

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



**2005-2006
Fiscal Year**



**Prepared for the
Governor and the
Legislature**

**By the
State Personnel Board**

December 2006

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

2005-2006 FISCAL YEAR



STATE PERSONNEL BOARD

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December 2006

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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.

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's 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 significant underutilization is identified, departments must examine recruitment, selection, hiring, and other employment practices to determine whether any non-job-related employment barriers are producing 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.

The tables reflected in this report provide data on overall statewide racial/ethnic, gender, and disabled representation for full time, part time, and intermittent civil service employees as of June 1996; as well as from June 30, 2002 through June 30, 2006. Additional data is provided in the following categories: statewide composition among major civil service occupational groups; appointment and promotion rates; salary distribution of employees by gender and racial/ethnic group; employment figures and goals for employees with disabilities, and 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, 2005, and June 30, 2006, the state civil service workforce increased by 2,369 employees (1.13%), from 208,222 to 210,591. During this period, the most significant changes in workforce representation occurred for Whites, Hispanics, and Asians. Whites decreased by 1.0%, from 51.5% to 50.5%. Hispanics and Asians both increased by 0.4%, Hispanics from 20.4% to 20.8% and Asians from 8.0% to 8.4%.

Representation of other groups changed as follows: Filipino representation increased by 0.2% (from 5.7% to 5.9%) as did the representation of persons with disabilities (from 8.4% to 8.6%). The representation of women decreased by 0.1% (47.3% to 47.2%), and there was no change in the representation of African Americans (11.1%), American Indians (0.4%), and Pacific Islanders (0.5%).

Government Code Section 19232 requires State departments to establish employment goals for persons with disabilities. Department by department comparisons are made against 2000 U.S. Census data reflecting the percentage of California's labor force comprised of individuals with one or more disabilities (16.6%). If a department's representation of employees with disabilities falls below 13.3% (80% of 16.6%), the department is required to set annual hiring goals which effectively eliminate the deficit within ten years.

As of June 30, 2006, the State of California employed approximately 18,199 workers with disabilities; representing 8.6% of the state civil service. This percentage is adjusted to exclude selected safety occupations, such as officer positions in law enforcement which typically have stringent physical fitness requirements. To achieve California labor force parity (16.6%), the State civil service, as a whole, would need to employ about 16,760 more individuals with disabilities. Information on employment goals and the underutilization of persons with disabilities in state departments with 50 or more employees are included in this report.

Government Code Section 19402 requires State departments to establish upward mobility programs and annual goals that include the number of employees expected to progress from positions in low paying occupational groups to entry-level technical, professional, and administrative positions, and the timeframe within which this progress shall occur.

During the 2005-06 fiscal year 56,195 state employees were employed in traditionally low-paying occupations that qualify for the state Upward Mobility program*. Of these employees, 2,465 (4.39%) advanced 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 2004-05 fiscal year a total of 3,006 out of 55,924 eligible employees, (5.4%) received Upward Mobility appointments. This represents approximately a 1% drop in upward mobility appointments.

Annual salary distribution of civil service employees by gender and racial group are also reflected in this report. For salaries below \$50,000, the percentage of women represented is greater than the percentage for men. For salaries above \$50,000, the percentage of men represented trends upward as salary increases. For Hispanics, representation disproportionately diminishes, relative to their overall representation, for salaries above \$70,000.

* 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, 2002 to June 30, 2006, are displayed for all groups in the following table:

STATE WORKFORCE REPRESENTATION

June 30, 1996 to June 30, 2006

Group	Prior to Prop. 209 6/30/96	Past Five Years					% Change
		6/30/02	6/30/03	6/30/04	6/30/05	6/30/06	
White	58.0%	53.6%	53.0%	52.3%	51.5%	50.5%	-7.5%
African American	11.5%	11.2%	11.1%	11.1%	11.1%	11.1%	-0.4%
Hispanic	17.4%	19.3%	19.7%	20.0%	20.4%	20.8%	3.4%
Asian	6.1%	7.5%	7.7%	7.7%	8.0%	8.4%	2.3%
Filipino	4.2%	5.3%	5.4%	5.6%	5.7%	5.9%	1.7%
American Indian	0.3%	0.3%	0.3%	0.3%	0.4%	0.4%	0.1%
Pacific Islander	0.4%	0.5%	0.5%	0.5%	0.5%	0.5%	0.1%
Other	2.2%	2.4%	2.4%	2.3%	2.4%	2.4%	0.2%
Men	52.6%	52.4%	52.6%	52.8%	52.7%	52.8%	0.2%
Women	47.4%	47.6%	47.4%	47.2%	47.3%	47.2%	-0.2%
Disabled	7.3%	7.6%	7.7%	7.5%	8.4%	8.6%	1.3%
Total Employees	193,404	219,075	215,677	209,575	208,222	210,591	

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

As of June 30, 2006

85 Departments (50 or More Employees)	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Aging	114	63.2	9.6	12.3	9.6	2.6	0	0	2.6	30.7	69.3	14.9
Agricultural Associations	614	60.3	3.4	23.9	1.6	1.1	0.7	0.3	8.3	55.7	44.3	6.2
Air Resources Board	996	54.8	5.5	14.0	20.7	2.2	0.2	0.4	2.2	62.3	37.7	10.2
Alcohol & Drug Programs	308	55.2	14.9	13.6	8.8	3.2	0	1.3	2.9	31.2	68.8	9.1
Alcohol Beverage Control	417	53.0	10.8	22.8	7.4	4.3	0	0.2	1.4	39.3	60.7	6.5
Audits, Bureau of State	112	71.4	7.1	6.3	11.6	1.8	0	0	1.8	46.4	53.6	17.9
Boating & Waterways	74	58.1	5.4	14.9	5.4	8.1	0	1.4	6.8	55.4	44.6	9.5
California Bay Delta Authority	55	80.0	3.6	7.3	0	3.6	0	0	5.5	30.9	69.1	5.5
Child Support Services	456	55.3	11.6	17.8	8.1	3.7	0.4	1.1	2.0	31.6	68.4	15.4
Coastal Commission	158	70.9	5.7	8.9	5.1	7.0	0	1.3	1.3	34.8	65.2	4.4
Coastal Conservancy	66	71.2	4.5	9.1	10.6	4.5	0	0	0	34.8	65.2	6.1
Community Services & Dev	93	41.9	15.1	23.7	8.6	4.3	1.1	1.1	4.3	33.3	66.7	20.4
Community Colleges	138	55.8	10.9	17.4	13.8	0.7	0	0	1.4	33.3	66.7	12.3
Comp Insurance Fund, State	9449	40.7	9.5	19.5	11.5	15.5	0.3	0.6	2.4	32.0	68.0	8.5
Conservation	581	65.7	5.7	13.3	8.3	3.4	0.3	0.3	2.9	55.1	44.9	20.3
Conservation Corps	293	42.3	6.5	15.7	2.0	1.4	0.3	1.0	30.7	56.0	44.0	17.4
Consumer Affairs	3720	60.4	12.0	15.9	5.7	3.3	0.3	0.2	2.2	37.8	62.2	15.3
Controller, Office of State	1077	47.3	11.6	16.8	16.1	5.3	0.5	0.6	1.9	37.6	62.4	18.0
Corporations	244	43.4	13.5	13.5	14.3	11.9	0	0.4	2.9	39.3	60.7	13.5
Corrections	49,919	49.5	12.8	28.4	2.6	3.4	0.4	0.5	2.3	66.2	33.8	3.3
Developmental Disabilities	83	71.1	8.4	8.4	2.4	6.0	0	0	3.6	26.5	73.5	16.9
Developmental Services	8285	40.0	11.0	19.0	8.8	18.7	0.2	0.4	1.9	37.0	63.0	5.4
Education	1956	56.9	9.7	16.3	10.4	3.3	0.2	0.8	2.4	33.1	66.9	16.7
Emergency Services	457	75.5	6.3	11.2	2.6	0.7	0.4	0.9	2.4	43.3	56.7	10.7
Employment Development	8010	37.8	15.4	26.3	12.3	5.2	0.3	0.6	2.0	32.1	67.9	12.3
Energy Res Consv & Dev	442	68.1	5.7	8.4	11.5	2.0	0.2	0.2	3.8	57.0	43.0	13.1
Environ Hlth Hazard Assmt	116	63.8	6.0	8.6	16.4	3.4	0	0	1.7	41.4	58.6	14.7
Equalization	3511	45.4	9.7	19.8	16.4	5.6	0.3	0.6	2.3	38.6	61.4	9.6

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

As of June 30, 2006

85 Departments (50 or More Employees)	Total Employees	%	%	%	%	%	%	%	%	%	%	%
		White	Afr.Am	Hisp	Asian	Filipino	Am.Ind	Pac.Isl	Other	Male	Female	Disabled
Expo & State Fair	768	64.3	13.5	12.8	3.5	1.6	0.7	0.7	3.0	65.6	34.4	3.5
Fair Employ & Housing	180	27.2	25.6	31.1	6.7	6.7	0	1.1	1.7	26.7	73.3	13.3
Fair Political Practice	57	70.2	5.3	21.1	1.8	0	0	0	1.8	33.3	66.7	29.8
Finance	376	61.4	8.8	10.6	13.3	4.3	0	0.3	1.3	44.1	55.9	12.2
Financial Institutions	199	38.7	11.1	9.5	24.6	12.6	0	0.5	3.0	50.3	49.7	8.0
Fish & Game	2612	77.3	1.8	9.6	5.0	1.5	0.6	0.4	3.8	59.1	40.9	9.5
Food & Agriculture	2141	54.8	3.6	25.3	9.9	3.1	0.6	0.5	2.2	55.4	44.6	4.9
Forestry & Fire Protection	6003	75.3	2.2	15.1	2.0	0.9	0.9	0.3	3.0	83.3	16.7	10.2
Franchise Tax Board	6602	43.7	15.4	18.7	14.1	4.8	0.5	0.7	2.1	34.2	65.8	14.4
General Services	3872	46.5	15.4	20.6	10.1	4.6	0.4	0.6	1.8	63.7	36.3	9.8
Health Plan & Dev Statewide	356	57.0	6.7	9.8	21.1	2.2	0.3	0.3	2.5	52.5	47.5	27.2
Health Services	5650	49.3	11.9	15.6	12.9	7.2	0.3	0.6	2.2	31.9	68.1	14.9
CA Highway Patrol	9734	66.3	6.0	20.4	3.3	2.2	0.6	0.5	0.7	76.3	23.7	8.6
Horse Racing Board	51	64.7	7.8	21.6	5.9	0	0	0	0	54.9	45.1	21.6
Housing & Comm Dev	488	58.6	10.0	17.6	7.2	3.7	0.6	0.8	1.4	37.3	62.7	15.4
Housing Finance Agency	247	57.5	15.4	9.7	13.4	3.2	0	0	0.8	32.0	68.0	9.7
Industrial Relations	2609	41.9	10.2	20.0	11.3	13.8	0.3	0.2	2.3	37.9	62.1	10.3
Insurance	1152	42.4	12.7	14.6	16.8	10.6	0.1	0.4	2.4	46.4	53.6	14.1
Integrated Waste Mgmt	390	67.9	7.4	11.0	9.0	1.5	0.3	0.8	2.1	41.8	58.2	10.3
Justice	4776	55.6	9.0	17.2	10.8	5.0	0.3	0.5	1.6	38.8	61.2	9.2
State Lands Comm	197	73.6	3.0	8.6	8.1	3.6	0	1.5	1.5	63.5	36.5	10.2
Leg Counsel Bureau	568	49.5	14.6	16.2	15.1	1.9	0.4	0.9	1.4	54.6	45.4	6.3
Library, California State	163	68.7	9.2	12.3	8.0	0.6	0	0	1.2	31.9	68.1	14.1
Lottery	549	52.5	10.4	20.2	11.1	3.3	0.5	0	2.0	51.7	48.3	6.9
Managed Care	287	57.5	10.8	15.0	10.1	2.8	0	1.4	2.4	33.8	66.2	12.9
Managed Risk Med Ins Prog	74	44.6	12.2	28.4	8.1	1.4	1.4	0	4.1	25.7	74.3	9.5
Mental Health	9422	42.8	15.1	16.6	6.8	16.4	0.3	0.3	1.7	41.7	58.3	11.5
Military	225	70.7	7.1	14.7	1.8	1.3	0.4	0	4.0	73.3	26.7	8.9
Motor Vehicles	8582	30.9	20.2	31.4	8.6	5.5	0.4	0.8	2.2	26.9	73.1	17.0

Racial, Gender, and Disabled Representation in State Departments With 50 or More Employees As of June 30, 2006

85 Departments (50 or More Employees)	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Parks & Recreation	4877	77.6	2.2	12.3	2.3	1.1	0.8	0.5	3.2	57.8	42.2	6.4
Peace Officer Stds & Tng	117	72.6	5.1	11.1	5.1	5.1	0	0	0.9	48.7	51.3	22.2
Personnel Administration	175	59.4	10.3	13.7	10.9	4.6	0	0	1.1	32.0	68.0	13.7
Personnel Board	158	50.6	16.5	19.0	9.5	1.9	0.6	0.6	1.3	30.4	69.6	17.7
Pesticide Regulation	319	62.1	5.6	12.5	13.5	2.8	0.3	0.3	2.8	48.9	51.1	11.9
Prison Industry Authority	572	61.7	6.5	20.1	3.8	2.6	0.7	0.7	3.8	66.6	33.4	8.6
Pub Employ Retire Sys	1744	53.3	9.9	15.4	14.7	3.6	0.2	0.8	2.1	33.9	66.1	8.9
Pub Utilities	847	48.1	10.4	10.2	19.0	10.3	0.1	0.1	1.9	51.2	48.8	8.0
Public Defender	76	65.8	13.2	15.8	2.6	0	0	0	2.6	36.8	63.2	11.8
Real Estate	331	48.6	15.7	14.2	11.8	6.0	1.2	0.6	1.8	33.2	66.8	17.8
Rehabilitation	1838	49.9	11.8	21.6	8.1	5.2	0.4	0.2	2.9	28.6	71.4	15.9
Science Center, California	143	18.9	44.1	30.8	2.1	2.8	0.7	0	0.7	69.2	30.8	4.2
Secretary of State	436	52.1	11.0	15.4	11.9	4.4	0.5	0.9	3.9	24.3	75.7	9.6
Social Services	3907	43.8	17.4	18.9	10.6	6.7	0.3	0.3	2.1	27.5	72.5	9.8
Student Aid Commission	158	52.5	12.7	18.4	7.0	3.8	0.6	0.6	4.4	34.8	65.2	18.4
System Integration, Office of	178	55.1	11.2	15.2	12.4	1.7	0.6	1.7	2.2	40.4	59.6	10.1
Teacher Credentialing	169	50.9	12.4	18.3	13.0	3.6	0	1.8	0	26.0	74.0	5.3
Teachers' Retire System	674	55.2	10.5	15.9	11.4	2.7	0.3	1.2	2.8	30.7	69.3	17.2
Technology Services	692	55.9	8.4	13.3	16.5	3.8	0.1	0.6	1.4	49.1	50.9	11.1
Toxic Substance Control	946	52.2	9.5	12.9	15.4	6.3	0.3	0.2	3.1	51.0	49.0	19.2
Transportation	21,419	50.5	7.9	15.9	16.6	4.8	0.5	0.4	3.2	73.6	26.4	6.8
Treasurer	211	52.1	8.1	12.8	20.9	4.3	0	0.5	1.4	37.9	62.1	17.1
Unemployment Ins Appeals	605	50.6	10.4	25.6	5.3	5.3	0.3	0.7	1.8	29.6	70.4	14.2
Veterans Affairs	1422	39.5	9.9	19.4	2.8	26.7	0.2	0.1	1.1	31.2	68.8	11.6
Victims Comp & Gov Claims	265	51.3	14.7	22.3	5.7	3.0	0	0	3.0	24.5	75.5	17.7
Water Resources Control	1431	68.0	4.5	8.8	11.9	3.1	0.1	0.1	3.4	50.8	49.2	6.6
Water Resources	2577	61.5	5.7	15.4	10.4	2.4	0.4	0.7	3.5	67.5	32.5	7.1
Youth Authority	3404	41.3	20.7	27.5	3.5	4.2	0.2	0.5	2.2	63.0	37.0	3.9
TOTALS	209,818	50.5	11.1	20.9	8.4	5.9	0.4	0.5	2.4	52.9	47.1	8.6

**Statewide Racial, Gender, and Disabled Representation of All Civil Service Employees
By Occupational Group as of June 30, 2006**

OCCUPATIONAL GROUP	Total Employees	% White	% Afr.Am	% Hisp	% Asian	% Filipino	% Am.Ind	% Pac.Isl	% Other	% Male	% Female	% Disabled
Agriculture & Conservation	13,886	72.7	2.4	15.1	3.6	1.3	0.7	0.3	3.8	72.6	27.4	6.7
Office & Allied Services	33,683	39.8	16.5	25.0	7.4	8.0	0.5	0.7	2.1	18.2	81.8	13.8
Custodian & Domestic Services	4,978	30.0	20.7	27.4	5.8	13.2	0.3	0.6	2.0	56.0	44.0	9.1
Education & Library	2,627	69.9	8.9	13.5	3.9	0.9	0.5	0.2	2.3	56.3	43.7	8.3
Engineering & Allied Services	14,653	51.1	3.9	10.6	24.7	4.9	0.2	0.3	4.3	81.3	18.7	6.9
Fiscal, Management & Staff Services	42,982	51.7	9.9	16.6	13.5	5.2	0.3	0.6	2.2	35.5	64.5	11.1
Legal	3,562	74.9	4.9	8.1	8.1	1.5	0.3	0.2	2.0	53.6	46.4	9.2
Mechanical & Construction Trades	14,273	61.3	8.0	22.3	2.3	2.8	0.7	0.5	2.3	88.9	11.1	7.5
Medicine & Allied Services	16,358	40.7	12.7	14.3	9.2	20.7	0.2	0.3	1.9	35.8	64.2	7.5
State Emergency Disaster Program	173	89.0	0	6.9	1.2	0	0	0.6	2.3	67.6	32.4	6.4
Regulatory & Public Safety	13,694	61.7	7.5	21.5	4.3	2.7	0.5	0.4	1.4	74.5	25.5	8.2
Social Security & Rehabilitation Group	48,244	45.9	14.3	29.1	4.0	3.5	0.3	0.5	2.3	66.2	33.8	4.7
Broad Band Classifications	304	47.7	13.2	12.2	21.4	2.6	0	0.7	2.3	62.5	37.5	6.3
C.E.A. Classifications	1,174	72.1	6.5	10.1	8.3	0.4	0.3	0.3	2.0	58.9	41.1	9.8
TOTAL	210,591	50.5	11.1	20.8	8.4	5.9	0.4	0.5	2.4	52.8	47.2	8.6

Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment
As of June 30, 2005 and June 30, 2006

SALARY	JUNE 30	Total Count	% Male	% Female	% White	% African Amer.	% Hispanic	% Asian	% Filipino	% American Indian	% Pacific Island	% Other	% Disabled
\$10,001-	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
\$20,000	2006	4,251	38.6	61.4	43.9	17.0	20.6	8.2	5.0	0.8	1.0	3.4	8.0
\$20,001-	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
\$30,000	2006	16,136	42.3	57.7	43.0	13.3	23.4	7.4	8.8	0.7	0.7	2.7	8.6
\$30,001-	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
\$40,000	2006	40,586	32.2	67.8	41.0	14.2	24.5	7.2	9.9	0.4	0.6	2.2	11.6
\$40,001-	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
\$50,000	2006	35,093	47.4	52.6	49.0	11.9	24.1	6.3	5.2	0.5	0.5	2.3	9.3
\$50,001-	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
\$60,000	2006	28,008	51.7	48.3	54.0	9.4	19.9	8.8	4.8	0.4	0.4	2.3	9.7
\$60,001-	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
\$70,000	2006	52,861	66.2	33.8	53.3	9.4	20.6	8.4	5.3	0.3	0.5	2.3	6.5
\$70,001-	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
\$80,000	2006	16,858	69.6	30.4	59.8	7.5	13.1	13.5	2.8	0.3	0.3	2.8	7.6
\$80,001-	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
\$90,000	2006	8,326	74.3	25.7	57.7	12.0	14.7	10.8	1.8	0.2	0.3	2.5	5.6
\$90,001-	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
\$100,000	2006	3,176	67.3	32.7	61.8	11.1	14.6	8.2	1.4	0.3	0.2	2.5	6.1
\$100,001-	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
\$110,000	2006	2,526	63.7	36.3	68.9	9.7	11.6	6.5	1.1	0.2	0.2	2.0	7.6
\$110,001-	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
\$120,000	2006	1,447	64.8	35.2	74.2	5.4	9.5	7.4	1.4	0.1	0.3	1.7	9.1

**Annual Salary Distribution of All Civil Service Employees by Gender and Racial Group within Salary Increment
As of June 30, 2005 and June 30, 2006**

SALARY	JUNE 30	Total Count	% Male	% Female	% White	% African Amer.	% Hispanic	% Asian	% Filipino	% American Indian	% Pacific Island	% Other	% Disabled
\$120,001-	2005	411	76.6	23.4	62.0	10.2	4.1	15.8	6.1	0	0	1.7	10.0
\$130,000	2006	353	74.5	25.5	60.9	9.9	3.1	19.0	5.1	0.3	0	1.7	10.8
\$130,001+	2005	901	76.9	23.1	54.9	4.9	4.0	25.6	6.9	0	0	3.7	6.8
	2006	970	76.1	23.9	52.8	5.7	4.6	26.1	6.9	0.1	0	3.8	5.7
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
TOTAL	2006	210,591	52.8	47.2	50.5	11.1	20.8	8.4	5.9	0.4	0.5	2.4	8.6

Appointment and Promotional Rates For All Civil Service Employees
July 1, 2005 Through June 30, 2006

	New Hires & Rehires ¹		Transfers		Promotions		Total
	Employees	%	Employees	%	Employees	%	
White	11,947	48.2	1,889	44.6	6,443	55.6	20,279
African American	2,784	11.2	607	14.3	1,142	9.9	4,533
Hispanic	5,209	21.0	840	19.9	2,095	18.1	8,144
Asian	2,179	8.8	502	11.9	1,073	9.3	3,754
American Indian	190	0.8	16	0.4	34	0.3	240
Filipino	1,538	6.2	250	5.9	460	4.0	2,248
Pacific Islander	156	0.6	26	0.6	56	0.5	238
Other Minorities	759	3.1	101	2.4	289	2.5	1,149
Total	24,762		4,231		11,592		40,585
Women	11,256	45.5	2,891	68.3	5,928	51.1	20,075
Women (Non-Clerical Occupations)	7,063	28.5	1,962	46.4	4,801	41.1	13,826
Disabled	1,481	6.0	381	9.0	983	8.5	2,845

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.

2005-2006 EMPLOYMENT GOALS PERSONS WITH DISABILITIES

Department	Rep 3/31/05	Deficiency	Annual Goal	Rep 3/31/06	Deficiency	Annual Goal
**Aging	13.4%	No goal required		13.3%	No goal required	
**Agricultural Associations	6.6%	60	NS	6.1%	65	NS
Air Resources Board	8.2%	80	3	10.4%	61	3
Alcohol & Drug Progs	10.2%	20	2	10.6%	18	2
**Alcohol Beverage Control	13.6%	No goal required		9.9%	15	NS
Boating & Waterways	10%	5	0	10.5%	5	NS
**California Bay Delta Auth	7.1%	5	NS	6.9%	6	NS
**California Hous Fin Agen	10.4%	15	3	9.5%	18	3
California Science Center	2.7%	21	2	4.7%	18	1
**Child Support Services	17.6%	No goal required		15.7%	No goal required	
Coastal Commission	4.4%	19	1	5.1%	18	NS
Coastal Conservancy	3.3%	8	1	4.6%	8	NS
**Community Svs & Dev	21.7%	No goal required		20.7%	No goal required	
**Community Colleges	16.3%	No goal required		13.1%	5	NS
State Comp Insur Fund	8.4%	811	75	8.5%	779	75
Conservation	8.9%	44	1	20.2%	No goal required	
**Conservation Corps	19.9%	19	2	17.6%	No goal required	
Consumer Affairs	15.1%	No goal required		15.3%	No goal required	
**Controller's Office	19.2%	No goal required		18.2%	No goal required	
**Corporations	14.5%	No goal required		12.6%	10	2
**Corrections	6.1%	1,704	N/A	5.9%	1,841	NS
**Developmental Services	7.2%	414	43	7.0%	403	40
**Education	17.2%	No goal required		16.7%	No goal required	
Off Emergency Services	9.8%	28	1	10.1%	30	3
**Employment Dev Dept	12.7%	325	32	12.4%	344	NS
Energy Commission	14.9%	No goal required		12.8%	16	1-2
**Env Hlth Hazard Asmt	16.8%	No goal required		14.0%	No goal required	
Equalization	10.0%	226	22	9.6%	254	22
Expo & State Fair	4.2%	57	6	4.4%	66	NS
**Fair Employ & Housing	15.4%	No goal required		14.9%	No goal required	
Fair Polit Practice Comm	25.0%	No goal required		30.9%	No goal required	
**Finance	14.4%	No goal required		12.8%	14	2
**Financial Institutions	10.4%	13	2	7.5%	18	2
Fish and Game	10.2%	156	16	10.2%	147	15
**Food and Agriculture	5.8%	236	24	5.5%	227	25
Forestry	17.8%	No goal required		19.7%	No goal required	
**Franchise Tax Board	15.1%	No goal required		14.3%	No goal required	
General Services	6.7%	373	35	9.8%	262	NS
**Health Services	15.7%	No goal required		15.1%	No goal required	
**CA Highway Patrol	17.5%	No goal required		17.0%	No goal required	

2005-2006 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/05	Deficiency	Annual Goal	Rep 3/31/06	Deficiency	Annual Goal
Housing & Comm Dev	11.7%	25	3	14.1%	No goal required	
Industrial Relations	6.9%	230	12	10.6%	154	15
Insurance	10.4%	59	NS	14.9%	No goal required	
Integ Waste Mgmt Board	9.1%	31	4	11.8%	19	2
** Justice	10.8%	247	25	9.9%	291	NS
**Leg Counsel Bureau	7.1%	54	5	6.5%	57	5
Lottery	6.9	53	3	7.3%	51	2-3
Managed Health Care	12.3%	12	2	12.6%	11	2
Managed Risk Med Ins Bd	5.9%	5	1	9.1%	6	1
**Mental Health	15.2%	No goal required		14.8%	No goal required	
**Military	9.6%	15	0	8.9%	17	0
Motor Vehicles	10.5%	528	NS	17.5%	No goal required	
Parks and Recreation	7.2%	339	34	7.5%	327	14
Peace Officer Stds & Trg	20.7%	No goal required		21.2%	No goal required	
Personnel Administration	13.8%	No goal required		15.3%	No goal required	
Personnel Board	15.5%	No goal required		16.0%	No goal required	
**Pesticide Regulation	12.3%	14	3	11.8%	15	2
**Prison Industries Auth	11.7%	13	1.3	11.1%	13	NS
Pub Employ Retire Syst	5.6%	179	12	6.5%	173	NS
Pub Utilities Commission	8.1%	66	5	8.5%	65	NS
**Public Defender	12.3%	3	1	12.2%	3	1
Real Estate	14.8%	No goal required		17.9%	No goal required	
Rehabilitation	15.5%	No goal required		15.8%	No goal required	
**Secretary of State	12.1%	18	2	10.5%	26	NS
**Social Services	10.1%	292	29	8.9%	301	29
State Audit Bureau	7.8%	No goal required		19.0%	No goal required	
**State Council on Dev Disa	12.9%	3	0	11.8%	4	NS
State Lands Comm	9.9%	13	1-2	10.3%	12	1.2
**State Library	15.4%	No goal required		14.3%	No goal required	
Student Aid Commission	17%	No goal required		18.3%	No goal required	
**Off Stwd Hlth Plan & Dev	30%	No goal required		29%	No goal required	
Off Systems Integration	N/A	N/A	N/A	10.1%	12	NS
Teachers' Retire System	10.4%	39	4	17.3%	No goal required	
**Teacher Credentialing	7.6%	14	1-2	6.1%	17	NS
Technology	N/A	N/A	N/A	11.0%	40	4
**Toxic Substance Control	21.4%	No goal required		19.2%	No goal required	
**Transportation	7.2%	1977	197	6.9%	2066	NS
Treasurer's Office	13.1%	7	1	17.1%	No goal required	

2005-2006 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES

Department	Rep 3/31/05	Deficiency	Annual Goal	Rep 3/31/06	Deficiency	Annual Goal
**Unemplmt Ins Appeals Bd	14.4%	No goal required		14.0%	No goal required	
Veterans Affairs	6.7%	145	2	11.6%	71	2
Victim's Comp & Gov CI Bd	16.8%	No goal required		17.5%	No goal required	
Water Res Control Board	6.6%	142	5	6.6%	141	NS
**Water Resources	7.2%	244	24	7.1%	247	NS

** Indicates a decline in representation from previous year.

2005

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

2006

No Goals Required: 34 Departments
 Goals Required: 49 Departments
 Required, not submitted: 26 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, 2005 TO JUNE 30, 2006

Low Paying Occupational Group		White	African Amer.	Hispanic	Asian	Filipino	Amer. Indian	Pacific Island	Other	Total	Men	Women	Disabled
Horticulture [BL00 – BM99]	Eligible Employees	252	32	167	8	6	2	1	9	477	424	53	27
	Upw Mob Appt's	6	1	12	0	0	0	0	0	19	19	0	0
	%	2.38	3.13	7.19	0.0	0.0	0.0	0.0	0.0	3.98	4.48	0.0	0.0
Office & Allied [CA00 – CZ99]	Eligible Employees	14,313	5,823	8,769	2,558	2,774	171	244	733	35,385	6,451	28,934	4,628
	Upw Mob Appt's	614	242	328	112	126	7	14	35	1,478	253	1,225	166
	%	4.29	4.16	3.74	4.38	4.54	4.09	5.74	4.77	4.18	3.92	4.23	3.59
Custodial & Domestic [DA00 – DZ99]	Eligible Employees	1,532	1,040	1,388	293	666	16	29	102	5,066	2,829	2,237	416
	Upw Mob Appt's	37	10	8	3	6	0	0	2	66	39	27	7
	%	2.42	0.96	0.58	1.02	0.90	0.0	0.0	1.96	1.30	1.38	1.21	1.68
Mechanical & Construction Trades [PA00 – RZ99]	Eligible Employees	8,967	1,156	3,217	325	397	93	67	331	14,553	12,953	1,600	976
	Upw Mob Appt's	534	68	204	21	12	6	2	19	866	787	79	39
	%	5.96	5.88	6.34	6.46	3.02	6.45	2.99	5.74	5.95	6.08	4.94	4.00
Career Development & Bridging Classes [Various]	Eligible Employees	333	91	160	46	63	3	5	13	714	107	607	94
	Upw Mob Appt's	19	5	6	3	2	0	0	1	36	7	29	6
	%	5.71	5.49	3.75	6.52	3.17	0.0	0.0	7.69	5.04	6.54	4.78	6.38
TOTAL	Eligible Employees	25,397	8,142	13,701	3,230	3,906	285	346	1,188	56,195	22,764	33,431	6,141
	Upw Mob Appt's	1,210	326	558	139	146	13	16	57	2,465	1,105	1,360	218
	%	4.76	4.00	4.07	4.30	3.74	4.56	4.62	4.80	4.39	4.85	4.07	3.55

*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