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# **2013 Report on Women's Earnings in State of California Civil Service Classifications**

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California Department of Human Resources  
 2013 Report on Women’s Earnings in State of California Civil Service  
 Classifications

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## Overview

Women working in California civil service careers are employed in a greater variety of occupations than in the California and United States (US) workforce, including a larger percentage of women holding positions in STEM (science, technology, engineering, and mathematics) careers. Despite these employment gains, women in civil service experience a larger gender pay gap (difference between the median salary of male and female employees) compared to the federal civil service, California, and US workforce.

The State of California has made progress in reducing the gender pay gap over the past 25 years. The number of women employed in California civil service increased 30 percent from 1989 to 2013, while the number of male employees increased by 25.8 percent. In 2013, women accounted for 61.7 percent of all new hires by the State of California and received 47.2 percent of all promotions. In 1989, the majority of women were employed in Professional/Technical and Clerical positions. By 2013, the number of female employees working in Clerical jobs decreased by 17.1 and the total in Administrative positions increased by 15.6 percent. With women branching out to higher paying job categories, the gender pay gap has closed from 25.8 percent in 1989 to 21.1 percent in 2013.

While the number of women in the California civil service has increased in a variety of occupations and the gender pay gap has been reduced since 1989, women are still underrepresented and female employees have not yet reached pay parity. The State of California must develop effective recruitment and professional development strategies to bring more women into higher-paying California civil service careers and close the civil service gender pay gap.

## Background

Government Code section 19827.2 (see Attachment 1) requires the California Department of Human Resources to review information relevant to the setting of salaries for “female-dominated” occupations. The intent of the legislation is to establish a foundation for setting salaries for female-dominated jobs based on comparability of the value of work to other classes within California civil service.

Since 1983, CalHR has set salaries and other terms and conditions of employment for the majority of civil service employees based on Memoranda of Understanding (MOU) agreed to in bargaining between the State of California and exclusive representatives. Government Code section 3517 provides that actions to adjust employee compensation occur through collective bargaining, including salary adjustments for female-dominated classifications, following the meet-and-confer process.

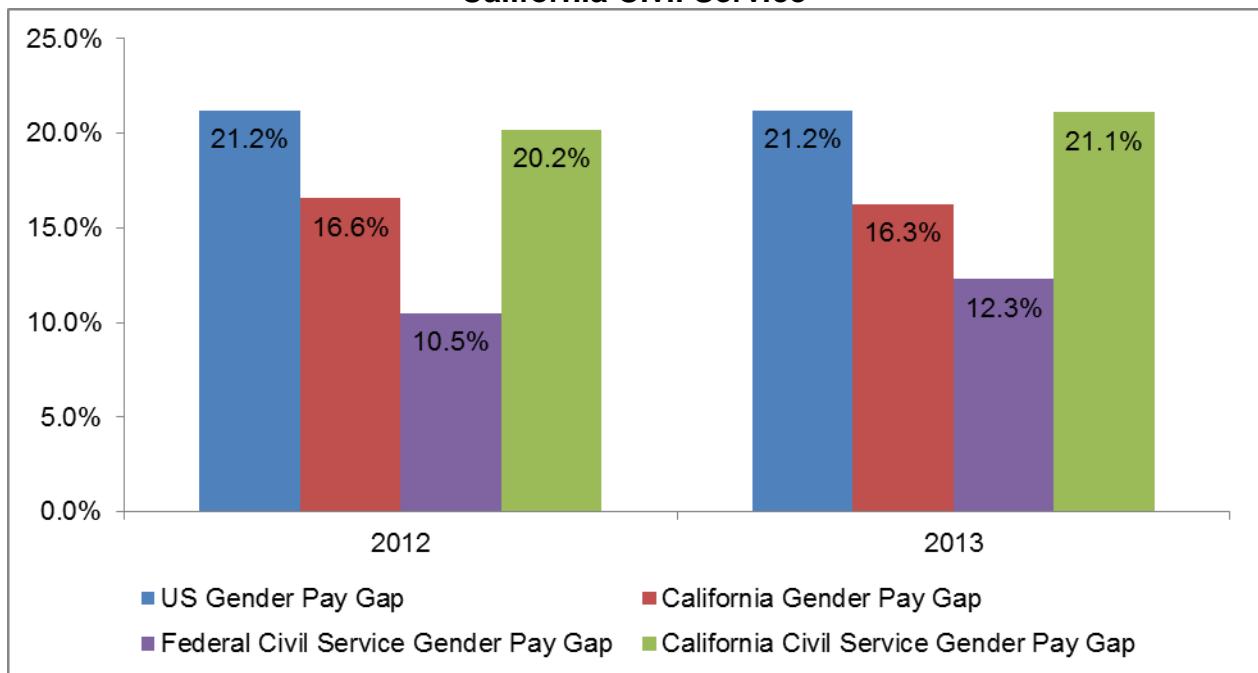
CalHR adjusts the salaries for employee classes excluded from collective bargaining taking into consideration market driven surveys of large public sector employers, geographical labor market needs, recruitment and retention issues, the employer’s ability to pay, and the state salary structure.

# Gender Pay Gap in California Civil Service Compared to the US, California, and Federal Workforce

The “gender pay gap” is the salary difference between male and female workers. Annually the median salary of male employees is compared to the median salary of female employees. This “dollar” difference is converted to a percentage difference of the female median to the male median. A gap of 20 percent would mean that females earn 80 percent of the male median salary.

The gender pay gap in the California civil service is currently 21.1 percent. That is, men working in the California civil service, as a group, earn 21.1 percent more than women working for the California civil service. This is about the same as the national figure of 21.2 percent<sup>1</sup> as reported by the United States Census Bureau in their American Community Survey data for 2013. The Census Bureau bases its figure on the median earnings of full-time wage and salary workers, age 16 years and older. At the same time, the Census Bureau reported that the gap between female and male workers in California was just 16.3 percent<sup>2</sup> and just 12.3 percent for the Federal workforce<sup>1</sup>. Therefore, the gender pay gap for California civil service employees is about the same as the national pay gap, but greater than the pay gap for all workers in California and the federal civil service, as illustrated in Chart 1 below.

**CHART 1 – Gender Pay Gap in the US, California, Federal Civil Service, and California Civil Service**



<sup>1</sup> “S2002: MEDIAN EARNINGS IN THE PAST 12 MONTHS OF WORKERS BY SEX AND WOMEN’S EARNINGS AS A PERCENTAGE OF MEN’S EARNINGS BY SELECTED CHARACTERISTICS”, American Community Survey, U.S. Department of Commerce. US Census Bureau

<sup>2</sup> “S2402: OCCUPATION BY SEX AND MEDIAN EARNINGS IN THE PAST 12 MONTHS FOR FULL-TIME, YEAR-ROUND CIVILIAN EMPLOYED POPULATION 16 YEARS AND OVER”, American Community Survey, U.S. Department of Commerce. US Census Bureau

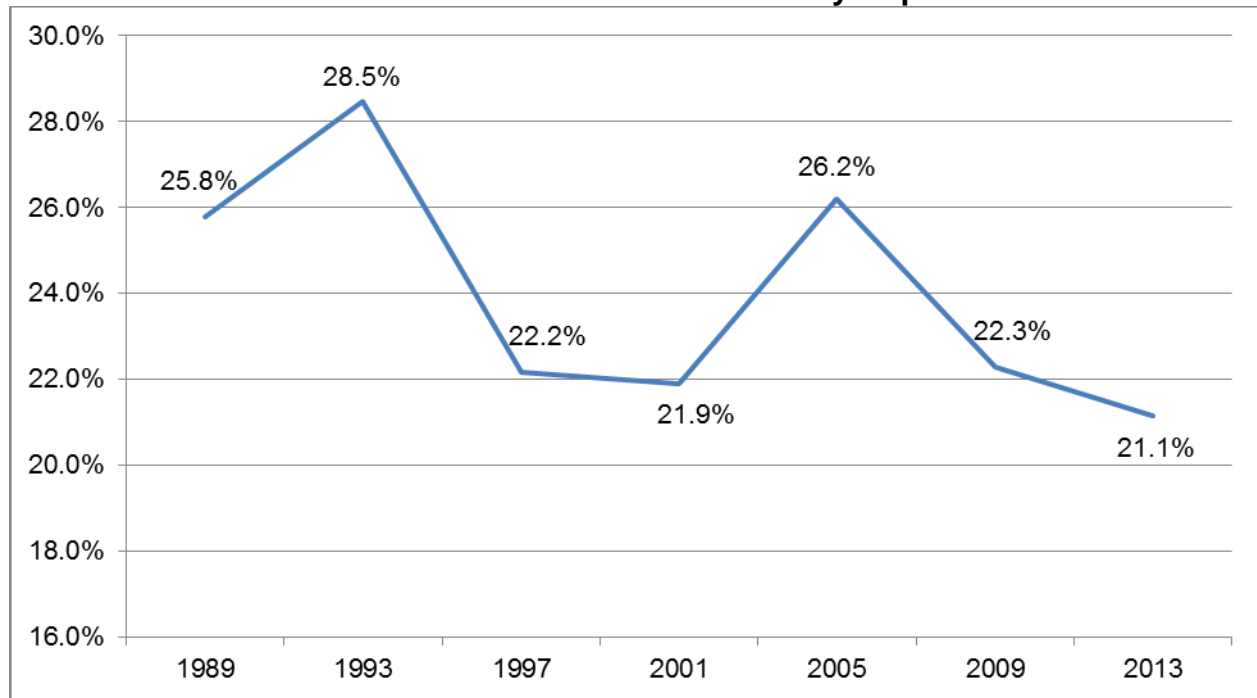
<sup>1</sup> “S2002: MEDIAN EARNINGS IN THE PAST 12 MONTHS OF WORKERS BY SEX AND WOMEN’S EARNINGS AS A PERCENTAGE OF MEN’S EARNINGS BY SELECTED CHARACTERISTICS”, American Community Survey, U.S. Department of Commerce. US Census Bureau

## California Civil Service Gender Pay Gap: 1989 to 2013

The California civil service gender pay gap has changed over time. Historical trends reveal progress in closing the gender pay gap and project when female employees in the California civil service will gain pay parity.

Since 1989, the California civil service gender pay gap has remained larger than 20 percent. This means the median male salary has remained at least 20 percent higher than female employees' median salary. Chart 2 (below) illustrates this trend.

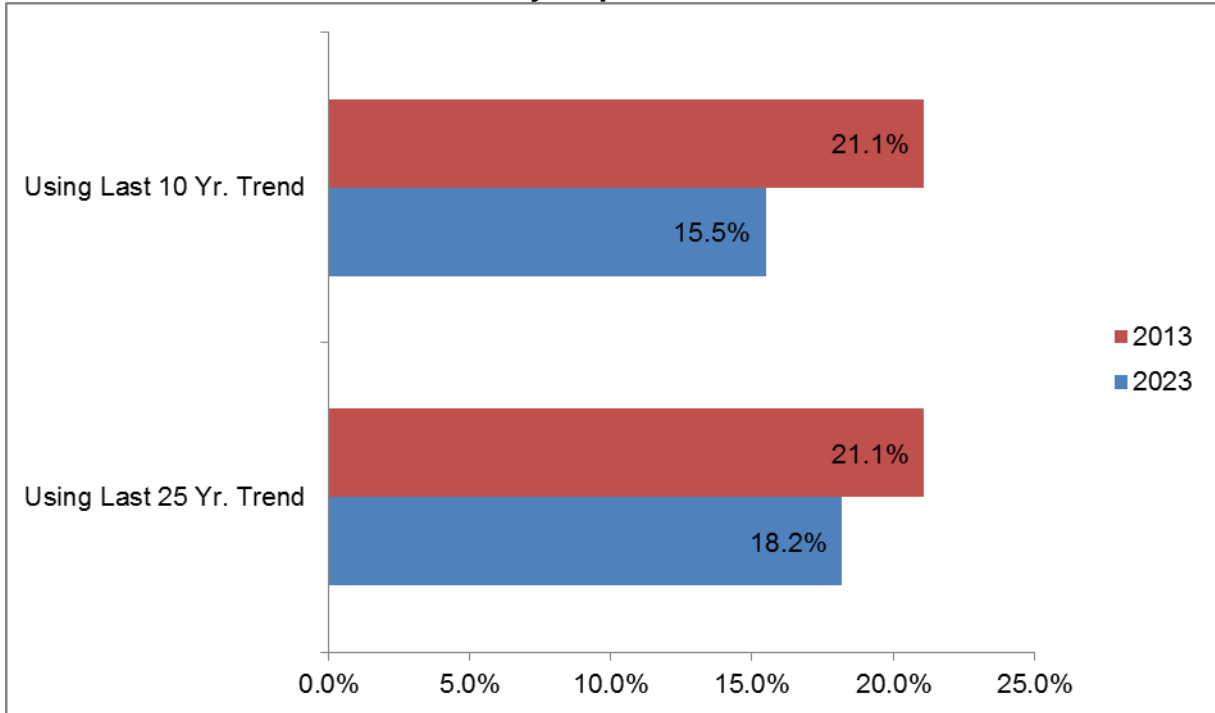
**CHART 2 – California Civil Service Gender Pay Gap: 1989 to 2013**



### Closing the California Civil Service Gender Pay Gap

During the past decade, the gender pay gap has ranged between 20.2 percent and 26.2 percent and is projected to shrink 2.9 percent over the next ten years when applying the 25-year trend. However, if applying the gender pay gap trend over the past 10 years, the gender pay gap would be reduced by 5.6 percent by 2023. Chart 3 (next page) displays the forecast comparing the two trends.

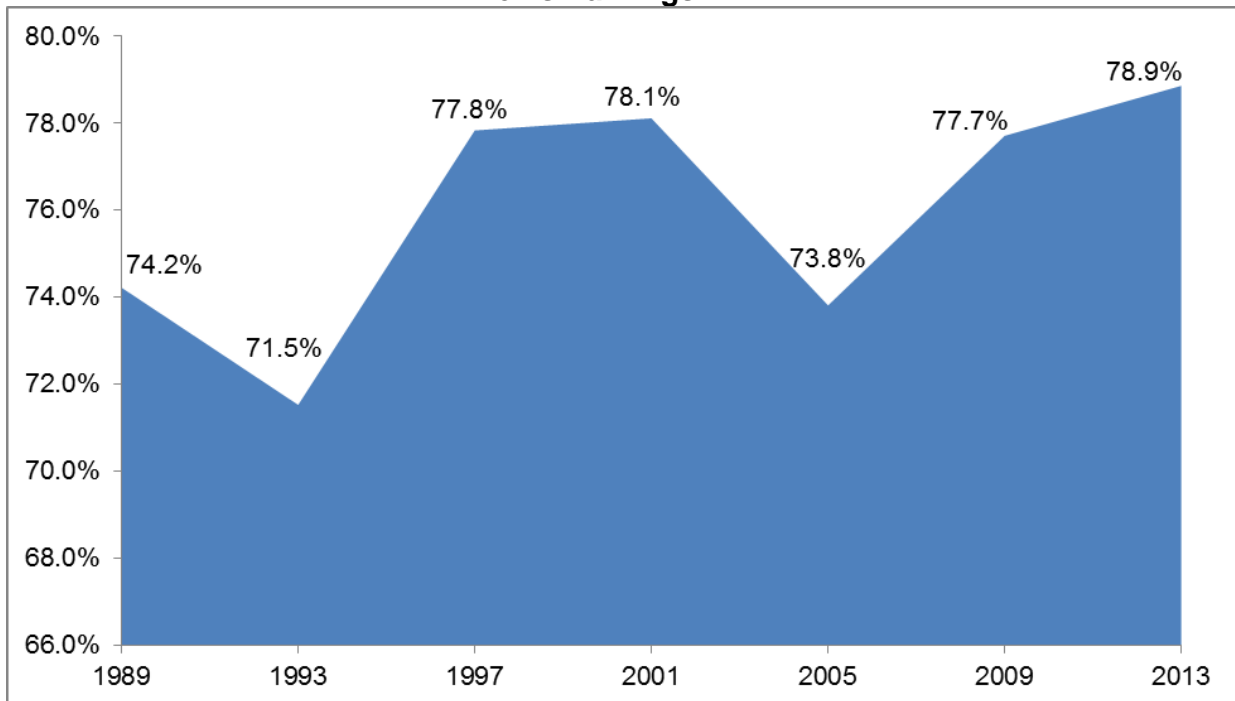
**CHART 3 – Gender Pay Gap Forecast for Next 10 Years**



### Women’s Earnings as a Percentage of Men’s Earnings

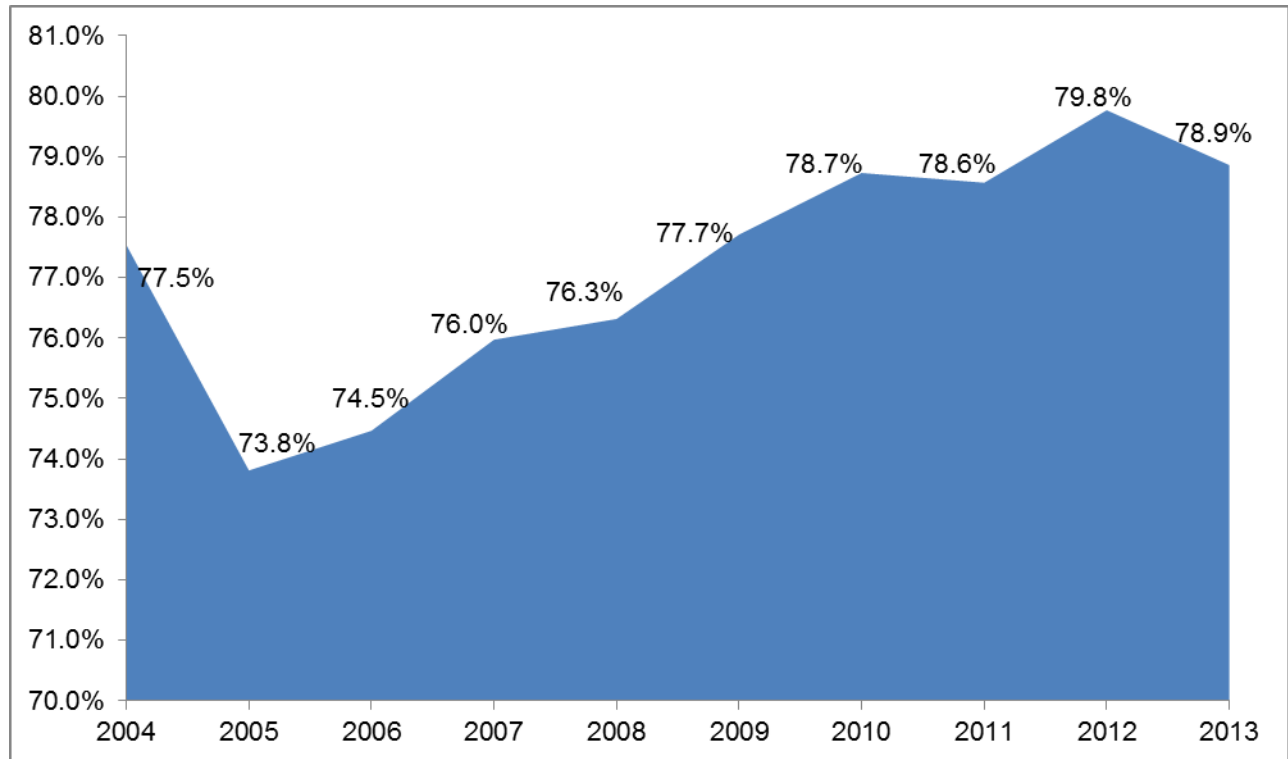
The gender pay gap may also be illustrated as a percentage of the median male salary. In 2013, a female employee in California civil service earned 78.9 percent of the median male employee’s salary. Chart 4 (below) illustrates women’s earnings as a percentage of men’s earnings to show how the female-to-male median salary ratio has grown since 1989 and reduced the gender pay gap for California civil service employees.

**CHART 4 – Twenty-Five Year Trend: Women's Earnings as a Percentage of Men's Earnings**



The gender pay gap was reduced by 4.7 percent between 1989 and 2013, and closer inspection reveals it has steadily reduced by 1.4 percent in the past ten years alone. Chart 5 (below) illustrates this trend.

**CHART 5 – Ten Year Trend: Women's Earnings as a Percentage of Men's Earnings**



## Women’s Occupations in California Civil Service Compared to California and US Workforce

The type of work women perform determines their salary level and influences the gender pay gap. Table 1 (below) shows the percentage of women employed in each of the federally-recognized occupational groups in the civil service, California, and United States workforce during 2013. These occupational groups are used to make comparisons across different segments of the American workforce. Some civil service classifications were not yet matched to these occupational groups. See Attachment 2 for a list of the unmatched classifications.

**TABLE 1 – Percentage of Women in Each Occupational Group - California Civil Service, California, and US Workforce in 2013**

Occupational Group	Percentage of Women		
	California Civil Service Employees	California Workforce	United States Workforce
Architecture and Engineering	19.3%	15.7%	13.8%
Arts, Design, Entertainment, Sports, and Media	48.7%	37.7%	41.3%
Building and Grounds Cleaning and Maintenance	27.8%	31.2%	32.4%
Business and Financial Operations	69.6%	53.3%	54.1%
Community and Social Services	48.8%	61.7%	61.3%
Computer and Mathematical	40.5%	23.1%	25.1%
Construction and Extraction	5.0%	2.0%	2.4%
Education, Training, and Library	49.9%	66.1%	70.5%
Farming, Fishing, and Forestry	32.1%	20.5%	16.8%
Food Preparation and Serving	47.7%	39.4%	46.2%
Healthcare Practitioners and Technicians	64.5%	66.1%	70.0%
Healthcare Support	79.4%	79.4%	85.2%
Installation, Maintenance, and Repair	4.8%	3.8%	3.6%
Legal	53.6%	47.7%	49.8%
Life, Physical, and Social Science	46.5%	44.1%	43.0%
Management	43.3%	38.4%	37.8%
Office and Administrative Support	78.0%	68.4%	72.0%
Personal Care and Service	67.2%	74.9%	73.6%
Production	9.0%	27.6%	25.8%
Protective Service	14.3%	18.1%	19.9%
Sales and Related Occupations	54.9%	40.9%	40.8%
Transportation and Material Moving	10.6%	20.3%	19.7%



The State of California employed a greater percentage of women in higher-paying jobs such as STEM (science, technology, engineering, and mathematics) occupations, legal careers, and management positions than the California and United States workforce. The State of California also employed more women in traditionally male-dominated Construction and Maintenance related jobs than the California and United States workforce. While these employment gains are encouraging, the State of California also had a larger proportion of women in lower-paying occupations such as Office and Administrative Support, Food Preparation and Serving, and Sales and Related Occupations. The gender pay gap will be reduced as women make employment gains in higher salary professions and become more evenly represented across a variety of occupations.

## Women in California Civil Service - 1989 and 2013

In 1989, female employees comprised 45.5 percent of the full-time California civil service workforce. Table 2 (below) illustrates that the total amount of female employees increased by 30 percent since 1989, raising the percentage of women in the California civil service by 0.8 percent. During the same period, the California civil service workforce grew 27.7 percent, from 146,029 to 186,447 full-time employees. However, the percentage of men employed in the California civil service shrank from 54.5 percent in 1989 to 53.7 percent in 2013.

**TABLE 2 – Full-Time Employment Increases by Gender, 1989 to 2013**

Year	Women	Percent Women	Men	Percent Men	Combined
1989	66,374	45.5%	79,655	54.5%	146,029
2013	86,267	46.3%	100,180	53.7%	186,447
1989-2013	30.0%		25.8%		27.7%

## California Civil Service Median Salary Data Since 1989

Table 3 (below) shows the median salary for both male and female employees in the California civil service between 1989<sup>1</sup> and 2013. Since 1989, the median monthly salary for full-time female employees increased 125 percent to \$4,977 while the median monthly salary for full-time male employees increased 112 percent to \$6,311. Based on these findings, the median monthly salary for full-time female employees has risen 13 percent more than full-time male employees over the past 25 years.

**TABLE 3 – Full-Time Employees’ Median Salary by Year and Gender**

Year	Men	Women	Combined
1989	\$2,979	\$2,211	\$2,710
1990	\$3,216	\$2,350	\$2,885
1991	\$3,545	\$2,520	\$3,054
1992	\$3,545	\$2,535	\$3,171
1993	\$3,582	\$2,562	\$3,206
1994	\$3,723	\$2,715	\$3,367
1995	\$3,835	\$2,853	\$3,468
1996	\$3,835	\$2,949	\$3,480
1997	\$3,835	\$2,985	\$3,487
1998	\$3,980	\$2,997	\$3,654
1999	\$4,314	\$3,308	\$3,990
2000	\$4,487	\$3,465	\$4,150
2001	\$4,487	\$3,505	\$4,150
2002	\$4,574	\$3,619	\$4,221
2003	\$4,885	\$3,919	\$4,548
2004	\$5,129	\$3,977	\$4,659
2005	\$5,388	\$3,977	\$4,811
2006	\$5,538	\$4,124	\$4,978
2007	\$5,852	\$4,446	\$5,148
2008	\$5,865	\$4,476	\$5,230
2009	\$5,900	\$4,585	\$5,332
2010	\$5,929	\$4,668	\$5,348
2011	\$6,127	\$4,814	\$5,350
2012	\$6,144	\$4,901	\$5,456
2013	\$6,311	\$4,977	\$5,580

<sup>1</sup> Earliest verifiable median salary data is from 1989 SPB report “Annual Census of State Employees”.

## Hiring Women

Women have made hiring gains in most California civil service job categories since 1989. The percentage of women hired increased from 48.5 percent of all hires in 1989 to 61.7 percent in 2013. Women showed gains in supervisory classifications across the board. The greatest gains were in Administrative and Professional/Technical occupations. Hires decreased in lower paying Clerical and Crafts and Trades occupations compared to 1989.

Table 4 (next page) illustrates the total number of California civil service employees hired in 1989 and 2013. The total number is broken down into percentages. For example, in 1989, 20.6 percent of new employees were hired into Clerical jobs. By 2013, that percentage was reduced to 17 percent. The next two columns show the number of women hired in 1989 and 2013, and the percentage women comprised in each job category. For example, in 1989 women filled 82 percent of Clerical jobs. By 2013, that percentage had declined to 79.1 percent. Data is rounded for all job categories and does not include Career Opportunity Development (COD) classes or less than full-time, transfer, or seasonal hires.

**TABLE 4 – Percent of Hires by Job Category**

Year		1989		2013	
<b>Total Hires</b>		<b>28,408</b>		<b>16,983</b>	
<b>Total Women Hired</b>		<b>13,790</b>		<b>10,480</b>	
<b>Percent of Hires were Women</b>		<b>48.5%</b>		<b>61.7%</b>	
Job Category		Percent of All Hires	Percent of Category Comprised of Women	Percent of All Hires	Percent of Category Comprised of Women
<b>Office Support</b>	Clerical	20.6%	82.0%	17.0%	79.1%
	Supervisory Clerical	0.2%	50.9%	0.6%	82.8%
	<b>Category Total</b>	<b>20.8%</b>		<b>17.6%</b>	
<b>Crafts &amp; Trades</b>	Semiskilled	17.4%	32.3%	2.2%	4.9%
	Crafts/Trades	4.1%	7.3%	3.1%	4.9%
	Supervisory Crafts/Trades	0.2%	5.0%	0.6%	8.3%
	Laborers	3.4%	39.4%	0.4%	7.9%
	<b>Category Total</b>	<b>25.1%</b>		<b>6.2%</b>	
<b>Custodial</b>	Janitor/Custodian	1.9%	49.3%	2.7%	43.2%
	Supervisory Janitor/Custodian	0.4%	21.4%	1.0%	35.8%
	<b>Category Total</b>	<b>2.3%</b>		<b>3.7%</b>	
<b>Professional &amp; Technical</b>	Professional	12.8%	45.7%	27.8%	67.2%
	Supervisory Professional	0.5%	34.8%	1.3%	59.8%
	Subprofessional Technical	20.9%	56.9%	14.8%	71.4%
	Supervisory Subprofessional Tech	0.3%	27.6%	0.4%	77.4%
	Field Representative	2.6%	46.1%	2.9%	63.6%
	Supervisory Field Representative	0.2%	30.2%	0.0%	0.0%
	<b>Category Total</b>	<b>37.2%</b>		<b>47.3%</b>	
<b>Law Enforcement</b>	Line Peace Officer	10.1%	22.8%	5.8%	25.0%
	Supervisory Peace Officer	0.3%	52.7%	0.0%	0.0%
	<b>Category Total</b>	<b>10.4%</b>		<b>5.8%</b>	
<b>Administrative</b>	Administrative Staff	3.9%	38.4%	17.8%	62.3%
	Supervisory Administrative Staff	0.2%	41.9%	1.5%	70.9%
	Administrative Line (C.E.A.)	0.1%	22.2%	0.1%	38.9%
	<b>Category Total</b>	<b>4.1%</b>		<b>19.4%</b>	

Total may not add up to 100 percent due to rounding.

Bold text indicates total.

## Promoting Women

Women's promotions in California civil service indicate career mobility and changes in occupational representation across the California civil service. Table 5 (next page) indicates that in 1989, the State of California promoted 12,603 full-time employees, with 55.1 percent of these promotions affecting women. In 2013, the State of California promoted 6,603 full-time employees, with 47.2 percent of these promotions affecting women. In 2013, women were promoted more in Administrative and Professional/Technical occupations and less in Clerical, Crafts and Trades, and Custodial occupations compared to 1989.

**TABLE 5 – Promotions by Job Category**

Year		1989		2013	
<b>Total Promotions</b>		<b>12,603</b>		<b>6,603</b>	
<b>Total Women Promoted</b>		<b>6,940</b>		<b>3,119</b>	
<b>Percent of Promotions for Women</b>		<b>55.1%</b>		<b>47.2%</b>	
Job Category		Percent of All Promotions	Percent of Promotions for Women	Percent of All Promotions	Percent of Promotions for Women
<b>Office Support</b>	Clerical	15.9%	88.3%	4.3%	79.4%
	Supervisory Clerical	6.3%	82.8%	4.1%	76.5%
	<b>Category Total</b>	<b>22.2%</b>		<b>8.4%</b>	
<b>Crafts &amp; Trades</b>	Semiskilled	2.4%	28.2%	0.5%	6.7%
	Crafts/Trades	2.1%	17.4%	2.0%	5.4%
	Supervisory Crafts/Trades	2.8%	4.2%	4.6%	9.2%
	Laborers	0.2%	23.8%	0.0%	0.0%
	<b>Category Total</b>	<b>7.5%</b>		<b>7.1%</b>	
<b>Custodial</b>	Janitor/Custodian	0.2%	53.3%	0.5%	45.5%
	Supervisory Janitor/Custodian	0.6%	37.2%	0.2%	25.0%
	<b>Category Total</b>	<b>0.9%</b>		<b>0.7%</b>	
<b>Professional &amp; Technical</b>	Professional	14.0%	43.7%	13.1%	56.4%
	Supervisory Professional	8.8%	35.3%	7.8%	52.3%
	Subprofessional Technical	10.2%	75.0%	2.8%	67.2%
	Supervisory Subprofessional Technical	3.3%	61.9%	2.4%	72.8%
	Field Representative	2.8%	65.4%	3.8%	58.7%
	Supervisory Field Representative	2.5%	57.8%	3.1%	72.8%
	<b>Category Total</b>	<b>41.6%</b>		<b>33.0%</b>	
<b>Law Enforcement</b>	Line Peace Officer	4.6%	19.6%	4.9%	13.0%
	Supervisory Peace Officer	7.0%	20.1%	19.6%	15.8%
	<b>Category Total</b>	<b>11.6%</b>		<b>24.4%</b>	
<b>Administrative</b>	Administrative Staff	9.7%	68.7%	12.8%	65.8%
	Supervisory Administrative Staff	5.0%	54.1%	9.0%	62.0%
	Administrative Line (C.E.A.)	1.6%	26.5%	4.5%	55.5%
	<b>Category Total</b>	<b>16.3%</b>		<b>26.4%</b>	

Total may not add up to 100 percent due to rounding  
 Bold text indicates total.

## Employment by Job Category

The occupational distribution of the California civil service has changed since 1989, as illustrated in Table 6 (next page). The first two columns in Table 6 illustrate the percentage of full-time employees in each California civil service job category in 1989 and 2013. The next two columns illustrate the percentage of women in each job category during those years. For example, in 1989, 18.6 percent of all employees in the California civil service performed Office Support jobs, but this category represented 35.3 percent of all jobs held by women. By 2013, only 10.8 percent of all California civil service employees were employed in Office Support jobs, while this category represented just 18.2 percent of all civil service careers held by women.

While the percentage of female employees in the California civil service has increased in a number of job categories, the number of female supervisors in lower-paying categories has decreased since 1989. For example, the percentage of women in Supervisory Clerical jobs has decreased from 5.6 percent in 1989 to 2 percent in 2013; in Supervisory Janitor/Custodian jobs from 0.7 percent to 0.4 percent; and in Supervisory Subprofessional from 2.4 percent to 0.8 percent.



**TABLE 6 – Distribution of Full-Time Female Employees By Job Category**

Year		1989		2013	
Total Employees		146,029		186,447	
Total Women Employees		66,374		86,267	
Percent of Employees were Women		45.5%		46.3%	
Job Category		Percent of All Employees in Each Job Category	Percent of All Women Employees in Each Job Category	Percent of All Employees in Each Job Category	Percent of All Women Employees in Each Job Category
<b>Office Support</b>	Clerical	15.4%	29.7%	9.6%	16.2%
	Supervisory Clerical	3.2%	5.6%	1.2%	2.0%
	<b>Category Total</b>	<b>18.6%</b>	<b>35.3%</b>	<b>10.8%</b>	<b>18.2%</b>
<b>Crafts &amp; Trades</b>	Semiskilled	2.7%	0.9%	2.3%	0.3%
	Crafts/Trades	3.6%	0.5%	3.2%	0.5%
	Supervisory Crafts/Trades	2.5%	0.2%	1.8%	0.3%
	Laborers	0.5%	0.2%	0.3%	0.1%
	<b>Category Total</b>	<b>9.3%</b>	<b>1.8%</b>	<b>7.5%</b>	<b>1.2%</b>
<b>Custodial</b>	Janitor/Custodian	1.7%	1.6%	1.7%	1.6%
	Supervisory Janitor/Custodian	1.0%	0.7%	0.5%	0.4%
	<b>Category Total</b>	<b>2.7%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.0%</b>
<b>Professional &amp; Technical</b>	Professional	18.9%	16.9%	21.1%	23.4%
	Supervisory Professional	7.4%	4.1%	4.6%	4.2%
	Subprofessional Technical	12.5%	17.7%	8.9%	12.2%
	Supervisory Subprofessional Technical	2.3%	2.4%	0.6%	0.8%
	Field Representative	2.6%	2.9%	2.6%	3.1%
	Supervisory Field Representative	1.5%	1.0%	0.9%	1.2%
	<b>Category Total</b>	<b>45.2%</b>	<b>45.0%</b>	<b>38.6%</b>	<b>44.9%</b>
<b>Law Enforcement</b>	Line Peace Officer	12.1%	4.1%	17.6%	6.1%
	Supervisory Peace Officer	2.3%	0.6%	3.5%	1.2%
	<b>Category Total</b>	<b>14.3%</b>	<b>4.6%</b>	<b>21.1%</b>	<b>7.3%</b>
<b>Administrative</b>	Administrative Staff	6.0%	8.1%	14.5%	19.6%
	Supervisory Administrative Staff	2.6%	2.0%	4.5%	6.1%
	Administrative Line (C.E.A.)	1.3%	0.8%	0.7%	0.7%
	<b>Category Total</b>	<b>9.9%</b>	<b>10.9%</b>	<b>19.7%</b>	<b>26.5%</b>
<b>Clerical Job Categories</b>		<b>18.6%</b>	<b>35.3%</b>	<b>35.3%</b>	<b>18.2%</b>
<b>Non-Clerical Job Categories</b>		<b>81.4%</b>	<b>64.7%</b>	<b>64.7%</b>	<b>81.8%</b>

Total may not add up to 100 percent due to rounding  
 Bold text indicates total.

## Conclusion

The State of California has reduced the gender pay gap since 1989 by increasing the number of women in the California civil service workforce and promoting women into higher paying occupations. However, women are still underrepresented in the California civil service and female employees have not yet reached pay parity.

To address this issue CalHR has hired a full-time Statewide Recruiter who, in partnership with departments, coordinates efforts to recruit employees from underrepresented groups while maintaining the integrity of the civil service system. Current statewide recruitment efforts include free seminars and outreach events for the general public and military veterans about California civil service careers. Going forward, the Statewide Recruiter will also be making concerted efforts to recruit for classifications affected by the gender pay gap.

In addition to recruitment efforts, CalHR also recognizes the importance of professional development in preparing employees for career advancement. CalHR's Statewide Learning and Performance Management team will continue to provide a variety of professional development opportunities, and will seek additional courses to assist women with advancement in California civil service.

Departments in the State of California must work together with the Statewide Recruiter and Statewide Learning and Performance Management to develop effective recruitment and professional development solutions to bring more women into higher-paying civil service careers and close the California civil service gender pay gap.

## Attachment 1: Government Code section 19827.2

(a) *The Legislature, having recognized December 1980 statistics from the U.S. Department of Labor, finds: that 60 percent of all women 18 to 64 are in the workforce, that two-thirds of all those women are either the head of household or had husbands whose earnings were less than ten thousand dollars (\$10,000), and that most women are in the workforce because of economic need; that the median working woman has earned less than the median working man, not only because of the lack of educational and employment opportunities in the past, but because of segregation into historically undervalued occupations where wages have been depressed; and that a failure to reassess the basis on which salaries in state service are established will perpetuate these pay inequities, which have a particularly discriminatory impact on minority and older women; and, therefore, it is the intent of the Legislature in enacting this statute to establish a state policy of setting salaries for female-dominated jobs on the basis of comparability of the value of the work.*

(b) *The department shall review and analyze existing information, including those studies from other jurisdictions relevant to the setting of salaries for female-dominated jobs. This information shall be provided on an annual basis to the appropriate policy committee of the Legislature and to the parties meeting and conferring pursuant to Section 3517.*

(c) *For the purpose of implementing this section, the following definitions apply:*

(1) *"Salary" means, except as otherwise provided in Section 18539.5, the amount of money or credit received as compensation for service rendered, exclusive of mileage, traveling allowances, and other sums received for actual and necessary expenses incurred in the performance of the state's business, but including the reasonable value of board, rent, housing, lodging, or similar advantages received from the state.*

(2) *"Comparability of the value of the work" means the value of the work performed by an employee, or group of employees within a class or salary range, in relation to value of the work of another employee, or group of employees, to any class or salary range within state service.*

(3) *"Skill" means the skill required in the performance of the work, including any type of intellectual or physical skill acquired by the employee through experience, training, education, or natural ability.*

(4) *"Effort" means the effort required in the performance of the work, including any intellectual or physical effort.*

(5) *"Responsibility" means the responsibility required in the performance of the work, including the extent to which the employer relies on the employee to perform the work, the importance of the duties, and the accountability of the employee for the work of others and for resources.*

(6) *"Working conditions," means the conditions under which the work of an employee is performed, including physical or psychological factors.*

(d) *If the provisions of this section are in conflict with the provisions of a memorandum of understanding reached pursuant to Section 3517.5, the memorandum of understanding shall be controlling without further legislative action, except that if the provisions of a memorandum of understanding require the expenditure of funds, the provisions shall not become effective unless approved by the Legislature in the annual Budget Act.*

## **Attachment 2: California Civil Service Classifications Not Matched to Occupational Groups**

The following civil service classifications have not yet been mapped to federal occupational groups and were excluded from the percentages found in Table 1. CalHR will continue work to map these classifications to federal occupational groups.

ADMINISTRATIVE LAW JUDGE I, PUBLIC EMPLOYMENT RELATIONS BOARD  
ADMINISTRATIVE LAW JUDGE II, PUBLIC EMPLOYMENT RELATIONS BOARD  
ADMINISTRATOR FOR FACILITIES PLANNING AND UTILIZATION CALIFORNIA COMMUNITY COLLEGES  
AGENT, ALCOHOLIC BEVERAGE CONTROL  
AGRICULTURE PROGRAM SUPERVISOR I  
AGRICULTURE PROGRAM SUPERVISOR II  
AGRICULTURE PROGRAM SUPERVISOR III  
AGRICULTURE PROGRAM SUPERVISOR IV  
ASSISTANT FINANCE BUDGET ANALYST  
ASSISTANT OPERATIONS SECURITY OFFICER  
ASSOCIATE CHIEF DEPUTY COMMISSIONER, BOARD OF PRISON TERMS  
ASSOCIATE DEPUTY INSPECTOR GENERAL  
ASSOCIATE FINANCE BUDGET ANALYST  
ASSOCIATE GENERAL COUNSEL, UNFAIR LABOR PRACTICES, AGRICULTURAL LABOR RELATIONS BOARD  
AUDITOR EVALUATOR I, BUREAU OF STATE AUDITS  
AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS  
AUDITOR SPECIALIST I, BUREAU OF STATE AUDITS (ELECTRONIC DATA PROCESSING)  
AUDITOR SPECIALIST I, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS) AUDITOR SPECIALIST II, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS) AUDITOR SPECIALIST III, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)  
BRANCH CHIEF, CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE  
CASE RECORDS TECHNICIAN  
CHIEF ASSISTANT INSPECTOR GENERAL  
CHIEF DEPUTY LEGISLATIVE COUNSEL C.E.A.  
CHIEF EXECUTIVE OFFICER, HEALTH CARE (SAFETY)  
CHIEF, FINANCIAL OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
CHILD SUPPORT SPECIALIST, DEPARTMENT OF CHILD SUPPORT SERVICES  
CHILD SUPPORT TECHNICIAN, DEPARTMENT OF CHILD SUPPORT SERVICES  
CONCILIATOR DEPARTMENT OF INDUSTRIAL RELATIONS  
COORDINATOR, LEGISLATIVE INFORMATION SYSTEM  
DEPUTY INSPECTOR GENERAL  
DEPUTY INSPECTOR GENERAL, SENIOR  
DEPUTY LEGISLATIVE COUNSEL  
DEPUTY LEGISLATIVE COUNSEL III  
DEPUTY LEGISLATIVE COUNSEL IV  
DEPUTY STATEWIDE DENTAL DIRECTOR, CEA  
FINANCIAL AND PERFORMANCE EVALUATOR I, DEPARTMENT OF FINANCE  
FINANCIAL AND PERFORMANCE EVALUATOR II, DEPARTMENT OF FINANCE  
FINANCIAL AND PERFORMANCE EVALUATOR III, DEPARTMENT OF FINANCE  
FRAUD INVESTIGATOR I, BUREAU OF STATE AUDITS  
FRAUD INVESTIGATOR II, BUREAU OF STATE AUDITS  
FRAUD INVESTIGATOR III, BUREAU OF STATE AUDITS  
GENERAL COUNSEL, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM  
GENERAL COUNSEL, PUBLIC EMPLOYEES RETIREMENT SYSTEM  
HYDROELECTRIC PLANT TECHNICIAN I  
HYDROELECTRIC PLANT TECHNICIAN II  
HYDROELECTRIC PLANT TECHNICIAN III  
INFORMATION SYSTEMS MANAGER  
INFORMATION SYSTEMS SUPERVISOR III

INFORMATION SYSTEMS SUPERVISOR IV  
INFORMATION TECHNICIAN II  
INFORMATION TECHNOLOGY SPECIALIST I  
INFORMATION TECHNOLOGY SPECIALIST II  
INFORMATION TECHNOLOGY SPECIALIST III  
LABOR RELATIONS ANALYST  
LABOR RELATIONS COUNSEL I  
LABOR RELATIONS COUNSEL II  
LABOR RELATIONS COUNSEL III  
LABOR RELATIONS COUNSEL IV  
LABOR RELATIONS SPECIALIST  
MANAGER-FINANCIAL AND PERFORMANCE EVALUATOR, DEPARTMENT OF FINANCE  
MOTOR VEHICLE TECHNICIAN  
PERSONNEL PROGRAM ADVISOR  
PERSONNEL PROGRAM ANALYST  
PERSONNEL PROGRAM MANAGER I  
PERSONNEL PROGRAM MANAGER II  
PERSONNEL PROGRAM TECHNICIAN III  
PORTFOLIO MANAGER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
PRESIDING CONCILIATOR, DEPARTMENT OF INDUSTRIAL RELATIONS  
PRINCIPAL AUDITOR, BUREAU OF STATE AUDITS  
PRINCIPAL DEPUTY LEGISLATIVE COUNSEL I  
PRINCIPAL DEPUTY LEGISLATIVE COUNSEL II  
PRINCIPAL PROGRAM BUDGET ANALYST I  
PRINCIPAL PROGRAM BUDGET ANALYST II  
PRINCIPAL PROGRAM BUDGET ANALYST III  
PROJECT MANAGER (INFORMATION TECHNOLOGY)  
RECEIVER'S CLINICAL EXECUTIVE (SAFETY)  
RECEIVER'S MEDICAL EXECUTIVE (SAFETY)  
RECEIVER'S NURSE EXECUTIVE (SAFETY)  
REGIONAL DENTAL DIRECTOR, CEA  
ROUTE SALES REPRESENTATIVE  
SATELLITE WAGERING FACILITY JANITOR  
SENIOR ASSISTANT INSPECTOR GENERAL  
SENIOR AUDITOR EVALUATOR I, BUREAU OF STATE AUDITS  
SENIOR AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS  
SENIOR AUDITOR EVALUATOR III, BUREAU OF STATE AUDITS  
SENIOR CHILD SUPPORT ANALYST, DEPARTMENT OF CHILD SUPPORT SERVICES  
SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
SENIOR PLANT NEMATOLOGIST (SPECIALIST)  
SENIOR PORTFOLIO MANAGER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS  
SEXUALLY VIOLENT PREDATOR EVALUATOR  
SPECIAL AGENT DEPARTMENT OF CORRECTIONS  
SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF CORRECTIONS  
SPECIAL ASSISTANT INSPECTOR GENERAL  
SPECIAL INVESTIGATOR ASSISTANT  
STAFF FINANCE BUDGET ANALYST  
STAFF PERSONNEL PROGRAM ANALYST  
STATEWIDE DENTAL DIRECTOR, C.E.A., INMATE DENTAL SERVICES PROGRAM, DIVISION OF  
CORRECTIONAL HEALTHCARE SERVICES  
SUPERVISING CASE RECORDS TECHNICIAN  
SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION  
SUPERVISOR OF CONCILIATION, DEPARTMENT OF INDUSTRIAL RELATIONS, CEA  
SUPERVISOR-FINANCIAL AND PERFORMANCE EVALUATOR, DEPARTMENT OF FINANCE