

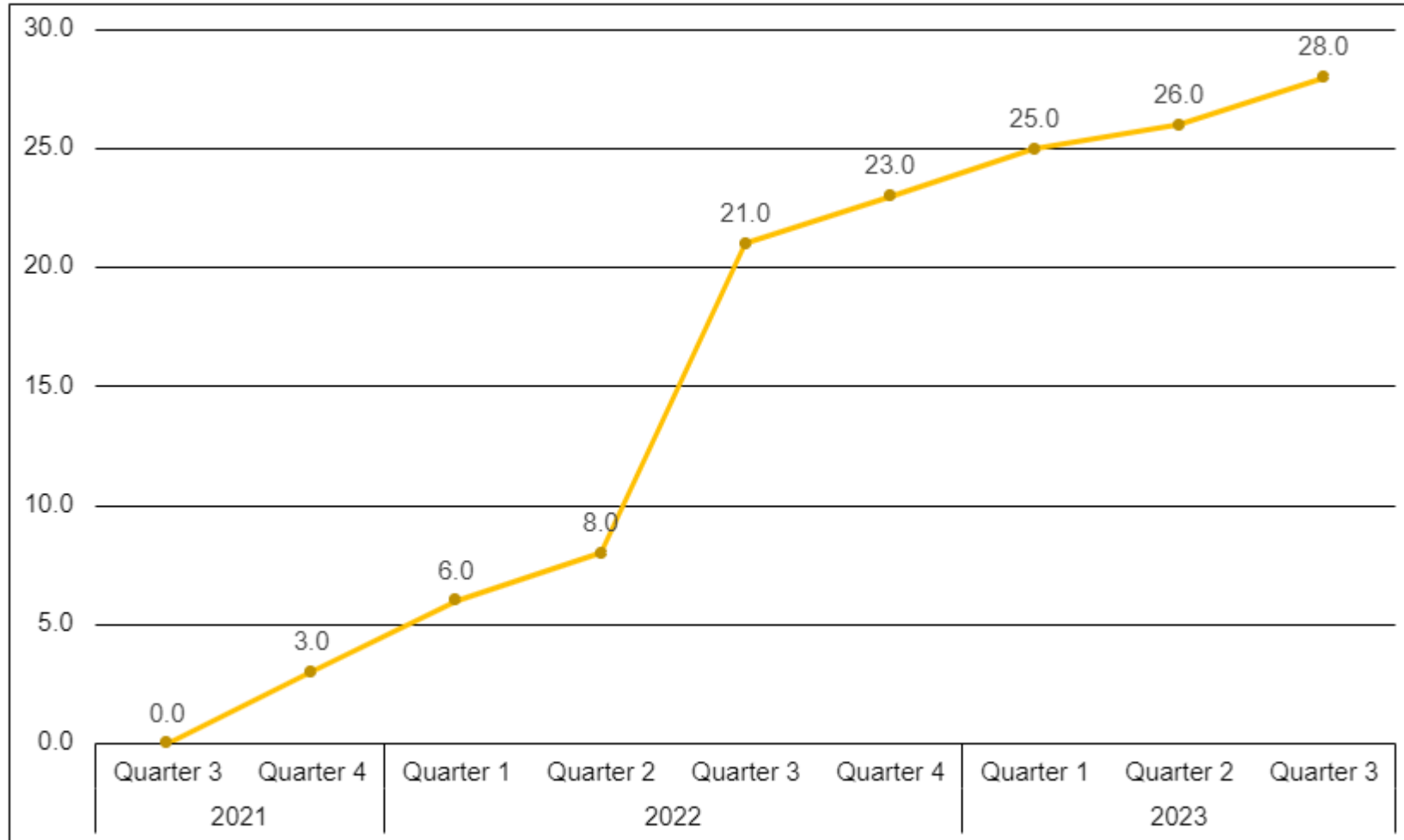
# HIRING UPDATE AND DIVERSITY METRICS



# STAFFING UPDATE

- FY 2022-23, CPPA had position authority for 34 staff.
- At the end of this period, 55% of these positions were filled with full-time staff (74% if we include limited-term appointments).
- We received position authority for an additional 14 positions effective July 1, 2023 through the BCP.
- Continuing to hire for key positions including Deputy Executive Director, Chief Auditor, and Enforcement Team.

# STAFFING BY QUARTER



# STAFF LEVEL FOR PERMANENT POSITIONS

## BY DIVISION:

- Administration: 100%
- Executive Office: 50%
- Enforcement: 10% (currently interviewing candidates)
- Legal: 80% (vacant positions are currently under recruitment)
- Information Technology: 33%
- Policy and Legislation: 33%
- Public and External Affairs: 30%

# WORKFORCE ANALYSIS BACKGROUND

- The Board requested that we provide diversity information for CPPA. Staff obtained the diversity information from California Department of Human Resources Human Resources (CalHR).
- CalHR is the Human Resources oversight agency responsible for issues related to employee salaries and benefits, and other matters pertaining to HR.
- CalHR collects demographic data for state employees and makes this information available on their website.
- Some of the reports are updated every six months, and others are generated annually.

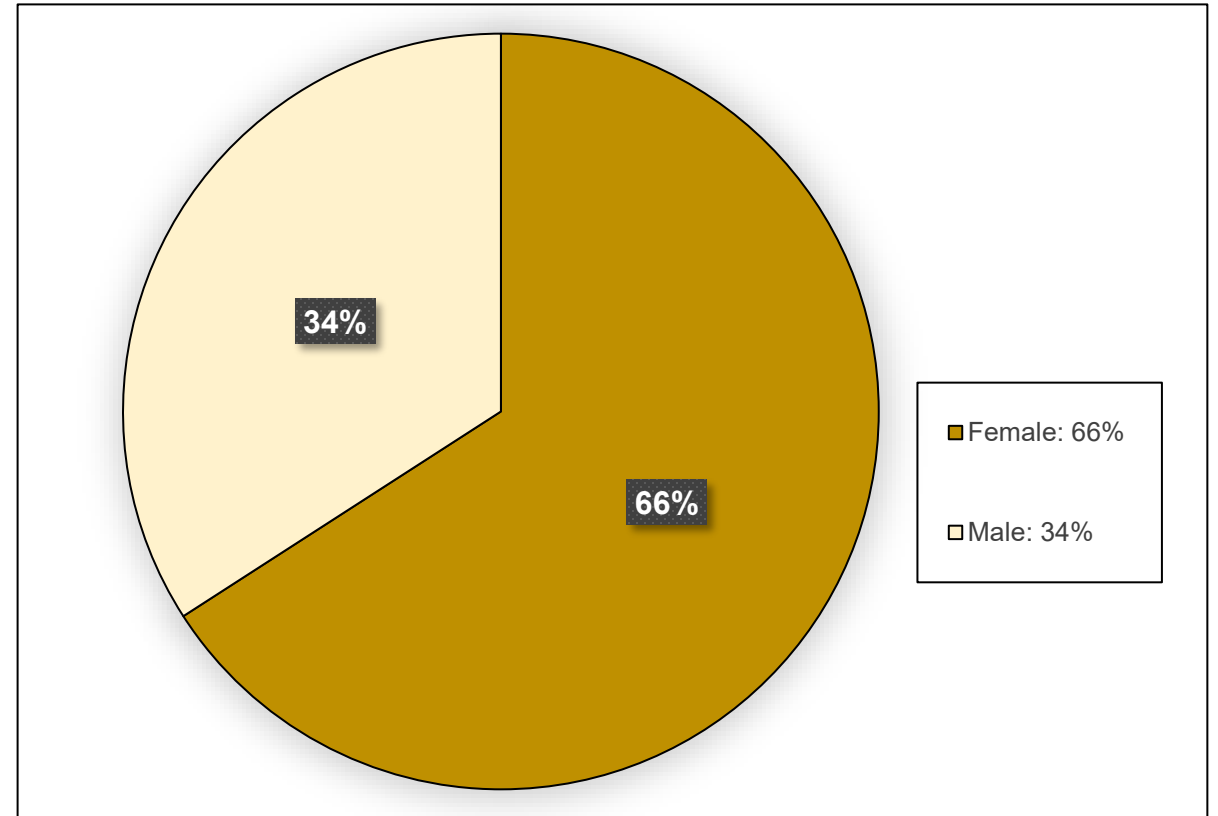
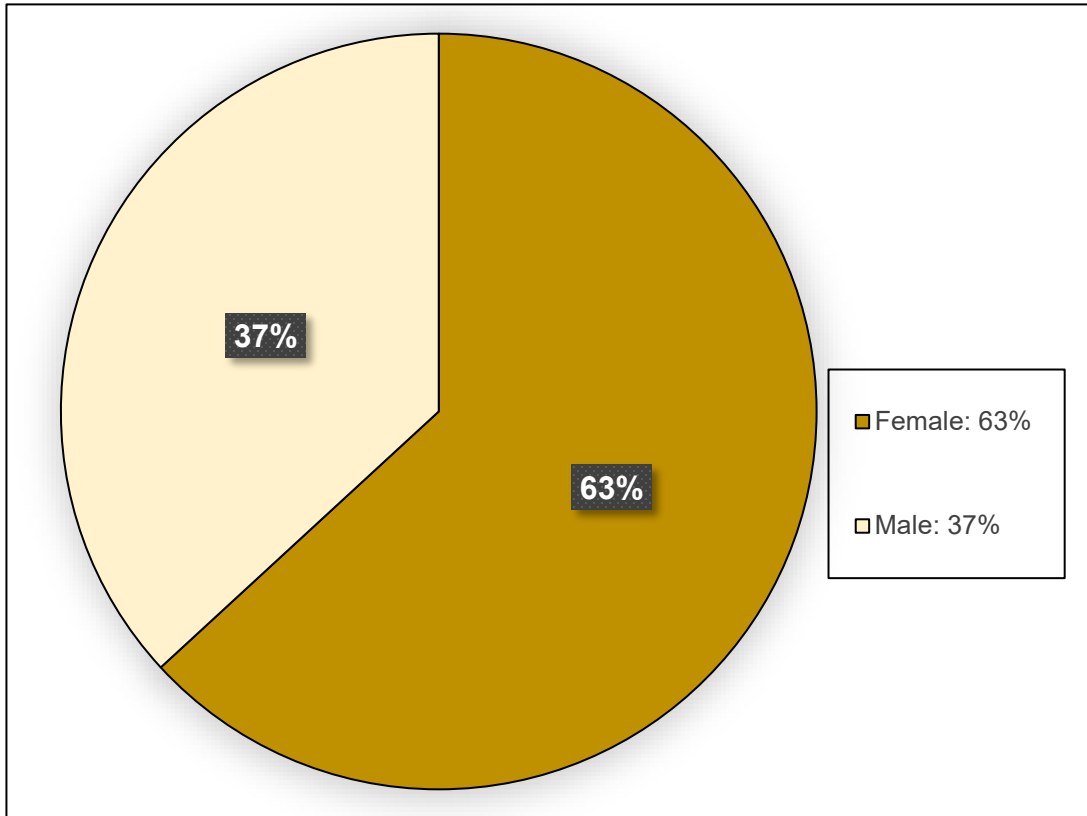
# WORKFORCE ANALYSIS

- CalHR requires that all state departments conduct annual Workforce Analysis (WFA) for use in equal employment opportunity and workforce planning efforts.
- The workforce analysis covers three components:
  - **Workforce composition** - analysis of significant underutilizations among racial/ethnic groups.
  - **Persons with disabilities** - analysis of representation of persons with disabilities and sets annual goals.
  - **Upward mobility** - identifies employees in occupational groups that have upward mobility opportunities.
- The information we are sharing today is based on the data that we posted on the CalHR website as of June 30, 2023.

# GENDER DEMOGRAPHIC REPORT

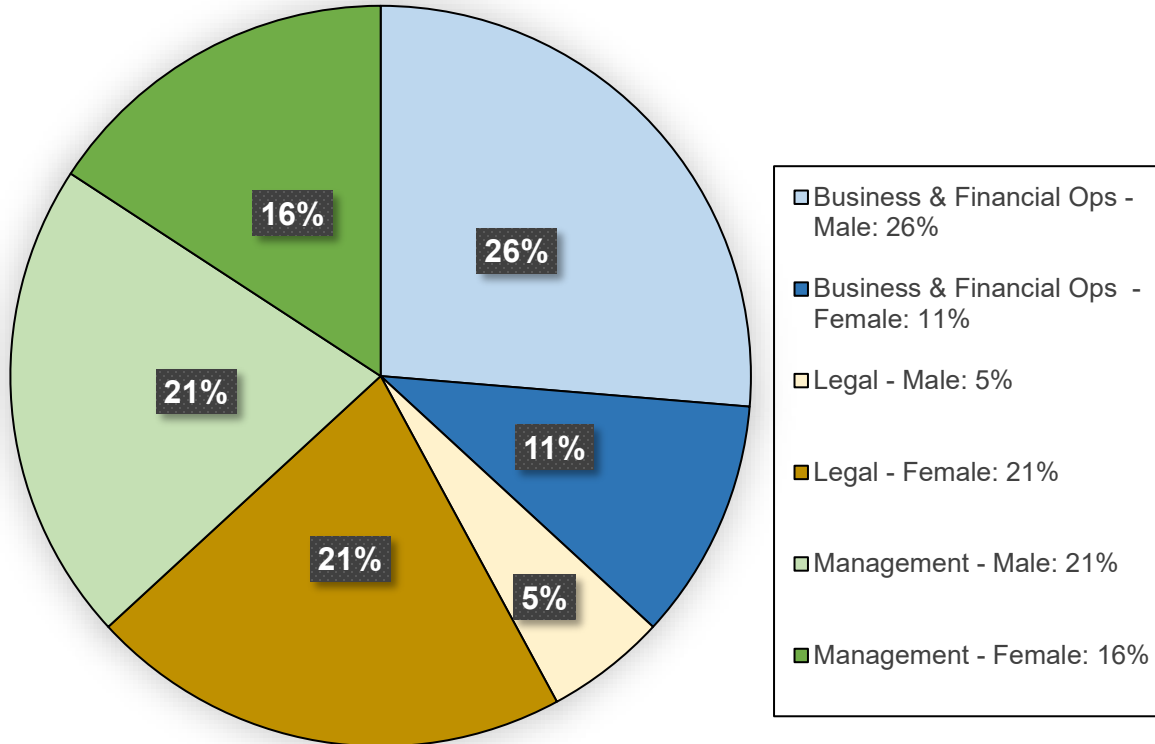
## CPPA

## STATEWIDE

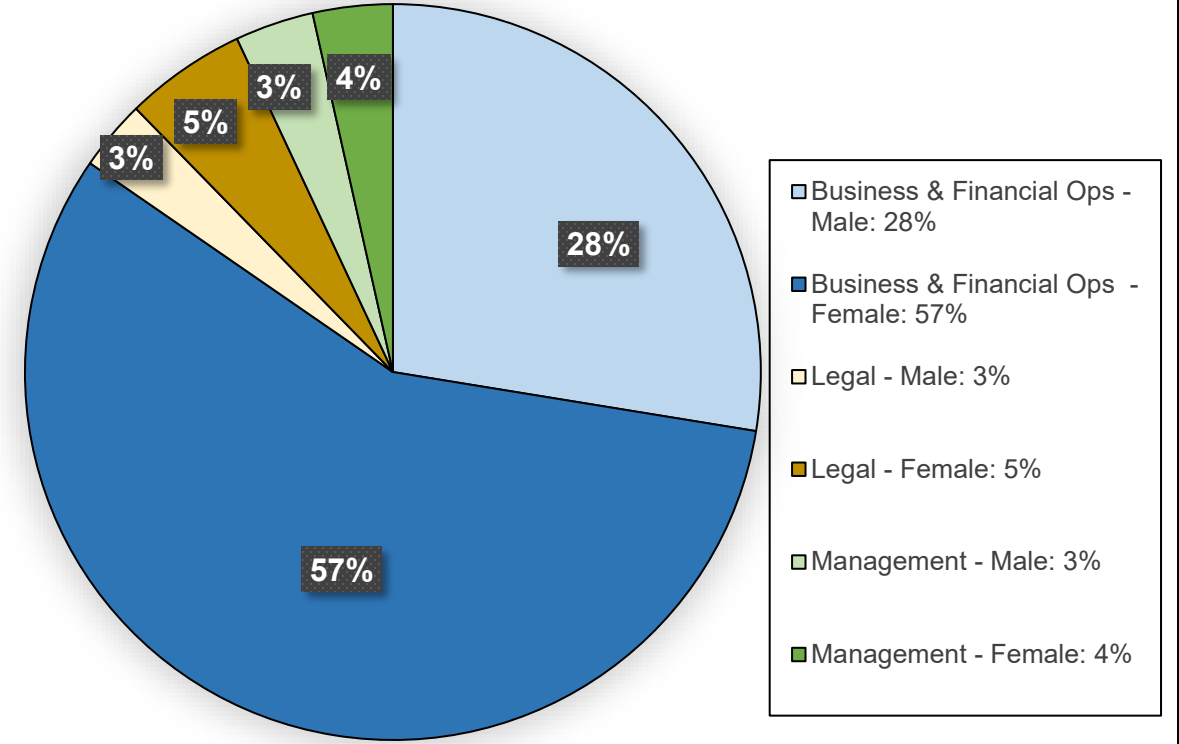


# DEMOGRAPHIC REPORT BY OCCUPATION- GENDER

## CPPA



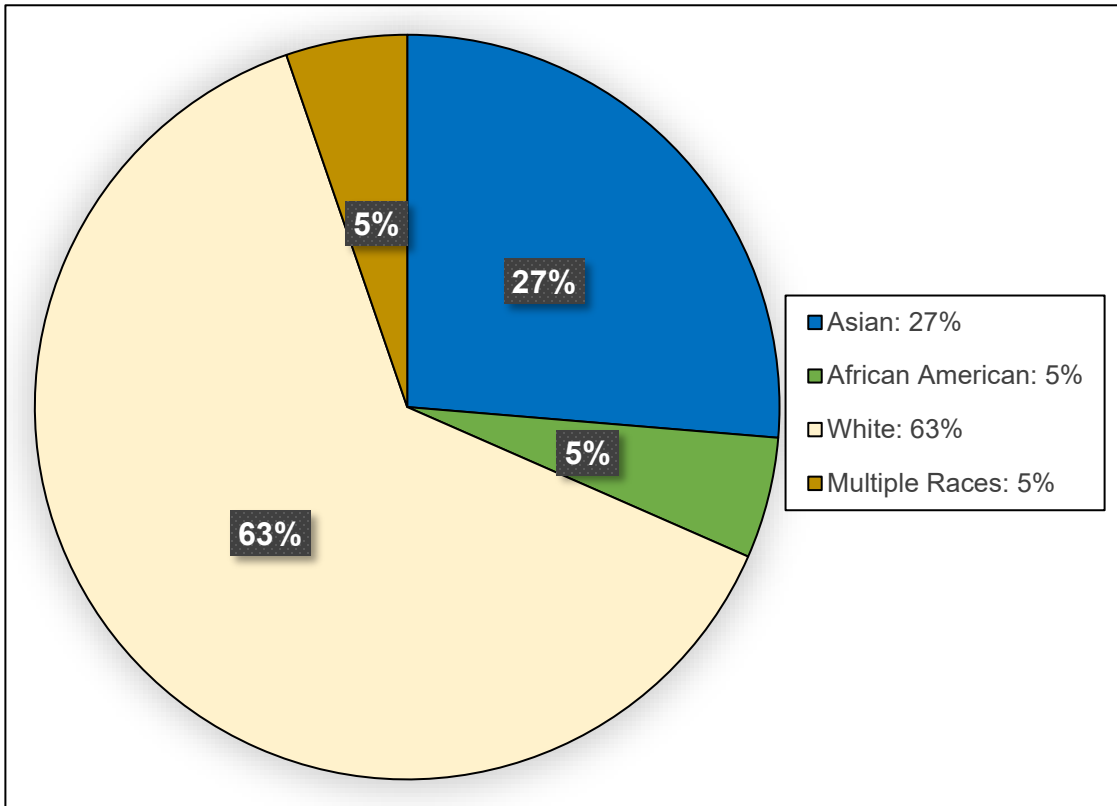
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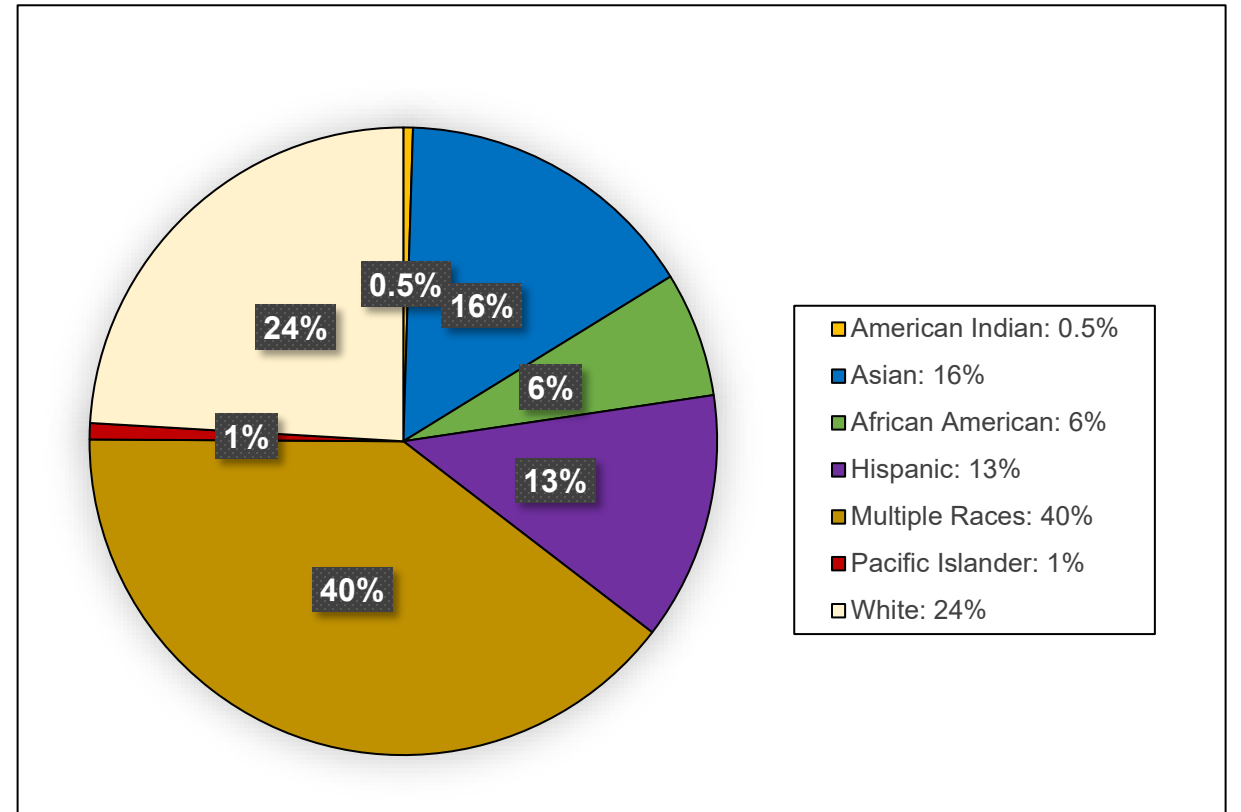


# ETHNICITY REPORT- RACE

## CPPA

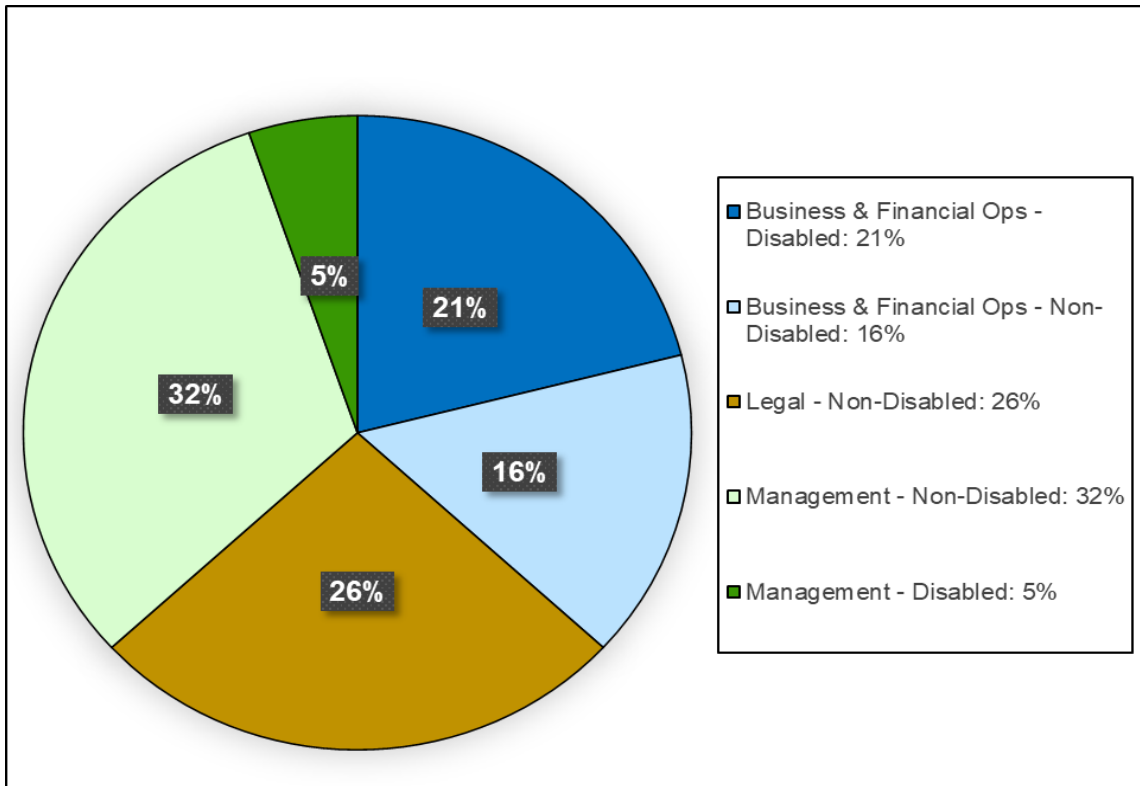


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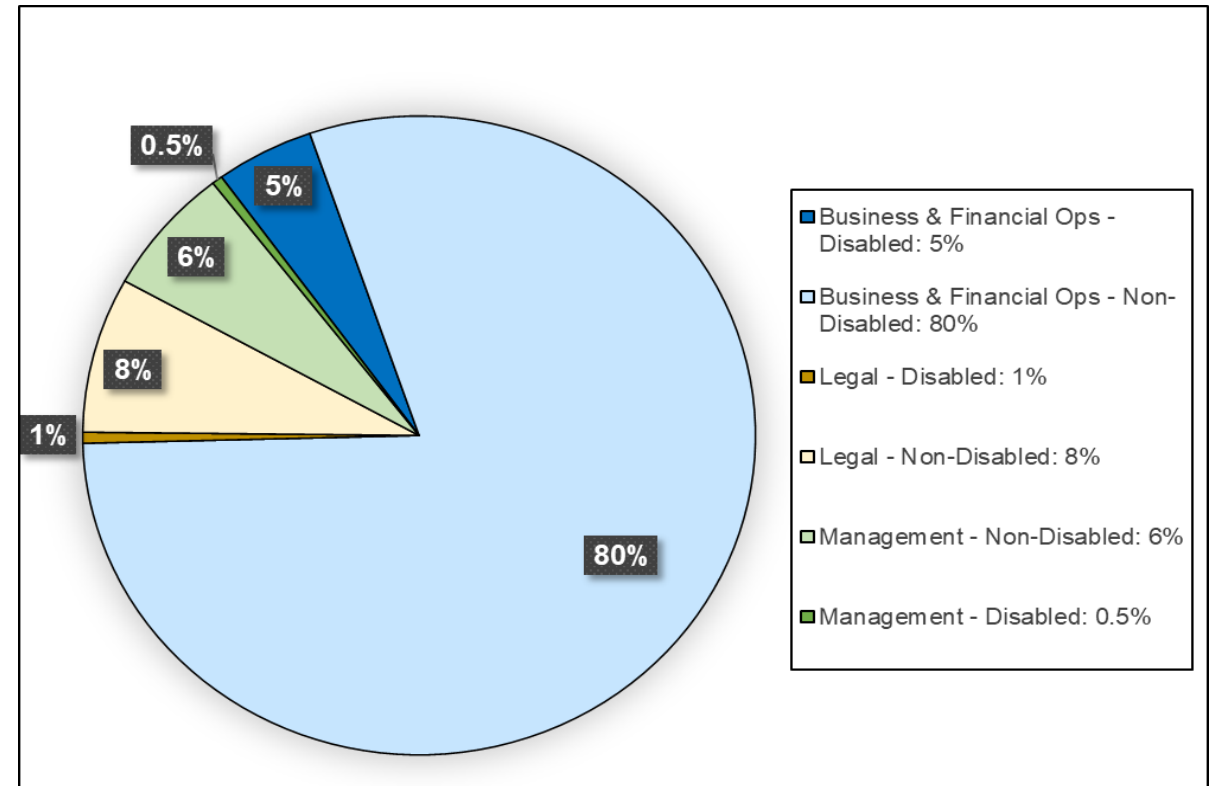


# DISABILITY REPORT BY OCCUPATION

## CPPA



## STATEWIDE



# CONTINUED HIRING & DIVERSITY EFFORTS

- Recruitment over broad geographic area.
- Leveraging outreach and partnerships for recruitments
- Focusing on retention.
- Measuring diversity levels to ensure a broad spectrum of experiences and backgrounds.

**END**

