

**ANNUAL
CENSUS
OF EMPLOYEES
IN THE STATE
CIVIL SERVICE**



**2004 - 2005
Fiscal Year**



**Prepared for the
Governor and the
Legislature**

**By the
State Personnel Board**

November 2005

**ANNUAL CENSUS
of
EMPLOYEES
in the
STATE CIVIL SERVICE**

2004-2005 FISCAL YEAR



STATE PERSONNEL BOARD

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November 2005

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PURPOSE OF REPORT

The State Personnel Board (SPB) has prepared this report in compliance with California Government Code Sections 19237, 19405, 19705, 19792.5(b), and 19793 to inform the Governor and the Legislature about the composition of the state civil service workforce.

The tables on the following pages provide data on overall statewide racial/ethnic, gender, and disabled representation for all full time, part time, and intermittent civil service employees from June 1996 through June 2005; statewide composition among the major occupational group categories used in the state civil service; appointment and promotional rates over the past fiscal year; information regarding the salary distribution of employees by gender and racial/ethnic group; and employment goals for persons with disabilities as well as Upward Mobility appointments. The source of all data is the State Controller's employment history database.

This report may be viewed or printed from the SPB's Web site on the Internet at <http://www.spb.ca.gov/civilrights/statistics.htm>. Persons without access to the Internet may contact the SPB to request copies at (916) 651-3090.

SUMMARY

Between June 30, 2004, and June 30, 2005, the state civil service workforce decreased by 1,353 employees (.65%), from 209,575 to 208,222. During this period, the most significant changes in workforce representation occurred for Whites and employees with disabilities. Whites decreased by 0.8%, from 52.3% to 51.5%, while employees with disabilities increased by 0.9%, from 7.5% to 8.4%.

Representation of other groups changed as follows: Hispanic representation increased 0.4%, from 20% to 20.4%; Asians increased 0.3%, from 7.7% to 8%; Filipinos (5.6% to 5.7%), American Indian (0.3% to 0.4%) and Women (47.2% to 47.3%) each gained 0.1%. There was no change in the representation of African Americans (11.1%) or Pacific Islanders (0.5%).

Government Code Sections 19795 and 19797, require that state departments annually conduct an analysis to identify any statistically significant underutilization of racial/ethnic or gender groups that might indicate discriminatory employment practices. This workforce analysis is required of all State departments with fifty or more employees and is due in July of each year. State workforce representation in each department is compared with California relevant labor force representation in over 200 occupational categories. (A list of the major occupational groups used for statistical reporting is cited at the conclusion of this report.) Where there is significant underutilization identified, departments must examine their recruitment, selection, hiring, and other employment practices to determine whether any non-job-related employment barriers are causing the underutilization. When unlawful employment barriers are identified, departments must take action to eliminate them. This process is undertaken to ensure that federal and state non-discrimination and equal employment opportunity legal requirements are met.

Government Code Section 19232 requires State departments to establish employment goals for persons with disabilities. As of June 30, 2005, there were approximately 17,491 state employees with disabilities (8.4%). California labor force representation is estimated to be 16.6%. To achieve labor force parity, the State needs to employ about 17,074 more persons with disabilities. Information on employment goals and the underutilization of persons with disabilities in state departments with 50 or more employees are included on pages 11-13 of this report. The percentage of representation for employees with disabilities is based on the total number of employees adjusted to exclude selected safety classes and reflects data as of March 31, 2004 and March 31, 2005.

During the 2004-05 fiscal year, there were 55,924 state employees in the traditionally low-paying occupations that qualified for the state Upward Mobility program*. Of these, 3,006 (5.4%) advanced during the year to entry professional, technical, or administrative positions, thereby achieving the objective of the Upward Mobility statutes. Upward mobility advancement is derived by determining the number of appointments from classes in low-paying occupational groups to professional, technical, and administrative positions. In comparison with the 2003-04 fiscal year, a total of 1,127, out of 56,393 eligible employees, (1.9%) received Upward Mobility appointments.

* As defined in State Personnel Board Regulation 547.82 (f), "Low-Paying Occupations" mean the following groups of classifications identified in the California Civil Service Pay Scales (Pay Scales), 50th Edition, as published by the California Department of Personnel Administration: Horticulture; Office and Allied Services; Custodian and Domestic Services; Mechanical and Construction Trades; and bridging and career development classifications in other occupational areas.

OVERALL REPRESENTATION

The following provides data on statewide representation for all employees in the state civil service. Changes in representation from June 30, 1996, to June 30, 2005, are displayed for all groups in the following table:

**STATE WORKFORCE REPRESENTATION
June 30, 1996 to June 30, 2005**

Group	Prior to Prop. 209	After Prop. 209 – Last Five Years					% Change
	6/30/96	6/30/01	6/30/02	6/30/03	6/30/04	6/30/05	6/96-6/05
White	58.0%	54.4%	53.6%	53.0%	52.3%	51.5%	-6.5%
African American	11.5%	11.1%	11.2%	11.1%	11.1%	11.1%	-0.4%
Hispanic	17.4%	19.0%	19.3%	19.7%	20.0%	20.4%	3.0%
Asian	6.1%	7.2%	7.5%	7.7%	7.7%	8.0%	1.9%
Filipino	4.2%	5.1%	5.3%	5.4%	5.6%	5.7%	1.5%
American Indian	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%	0.1%
Pacific Islander	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.1%
Other	2.2%	2.4%	2.4%	2.4%	2.3%	2.4%	0.2%
Men	52.6%	52.6%	52.4%	52.6%	52.8%	52.7%	0.1%
Women	47.4%	47.4%	47.6%	47.4%	47.2%	47.3%	-0.1%
Disabled	7.3%	7.0%	7.6%	7.7%	7.5%	8.4%	1.1%
Total Employees	193,404	217,066	219,075	215,677	209,575	208,222	

Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees

As of June 30, 2005

88 Departments (50 or More Employees)	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Aging	112	69.6	9.8	11.6	5.4	0.9	0	0.9	1.8	28.6	71.4	15.2
Agricultural Associations	607	62.8	3.3	21.4	1.5	1.2	0.5	0.0	9.4	56.0	44.0	6.4
Air Resources Board	951	55.4	6.1	14.1	18.8	2.1	0.2	0.4	2.8	62.5	37.5	8.3
Alcohol & Drug Programs	314	57.6	13.7	13.1	8.9	3.2	0.0	1.3	2.2	30.6	69.4	9.6
Alcohol Beverage Control	421	53.0	9.0	23.3	8.3	4.5	0.0	0.2	1.7	40.1	59.9	9.0
Audits, Bureau of State	104	72.1	5.8	10.6	9.6	1.0	0.0	0.0	1.0	50.0	50.0	17.3
Boating & Waterways	80	57.5	5.0	16.2	6.3	6.3	0.0	1.2	7.5	56.3	43.8	10.0
Bus Transport & Housing	51	60.8	11.8	7.8	11.8	2.0	2.0	0.0	3.9	35.3	64.7	11.8
California Bay Delta Authority	57	75.4	3.5	5.3	3.5	7.0	0.0	0.0	5.3	28.1	71.9	7.0
Child Support Services	283	65.0	7.8	15.5	6.0	3.5	0.7	0.0	1.4	23.3	76.7	15.9
Coastal Commission	159	69.2	5.0	8.8	6.3	7.5	0.0	1.3	1.9	36.5	63.5	4.4
Coastal Conservancy	64	67.2	6.3	10.9	12.5	3.1	0.0	0.0	0.0	35.9	64.1	3.1
Community Services & Dev	91	37.4	16.5	23.1	12.1	5.5	1.1	1.1	3.3	35.2	64.8	20.9
Community Colleges	132	56.1	11.4	14.4	15.9	0.8	0.0	0.0	1.5	37.9	62.1	17.4
Comp Insurance Fund, State	10,026	41.0	9.8	19.6	11.2	15.1	0.3	0.6	2.4	31.3	68.7	8.4
Conservation	571	67.6	4.7	12.3	8.8	3.2	0.4	0.4	2.8	54.6	45.4	8.6
Conservation Corps	293	41.3	7.8	16.4	2.0	2.0	0.7	1.0	28.7	57.7	42.3	10.2
Consumer Affairs	3,635	60.9	11.1	15.8	5.8	3.6	0.2	0.2	2.3	37.1	62.9	15.3
Controller, Office of State	1,011	50.4	11.2	16.3	14.2	4.7	0.4	0.7	2.0	37.4	62.6	18.4
Corporations	238	44.1	13.4	13.0	14.7	10.9	0.0	0.8	2.9	38.2	61.8	16.4
Corrections, Board of	51	72.5	5.9	9.8	7.8	0.0	0.0	0.0	3.9	33.3	66.7	13.7
Corrections	47,207	50.8	12.9	27.5	2.5	3.1	0.4	0.5	2.3	67.1	32.9	3.4
Developmental Disabilities	86	69.8	10.5	8.1	3.5	4.7	0.0	0.0	3.5	23.3	76.7	12.8
Developmental Services	8,761	40.9	11.0	18.8	8.3	18.4	0.3	0.4	2.0	36.7	63.3	5.6
Education	1,948	57.2	10.4	16.3	9.7	3.1	0.3	0.7	2.4	33.2	66.8	16.6
Emergency Services	411	76.9	7.1	9.2	2.4	1.0	0.2	1.0	2.2	45.7	54.3	10.5
Employment Development	8,262	38.9	15.5	26.4	11.6	5.0	0.3	0.5	1.9	32.7	67.3	12.7
Energy Res Conserv & Dev	447	69.4	5.4	8.9	9.6	2.0	0.4	0.2	4.0	57.0	43.0	14.5
Environ Hlth Hazard Assmt	113	65.5	6.2	9.7	14.2	2.7	0.0	0.0	1.8	42.5	57.5	17.7
Equalization	3,510	48.6	9.7	19.4	14.1	5.3	0.2	0.6	2.1	40.3	59.7	9.9

Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees
As of June 30, 2005

88 Departments (50 or More Employees)	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Expo & State Fair	689	64.7	14.1	12.3	3.2	1.3	0.4	0.4	3.5	66.3	33.7	3.8
Fair Employ & Housing	187	27.8	28.9	29.4	5.9	5.3	0.0	1.1	1.6	24.1	75.9	14.4
Fair Political Practice	51	70.6	5.9	19.6	2.0	0.0	0.0	0.0	2.0	37.3	62.7	27.5
Finance	388	62.9	8.5	8.5	13.4	4.4	0.0	0.5	1.8	45.1	54.9	14.4
Financial Institutions	200	39.5	13.0	9.0	23.5	11.5	0.0	0.5	3.0	52.0	48.0	10.5
Fish & Game	2,763	77.7	1.9	10.1	4.3	1.6	0.5	0.3	3.5	59.7	40.3	9.8
Food & Agriculture	2,210	54.8	3.5	25.7	10.1	2.5	0.6	0.5	2.2	55.0	45.0	5.6
Forestry & Fire Protection	5,966	75.4	2.3	15.1	2.0	1.0	0.8	0.3	3.2	83.0	17.0	10.1
Franchise Tax Board	6,542	44.6	15.1	19.3	12.9	4.7	0.4	0.9	2.0	33.7	66.3	15.1
General Services	3,783	48.1	15.1	20.0	9.7	4.4	0.3	0.6	1.8	63.2	36.8	7.0
Hlth & Hum Svs Data Center	515	56.1	10.9	12.2	16.1	1.6	0.0	1.2	1.9	46.4	53.6	10.9
Health Plan & Dev Statewide	353	58.4	6.5	10.2	21.0	1.7	0.3	0.3	1.7	55.0	45.0	29.5
Health Services	5,614	50.4	11.9	15.6	12.6	6.7	0.2	0.6	2.1	31.7	68.3	15.4
CA Highway Patrol	9,928	67.1	5.9	19.9	3.2	2.1	0.6	0.5	0.6	76.3	23.7	9.4
Horse Racing Board	50	64.0	6.0	22.0	6.0	0.0	0.0	0.0	2.0	58.0	42.0	24.0
Housing & Comm Dev	495	60.6	11.1	17.4	5.5	3.2	0.6	0.4	1.2	35.8	64.2	11.5
Housing Finance Agency	249	58.6	14.1	10.0	14.5	2.0	0.0	0.0	0.8	32.1	67.9	9.2
Industrial Relations	2,465	43.4	9.9	20.1	10.6	13.4	0.2	0.3	2.2	38.2	61.8	6.7
Insurance	1,111	43.9	13.3	13.7	15.3	10.9	0.1	0.4	2.4	47.2	52.8	14.4
Integrated Waste Mgmt	415	69.2	7.2	10.8	8.2	1.7	0.2	0.7	1.9	40.7	59.3	10.1
Justice	4,759	55.7	9.4	17.3	10.6	4.6	0.3	0.5	1.6	39.7	60.3	10.0
State Lands Comm	193	72.5	3.6	9.8	8.8	3.1	0.0	1.0	1.0	63.7	36.3	9.3
Leg Counsel Bureau	562	52.1	14.1	16.0	13.3	1.8	0.4	0.7	1.6	53.9	46.1	7.1
Library, California State	161	68.9	9.3	13.0	6.2	0.6	0.0	0.0	1.9	29.2	70.8	15.5
Lottery	549	52.5	10.7	20.6	10.7	3.5	0.4	0.0	1.6	52.5	47.5	6.9
Managed Care	279	54.1	11.8	16.1	9.7	3.2	0.4	1.4	3.2	34.8	65.2	12.5
Managed Risk Med Ins Prog	59	42.4	8.5	30.5	6.8	3.4	3.4	0.0	5.1	30.5	69.5	5.1
Mental Health	8,864	44.9	15.2	15.8	6.1	15.7	0.3	0.3	1.7	41.4	58.6	12.0
Military	219	73.1	7.3	13.2	1.8	0.9	0.5	0.0	3.2	70.3	29.7	8.7
Motor Vehicles	8,607	31.8	20.1	31.2	8.3	5.4	0.3	0.8	2.1	26.4	73.6	10.4

Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees

As of June 30, 2005

88 Departments (50 or More Employees)	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Parks & Recreation	4,885	77.7	2.3	12.3	2.3	1.2	0.9	0.4	2.9	57.8	42.2	6.1
Peace Officer Stds & Tng	110	73.6	5.5	9.1	6.4	4.5	0.0	0.0	0.9	48.2	51.8	20.9
Personnel Administration	167	58.7	11.4	14.4	11.4	3.0	0.0	0.0	1.2	28.1	71.9	13.8
Personnel Board	159	52.8	15.1	20.1	6.9	1.9	0.6	0.6	1.9	28.9	71.1	14.5
Pesticide Regulation	326	59.8	5.5	13.5	14.7	3.4	0.3	0.3	2.5	48.8	51.2	12.9
Prison Industry Authority	598	62.5	6.7	18.9	3.8	2.5	0.8	0.7	4.0	65.6	34.4	9.7
Prison Terms	275	49.1	16.7	22.9	4.0	4.0	0.0	0.4	2.9	39.6	60.4	8.0
Pub Employ Retire Sys	1,630	55.1	9.0	15.4	14.0	3.4	0.2	0.9	2.0	34.0	66.0	5.7
Pub Utilities	797	49.8	10.5	9.0	18.3	10.4	0.0	0.1	1.8	50.9	49.1	7.9
Public Defender	77	63.6	15.6	15.6	2.6	0.0	0.0	0.0	2.6	35.1	64.9	10.4
Real Estate	328	50.3	14.3	14.6	10.4	7.3	0.6	0.6	1.8	32.0	68.0	14.9
Rehabilitation	1,863	49.9	12.3	21.7	7.6	5.2	0.3	0.2	2.8	29.0	71.0	15.4
Science Center, California	147	17.7	45.6	29.9	1.4	4.1	0.0	0.7	0.7	71.4	28.6	2.7
Secretary of State	411	54.0	10.5	14.6	10.7	5.4	0.5	0.5	3.9	24.1	75.9	11.4
Social Services	3,879	45.4	17.3	18.5	9.7	6.7	0.2	0.2	2.0	27.5	72.5	9.3
Student Aid Commission	161	52.2	13.7	19.3	6.8	3.7	0.0	0.6	3.7	36.0	64.0	18.0
Teacher Credentialing	151	54.3	12.6	17.9	9.9	2.6	0.0	1.3	1.3	25.2	74.8	7.9
Teachers' Retire System	648	56.0	12.5	14.5	10.3	2.6	0.2	0.5	3.4	29.3	70.7	10.3
Teale Data Ctr., Stephen P.	350	56.3	6.0	12.9	16.0	6.0	0.0	0.6	2.3	49.7	50.3	10.3
Toxic Substance Control	955	53.4	8.5	12.1	15.9	6.0	0.4	0.2	3.5	50.9	49.1	20.8
Transportation	20,966	51.2	7.9	15.7	16.1	4.8	0.5	0.4	3.3	73.6	26.4	7.1
Treasurer	210	54.8	9.5	12.9	16.7	4.8	0.0	0.5	1.0	41.0	59.0	13.3
Unemployment Ins Appeals	622	50.5	10.0	26.7	5.5	5.0	0.3	0.6	1.4	29.9	70.1	14.5
Veterans Affairs	1,460	40.8	10.1	18.8	3.1	25.3	0.2	0.2	1.6	32.3	67.7	6.9
Victims Comp & Gov Claims	283	52.3	15.5	21.2	4.9	3.2	0.4	0.0	2.5	21.9	78.1	17.0
Water Resources Control	1,414	68.7	4.5	9.2	11.0	3.1	0.2	0.1	3.1	51.5	48.5	6.6
Water Resources	2,587	62.2	5.8	15.4	9.6	2.4	0.3	0.7	3.7	66.2	33.8	7.2
Youth Authority	3,824	42.6	20.1	26.5	3.9	3.9	0.3	0.4	2.3	61.3	38.7	4.2
TOTALS	207,505	51.4	11.1	20.5	8.0	5.8	4	0.5	2.4	52.8	47.2	8.4

**Statewide Racial, Gender, and Disabled Representation of All Civil Service Employees
By Occupational Group as of June 30, 2005**

OCCUPATIONAL GROUP	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Agriculture & Conservation	14,000	72.8	2.4	15.0	3.7	1.3	0.8	0.3	3.7	72.5	27.5	6.5
Office & Allied Services	34,006	40.8	16.3	24.9	6.9	8.0	0.4	0.7	2.1	17.4	82.6	12.5
Custodian & Domestic Services	4,923	30.9	21.0	26.4	5.5	13.4	0.4	0.5	1.9	55.5	44.5	8.8
Education & Library	2,587	71.1	8.3	13.1	3.9	1.0	0.3	0.2	2.1	57.5	42.5	8.6
Engineering & Allied Services	14,339	52.1	3.9	10.6	23.7	4.8	0.2	0.3	4.4	81.7	18.3	6.7
Fiscal, Management & Staff Services	41,975	53.0	9.8	16.2	12.8	5.1	0.3	0.6	2.2	36.0	64.0	10.9
Legal	3,401	75.7	4.9	8.3	7.5	1.3	0.1	0.2	2.0	54.7	45.3	8.9
Mechanical & Construction Trades	13,853	62.1	7.8	21.8	2.2	2.6	0.7	0.5	2.3	88.8	11.2	7.7
Medicine & Allied Services	15,940	42.2	12.5	14.0	8.9	19.9	0.2	0.3	1.9	36.3	63.7	7.9
State Emergency Disaster Program	165	87.3	1.2	6.1	1.8	0.6	0.6	0.6	1.8	69.7	30.3	6.7
Regulatory & Public Safety	13,777	62.7	7.6	20.9	4.2	2.4	0.5	0.4	1.3	74.9	25.1	7.5
Social Security & Rehabilitation Group	47,733	46.8	14.6	28.2	4.0	3.4	0.3	0.5	2.3	65.7	34.3	4.8
Broad Band Classifications	307	51.1	13.0	12.4	18.6	2.6	0.0	0.3	2.0	60.6	39.4	7.2
C.E.A. Classifications	1,216	73.3	6.5	10.0	7.4	0.6	0.2	0.2	1.9	60.3	39.7	8.6
TOTAL	208,222	51.5	11.1	20.4	8.0	5.7	0.4	0.5	2.4	52.7	47.3	8.4

**Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment
As of June 30, 2004 and June 30, 2005**

SALARY	JUNE 30	Total Count	% Male	% Female	% White	% Afr. Amer.	% Hispanic	% Asian	% Filipino	% American Indian	% Pacific Island	% Other	% Disabled
\$10,001-	2004	3,841	37.4	62.6	43.9	17.3	21.3	7.7	5.3	0.8	1.1	2.6	6.8
\$20,000	2005	3,937	39.3	60.7	44.2	16.9	21.2	7.6	4.9	0.9	1.2	3.2	7.5
\$20,001-	2004	15,218	44.2	55.8	44.8	12.9	21.9	6.3	10.4	0.4	0.5	2.8	6.9
\$30,000	2005	15,409	42.5	57.5	43.8	13.1	22.6	6.8	9.8	0.6	0.5	2.7	7.7
\$30,001-	2004	44,725	32.9	67.1	42.5	14.4	25.0	6.3	8.7	0.3	0.6	2.2	9.3
\$40,000	2005	42,249	31.3	68.7	41.9	14.3	24.6	6.6	9.3	0.3	0.6	2.3	10.7
\$40,001-	2004	35,467	46.3	53.7	51.0	11.6	22.8	6.1	5.1	0.5	0.5	2.3	8.5
\$50,000	2005	33,207	46.1	53.9	50.3	12.0	23.2	6.1	5.1	0.6	0.5	2.2	9.4
\$50,001-	2004	52,870	64.1	35.9	55.2	10.0	21.0	5.9	4.9	0.3	0.4	2.2	5.7
\$60,000	2005	29,418	53.7	46.3	55.0	9.1	19.8	8.5	4.5	0.4	0.5	2.3	9.1
\$60,001-	2004	30,183	60.8	39.2	57.8	8.8	14.5	12.0	3.8	0.3	0.4	2.4	7.9
\$70,000	2005	52,212	66.9	33.1	54.6	9.3	19.6	8.5	4.9	0.3	0.5	2.3	6.5
\$70,001-	2004	16,756	71.6	28.4	61.6	7.6	11.9	13.2	2.4	0.2	0.3	2.8	6.7
\$80,000	2005	18,053	71.9	28.1	60.7	7.4	12.6	13.3	2.6	0.2	0.3	2.8	7.4
\$80,001-	2004	4,807	67.9	32.1	64.9	10.7	12.1	8.9	1.1	0.3	0.1	1.9	6.6
\$90,000	2005	6,454	70.7	29.3	59.5	13.7	15.0	7.5	1.4	0.3	0.3	2.3	5.7
\$90,001-	2004	1,536	67.4	32.6	71.2	8.1	10.9	6.3	0.9	0.1	0.3	2.3	6.2
\$100,000	2005	2,746	65.8	34.2	59.7	15.1	16.9	5.1	1.1	0.3	0.0	1.8	5.4
\$100,001-	2004	1,737	60.1	39.9	76.8	5.4	8.1	6.6	1.4	0.1	0.2	1.4	9.1
\$110,000	2005	2,123	62.4	37.6	73.5	6.9	10.1	5.9	1.3	0.1	0.3	1.9	8.9
\$110,001-	2004	1,157	68.8	31.2	74.4	5.4	8.5	8.2	1.2	0.1	0.3	1.9	7.6
\$120,000	2005	1,102	66.6	33.4	74.2	5.4	7.7	9.0	1.5	0.2	0.3	1.8	7.4

Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment
As of June 30, 2004 and June 30, 2005

SALARY	JUNE 30	Total Count	% Male	% Female	% White	% Afr. Amer.	% Hispanic	% Asian	% Filipino	% American Indian	% Pacific Island	% Other	% Disabled
\$120,001-	2004	396	76.8	23.2	61.6	9.6	4.3	15.4	6.8	0	0	2.3	10.4
\$130,000	2005	411	76.6	23.4	62.0	10.2	4.1	15.8	6.1	0	0	1.7	10.0
\$130,001+	2004	882	77.1	22.9	56.5	4.6	3.5	25.3	6.6	0	0	3.5	5.7
	2005	901	76.9	23.1	54.9	4.9	4.0	25.6	6.9	0	0	3.7	6.8
TOTAL	2004	209,575	52.8	47.2	52.3	11.1	20.0	7.7	5.6	0.3	0.5	2.3	7.5
TOTAL	2005	208,222	52.7	47.3	51.5	11.1	20.4	8.0	5.7	0.4	0.5	2.4	8.4

Appointment and Promotional Rates For All Civil Service Employees
July 1, 2004 Through June 30, 2005

	New Hires & Rehires¹		Transfers		Promotions		Total
	Employees	%	Employees	%	Employees	%	
White	11,986	50.2	9,609	51.2	6,223	56.2	27,818
African American	2,634	11.0	1,964	10.5	1,060	9.6	5,658
Hispanic	4,802	20.1	3,819	20.4	2,079	18.8	10,700
Asian	1,990	8.3	1,402	7.5	895	8.1	4,287
American Indian	174	0.7	159	0.8	38	0.3	371
Filipino	1,347	5.6	1,053	5.6	483	4.4	2,883
Pacific Islander	160	0.7	116	0.6	61	0.6	337
Other Minorities	787	3.3	635	3.4	226	2.0	1,648
Total	23,880		18,757		11,065		53,702
Women	12,245	51.3	8,701	46.4	5,746	51.9	26,692
Women (Non-Clerical Occupations)	7,430	31.1	5,237	27.9	4,485	40.5	17,152
Disabled	1,593	6.7	1,129	6.0	835	7.5	3,557

1/ Depicts the number and percentages of new hires and rehires only, shows the appointment rates for individuals who were hired from outside the state civil service.

2004-2005 EMPLOYMENT GOALS PERSONS WITH DISABILITIES

Department	Rep 3/31/04	Deficiency	Goal	Rep 3/31/05	Deficiency	Goal
**Aging	17.4%	No goal required		13.4%	No goal required	
**Agricultural Associations	8.1%	50	NS	6.6%	60	NS
Air Resources Board	7.9%	84	3	8.2%	80	3
**Alcohol & Drug Progs	12.1%	14	1	10.2%	20	2
Alcohol Beverage Control	7.8%	17	2	13.6%	No goal required	
**Board of Corrections	18.8%	No goal required		15.4%	No goal required	
**Boating & Waterways	10.4%	5	0	10%	5	0
**California Bay Delta Auth	8.6%	5	NS	7.1%	5	NS
California Hous Fin Agency	10.1%	15	NS	10.4%	15	NS
**California Science Center	6.6%	12	3	2.7%	21	2
Child Support Services	16.4%	No goal required		17.6%	No goal required	
Coastal Commission	3.1%	21	NS	4.4%	19	NS
**Coastal Conservancy	3.6%	7	1	3.3%	8	1
Community Svs & Dev	21.7%	No goal required		21.7%	No goal required	
**Community Colleges	19.1%	No goal required		16.3%	No goal required	
**State Comp Insur Fund	8.7%	739	75	8.4%	811	75
**Conservation	9.6%	40	1	8.9%	44	1
**Conservation Corps	12.3%	16	0	19.9%	19	NS
**Consumer Affairs	15.9%	No goal required		15.1%	No goal required	
Controller's Office	10.7%	61	0	19.2%	No goal required	
Corporations	14.5%	No goal required		14.5%	No goal required	
Corrections	6.1%	1,649	11	6.1%	1,704	NS
**Developmental Services	7.3%	427	43	7.2%	414	43
Education	16.6%	No goal required		17.2%	No goal required	
Off Emergency Services	8.9%	35	NS	9.8%	28	NS
**Employment Dev Dept	13.3%	No goal required		12.7%	325	32
Energy Commission	14.7%	No goal required		14.9%	No goal required	
Env Hlth Hazard Asmt	15.9%	No goal required		16.8%	No goal required	
**Equalization	10.5%	217	22	10.0%	226	22
**Expo & State Fair	4.6%	59	6	4.2%	57	6
Fair Employ & Housing	13.6%	No goal required		15.4%	No goal required	
Fair Polit Practice Comm	23.1%	No goal required		25.0%	No goal required	
Finance	12.2%	16	2	14.4%	No goal required	
**Financial Institutions	12.2%	9	0	10.4%	13	2
Fish and Game	5.4%	277	28	10.2%	156	16
**Food and Agriculture	6.5%	220	22	5.8%	236	24
Forestry	8.5%	85	11	17.8%	No goal required	
Franchise Tax Board	9.3%	524	50	15.1%	No goal required	
**General Services	6.9%	385	17	6.7%	373	35
H & Hu Svs Data Center	10.2%	32	0	10.5%	30	N/A
Health Services	10.8%	315	32	15.7%	No goal required	
CA Highway Patrol	12.7%	114	21	17.5%	No goal required	

2004-2005 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/04	Deficiency	Goal	Rep 3/31/05	Deficiency	Goal
**Housing & Comm Dev	12.8%	18	3	11.7%	25	3
**Industrial Relations	7.6%	200	20	6.9%	230	12
Insurance	9.7%	70	7	10.4%	59	NS
**Integ Waste Mgmt Board	9.9%	27	3	9.1%	31	4
**Justice	11%	252	0	10.8%	247	25
**Leg Counsel Bureau	7.7%	52	5	7.1%	54	5
Lottery	6.4%	55	2	6.9	53	3
Managed Health Care	12.0%	13	NS	12.3%	12	2
**Managed Risk Med Ins Bd	7.0%	5	1	5.9%	5	1
Mental Health	7.6%	373	NS	15.2%	No goal required	
Military	8.8%	18	0	9.6%	15	0
**Motor Vehicles	11.1%	467	NS	10.5%	528	NS
**Parks and Recreation	8.4%	296	30	7.2%	339	34
Peace Officer Stds & Trg	12.3%	5	0	20.7%	No goal required	
Personnel Administration	13.6%	No goal required		13.8%	No goal required	
**Personnel Board	18.2%	No goal required		15.5%	No goal required	
**Pesticide Regulation	13.6%	No goal required		12.3%	14	3
**Prison Industries Auth	12.8%	10	1	11.7%	13	NS
**Prison Terms	10.9%	6	NS	7.6%	15	N/A
**Pub Employ Retire Syst	6.0%	168	12	5.6%	179	NS
**Pub Utilities Commission	8.2%	70	8	8.1%	66	5
Public Defender	9.3%	5	0	12.3%	3	1
**Real Estate	16.7%	No goal required		14.8%	No goal required	
Rehabilitation	15.5%	No goal required		15.5%	No goal required	
**Secretary of State	12.9%	16	NS	12.1%	18	2
**Social Services	10.0%	255	NS	10.1%	292	29
State Audit Bureau	4.9%	14	2	7.8%	No goal required	
**State Council on Dev Disab	13.6%	No goal required		12.9%	3	NS
**State Lands Comm	10.0%	13	2	9.9%	13	1-2
State Library	14.8%	No goal required		15.4%	No goal required	
**Student Aid Commission	17.6%	No goal required		17%	No goal required	
Off Stwd Hlth Plan & Dev	7.7%	30	3	30%	No goal required	
**Teachers' Retire System	11.0%	33	NS	10.4%	39	4
**Teacher Credentialing	8.4%	15	3	7.6%	14	1-2
**Teale Data Center	10.6%	22	NS	10.2%	23	N/A
Toxic Substance Control	11.4%	49	2	21.4%	No goal required	
**Transportation	7.6%	1,964	NS	7.2%	1977	197
**Treasurer's Office	14.8%	No goal required		13.1%	7	1

2004-2005 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/04	Deficiency	Goal	Rep 3/31/05	Deficiency	Goal
Unemploy Ins Appeals Bd	10.6%	37	2	14.4%	No goal required	
**Veterans Affairs	7.7%	131	1	6.7%	145	2
**Victim's Comp & Gov Cl Bd	17.4%	No goal required		16.8%	No goal required	
**Water Res Control Board	7.0%	142	5	6.6%	142	5
**Water Resources	8.0%	222	NS	7.2%	244	NS
**Youth Authority	7.6%	187	0	6.5%	183	N/A

** Indicates a decline in representation from previous year.

2004

No Goals Required: 27 Departments
Goals Required: 63 Departments
Required, not submitted: 15 Departments

2005

No Goals Required: 36 Departments
Goals Required: 50 Departments
Required, not submitted: 13 Departments

Note: A goal is required if departmental representation of persons with disabilities is less than 13.3% (80% of California labor force representation (16.6%) per 2000 US Census data). Departments with an "NS" (Not Submitted) in the "Goal" column failed to submit hiring goals for persons with disabilities to the State Personnel Board. Departments listed in bold type failed to submit hiring goals for two consecutive years. An "N/A" in the "Goal" column indicates the department/agency has been merged with another department or agency.

UPWARD MOBILITY APPOINTMENTS*
 JULY 1, 2004 TO JUNE 30, 2005

Low Paying Occupational Group		White	Afr Amer	Hisp	Asian	Filip	Amer Indian	Pacific Isl	Other	Total	Men	Women	Disabled
Horticulture [BL00 – BM99]	Eligible Employees	229	32	142	7	6	3	2	11	432	389	43	22
	Upw Mob Appt's	12	2	4	0	0	0	0	2	20	20	0	0
	%	5.24	6.25	2.82	0.0	0.0	0.0	0.0	18.18	4.63	5.14	0.0	0.0
Office & Allied [CA00 – CZ99]	Eligible Employees	14,728	5,801	8,785	2,408	2,778	138	236	733	35,607	6,219	29,388	4,205
	Upw Mob Appt's	766	258	489	120	156	8	15	33	1,845	345	1,500	175
	%	5.2	4.45	5.57	4.98	5.62	5.8	6.36	4.5	5.18	5.55	5.1	4.16
Custodial & Domestic [DA00 – DZ99]	Eligible Employees	1,560	1,052	1,321	277	667	18	25	97	5,017	2,772	2,245	406
	Upw Mob Appt's	50	23	17	2	15	1	1	4	113	74	39	7
	%	3.21	2.19	1.29	0.72	2.25	5.56	4.0	4.12	2.25	2.67	1.74	1.72
Mechanical & Construction Trades [PA00 – RZ99]	Eligible Employees	8,816	1090	3,046	302	370	99	64	327	14,114	12,541	1,573	979
	Upw Mob Appt's	619	72	247	21	15	8	3	15	1,000	897	103	58
	%	7.02	6.61	8.11	6.95	4.05	8.08	4.69	4.59	7.09	7.15	6.55	5.92
Career Development & Bridging Classes [Various]	Eligible Employees	347	103	169	53	61	4	6	11	754	109	645	96
	Upw Mob Appt's	15	4	3	2	2	0	1	1	28	2	26	2
	%	4.32	3.88	1.78	3.77	3.28	0.0	16.67	9.09	3.71	1.83	4.03	2.08
TOTAL	Eligible Employees	25,680	8,078	13,463	3,047	3,882	262	333	1179	55,924	22,030	33,894	5,708
	Upw Mob Appt's	1462	359	760	145	188	17	20	55	3,006	1,338	1,668	242
	%	5.69	4.4	5.64	4.75	4.84	6.48	6.0	4.66	5.37	6.07	4.92	4.23

*Appointment of an employee from a class in a low paying occupational group to an entry technical, professional, or administrative classification

14 MAJOR JOB CATEGORIES and CLASSIFICATION EXAMPLES

AGRICULTURE AND CONSERVATION:

Agriculture Administration, Standardization and Inspection, Compliance, Dairy Industry, Agriculture Economics, Animal Industry, Plant Industry, Environmental Specialists, Food Production, Horticulture, Fish and Game, Parks and Recreation, Forest Protection

Agricultural Inspector, Veterinary Medical Officer, Dairy Foods Specialist, Plant Quarantine Inspector, Environmental Research Scientist, Waste Management Specialist, Groundskeeper, Fish Culturalist, Fish & Wildlife Assistant, State Park Ranger, Lifeguard, Forester, Fire Apparatus Engineer, Fire Fighter

OFFICE AND ALLIED SERVICES:

General Office Services, Typing, Stenography and Secretarial, Payroll, Personnel-Clerical, Machine Operations, Storekeeping, Communications, Fiscal-Clerical, Miscellaneous Office Services and Allied

Office Services Manager/Supervisor, Office Technician Typing/General, Office Assistant Typing/General, Tax Program Assistant, Seasonal Clerk, Word Processing Technician, Hearing Reporter, Secretary, Examination Proctor, Key Data Operator, Account Clerk, Health Record Technician, Motor Vehicle Field Representative

CUSTODIAN AND DOMESTIC SERVICES:

Custodial and Protective, Personal Services, Laundry Services, Food Services

Security Guard, Janitor, Seamer, Laundry Worker, Public Health Nutrition Consultant, Clinical Dietitian, Supervising Cook, Food Service Worker

EDUCATION AND LIBRARY:

Teaching, Education and Administration, Arts, Library

Teacher, Vocational Instructor, Education Program Consultant, Special Education Consultant, Institution Artist/Facilitator, Librarian

ENGINEERING AND ALLIED SERVICES:

Engineering-Technical, Civil Engineering, Valuation and Utilities Engineering, Mechanical and Electrical Engineering, Mining, Petroleum and Geology, Public Health and Safety Engineering, Architecture

Delineator, Graphic Artist, Land Surveyor, Transportation Engineer/Civil, Water Resources Engineer, Structural Engineer, Utilities Engineer, Electrical Engineer, Telecommunication Engineer, Engineering Geologist, Sanitary Engineer, Air Resources Engineer

FISCAL, MANAGEMENT AND STAFF SERVICES:

Financial, General Administrative Services, Institution Administrative Services, Administrative Assistance, Health Administration Business and Office Management, Materials Acquisition Services, Property Appraisal and Acquisition, Personnel, Management and Budget Analysis, Electronic Data Processing, Actuarial, Research and Statistics, Public Relations, Public Information, Exposition, Student Employment

Auditor, Bank Examiner, Business Tax Representative, Accountant, Environmental Planner, Transportation Planner, Staff Services Manager, Staff Services Analyst, Associate Governmental Program Analyst, Legal Analyst, Disability Evaluation Analyst, Business Services Officer, Right of Way Agent, Property Agent, Associate Personnel Analyst, Expert Examiner, Associate Management Auditor, Associate Budget Analyst, Data Processing Manager, System Software Specialist, Information Systems Analyst, Computer Operator, Research Analyst

LEGAL:

General Legal, Attorney General, Legislative, Department Legal Staffs, Hearing Officers and Referees

Legal Counsel, Staff Counsel, Tax Counsel, Deputy Attorney General, Administrative Law Judge, Hearing Officer

MECHANICAL AND CONSTRUCTION TRADES:

General Labor, Water Resources, Road Construction and Maintenance, Mechanical Equipment Operations, Hydroelectric Maintenance and Operation, General Building Trades, Building and Grounds, Miscellaneous Equipment Construction, Marine Trades, Institutional Industries, Printing Trades

Laborer, Painter, Carpenter, Building Maintenance Worker, Caltrans Highway/Landscape Maintenance Worker, Warehouse Worker, Caltrans Equipment Operator, Auto Equipment Operator, Maintenance Mechanic, Stationary Engineer, Park Maintenance Worker, Commercial Vehicle Inspector, Automobile Mechanic

MEDICINE AND ALLIED SERVICES:

Institution and Medicine, Public Health Medicine, Medical Examining, Dentistry, Project Research, Medical Subsidiary, Chemistry, Nursing Service, Special Therapeutic, Health Treatment, Health Education

Psychiatrist, Physician & Surgeon, Medical Consultant, Dentist, Public Health Microbiologist, Pharmacist, Health Facilities Evaluator Nurse, Public Health Chemist, Registered Nurse, Psychiatric Technician, Licensed Vocational Nurse, Hospital Worker, Rehabilitation Therapist

STATE EMERGENCY DISASTER PROGRAM:

Planning, Emergency Law Enforcement, Emergency Fire and Rescue

Emergency Services Coordinator/OES, Disaster Worker Clerical Services, Disaster Worker Specialty Services, Disaster Worker Staff Services

REGULATORY AND PUBLIC SAFETY:

Police and Law Enforcement, Criminal Identification and Investigation, Special Investigator, Field Representation, Inspection

Officer/CHP, Fish & Game Warden, Hospital Peace Officer, State Fair Police Officer, Criminal ID Specialist, Special Agent, Special Investigator, Fraud Investigator, Manager DMV, Motor Vehicle Field Representative

SOCIAL SECURITY AND REHABILITATION:

Employment Security, Insurance, Social Services, Employment Relations, Correctional and Group Supervision (Institution), Parole, Rehabilitation

Employment Program Representative, Workers Compensation Insurance Representative, Licensing Program Analyst, Youth Correctional Counselor, Youth Correctional Officer, Parole Agent, Correctional Officer, Medical Technical Assistant, Vocational Rehabilitation Counselor

BROAD BAND:

Positions classified by levels of job performance and competency necessary to perform the work (currently used by the Legislative Counsel Bureau in their Legislative Data Center)

Information Technician I, Range A, B, & C, Information Technician II, Range A & B, Information Technology Specialist I, Range A, B, C, D, & E, Information Technology Specialist II, Information Technology Specialist III, Information Systems Supervisor I, II, III, & IV, Information Systems Manager

C.E.A. CLASSIFICATIONS:

High administrative and policy influencing positions

Career Executive Assignment