



ASSOCIATION OF CALIFORNIA STATE EMPLOYEES WITH DISABILITIES

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ACSED NAMES TOP STATE EMPLOYERS FOR 2009

The Association of California State Employees with Disabilities [ACSED] is pleased to name the fifteen top employers of persons with disabilities [PWDs] in State service and to designate them as Employment “ACES” for 2009.

“ACES” is ACSED’s designation for those State agencies that have demonstrated exemplary support for the employment and equitable treatment of persons with disabilities [PWDs] and that they value PWDs as employees.

For the 2009 “ACES” program, State departments were evaluated on their disability representation and promotion rates as of June 30, 2009 [using SPB Reports 5102 and 5112]. This identified fifteen departments with the highest disability representation AND a promotion rate for PWDs of at least 80 percent [a] of their proportion of the department’s work force. These two elements were then ranked, combined, and averaged to determine the department’s final standing in the top 15.

ACSED now presents the “cream of the crop”, the 2009 Employment “ACES”:

<u>Agency or Department</u>	<u>Size</u>	<u>PWD Rep % & Rank</u>	<u>PWD Promo % & Rank</u>	<u>Overall Combined Rank</u>
1. Off of Statewide Health Plan/Dev	S**	21.8 & 4	29.4 & 1	1
2. State Personnel Board	S	23.6 & 2	23.8 & 3	2
3. Dept of Managed Health Care	S**	21.7 & 5	29.3 & 2	3
4. Dept of Fair Employment & Housing	S**	23.8 & 1	21.6 & 6	4
5. Fair Political Practices Commission	S**	22.7 & 3	22.2 & 5	5
6. Dept of Public Health	M**	21.2 & 6	23.6 & 4	6
7. Comm on Teacher Credentialing	S**	20.8 & 7	20.0 & 7	7
8. Dept Community Services & Develop	S**	16.9 & 9	20.0 & 7	8
9. Dept of Motor Vehicles	L**	18.9 & 8	16.4 & 11	9
10. Peace Officer Standards & Trng	S**	16.2 & 11	18.2 & 9	10
11. Dept Pesticide Regulation	S**	16.4 & 10	16.7 & 10	11
12. CA State Library	S	15.9 & 12	16.7 & 10	12
13. Dept of Conservation	M**	15.2 & 15	18.6 & 8	13
14. Dept of Transportation	L	15.6 & 14	15.5 & 12	14
15. Office of the State Controller	M	15.7 & 13	12.8 & 13	15

Honorable Mention

The following four departments have earned ACSED Employment "Honorable Mentions" for 2009 as they have very good disability representation rates. Their disability promotion rates are below the 80 percent threshold requirement for 2009 "ACES" consideration.

	<u>Size</u>	<u>PWD Rep Rate</u>	<u>PWD Promo Rate & %</u>
1. Dept of Health Care Services	M	18.3	13.3 - 72.7
2. Dept of Rehabilitation	M	17.4	10.3 - 59.2
3. Dept of Education	M	16.8	6.1 - 36.3
4. Dept of Toxic Substances	M	16.8	13.2 - 78.6

ACSED congratulates the 2009 "ACES" and "Honorable Mentions"!

Notes:

[a] Promotional equity is when a group receives promotions at a rate at least equal to their proportion of the workforce. The 80% level used this year is an equal opportunity threshold figure used by the State Personnel Board [SPB]. ACSED encourages departments to work toward promotional equity and will adjust this standard in the future.

[b] The overall State government disability representation rate on June 30, 2009 was 9.3 percent.

[c] Department Size Legend: S: 21 – 499 employees, M: 500 – 3,499 employees, L: 3,500 plus.

[d] Those marked with asterisks [**] were 2008 "ACES".

ACSED [formerly Disabled In State Service (DISS)] is a 501[c][3] public benefit California corporation that is certified by the State as a bona fide State employee organization. It was formed in 1976. Its mission is to ensure action on disability issues in State Government; this includes promoting an increase in the employment and fair treatment of persons with disabilities [PWDs] in State government, promoting awareness of PWDs as a valued employee resource and helping State Government become a model employer of PWDs.

ACSED would like to thank the State Personnel Board for the disability representation and promotion data.

For information on the "ACES" Awards or ACSED, contact Les Treece-Sinclair at 916-686-1632 or Lestrees7@comcast.net