

*X* CALIFORNIA YOUTH AUTHORITY'S

*X* **AFFIRMATIVE ACTION  
STATISTICS:  
Report No. 12**

as of September 31, 1979

64/967  
YOUTH AUTHORITY

# State of California

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## INTRODUCTION

This is the twelfth 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 September 30, 1979.

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 September 30, 1979. 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 implement the standard from September 1974.

This means the Department of the Youth Authority has a more stringent standard than the "relevant labor market." The transition to parity is a planned and carefully monitored process. In eliminating deficiencies in the composition of our 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 or proportions of individuals who must be hired on the basis of membership in a particular group (sex, race, etc.), without regard to merit system principles. Quotas are incompatible with merit system principles because they restrict employment/advancement opportunities to members of particular groups. Quotas are generally imposed by courts only when past discrimination 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.

## HIGHLIGHTS

- .... The proportion of minorities among total Youth Authority personnel showed a gain of 1.5 percent during the 12-month period ending September 30, 1979. There was an increase of 1.1 percentage point for women.
- .... An analysis shows that the Department's total personnel on September 30, 1979, included 1,688 minorities or 35.2 percent of the total work force. The Department's Affirmative Action Goal for minority personnel is 36.8 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 September 30, 1979 staffing compared with affirmative action goals:
  - Black, 17.9 percent of the work force; 2.0 percentage points below the goals.
  - Spanish Surnamed, 13.0 percent; 0.1 percentage point above the goal.
  - Asian, 2.5 percent; 0.7 percentage point above the goal.
  - Native American, 0.3 percent; 0.4 percentage point below the goal.
  - Filipino; 0.6 percent; 0.1 percentage point above the goal.
  - Other Minorities, 1.0 percent; 0.4 percentage point above the goal.



.... The 1.5 percent gain among all minorities over the year was found in Spanish Surnamed, 0.7 percent, Black, 0.8 percent, Filipino, 0.1 percent, and Other Minorities, 0.1 percent. Asian and Native American remained unchanged.

.... During the six-month period ending September 30, 1979, 229 additional full-time personnel were hired. Of these 229, 116 or 50.7 percent were minorities. The new hires included 30.1 percent Black, 15.7 percent Spanish Surnamed, 3.1 Asian, no change for Native American and Other Minorities, 1.8 percent for Filipino. An analysis by sex showed 140 or 61.1 percent were male and 89 or 38.9 percent were female.

.... Full-time minority employees represented 27.4 percent of headquarters personnel, 34.9 percent facility (reception centers, institutions, and camps) personnel, and 39.6 percent of the parole work force. For the Department as a whole, 34.3 percent of full-time personnel were minorities. Full-time female personnel constituted 48.5 percent of headquarters employees, 34.9 percent of facility personnel, 35.5 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

19.9 percent in the major Client-Serving categories (Treatment and Security) but fell short of the goal in the Teacher and Other Client-Serving categories. The Department surpassed its goal for Spanish Surnamed employees of 12.9 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 Treatment) and above the goal for one category (Teacher) but fell short of the goal in the other category (Other Client-Serving). 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 met the Department's goal of 0.3 percent in two categories (Teacher and Security) but fell below in the other categories. Female personnel were below 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 goals (19.9 and 12.9 percents respectively) in each of the support service categories (Administrative, Professional, Technical, Trades, and Clerical). Asian employees surpassed the Department's goal of (1.8 percent)

in four of the support service categories (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 (15.3 and 23.8 percents respectively) but exceeded the goal in the Clerical (91.9 percent), Technical and Related (86.4 percent), and Professional (44.8 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 September 1979.

\* An analysis of Youth Authority's service population as of September 1979 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 September 1979

TABLE 1  
TOTAL STATE CIVIL SERVICE WORKFORCE

1979	TOTAL	WHITE	BLACK	SS/S	ASIAN	NAT/AMER	FILIPINO	OTHER
WORKFORCE	138,037	103,978	12,033	11,878	6,159	639	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

1979	TOTAL	WHITE	BLACK	SS/S	ASIAN	NAT/AMER	FILIPINO	OTHER
WORKFORCE	4,795	3,105	858	624	119	12	29	46
TOTAL %	100.0	64.8	17.9	13.0	2.5	0.2	0.6	1.0
Male %	66.5	65.4	66.8	74.7	54.7	41.7	53.7	67.4
Female %	33.5	34.6	33.2	25.3	45.3	58.3	41.3	32.6

ETHNIC GROUP DISTRIBUTION OF YOUTH AUTHORITY SERVICE POPULATION  
AS OF SEPTEMBER 1979

1979	TOTAL	WHITE	BLACK	SS/S	ASIAN	NAT/AMER	FILIPINO	OTHER
WARD POPULATION	11,238	4,105	3,857	3,051	68	124	45	58
TOTAL %	100.0	36.3	34.1	26.8	0.6	1.1	0.4	0.5
Male %	95.3	95.1	95.7	96.0	98.6	87.1	97.8	98.3
Female %	4.5	5.0	4.3	4.0	1.4	12.9	2.2	1.7

# DEPARTMENTAL AFFIRMATIVE ACTION TRENDS

Table 1a shows the affirmative action goals for September 1979 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 1.3 percentage points below the projected goal (36.8 percent). The proportion of Black personnel was 2.0 percentage points below the projected goal; Native American personnel was 0.5 percent below, and Filipino personnel met the projected goal. Spanish Surnamed, Asian and Other Minorities personnel exceeded the projected goals by 0.1, 0.7, and 0.6 percentage point respectively.

TABLE 1a

Comparison of Affirmative Action Goals for September 1979 with Actual Percent Distributions of Ethnic Groups, Females and Disabled Personnel in Youth Authority

Ethnic Groups, Female Personnel, and Disabled Representation	Goals	Actual*	Percentage Point Differences	Increase Since Mar. 1979
ETHNIC GROUP				
Combined Minority.....	36.8	35.2	-1.3	1.6
Black.....	19.9	17.9	-2.0	1.0
Spanish Surnamed...	12.9	13.0	+0.1	Parity
Asian.....	1.8	2.5	+0.7	Parity
Native American....	0.7	0.3	-0.4	0.1
Filipino.....	0.5	0.6	+0.1	Parity
Other Minorities...	0.3	1.0	+0.6	Parity
FEMALE PERSONNEL.....	36.3	33.5	-2.8	0.9
** Disabled Representation	6.3	4.2	-2.1	1.2

\* Shown as percent of total Youth Authority personnel (4,795)

\*\* State Personnel Board report of September 1979.

The table shows Female Personnel was 2.8 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, 1978 - September 30, 1979**

Ethnic Group	September 1978		March 1979		September 1979	
	#	%	#	%	#	%
TOTAL WARDS.....	11,129	100.0	11,152	100.0	11,288	100.0
White.....	4,223	38.0	4,208	37.7	4,105	36.3
Combined Minority.....	6,906	62.0	6,944	62.3	7,183	63.6
Black.....	3,851	35.0	3,783	34.0	3,857	34.1
Spanish Surnamed.....	2,778	25.0	2,858	25.6	3,031	26.8
Asian.....	68	0.6	76	0.7	68	0.6
Native American.....	125	1.1	129	1.2	124	1.0
Filipino.....	43	0.3	44	0.4	45	0.3
Other Minorities.....	41	0.3	49	0.4	58	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 1.6 percentage points increase in the proportion of minority wards over the past three reporting periods. This percentage increase was mainly among Spanish Surnamed wards, 253 (1.8 percentage points), and Other Minorities wards, 7 (0.2 percentage points). Decreases were among Black, (0.9) and Native American (0.1).

TABLE 3

Ethnic Group Distribution of Youth Authority Personnel  
September 30, 1978 - September 30, 1979

Ethnic Group	September 1978		March 1979		September 1979	
	#	%	#	%	#	%
TOTAL .....	4,790	100.0	4,877	100.0	4,793	100.0
White.....	3,174	66.3	3,224	66.1	3,105	64.8
Combined Minority.....	1,616	33.7	1,653	33.9	1,688	35.2
Black.....	821	17.1	823	16.9	858	17.9
Spanish Surnamed.....	590	12.3	625	12.8	624	13.0
Asian.....	120	2.5	124	2.5	119	2.5
Native American.....	14	0.3	11	0.2	12	0.3
Filipino.....	26	0.5	24	0.5	29	0.6
Other Minorities.....	45	0.9	46	0.9	46	1.0

Table 3. indicates that the percentage of Combined Minority personnel increased 1.5 percentage points during the year ending September 30, 1979. Asian and Native American personnel percentage points remained unchanged. Black personnel increased by 0.8, Spanish Surnamed by 0.7, Filipino personnel and Other Minorities by 0.1 each.

TABLE 4

Ethnic Group Distribution of Youth Authority Personnel  
by Full-Time and Other Than Full-Time Status  
September 30, 1978 - September 30, 1979

Ethnic Group	Full-Time Only						Other Than Full-Time					
	Sept. 1978		March 1979		Sept. 1979						Sept. 1979	
	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL*.....	3,705	100.0	3,732	100.0	3,765	100.0	1,085	100.0	1,145	100.0	1,028	100.0
White.....	2,482	67.0	2,501	67.0	2,474	65.7	692	63.8	723	63.1	631	61.4
Combined Minority.....	1,223	33.0	1,231	33.0	1,291	34.3	393	36.2	422	36.9	397	38.6
Black.....	616	16.6	617	16.5	657	17.5	205	18.9	206	18.0	201	19.6
Spanish Surnamed...	449	12.1	464	12.4	479	12.7	141	13.0	161	14.1	145	14.1
Asian.....	94	2.5	90	2.4	91	2.4	26	2.4	34	3.0	28	2.7
Native American....	9	0.2	8	0.2	9	0.2	5	0.5	3	0.3	3	0.3
Filipino.....	23	0.6	21	0.6	24	0.6	3	0.3	3	0.3	5	0.6
Other Minorities...	32	0.9	31	0.8	31	0.8	13	1.2	15	1.3	15	1.0



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 employees and Other Than Full-Time employees of 1.3 percent and 2.4 percent respectively. The increase in Full-Time minority personnel occurred among the Black (0.9 percent) and Spanish Surnamed (0.6 percent). The increase in Other Than Full-Time minority personnel occurred among the Spanish Surnamed (1.1 percent), Asian (0.3 percent), Filipino (0.3 percent); and Black (0.7 percent).

TABLE 5

Sax Distribution of Youth Authority Personnel  
by Full-Time and Other Than Full-Time Status  
September 30, 1978 - September 30, 1979

Employment Status by Sex	September 1978		March 1979		September 1979	
	=	%	=	%	=	%
TOTAL.....	4,790	100.0	4,877	100.0	4,793	100.0
Male.....	3,238	67.6	3,297	67.6	3,187	66.5
Female.....	1,552	32.4	1,580	32.4	1,606	33.5
<hr/>						
FULL-TIME EMPLOYMENT.....	3,705	100.0	3,732	100.0	3,765	100.0
Male.....	2,561	69.1	2,585	69.3	2,619	69.6
Female.....	1,144	30.9	1,147	30.9	1,146	30.4
OTHER THAN FULL-TIME EMPLOYMENT.....	988	100.0	1,085	100.0	1,028	100.0
Male.....	559	56.5	677	62.3	568	55.3
Female.....	429	43.5	408	37.7	460	44.7

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 decreased by 0.5 percentage point or 2. An increase was reflected among the Other Than Full-Time female personnel of 1.2 percentage points.

TABLE 6

Sex and Ethnic Group of Youth Authority Personnel  
by Full-Time and Other Than Full-Time Status  
As of September 1979

Sex and Ethnic Group	Full-Time Only		Other Than Full-Time	
	#	%	#	%
TOTAL .....	3,765	-	1,028	-
MALE.....	2,619	100.0	568	100.0
White.....	1,676	64.0	354	62.3
Combined Minority.....	943	36.0	214	37.7
Black.....	478	18.3	95	16.7
Spanish Surnamed.....	375	14.3	91	16.0
Asian.....	49	1.9	16	2.8
Native American.....	4	0.2	1	0.2
Filipino.....	13	0.5	4	0.7
Other Minorities.....	24	0.9	7	1.2
FEMALE.....	1,146	100.0	460	100.0
White.....	798	69.6	277	60.2
Combined Minority.....	348	30.4	183	39.8
Black.....	179	15.6	106	23.0
Spanish Surnamed.....	104	9.1	54	11.7
Asian.....	42	3.7	12	2.6
Native American.....	5	0.4	2	0.4
Filipino.....	11	1.0	1	0.2
Other Minorities.....	7	0.6	8	1.7

Shown in Table 6 is a more detailed comparison between Full-Time and Other Than Full-Time Youth Authority personnel by sex and ethnicity. Among both males and females there

were smaller proportions of minorities employed Full-Time as compared to Other Than Full-Time.

From another perspective, Full-Time minority employment was more likely to be held by males than females. (36.0 percent males as compared to 30.4 percent females). This difference was apparent for both Black personnel (18.3 percent males as compared to 15.6 percent females) and Spanish Surnamed personnel (14.3 percent males as compared to 9.1 percent females). By contrast, the proportions of Full-Time Asian employees were larger among females (3.7 percent) than males (1.9 percent).

TABLE 7

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

Ethnic Group	New Hires and Rehires		Promotions		Separations	
	#	%	#	%	#	%
TOTAL.....	229	100.0	209	100.0	201	100.0
White.....	113	49.3	119	56.9	148	73.6
Combined Minority.....	116	50.7	90	43.1	53	26.4
Black.....	69	30.1	45	21.5	31	15.4
Spanish Surnamed...	36	15.7	39	18.7	17	8.5
Asian.....	7	3.1	4	1.9	3	1.5
Native American....	--	--	1	0.5	1	0.5
Filipino.....	4	1.8	1	0.5	--	--
Other Minorities...	--	--	--	--	1	0.5
Female.....	89	38.9	72	34.5	77	38.3
Male.....	140	61.1	137	65.5	124	61.7

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 September 30, 1979. These statistics are detailed in Table 8 as to male and female personnel. The following factors stand out in these two tables.

There were 229 full-time New Hires and Rehires during the six-month reporting period (Table 7). The greatest proportions of New Hires and Rehires in the Combined Minority group were among Black (30.1 percent) and Spanish Surnamed (15.7 percent) personnel. Female personnel constituted 38.9 percent of the New Hires and Rehires, a decrease of 4.5 percent since the last reporting period.

Table 7 also shows there were 209 Promotions during the six-month period. The greatest proportion of Promotions in the Combined Minority group were among Black (21.5 percent) and Spanish Surnamed (18.7 percent) personnel. Female personnel constituted 34.5 percent or 72 Promotions.

According to Table 7, the larger proportions of the total Separations in the Combined Minority group were among Black (15.4 percent) and Spanish Surnamed (8.5 percent) personnel. Female personnel constituted 38.3 percent of Separations.

As seen in Table 8, minority New Hires and Rehires were proportionately higher among Males (61.1 percent) than Females (38.9 percent). These figures represented an increase of 4.5 percent for males and a decrease of 4.5 percent for females.

In Table 8, Combined Minority males constituted (30.6 percent) of the total promotions while Combined Minority females constituted (12.4 percent) of the total Promotions. Among

minority females, Black and Spanish Surnamed received the greatest percentage of Promotions (6.7 and 5.3 percent respectively). Among minority males, Black and Spanish Surnamed received the greatest percentage of Promotions (14.8 and 13.4 percent respectively).

TABLE 3

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

March 31, 1979 - September 30, 1979

Sex by Ethnic Group	New Hires and Rehires		Promotions		Separations	
	#	%	#	%	#	%
TOTAL.....	229	100.0	209	100.0	201	100.0
FEMALE.....	89	38.9	72	34.4	77	38.3
White.....	52	22.7	46	22.0	53	26.4
Combined Minority.....	37	16.2	26	12.4	24	11.9
Black.....	22	9.6	14	6.7	16	7.9
Spanish Surnamed...	10	4.4	11	5.3	6	2.9
Asian.....	5	2.2	1	0.5	--	--
Native American ...	--	--	--	--	1	0.5
Filipino.....	--	--	--	--	--	--
Other Minorities...	--	--	--	--	1	0.5
MALE.....	140	61.1	137	65.6	124	61.7
White.....	61	26.6	73	34.9	95	47.3
Combined Minority.....	79	34.5	64	30.6	29	14.4
Black.....	47	20.5	31	14.8	15	7.5
Spanish Surnamed...	26	11.4	28	13.4	11	5.5
Asian.....	2	0.9	3	1.4	3	1.5
Native American....	--	--	1	5.3	--	--
Filipino.....	4	1.7	1	5.3	--	--
Other Minorities...	--	--	--	--	--	--

As seen in Table 8, the proportions of the total Separations were higher for Combined Minority males (14.4 percent) than for Combined Minority females (11.9 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 September, 1979. The facilities which included relatively

TABLE 9

Ethnic Group Distribution by Facility  
for Full-Time Youth Authority Personnel  
(In Percent\*)  
As Of September 30, 1979

Facility	Total Number**	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
Total Facilities.....	2,945	65.1	34.9	17.7	13.7	1.8	0.3	0.6	0.8
NRCC.....	208	65.9	34.1	17.3	8.7	3.8	0.5	1.0	2.9
SRCC.....	247	56.7	43.3	19.4	19.0	1.6	--	2.4	0.8
SCYC.....	3	33.3	66.7	--	66.7	--	--	--	--
NCYC.....	198	71.7	28.3	14.1	7.1	4.0	0.5	1.0	1.5
O. H. Close.....	152	60.5	39.5	19.7	13.2	3.9	2.0	0.7	--
Karl Holton.....	140	68.6	31.4	18.6	10.7	2.1	--	--	--
DeWitt Nelson.....	146	65.8	34.2	15.1	13.7	5.5	--	--	--
Preston.....	322	84.8	15.2	10.6	4.0	0.3	--	0.3	--
El Paso de Robles.....	269	75.5	24.5	8.2	15.2	0.7	--	--	0.4
Fred C. Nelles.....	284	46.5	53.5	28.2	20.8	2.1	0.4	2.1	--
YTS.....	558	55.4	44.6	26.0	16.1	0.5	0.2	--	1.8
Ventura.....	300	69.7	30.3	14.7	14.0	0.7	0.3	--	0.7
Camps.....	118	73.7	26.3	4.2	19.5	1.7	--	--	0.8

\* 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 September 30, 1979

Facility	Total	Male		Female	
		#	%	#	%
Total Facilities.....	2,945	2,165	73.4	782	26.6
NRCC.....	208	134	64.4	74	35.6
SRCC.....	247	168	68.0	79	32.0
SCYC.....	3	2	66.7	1	33.3
NCYC.....	198	125	63.1	73	36.9
O. H. Close.....	152	128	84.2	24	15.8
Karl Holton.....	140	111	79.3	29	20.7
DeWitt Nelson.....	146	119	81.5	27	18.5
Preston.....	322	255	79.2	67	20.8
El Paso de Robles.....	269	203	75.5	66	24.5
Fred C. Nelles.....	284	206	72.5	78	27.5
YTS.....	558	455	81.5	103	18.5
Ventura.....	300	154	51.3	146	48.7
Camps.....	118	103	87.3	15	12.7

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

large percentages (approximately 11 percentage points greater than for the total facilities) of minority employees were YTS and Fred C. Nelles. Similarly, relatively large percentages of female personnel were 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 (39.6 percent as compared to 35.2 percent respectively).

Among the four parole regions, the greater proportions of Black employees were in Regions I and II (30.1 and 38.0 percent respectively), while the smallest (3.4 percent) was in Region IV. Spanish Surnamed personnel had the larger proportions (16.5 and 15.9 percent respectively) in Regions III and IV and the smallest (7.2 percent) in Region I. Asian proportions ranged from 3.3 to 5.9 percent in the four regions. The numbers of Native American, Filipino, and Other Minorities personnel were too small to make meaningful comparison.

Parole personnel included a similar number of females when compared to the full-time departmental work force (35.5 percent as compared to 35.2 percent). Relatively large percentages of female personnel were employed in Regions III and IV (35.5 and 38.6 percent respectively), while the proportion was lowest in Region I (33.8 percent).

TABLE 11

Ethnic Group and Sex Distributions by Parole Region for Full-Time  
Youth Authority Personnel\*  
As Of September 30, 1979

Ethnic Group and Sex	Total Parole		Region I		Region II		Region III		Region IV	
	#	%	#	%	#	%	#	%	#	%
TOTAL.....	358	100.0	83	100.0	67	100.0	121	100.0	88	100.0
White.....	216	60.4	45	54.2	50	74.6	51	42.1	70	79.5
Combined Minority....	142	39.6	38	45.7	17	25.3	70	57.9	18	20.5
Black.....	78	21.7	25	30.1	4	5.9	46	38.0	3	3.4
Spanish Surnamed..	48	13.4	6	7.2	8	11.9	20	16.5	14	15.9
Asian.....	12	3.3	4	4.8	4	5.9	4	3.3	--	--
Native American....	1	0.2	1	1.2	1	1.4	--	--	--	--
Filipino.....	3	0.8	2	2.4	--	--	--	--	1	1.1
Other Minorities...	--	--	--	--	--	--	--	--	--	--
<hr/>										
Male.....	231	64.5	55	66.2	44	65.7	78	64.5	54	61.4
Female.....	127	35.5	28	33.8	23	34.3	43	35.5	34	38.6

## DISTRIBUTION OF HEADQUARTERS PERSONNEL

Table 12 focuses on the ethnic group composition and sex of full-time headquarters personnel, including the Youth Authority Board, Executive Office, and the departmental branches.

Overall, minority personnel represented 27.4 percent, while female personnel constituted 51.5 percent of the full-time work force in the headquarters.

The largest proportion of minority personnel was reported for the Executive Office (44.0 percent) and the smallest proportion for the Parole Services Branch Headquarters (17.4 percent).

Black personnel was proportionately largest (20.0 percent) in the Executive Office and smallest in the Parole Services Branch Headquarters (4.3 percent). Spanish Surnamed employees were proportionately largest in the Executive Office (12.5 percent) and smallest (6.5 percent) in the Management Services Branch Headquarters. The largest proportion of Asian employees (2.0 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 (63.3, 50.0, 48.0, and 60.0 percent respectively), and the smallest proportion was in the Youth Authority Board (31.2 percent).

TABLE 12

Ethnic Group and Sex Distributions of Full-Time Personnel  
In Youth Authority Headquarters  
As of September 30, 1979

Ethnic Group and Sex	Total		Executive Office		YA Board		Management Services Branch		PRED Branch		P&CC Branch		Parole Branch Headquarters		Inst & Camps Branch Headquarters	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL.....	441	100.0	25	100.0	32	100.0	153	100.0	60	100.0	67	100.0	23	100.0	81	100.0
White.....	320	72.6	14	56.0	24	75.0	117	76.5	41	68.3	50	74.6	19	82.6	55	67.9
Combined Minority.....	121	27.4	11	44.0	8	25.0	36	23.5	19	31.7	17	25.4	4	17.4	26	32.1
Black.....	48	10.9	5	20.0	4	12.5	11	7.1	6	10.0	7	10.4	1	4.3	14	12.2
Spanish Surnamed...	38	8.6	3	12.0	4	12.5	10	6.5	4	6.7	7	10.4	2	8.7	8	9.9
Asian.....	25	5.6	3	12.0	--	--	12	7.8	7	11.7	--	--	--	--	3	3.8
Native American....	1	0.2	--	--	--	--	--	--	--	--	--	--	--	--	1	1.2
Filipino.....	7	1.5	--	--	--	--	3	1.9	--	--	3	4.5	1	4.3	--	--
Other Minorities...	2	0.4	--	--	--	--	--	--	2	3.3	--	--	--	--	--	--
<hr/>																
Male.....	214	48.5	13	52.0	22	68.8	56	36.7	30	50.0	35	52.2	9	39.1	49	60.5
Female.....	227	51.5	12	48.0	10	31.2	97	63.3	30	50.0	32	47.8	14	60.9	32	39.5

## DISTRIBUTION BY OCCUPATIONAL CATEGORIES

The remaining portion of this report deals with Youth Authority personnel classified by minority groups 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 2,348 Client-Serving Staff, 39.0 percent were minorities, of which 21.3 percent were Black, 15.1 percent were Spanish Surnamed, 1.5 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 19.9 percent for Black personnel in the Treatment and Security categories, and was below in the Teacher and Other Client-Serving categories. The proportions of Spanish Surnamed personnel were considerably below the Department's goal of 12.9 percent in the Teacher category, exceeded the goal in Treatment and Security and were below in the Other Client-Serving category. Asian employees were above the Department's goal

TABLE 13

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

As of September 30, 1979

Occupational Category	Total**	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
AFFIRMATIVE ACTION GOALS.....			36.8	19.9	12.9	1.8	0.7	0.5	0.5
TOTAL CLIENT-SERVING STAFF .....	2,348	61.0	39.0	21.3	15.1	1.5	0.2	0.1	0.7
<u>TEACHER</u>	345	70.7	29.3	19.4	6.1	2.0	0.3	0.6	0.9
Supervisory.....	27	81.5	18.5	14.8	5.7	--	--	--	--
Academic.....	188	69.7	30.3	21.8	4.3	2.7	--	0.5	1.1
Recreation/P.E.....	32	65.6	34.4	15.6	15.6	--	--	3.1	--
Vocational.....	75	75.3	24.7	13.7	6.8	2.7	1.4	--	--
Paraprofessional.....	25	60.0	40.0	28.0	8.0	--	--	--	4.0
<u>TREATMENT</u>	1,462	60.5	39.5	21.1	15.7	1.7	0.1	0.1	0.7
Supervisor Treatment.....	--	--	--	--	--	--	--	--	--
PA III and Related.....	70	77.1	22.9	14.3	7.1	1.4	--	--	--
PA II.....	106	77.4	22.6	13.2	6.6	0.9	--	0.9	0.9
PA I.....	295	63.7	36.3	18.0	14.6	2.4	0.3	--	1.0
Treatment Team Supervisor.....	72	59.7	40.3	22.2	13.9	4.2	--	--	--
Social Worker.....	8	62.5	37.5	12.5	12.5	12.5	--	--	--
Psychologist.....	40	80.0	20.0	10.0	2.5	7.5	--	--	--
Senior Youth Counselor.....	123	68.3	31.7	17.1	13.0	1.6	--	--	--
Youth Counselor.....	744	53.4	46.6	25.1	19.6	0.9	0.1	--	0.8
Paraprofessional.....	4	--	100.0	75.0	25.0	--	--	--	--
<u>SECURITY</u>	522	54.8	45.2	23.8	19.7	0.8	0.4	--	0.6
Head Group Supervisor and Related....	71	71.8	28.2	15.5	11.3	--	1.4	--	--
Sr. Group Supervisor and Related....	41	65.9	34.1	14.6	14.6	2.4	2.4	--	--
Group Supervisor and Related.....	410	50.7	49.3	26.1	21.7	0.7	--	--	0.7
<u>OTHER CLIENT-SERVING</u>	19	94.7	5.3	5.3	--	--	--	--	--
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.



of 1.8 percent in the Teacher category, but slightly below in the other three 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 1,417 support staff, 26.5 percent were minorities. There were 11.0 percent Black, 8.8 percent Spanish Surnamed, 3.9 percent Asian, 0.3 percent Native American, 1.5 percent Filipino, and 1.1 percent Other Minorities.

Combined Minority staff were found to be below the Department's Affirmative Action Goal of 36.8 percent in all of the major support categories. The lower percentages were in Professional and Technical and Related categories (20.7 percent and 23.7 percent) and the larger percentages were in the Trades (31.2 percent) and Clerical (26.8 percent) categories.

Consistent with the foregoing, Black, Spanish Surnamed, and Native American personnel had proportions below the Department's Affirmative Action Goals (19.9, 12.9, 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 September 30, 1979

Occupational Category	Total**	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
AFFIRMATIVE ACTION GOALS.....			36.8	19.9	12.9	1.8	0.7	0.5	0.3
TOTAL SUPPORT STAFF**.....	1,417	73.5	26.5	11.0	8.8	3.9	0.3	1.5	1.1
<u>ADMINISTRATIVE</u>	118	76.3	23.7	15.3	5.9	1.7	--	--	0.8
Adm. II - IV and Related.....	37	67.6	32.4	18.9	10.8	2.7	--	--	--
Adm. I and Related.....	62	80.6	19.4	14.5	3.2	1.6	--	--	--
Program Administrator.....	14	85.7	14.3	7.1	7.1	--	--	--	--
Other Administrative.....	5	60.0	40.0	20.0	--	--	--	--	20.0
<u>PROFESSIONAL</u>	261	79.3	20.7	8.0	4.2	3.4	--	2.7	2.3
Research.....	13	84.6	15.4	--	7.7	--	--	7.7	--
Fis./Acct./Budget/Mgmt.....	41	90.2	9.8	2.4	2.4	2.4	--	2.4	--
Business Services.....	17	88.2	11.8	--	--	5.9	--	--	5.9
Medical.....	119	81.5	18.5	6.7	3.4	2.5	--	2.5	3.4
EDP.....	8	75.0	25.0	12.5	--	12.5	--	--	--
Other Professional.....	63	65.1	34.9	17.5	7.9	4.8	--	3.2	1.6
<u>STUDENT INTERNS AND ASST.</u>	1	100.0	--	--	--	--	--	--	--
<u>TECHNICAL AND RELATED</u>	118	76.3	23.7	6.8	5.9	5.1	1.7	2.5	1.7
Supervisory.....	45	71.1	28.9	6.7	4.4	11.1	2.2	2.2	2.2
Intermediate.....	64	81.3	18.7	3.1	7.8	1.6	1.6	3.1	1.6
Entry.....	9	66.7	33.3	--	--	--	--	--	--
<u>TRADES</u>	449	68.8	31.2	13.6	13.1	2.2	--	1.3	0.9
Journeyman.....	129	79.8	20.2	4.7	10.1	0.8	--	3.9	0.8
Maintenance.....	59	66.1	33.9	5.1	18.6	10.2	--	--	--
Food Services.....	177	62.1	37.9	19.3	14.7	1.1	--	0.6	1.7
Janitor.....	33	39.4	60.6	42.4	15.2	3.0	--	--	--
Other Trade Classes.....	51	66.3	33.6	5.9	7.8	--	--	--	--
<u>CLERICAL</u>	470	73.2	26.8	10.2	8.7	6.0	0.4	1.1	0.4
Supervisory.....	161	73.3	26.7	9.9	8.1	7.5	--	1.2	--
Intermediate.....	305	73.1	26.9	10.2	9.2	5.2	0.7	1.0	0.7
Entry.....	4	75.0	25.0	25.0	--	--	--	--	--

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

TABLE 15

Sex by Occupational Category  
for Full-Time Client-Serving Staff in Youth Authority  
As of September 30, 1979

Occupational Category	Total	Male		Female	
		#	%	#	%
AFFIRMATIVE ACTION GOAL.....		1,495	65.7	853	36.3
TOTAL CLIENT-SERVING STAFF.....	2,348	1,978	84.2	370	15.8
<u>TEACHER</u>	345	273	79.1	72	20.9
Supervisors.....	27	24	88.9	3	11.1
Academic.....	188	148	78.7	40	21.3
Recreation/P.E.....	32	31	96.9	1	3.1
Vocational.....	73	68	93.2	5	6.8
Paraprofessional.....	25	2	8.0	23	92.0
<u>TREATMENT</u>	1,462	1,235	84.5	227	15.5
Supervisor Treatment.....	--	--	--	--	--
PA III and Related.....	70	64	91.4	6	8.6
PA II.....	106	90	84.9	16	15.1
PA I.....	295	237	80.3	58	19.7
Treatment Team Supervisor.....	72	62	86.1	10	13.9
Social Workers.....	8	4	50.0	4	50.0
Psychologist.....	40	30	75.0	10	25.0
Senior Youth Counselor.....	123	113	91.9	10	8.1
Youth Counselor.....	744	631	84.8	113	15.2
Paraprofessional.....	4	4	100.0	--	--
<u>SECURITY</u>	522	451	86.4	71	13.6
Head Group Supervisor and Related....	71	70	98.6	1	1.4
Sr. Group Supervisor and Related.....	41	38	92.7	3	7.3
Group Supervisor and Related.....	410	343	83.7	67	16.3
<u>OTHER CLIENT-SERVING</u>	19	19	100.0	--	--
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 15.8 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 September 30, 1979

Occupational Category	Total	Male		Female	
		#	%	#	%
AFFIRMATIVE ACTION GOAL.....		905	65.7	514	36.3
TOTAL SUPPORT STAFF.....	1,417	641	45.2	776	54.8
<u>ADMINISTRATIVE</u>	113	100	84.7	18	15.3
Adm. II - IV and Related.....	37	33	89.2	4	10.8
Adm. I and Related.....	62	52	83.9	10	16.1
Program Administrator.....	14	12	85.7	2	14.3
Other Administrative.....	5	3	60.0	2	40.0
<u>PROFESSIONAL</u>	261	144	55.2	117	44.8
Research.....	13	8	61.5	5	38.5
Fis./Acct./Budget/Mgmt.....	41	20	48.8	21	51.2
Business Services.....	17	10	58.8	7	41.2
Medical.....	119	60	50.4	59	49.6
EDP.....	8	6	75.0	2	25.0
Other Professional.....	63	40	63.5	23	36.5
<u>STUDENT INTERNS AND ASST.</u>	1	1	100.0	--	--
<u>TECHNICAL AND RELATED</u>	118	16	13.6	102	86.4
Supervisory.....	45	11	24.4	34	75.6
Intermediate.....	64	5	7.8	59	92.2
Entry.....	9	--	--	9	100.0
<u>TRADES</u>	449	342	76.2	107	23.8
Journeyman.....	129	128	99.2	1	0.8
Maintenance.....	59	59	100.0	--	--
Food Service.....	177	100	56.5	77	43.5
Janitor.....	33	16	48.5	17	51.5
Other Trade Classes.....	51	39	76.5	12	23.5
<u>CLERICAL</u>	470	38	8.1	432	91.9
Supervisory.....	161	26	16.1	135	83.9
Intermediate.....	305	12	3.9	293	96.1
Entry.....	4	--	--	4	100.0

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

As seen in Table 16, female employees exceeded the affirmative action goal of 36.3 percent in Technical and Related (86.4 percent) and Professional (44.8 percent) but were below in two categories - Administrative (15.3 percent) and Trades (23.8 percent).

## APPENDIX I

### Youth Authority Classes

#### ADMINISTRATIVE

##### Administrators II - IV and Related:

Chief, Medical Services; Youth Authority Administrator III;  
Education Program Supervisor; Business Manager, Correctional;  
Departmental Food Administrator; C.E.A. I; C.E.A. II; C.E.A. III;  
C.E.A. IV; Departmental Construction and Maintenance Supervisor;  
Departmental Safety Coordinator.

##### Administrator I and Related:

Youth Authority Board Representative; Volunteer Services Administrator; Youth Authority Administrator I, Community; Research Specialist I, II, and III; Youth Authority Administrator I, Rehabilitation; Chief of Facilities Planning; Research Manager III (Social Behavior); Research Manager II; Staff Services Manager I, II and III; Criminal Justice Specialist I, II and III.

##### Program Administrator.

##### Other Administrative:

Specialist in Ethnic Studies; Administrative Assistant I and II;  
Associate Governmental Program Analyst; Deputy Clerk, Youth Authority.

#### PROFESSIONAL

##### Research:

Research Manager I; Associate Statistician; Research Analyst I and II;  
Assistant Statistician; Research Assistant I, II, III, IV, and V.

**Fiscal/Accounting/Personnel/Budget/Management:**

Fiscal Officer I and II; Accounting Officer II and III; Associate Personnel Analyst; Associate Management Analyst; Associate Budget Analyst; Institutional Accounting Officer; Accountant Trainee; Accountant I; Junior Staff Analyst; Staff Services Analyst.

**Business Services:**

Business Manager I and II; Business Services Officer I, II, and III; Procurement and Services Officer I; Business Service Assistant; Prison Canteen Manager II.

**Medical:**

Chief Medical Officer, Correctional; Supervising Dentist; Dentist; Physician and Surgeon; Supervising Nurse II; Registered Nurse I, II, and III; Senior Clinical Laboratory; Senior Medical Technical Assistant; Clinical Laboratory Technologist; Senior X-Ray Technician; Surgical Nurse I; Pre-Registered Nurse; Recreation Therapist; Medical Transcriber; Medical Stenographer.

**EDP (Electronic Data Processing):**

Senior Data Processing Technician; Data Processing Technician; Data Processing Manager I; Staff Data Processing Analyst; Associate Data Processing Analyst; Associate Programmer Analyst.

**Other Professional Classes:**

Staff Counsel II and III; Information Officer I and II; Coordinator, Family Life Education; Career Opportunities Development; Law Enforcement Consultant; Volunteer Services Consultant; Community Services Consultant I; Training Officer I and II; Assistant Criminal Justice Specialist; Equal Employment Opportunity Analyst; Special Consultant (Administrative); Architectural Associate; Legal Counsel.

## TECHNICAL AND RELATED

### Supervisory:

Programmer; Senior Graphic Artist; Personnel Assistant II and III;  
Medical Technical Assistant; X-Ray Technician; Key Data Supervisor I;  
Statistical Clerk; Accounting Technician.

### Intermediate:

Supervising Account Clerk I; Senior Tabulating Machine Operator;  
Personnel Assistant I; Tabulating Machine Operator; Dental Assistant;  
Bookkeeping Machine Operator II; Senior Word Processing Technician;  
Word Processing Technician; Power Keyboard Typewriter Operator;  
Key Data Operator; Account Clerk II; Machine Operator I.

### Entry:

Personnel Assistant Trainee; Bookkeeping Machine Operator I;  
Hospital Aid.

## TRADES

### Journeypersons:

Plumber I and II; Steamfitter; Electrician Supervisor; Electrician;  
Electrician I and II; Carpenter; Carpenter I and II; Mason;  
Painter Supervisor; Painter; Painter I and II; Lead Automobile  
Mechanic; Stationary Engineer Supervisor; Stationary Engineer I;  
Refrigeration Engineer; Heavy Equipment Mechanic; Automotive Pool  
Manager I; Automobile Mechanic; Automotive Equipment Operator I  
and II; Barbershop Manager; Barber; Supervisor of Building Trades;  
Metal Trades; Structural Steel Welder; Fusion Welder; Boiler Room  
Tender.

**Maintenance:**

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

**Food Services:**

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

**Janitor:**

Janitor Supervisor I, II, and III; Supervising Housekeeper I; Housekeeper; Janitor.

**Other Trade Classes:**

Chief of Plant Operation I, II, and III; Chief Engineer I; Locksmith; Warehouse Manager I; Fire Chief; Heavy Truck Driver; Shoemaker; Institution Firefighter (part time); Warehouse Worker; Laborer; Laborer, Building Trades; Seamer; Assistant Seamer; Laundry Supervisor I and II; Laundry Worker; Laundry Finisher; Motion Picture Operator; Pianist; Water and Sewage Plant Supervisor.

**CLERICAL**

**Supervisory:**

Materials and Stores Supervisor I and II; Secretary; Supervising Clerk I; Supervising Clerk Typist I; Property Clerk I and II; Senior Clerk; Executive Secretary I; Office Services Supervisor I; Office Technician; Senior Stenographer.

**Intermediate:**

Stock Clerk; Office Assistant II (Typing); File Clerk II; Stenographer.



Entry:

Office Assistant I (Typing); Office Assistant I and II; Assistant Clerk; Seasonal Clerk.

TEACHER

Supervisory:

Supervisor of Compensatory Education; Supervisor of Correctional Education; Supervisor of Academic Instruction; Supervisor of Vocational Instruction.

Academic:

Youth Authority Teacher; Teacher (Arts and Crafts) (Business Education) (Elementary Education) (Emotionally Handicapped) (High School Education) (Home Economics) (Mentally Retarded) (Music); Principal Librarian; Librarian; Library Technical Assistant I.

Recreation/P.E.:

Teacher (Recreation and Physical).

Vocational:

Vocational Instructors (26 specialties).

Paraprofessional:

Teaching Assistant; Substitute Teacher (intermittent).

TREATMENT

Supervisor of Special Treatment.

Supervisor, Community Treatment Program.

Parole Agent III.

Parole Agent II.

Parole Agent I.

Treatment Team Supervisor.

Social Workers:

Supervising Social Worker I and II; Social Worker, Youth Authority.

Psychologist:

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

Staff Psychiatrist; Psychology Associate.

Senior Youth Counselor.

Youth Counselor.

Paraprofessional:

Parole Aid; Social Service Aid; Social Service Assistant I and II;

Foster Grandparent; Youth Aid.

#### SECURITY

Head Group Supervisor and Related:

Head Group Supervisor; Supervising Transportation Officer; Lead

Transportation Officer; Assistant Head Group Supervisor.

Senior Group Supervisor and Related:

Senior Group Supervisor; Transportation Officer, Youth.

Group Supervisor and Related:

Group Supervisor; Correctional Program Assistant.

#### OTHER CLIENT-SERVING

Chaplain:

Catholic Chaplain; Protestant Chaplain.

YOUTH AUTHORITY  
4811 WEST LAMINGTON DRIVE  
SILVER SPRING, MD 20910

LIBRARY  
NATIONAL CRIMINAL  
JUSTICE REF SERV  
BOX 6000  
ROCKVILLE MD

20850