational Category for Full-Time Youth Authority Support Staff
(in Percent*)

AS OF MARCH 31, 1980

| Occupational Category | Total# | White | Combined Minority | Black | Spanish Surnamed | Asian | Native American | Filipino | Other |
|----------------------------------|--------|-------|-------------------|-------|------------------|-------|-----------------|----------|-------|
| AFFIRMATIVE ACTION GOALS..... | | | | | | | | | |
| TOTAL SUPPORT STAFF | 1,451 | 73.1 | 26.9 | 10.9 | 9.9 | 3.7 | 0.3 | 1.3 | 0.9 |
| <u>ADMINISTRATIVE</u> | 119 | 75.6 | 24.4 | 16.0 | 6.7 | 1.7 | - | - | - |
| Adm. II - IV and Related.... | 34 | 64.7 | 35.3 | 20.6 | 11.8 | 2.9 | - | - | - |
| Adm. I and Related..... | 53 | 79.2 | 20.8 | 15.1 | 3.8 | 1.9 | - | - | - |
| Program Administrator..... | 20 | 80.0 | 20.0 | 15.0 | 5.0 | - | - | - | - |
| Other Administrative..... | 12 | 83.3 | 16.7 | 8.3 | 8.3 | - | - | - | - |
| <u>PROFESSIONAL</u> | 284 | 78.9 | 21.1 | 8.1 | 4.9 | 3.5 | - | 2.8 | 1.8 |
| Research..... | 19 | 84.2 | 15.8 | - | 5.3 | - | - | 5.3 | 5.3 |
| Fis./Acct./Budget/Mgmt..... | 38 | 89.5 | 10.5 | 2.6 | 2.6 | 2.6 | - | 2.6 | - |
| Business Services..... | 10 | 90.0 | - | - | - | 10.0 | - | - | - |
| Medical..... | 136 | 80.1 | 19.9 | 6.6 | 5.1 | 2.2 | - | 2.9 | 2.9 |
| EDP..... | 15 | 66.7 | 33.3 | 13.3 | - | 20.0 | - | - | - |
| Other Professional..... | 66 | 69.7 | 30.3 | 16.7 | 7.6 | 3.0 | - | 3.0 | - |
| <u>STUDENT INTERNS AND ASST.</u> | 1 | 100 | - | - | - | - | - | - | - |
| <u>TECHNICAL AND RELATED</u> | 85 | 78.8 | 21.2 | 3.5 | 8.2 | 4.7 | 1.2 | 1.2 | 2.4 |
| Supervisory..... | 17 | 70.6 | 29.4 | 5.9 | 5.9 | 11.8 | 5.9 | - | - |
| Intermediate..... | 43 | 88.4 | 11.6 | - | 7.0 | 2.3 | - | - | 2.3 |
| Entry..... | 25 | 68.0 | 32.0 | 8.0 | 12.0 | 4.0 | - | 4.0 | 4.0 |
| <u>TRADES</u> | 463 | 69.8 | 30.2 | 13.0 | 13.0 | 2.4 | - | 1.1 | 0.9 |
| Journeyman..... | 140 | 83.6 | 16.4 | 4.3 | 8.6 | - | - | 2.9 | 0.7 |
| Maintenance..... | 58 | 65.5 | 34.5 | 5.2 | 19.0 | 10.3 | - | - | - |
| Food Services..... | 178 | 62.4 | 37.6 | 19.1 | 14.0 | 2.2 | - | 0.6 | 1.7 |
| Janitor..... | 34 | 41.4 | 58.6 | 38.2 | 17.6 | 2.9 | - | - | - |
| Other Trade Classes..... | 53 | 81.1 | 18.9 | 7.5 | 11.3 | - | - | - | - |
| <u>CLERICAL</u> | 499 | 71.1 | 28.9 | 10.6 | 11.0 | 5.2 | 0.6 | 1.0 | 0.4 |
| Supervisory..... | 129 | 76.7 | 23.3 | 10.9 | 5.4 | 5.4 | - | 1.6 | - |
| Intermediate..... | 364 | 69.5 | 30.5 | 10.4 | 12.6 | 5.2 | 0.8 | 0.8 | 0.5 |
| Entry..... | 6 | 50.0 | 50.0 | 16.7 | 33.3 | - | - | - | - |

* 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, 1980

| Occupational Category | Total | Male | | Female | |
|---------------------------------------|-------|------|-------|--------|------|
| | | # | % | # | % |
| AFFIRMATIVE ACTION GOAL..... | | 1550 | 63.7 | 884 | 36.3 |
| TOTAL CLIENT-SERVING STAFF..... | 2434 | 2022 | 83.1 | 412 | 16.9 |
| <u>TEACHER</u> | 389 | 300 | 77.1 | 89 | 22.9 |
| Supervisors..... | 29 | 25 | 86.2 | 4 | 13.8 |
| Academic..... | 203 | 162 | 79.8 | 41 | 20.2 |
| Recreation/P.E..... | 32 | 30 | 93.8 | 2 | 6.3 |
| Vocational..... | 78 | 73 | 93.6 | 5 | 6.4 |
| Paraprofessional..... | 47 | 10 | 21.3 | 37 | 78.7 |
| <u>TREATMENT</u> | 1501 | 1259 | 83.9 | 242 | 16.1 |
| Supervisor Treatment..... | - | - | - | - | - |
| PA III and Related..... | 78 | 72 | 92.3 | 6 | 7.7 |
| PA II..... | 96 | 79 | 82.3 | 17 | 17.7 |
| PA I..... | 300 | 244 | 81.3 | 56 | 18.7 |
| Treatment Team Supervisor..... | 68 | 58 | 85.3 | 10 | 14.7 |
| Social Worker..... | 11 | 4 | 36.4 | 7 | 63.6 |
| Psychologist..... | 48 | 34 | 70.8 | 14 | 29.2 |
| Senior Youth Counselor..... | 114 | 103 | 90.4 | 11 | 9.6 |
| Youth Counselor..... | 782 | 661 | 84.5 | 121 | 15.5 |
| Paraprofessional..... | 4 | 4 | 100.0 | - | - |
| <u>SECURITY</u> | 525 | 444 | 84.6 | 81 | 15.4 |
| Head Group Supervisor and Related.... | 74 | 73 | 98.6 | 1 | 1.4 |
| Sr. Group Supervisor and Related..... | 38 | 35 | 92.1 | 3 | 7.9 |
| Group Supervisor and Related..... | 413 | 336 | 81.4 | 77 | 18.6 |
| <u>OTHER CLIENT-SERVING</u> | | | | | |
| Chaplain | 19 | 19 | 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 16.9 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, 1980

| Occupational Category | Total | Male | | Female | |
|----------------------------------|-------|------|-------|--------|-------|
| | | # | % | # | % |
| AFFIRMATIVE ACTION GOAL..... | | 924 | 63.7 | 527 | 36.3 |
| TOTAL SUPPORT STAFF..... | 1451 | 647 | 44.6 | 804 | 55.4 |
| <u>ADMINISTRATIVE</u> | 119 | 102 | 85.7 | 17 | 14.3 |
| Adm. II - IV and Related..... | 34 | 31 | 91.2 | 3 | 8.8 |
| Adm. I and Related..... | 53 | 44 | 83.0 | 9 | 17.0 |
| Program Administrator..... | 20 | 17 | 85.0 | 3 | 15.0 |
| Other Administrative..... | 12 | 10 | 83.3 | 2 | 16.7 |
| <u>PROFESSIONAL</u> | 284 | 143 | 50.4 | 141 | 49.6 |
| Research..... | 19 | 13 | 68.4 | 6 | 31.6 |
| Fis./Acct./Budget/Mgmt..... | 38 | 15 | 39.5 | 23 | 60.5 |
| Business Services..... | 10 | 3 | 30.0 | 7 | 70.0 |
| Medical..... | 136 | 62 | 45.6 | 74 | 54.4 |
| EDP..... | 15 | 9 | 60.0 | 6 | 40.0 |
| Other Professional..... | 66 | 41 | 62.1 | 25 | 37.9 |
| <u>STUDENT INTERNS AND ASST.</u> | 1 | - | - | 1 | 100.0 |
| <u>TECHNICAL AND RELATED</u> | 85 | 9 | 10.6 | 76 | 89.4 |
| Supervisory..... | 17 | - | - | 17 | 100.0 |
| Intermediate..... | 43 | 5 | 11.6 | 38 | 88.4 |
| Entry..... | 25 | 4 | 16.0 | 21 | 84.0 |
| <u>TRADES</u> | 463 | 356 | 76.9 | 107 | 23.1 |
| Journeyman..... | 140 | 140 | 100.0 | - | - |
| Maintenance..... | 58 | 58 | 100.0 | - | - |
| Food Service..... | 178 | 100 | 56.2 | 78 | 43.8 |
| Janitor..... | 34 | 18 | 52.9 | 16 | 47.1 |
| Other Trade Classes..... | 53 | 40 | 74.5 | 13 | 24.5 |
| <u>CLERICAL</u> | 499 | 37 | 7.4 | 462 | 92.6 |
| Supervisory..... | 129 | 26 | 20.2 | 103 | 79.8 |
| Intermediate..... | 364 | 11 | 3.0 | 353 | 97.0 |
| Entry..... | 6 | - | - | 6 | 100.0 |

As seen in Table 16, female employees exceeded the affirmative Action goal of 36.3 percent in Technical and Related (89.4 percent) and Professional (49.6 percent) but were below in two categories - Administrative (14.3 percent) and Trades (23.1 percent).

APPENDIX I
Youth Authority Classes

ADMINISTRATIVE

Administrators

Chief, Medical Services, Correctional Program; Education Program

Supervisor, Youth Authority; C.E.A. II; C.E.A. III; C.E.A. 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 Food Administrator; Departmental Consultant and Maintenance Supervisor.

Assistant Administrators & Related:

Program Administrator, Correctional School

Other Administrative:

Youth Offender Parole Board Representative; 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):

Date 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 Operator.

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

Journeypersons:

Plumber Supervisor; Plumber II; Plumber I; Plumber (Casual Employment);

Associate Electrical Engineer; Stationary Engineer Supervisor; Sta-

tionary Engineer II; Stationary Engineer I; Electrician Supervisor;

Electrician II; Electrician I; Electronics Technician; Refrigeration

Engineer; Carpenter Supervisor; Carpenter I; Carpenter (Casual Em-

ployment); Mason; Painter Supervisor; Painter II; Painter I; Painter

(Casual Employment); Apprentice (Casual Employment-Painter); Lead

Automobile Mechanic; Associate Mechanical Engineer; Heavy Equipment

Mechanic; Heavy Truck Driver; Automotive Pool Manager I; Automobile

Mechanic; Automotive Equipment Operator II; Automobile Equipment Oper-

ator 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 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 Supervisor I; Laundry Finisher; Motion Picture Operator; Pianist; Chapel Musician.

CLERICAL

Supervisory:

Senior Medical Stenographer; Senior Medical Transcriber; Executive Secretary II; Materials 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.

Academic:

Diagnostic Education Supervisor; Education Administrator for Special Programs; Language, Speech & Hearing Specialist; Youth Authority Teacher; Teacher (Arts and 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).

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 (Machine Shop); 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 (Up-
holstering); Vocational Instructor (Vocational Nursing); Vocational
Instructor (Welding).

Paraprofessional:

Library Technical Assistant I; Teaching Assistant; Substitute Teacher
(Intermittent).

TREATMENT

Board Coordinating Parole Officer; Parole Agent III, Youth Authority.

Parole Agent II, Youth Authority.

Parole Agent I, Youth Authority.

Treatment Team Supervisor.

Casework Specialist, Youth Authority.

Psychiatrist & Psychologist:

Senior Psychologist; School Psychologist; Staff Psychologist (Clinical);

Staff Psychiatrist; Psychology Associate.

Senior Youth Counselor:

Youth Counselor.

Paraprofessional:

Parole Aid; Foster Grandparent; Youth Aid.

SECURITY

Head Group Supervisor; Assistant Head Group Supervisor; Supervising

Transportation Officer; Lead Transportation Officer.

Senior Group Supervisor and Related:

Senior Group Supervisor; Transportation Officer Youth Authority.

Group Supervisor and Related:

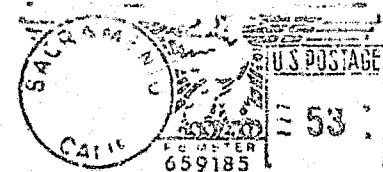
Group Supervisor; Correctional Program Assistant.

OTHER CLIENT-SERVING

Chaplain:

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

YOUTH AUTHORITY
4241 WILLIAMSBURG DRIVE
SACRAMENTO, CA 95823



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