

2020 Annual Census of Employees in State Civil Service

Report to the
Governor and
Legislature

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Annual Census of Employees in State Civil Service

2020



Eraina Ortega

Director

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Purpose of the Report

The California Department of Human Resources (CalHR) prepared this report for the Governor and the Legislature in accordance with Government Code sections 19237, 19402, 19405, 19792 subdivisions (h), (i) and (j), 19792.5 subdivisions (a) and (b), and 19793.

This Annual Census of Employees in State Civil Service Report conveys data on the California state civil service (civil service) representation by race, ethnicity, gender, disability, veteran status, age and upward mobility for state employees for the period January 1, 2020 through December 31, 2020, as well as contextual data from 2016 to 2020.¹ Civilian non-institutional California labor force² (state labor force) and California state population data are also included for comparison and except as otherwise cited are from American Community Survey 2019 1-Year Estimate Public Use Microdata Samples.

To fully achieve the goal of Equal Employment Opportunity (EEO) and non-discriminatory employment practices within civil service, CalHR provides statewide leadership, coordination, and technical guidance to state agencies.

Executive Summary

As California continues to become increasingly diverse, CalHR strives to make employment with the State of California match its diverse population.

This report provides civil service employee demographics, and in some instances comparable California labor force and population demographics. The report shows change in civil service composition from 2016 to 2020 and includes civil service hire and separation data as well as salary comparisons. Further, it includes agency hiring goals for persons with disabilities (PWD) and for the Upward Mobility Program (UMP) as well as participation levels for the UMP and the Limited Examination and Appointment Program (LEAP). Percentages in this report are rounded to the nearest 0.1 percent.

¹ Sources of data are the California State Controller's Office, the Employment Development Department (EDD), California state agencies, and the United States (U.S.) Census Bureau.

² The U.S. Census Bureau defines the non-institutional population as "The civilian population excluding persons residing in institutions. Such institutions consist primarily of nursing homes, prisons, jails, mental hospitals, and juvenile correctional facilities."

This report may be viewed and/or printed from CalHR's web site: calhr.ca.gov.

Authority to compile this report derives from [Title 2, Division 5, Part 2](#) of the California Government Code, and it does not include information for those exempted from civil service status under Article VII, Section 4 of the California State Constitution.

State Departments and the Workforce Analysis Process

CalHR collects data annually from departments and asks departments to compare their workforce composition data to those of similar occupations in the labor force via the “Workforce Analysis” process. Departments must investigate any significant underrepresentations of protected groups and eliminate non-job related barriers to equal employment opportunity. The analysis also includes goal setting, both to improve representation of persons with disabilities and also to support upward mobility of civil service employees who are qualified to move from low-paying positions into entry-level technical, professional, or administrative positions.

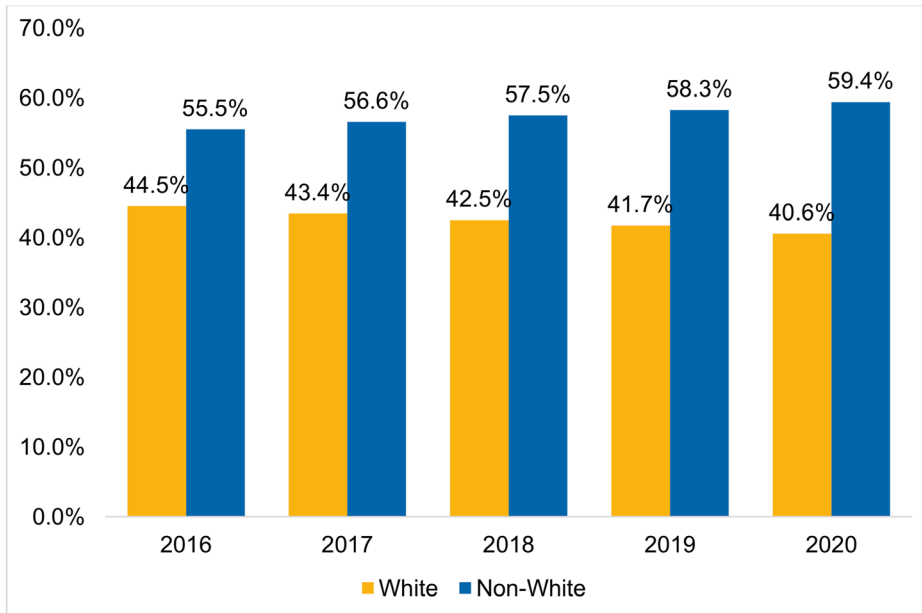
Summary of Civil Service Composition

In December 2020, the California labor force was approximately 18.7 million. Of the 18.7 million, approximately 17 million Californians were employed and approximately 1.7 million were unemployed.³ The civil service as of December 2020 accounted for approximately 1.3 percent of California's employed.

Race & Ethnicity

The percentage of civil service employees that are White decreased by 3.9 from 2016 to 2020, while the percentage of persons of all other races and ethnicities as a group, labeled Non-White, increased by 3.9.

Five Year Civil Service Composition of White & Non-White



Overall, the civil service workforce increased by 3,547 persons from 219,290 in 2019 to 222,837 in 2020. **(Appendix, Table A)**

³ Report 400C: Monthly Labor Force Data for Counties, Employment Development Department, December 2020 – Revised. Note: Data from Report 400C may be rounded.

Comparing California's population with its labor force⁴ and civil service yielded the following results: **(Appendix, Table G)**

Race & Ethnicity in California's Civil Service Against the California Labor Force & California Population

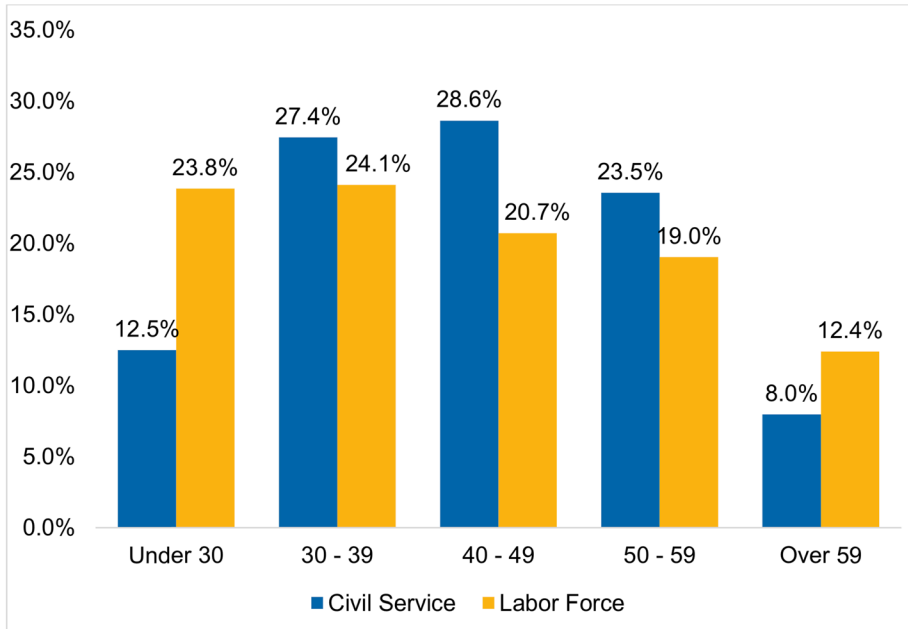


In most categories, the civil service population is consistent with the state population and labor force. The greatest difference are found in the Hispanic or Latino, Black or African American, and White populations. The percentage of civil service employees who are Hispanic or Latino is lower in comparison to California's labor force and its population. On the other hand, the percentage of civil service employees who are Black or African American or White are higher in comparison to California's labor force and its population.

Note: Races and ethnicities other than Hispanic are reported "alone and not in combination with" any other group. To match federal reporting, the group Hispanic is reported as "Hispanic alone or in combination with" any other Race and Ethnicity.

⁴ American Community Survey 2019 1-Year Estimates: Public Use Microdata Samples.

Age Range Comparison Between Civil Service & State Labor Force

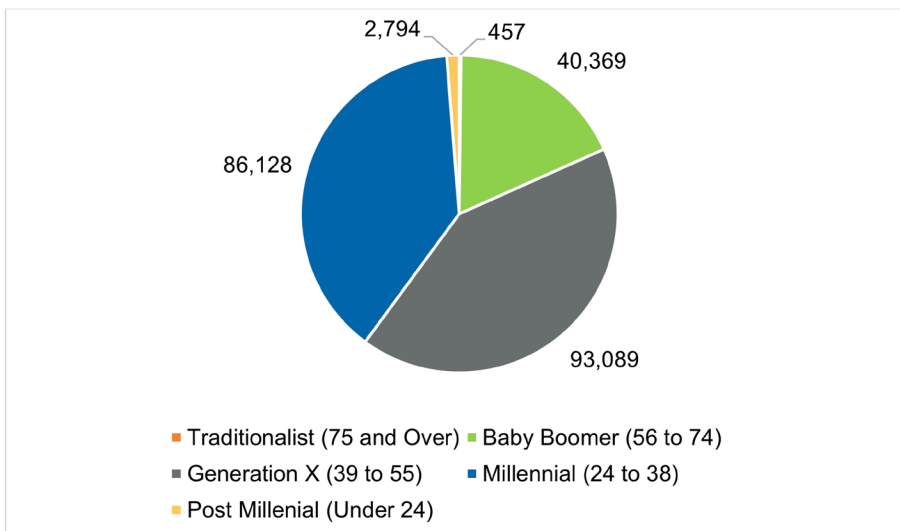


Age

Civil service has a higher percentage of persons aged 30 to 59 in comparison to the state labor force.⁵ The percentage of persons Under 30 is 11.3 percent higher in the labor force.

The **most common** age range in civil service was the **40 to 49** age range at **28.6 percent**. Only **8 percent** of civil service employees were **over 59**.

2020 Generational Representation of Civil Service Employees



This pie chart shows the generational representation of civil service employees.

Generation X (39 to 55) represent 42 percent (93,089) of civil service employees. **Millennials** (ages 24 to 38; 86,128; 39 percent) outnumber **Baby Boomers** (ages 56 to 74; 40,369; 18 percent).

Post-Millennials (under 24; 2,794; 1.3 percent) outnumber

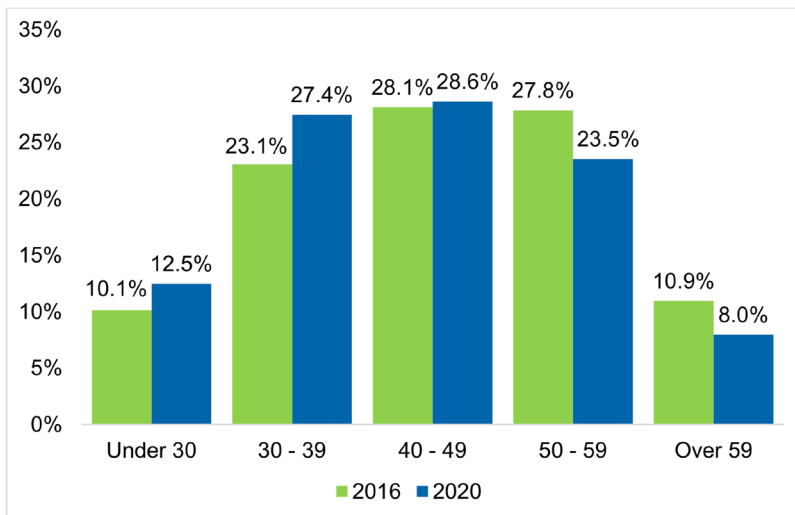
Traditionalists (aged over 75; 457; 0.2 percent).

⁵ Annual Social and Economic Supplement, Current Population Survey, U.S. Census Bureau, 2019. Percentages do not add to 100% due to rounding.

In civil service, the age ranges with the lowest representation were the Under 30 and Over 59 groups. The 30-39 group increased by 4.3 percentage points over the past five years, which is the largest increase of any group. The representation for the 40-49 group increased by 0.5 percent while the 50-59 group decreased by 4.3 percentage points.

In the past five years, the civil service has become younger, with the percentage of employees under 40 growing from 33 percent to 40 percent. The percentage of employees age 40-49 increased 0.5 percent while the percentage of employees over 50 decreased from 38 percent to 32 percent. **(Appendix, Table C)**

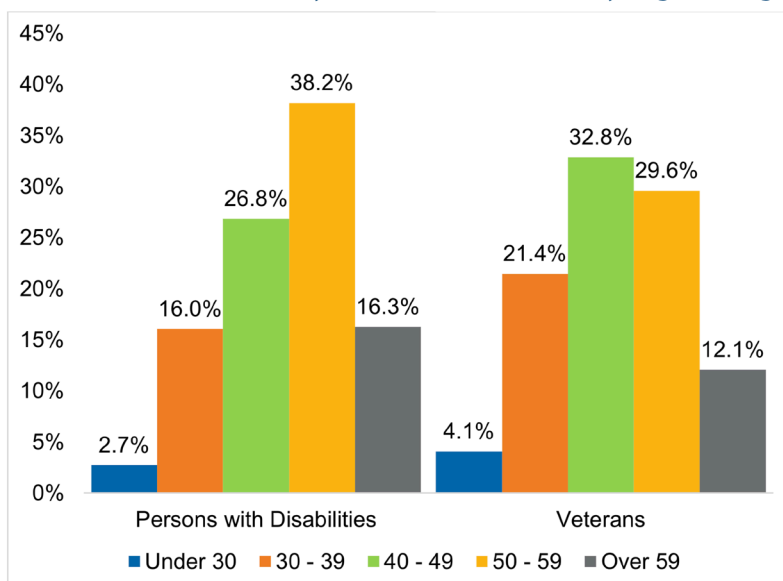
Civil Service Composition by Age Range for 2016 & 2020



A tabulation of civil service disability and veteran status by age shows the following results. More persons with disabilities were in the 50 to 59 age range (38.2 percent) than any other age range. For veterans, the percentage was highest in the 40 to 49 age range (32.8 percent). Both groups had the lowest representation in the Under 30 range, which had 2.7 percent of persons with disabilities and 4.1 percent of veterans.

(Appendix, Table C)

Civil Service Disability & Veteran Status by Age Range



Considering gender by age range in civil service, the **50 to 59 age range** had a larger percentage of **women** than any other, and the **Under 30 age range** had a higher percentage of **men** than any other. **(Appendix, Table C)**

The Gender Majority Age Comparison table below shows which gender was the majority among the various age ranges in civil service:

Gender Majority Age Range Comparison

| Age | Men Majority | Women Majority |
|----------|--------------|----------------|
| Under 30 | ✓ | |
| 30-39 | ✓ | |
| 40-49 | ✓ | |
| 50-59 | | ✓ |
| Over 59 | ✓ | |

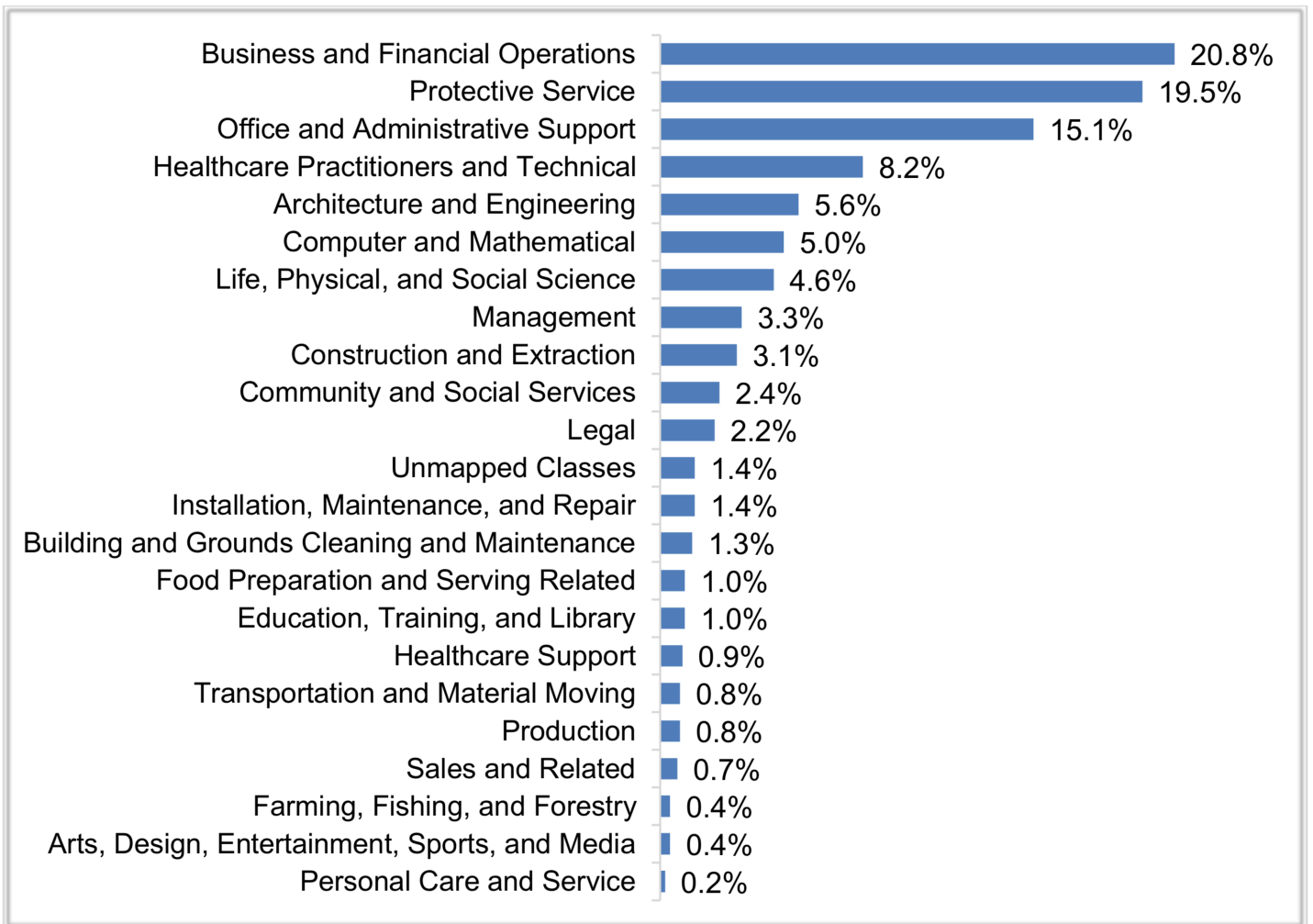
Since June 2008, the earliest data readily available, this same pattern has held in state civil service. In contrast, women have not been the majority in any of these age ranges within California's labor force as far back as comparison data is readily available, 2012. Presumably, this pattern occurs in civil service because patrol officers, correctional officers, and firefighters, who are mostly men, are eligible to retire with fewer years of service credit than clerical workers and analysts, who are mostly women.

Job Category

For reporting purposes, CalHR uses federal job categories to compare data consistently with the state labor force.⁶ **(Appendix, Table D)**

The Business and Financial Operations, Protective Services, and Office and Administrative Support categories combined represent over 50 percent of the civil service workforce. The Personal Care and Services, Arts, Design, and Entertainment, and the Farming, Fishing, and Forestry categories combined represent 1 percent of the civil service workforce. In 2020, the percentage of civil service employees in Business and Financial Operations service surpassed the percentage of Protective Service employees by 1.3 percent.

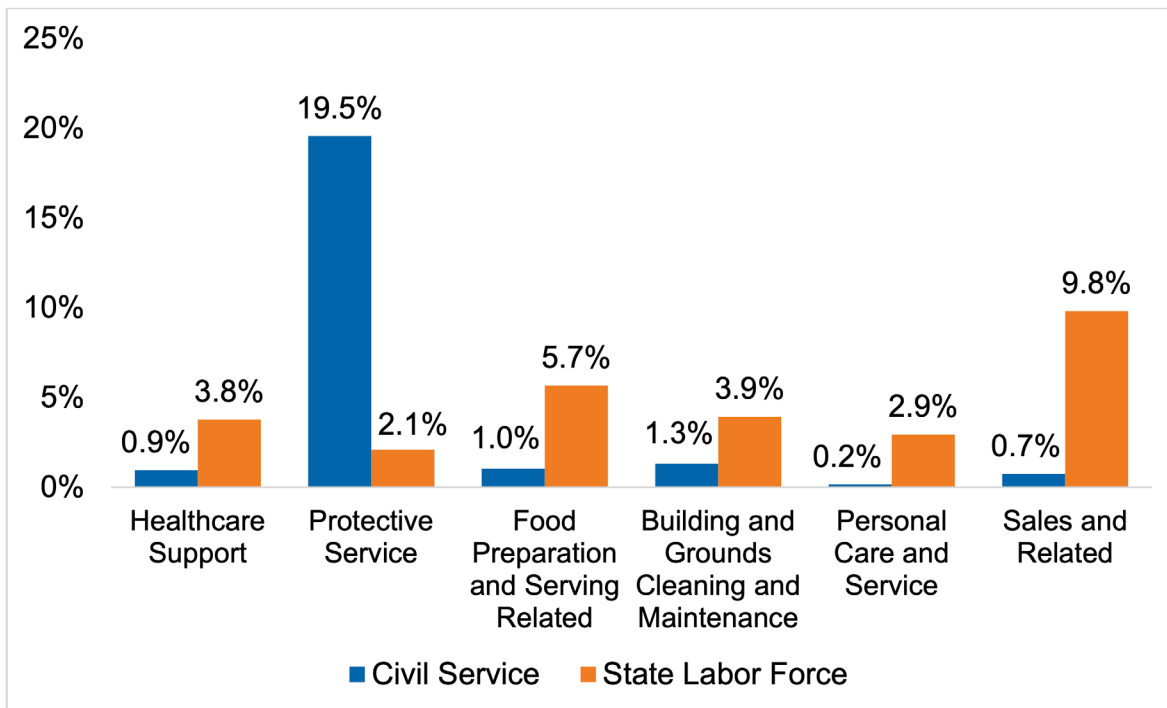
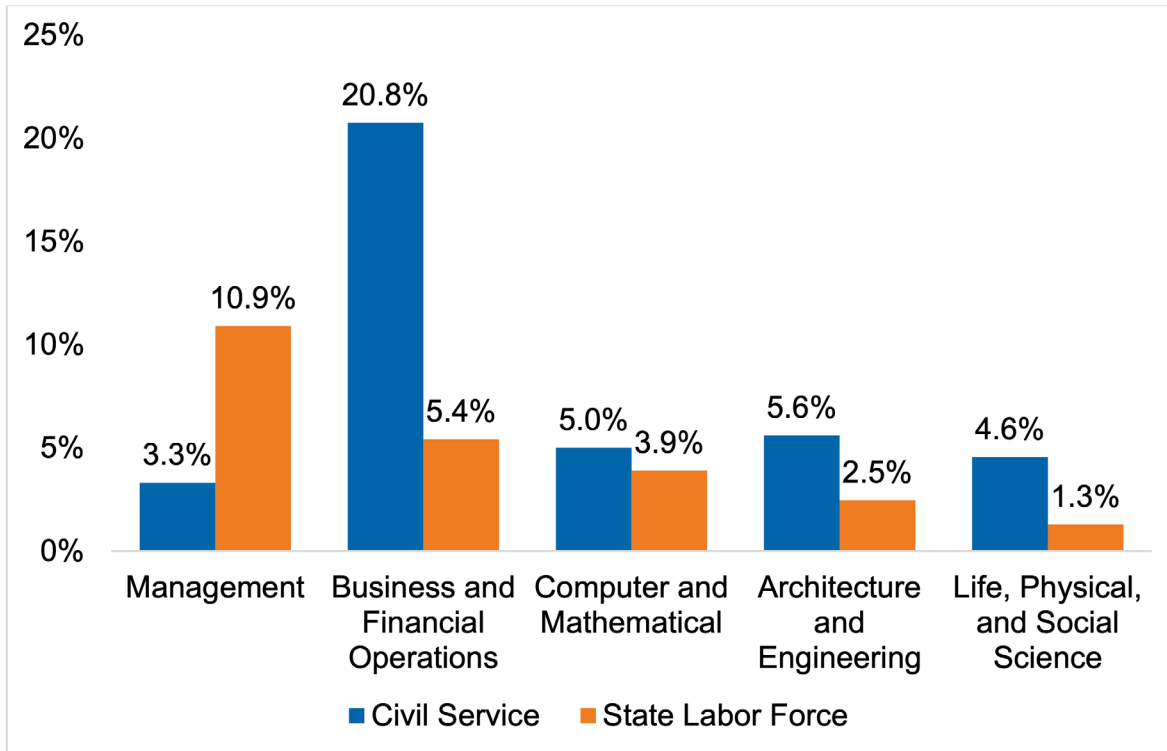
Civil Service Composition by Job Category



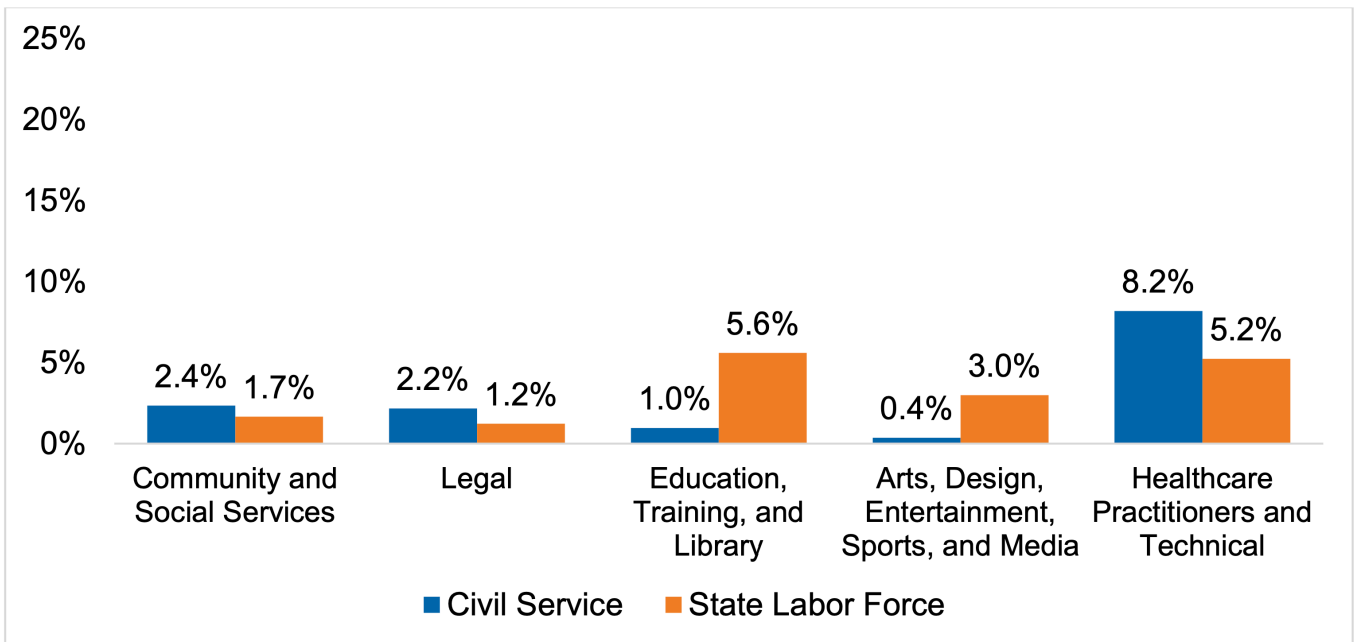
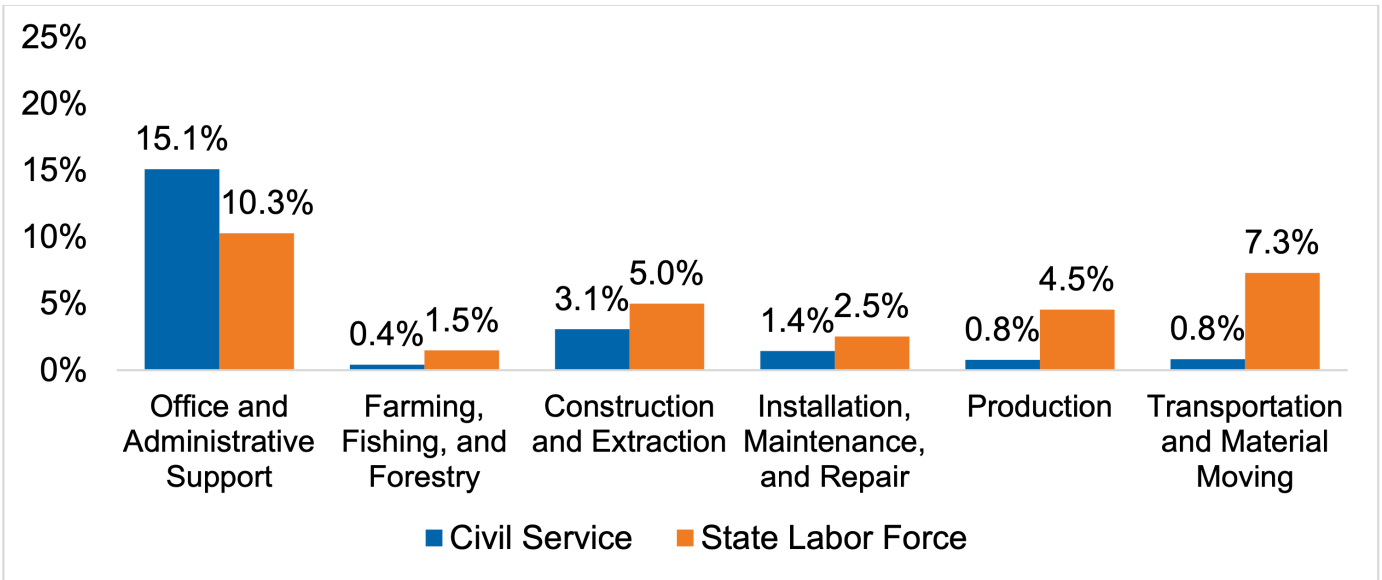
⁶Federal Bureau of Labor Statistics Standardized Occupational Classification System Major Occupational Groups.

The following four tables compare the civil service and labor force composition by job category. The Office and Administrative Support, Management, and Sales and Related categories represent the highest percentages of the state labor force.

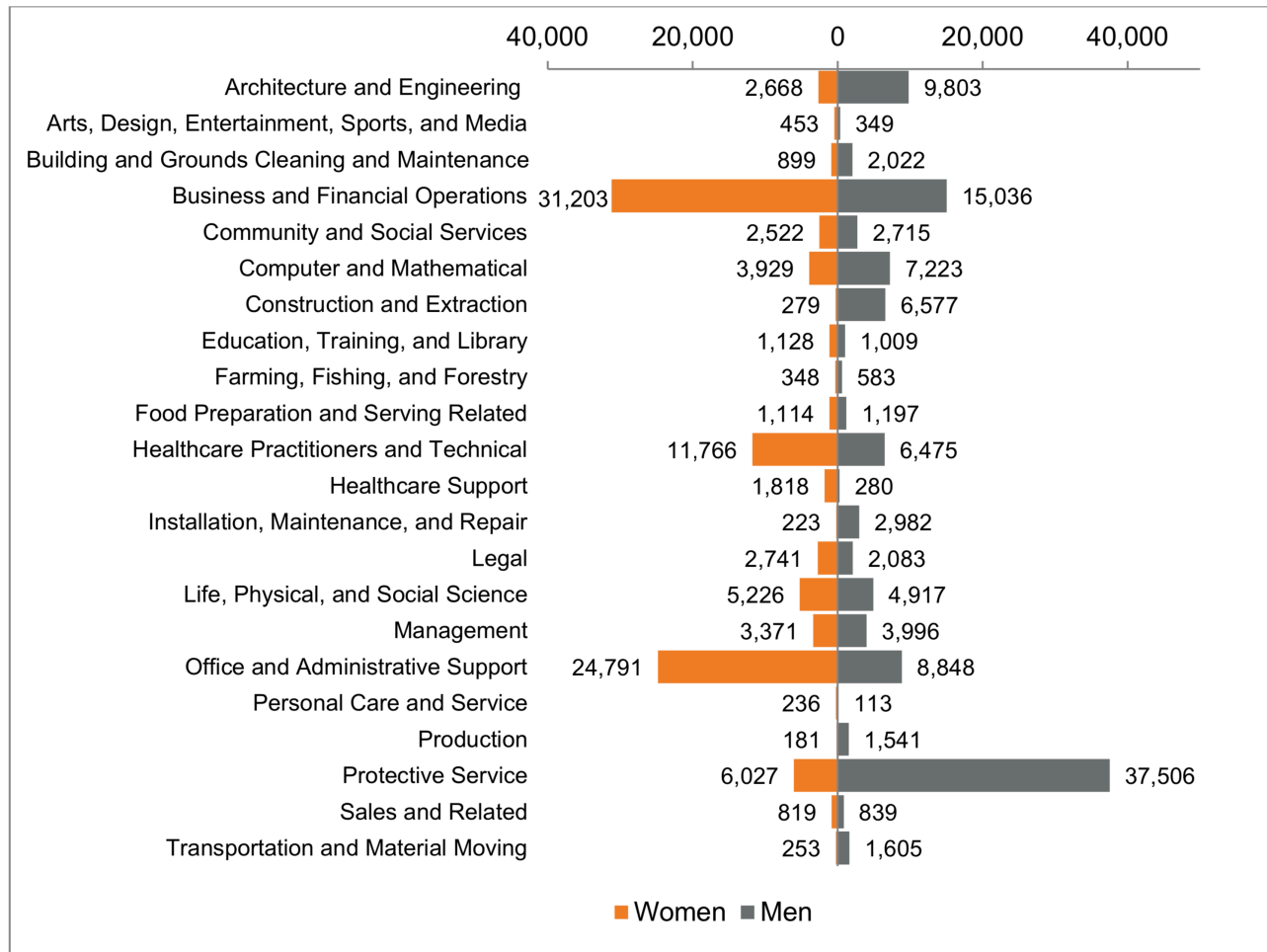
Civil Service & State Labor Force Job Category Distribution



Civil Service & State Labor Force Job Category Distribution (Continued)



Civil Service Composition by Job Category & Gender



Among the 23 occupational categories, Men represented 70 percent or more in seven occupational categories:

(Appendix, Table D)

Occupational Categories Where Men Represented 70 Percent or More

| Occupational Category | % Men |
|---|-------|
| Architecture & Engineering | 78.6% |
| Building & Grounds Cleaning & Maintenance | 70% |
| Construction & Extraction | 95.9% |
| Installation, Maintenance, & Repair | 93% |
| Production | 89.5% |
| Protective Service | 86.2% |
| Transportation & Material Moving | 86.4% |

Women represented 70 percent or more in two occupational categories:

(Appendix, Table D)

Occupational Categories Where Women Represented 70 Percent or More

| Occupational Category | % Women |
|---------------------------------|---------|
| Healthcare Support | 86.7% |
| Office & Administrative Support | 73% |

The table below shows the percentage of civil service employees who work within the occupational group that is the largest for that race.

(Appendix, Table D)

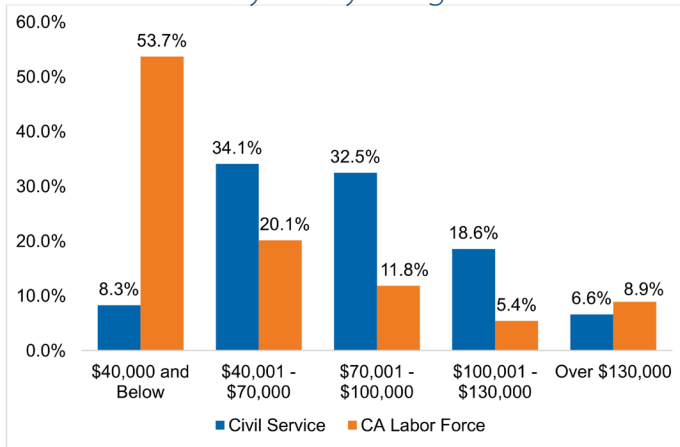
Civil Service Highest Representation of Race & Ethnicity by Job Category

| Race & Ethnicity | Job Category | % |
|--------------------------------------|--------------------------------------|-------|
| Asian - Cambodian | Business & Financial Operations | 25.4% |
| Asian - Chinese | Business & Financial Operations | 35.8% |
| Asian - Filipino | Healthcare Practitioners & Technical | 27.8% |
| Asian - Indian | Business & Financial Operations | 22.9% |
| Asian - Japanese | Business & Financial Operations | 31.2% |
| Asian - Korean | Business & Financial Operations | 26.9% |
| Asian - Laotian | Business & Financial Operations | 34.2% |
| Asian - Vietnamese | Business & Financial Operations | 33.8% |
| Asian - Other or Multiple | Business & Financial Operations | 26.8% |
| Black | Office & Administrative Support | 23.7% |
| Hispanic | Protective Service | 28.9% |
| Native American or Alaska Native | Office & Administrative Support | 19.9% |
| Pacific Islander - Guamanian | Business & Financial Operations | 23.8% |
| Pacific Islander - Hawaiian | Business & Financial Operations | 22.2% |
| Pacific Islander - Samoan | Office & Administrative Support | 41.4% |
| Pacific Islander - Other or Multiple | Business & Financial Operations | 29.9% |
| White | Protective Service | 22% |
| Other or Multiple Race or Ethnicity | Business & Financial Operations | 23% |

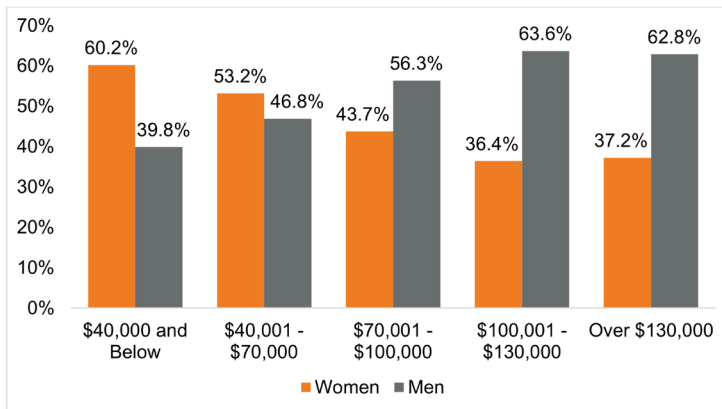
The largest number of **Persons with Disabilities** (6,137; 31 percent) work in **Business and Financial Operations**, and the lowest number (28; 0.1 percent) work in Farming, Fishing, and Forestry. **(Appendix, Table D)**

The largest number of **Veterans** work in **Protective Service** (4,358; 37 percent), and the lowest number work in Personal Care and Service (14; 0.1 percent). **(Appendix, Table D)**

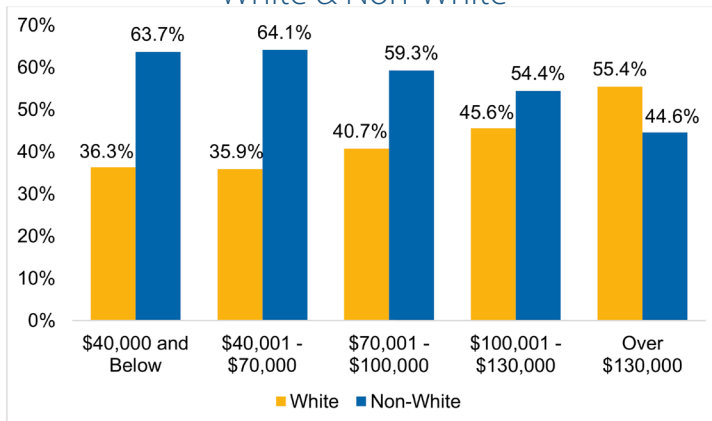
Civil Service & State Labor Force Composition Comparison by Salary Range



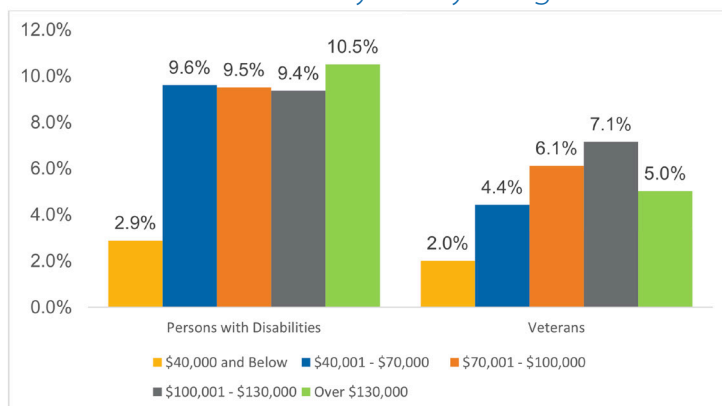
Civil Service Composition by Salary Range & Gender



Civil Service Composition by Salary Range & White & Non-White



Civil Service Representation of Veterans & Persons with Disabilities by Salary Range



Salary

Comparing civil service employees to the California labor force, civil service employees had the highest percentage (34.1 percent) in the \$40,001 - \$70,000 salary range and the lowest percentage (6.6 percent) in the Over \$130,000 salary range. The California labor force had the highest percentage (53.7 percent) in the \$40,000 and Below salary range and the lowest percentage (5.4 percent) in the \$100,001 - \$130,000 salary range.

These comparisons do not take into account the relative proportions of full-time to non-full time employees in the two groups.

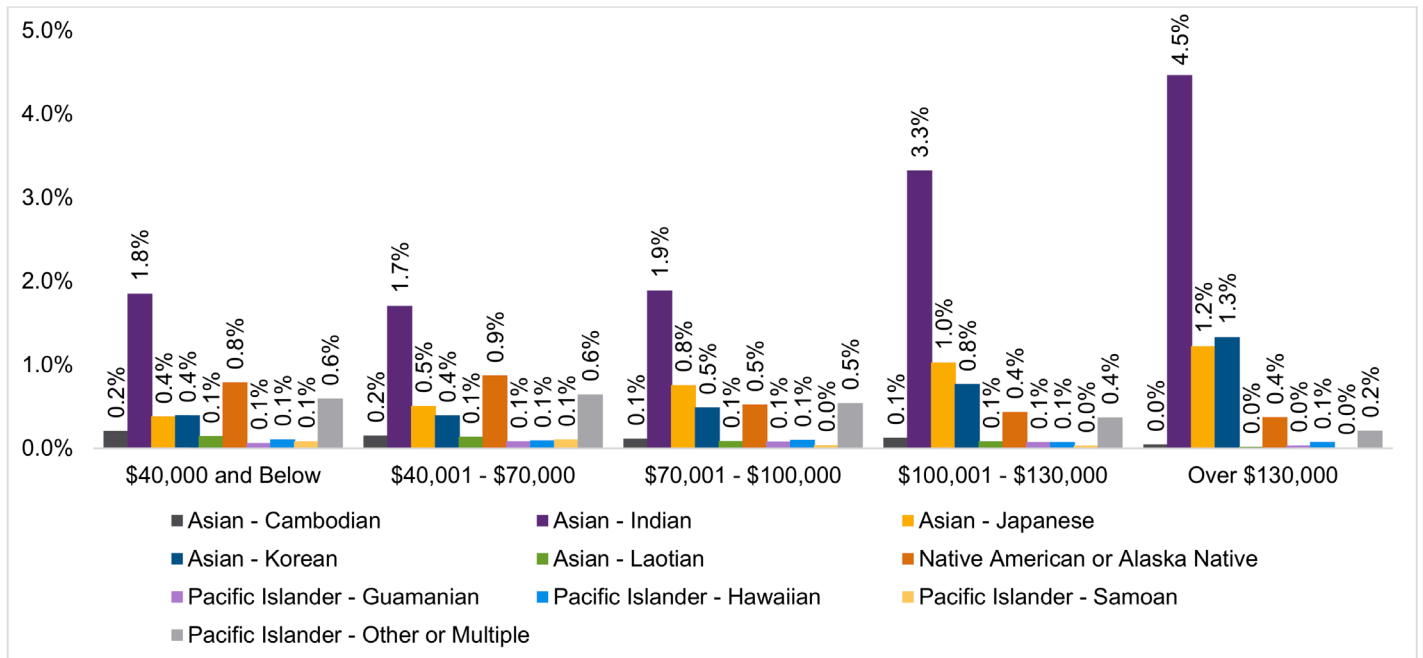
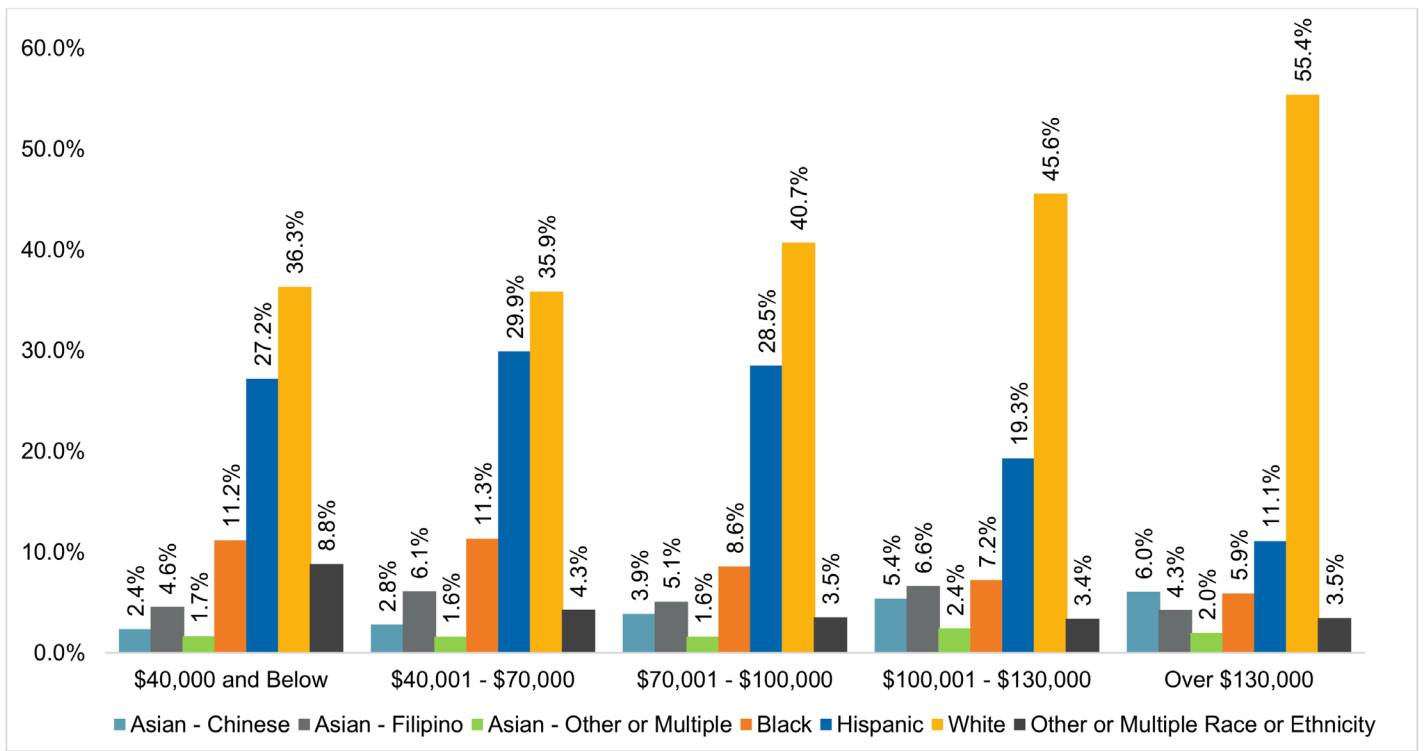
In civil service, Men were 50 percent or more in all salary ranges \$70,001 and above. The salary range with the highest proportion of men (63.6 percent) was \$100,001 - \$130,000. Women were 50 percent or more in all salary ranges \$70,000 and below. The \$40,000 and Below salary range had the highest proportion of women (60.2 percent). ([Appendix, Table E](#))

The salary range with the highest proportion of Non-White employees was \$40,001 - \$70,000. The salary range with the highest proportion of White employees was Over \$130,000.

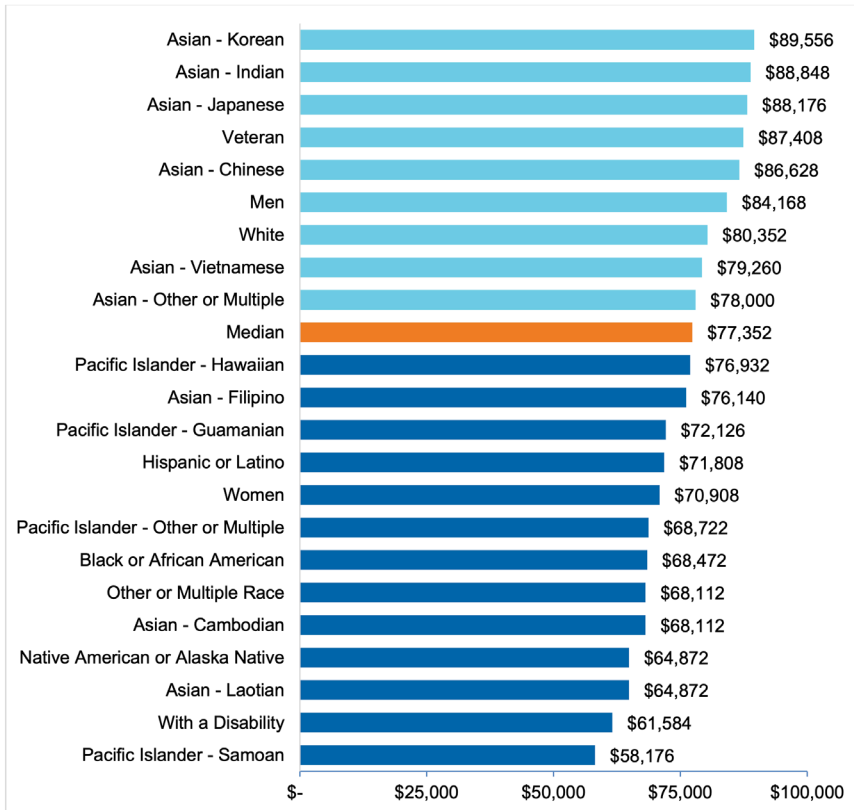
The salary range with the highest proportion of persons with disabilities (10.5 percent) was the Over \$130,000 range. The salary range with the highest proportion of veterans (7.1 percent) was the \$100,001 - \$130,000 range.

The following two charts provide the composition of each salary range by race and ethnicity.

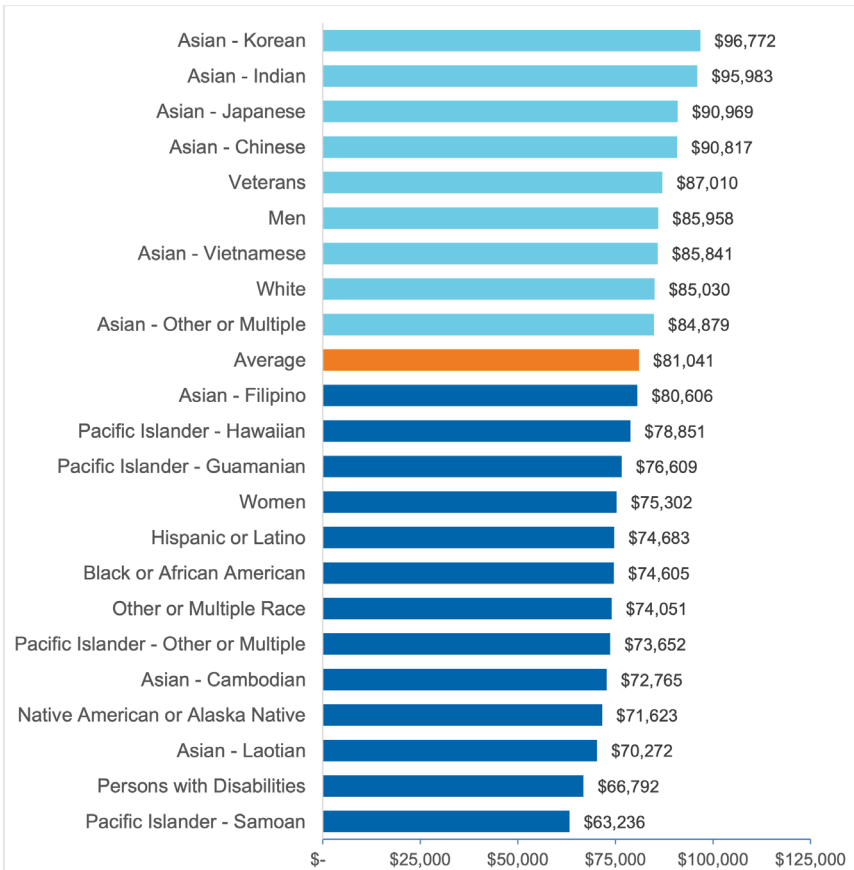
Civil Service Race & Ethnicity by Salary Range



Civil Service Median Base Pay by Employee Group



Civil Service Average Base Pay by Employee Group



The following two charts contain a comparison of the overall median and overall average base pay of state employees.⁷

The overall median base pay for civil service was \$77,352.

The overall average base pay of civil service employees was \$81,041.

⁷Base pay is the established salary rate for the employee's class and range and does not include overtime, premium pay, or monthly variance in hours worked.

County Profile

The three counties that had the greatest number of employees in state civil service during 2020 were as follows:

Of the 58 counties in the State of California, the following three had the highest employment numbers in the civilian state labor force during 2019:⁸

Civil Service

Sacramento County

(75,873) 34.1%

Los Angeles County

(19,404) 8.7%

San Bernardino County

(10,439) 4.7%

State Labor Force

Los Angeles

(5,322,906) 26.4%

San Diego County

(1,726,592) 8.6%

Orange County

(1,691,770) 8.4%

For a detailed breakout of demographics by county of California State Civil Service, Labor Force and Population, see [Appendix, Table G](#).

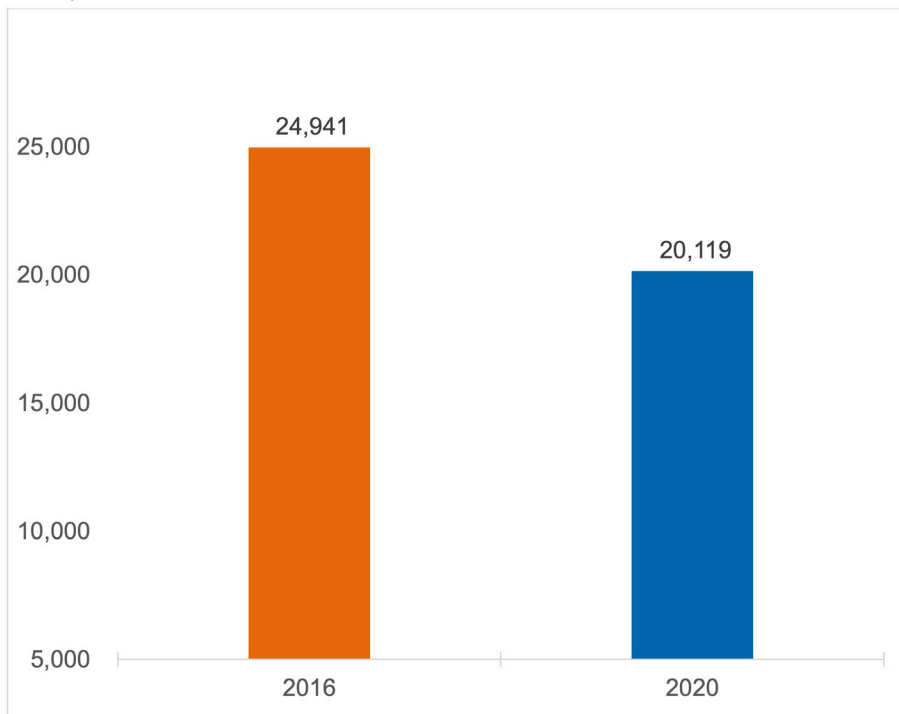
⁸American Community Survey 2019 1-Year Estimates: Public Use Microdata Samples.

Civil Service Representation of Persons with Disabilities

Disability data is captured through a confidential and voluntary online survey provided to state employees. The State of California defines disability in accordance with Government Code 12926. The data is provided in reports to Equal Employment Opportunity offices for identification of discrimination or possible barriers to employment.

Over the past five years, the number of persons with disabilities in civil service decreased by 4,822 (19 percent) from 24,941 in 2016 to 20,119 in 2020. Civil service employees who have identified themselves as persons with disabilities now represent 9 percent of the civil service workforce. **(Appendix, Table A)** In 2019, 4.9 percent of California’s civilian labor force identified as having a disability. **(Appendix, Table G)**

Representation of Persons with Disabilities Over Five Years



As part of the workforce analysis process agencies are required to set goals for improving their representation of Persons with Disabilities. The threshold for statewide disability parity is 16.6 percent. An agency below 80 percent of the disability parity (13.3 percent) is required to set goals and develop an action plan to increase representation of Persons with Disabilities.

The following is information on persons with disabilities as reported by 151 agencies: **(Appendix, Table H)**

37

agencies met or exceeded California disability parity of 16.6 percent.

13

agencies were between 13.3 percent and 16.6 percent disability representation.

88

agencies fell below 13.3 percent and were required to provide a goal.

11

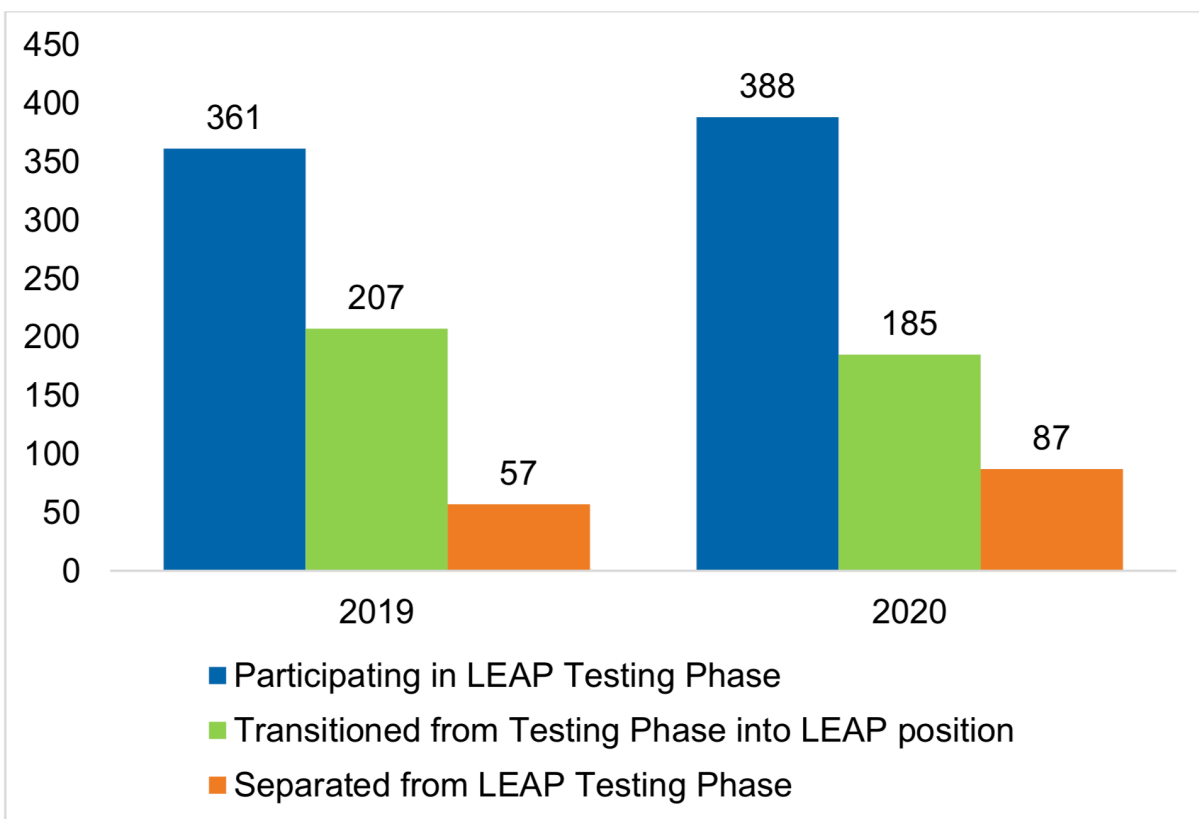
agencies met exemption criteria of having two or fewer employees in each job category.

Limited Examination & Appointment Program

The Limited Examination and Appointment Program (LEAP) is an examination program that offers an alternate means of assessing the qualifications and skills of job applicants with disabilities. Once a LEAP candidate is selected for a position, they complete an on-the-job testing phase, called the Job Examination Period (JEP). After successful completion of the JEP, candidates may be appointed to the parallel civil service classification.

In 2020, 388 LEAP appointments were made compared to 361 in 2019. The graph below illustrates the appointment rate over the past two years.⁹

LEAP Employment Statistics



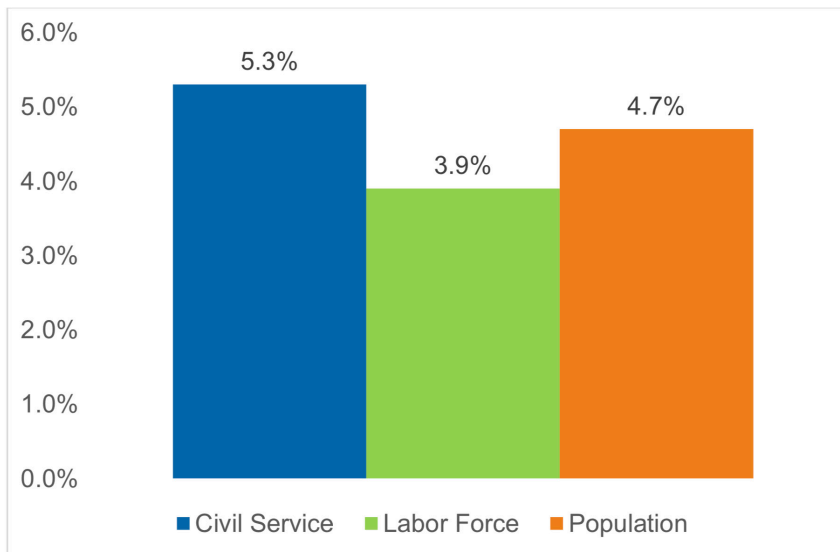
⁹Information is from the State Controller's Office Current and History files. These show current and immediate past positions, but not prior positions, so only those in the JEP and those in their initial civil service position following conversion to a civil service position from the JEP are identifiable. Because a JEP may overlap the ending of a calendar year, the same candidate may be shown in the testing phase for two sequential years.

Civil Service Representation of Veterans¹⁰

As of December 31, 2020, California employed approximately 11,851 veterans. This was a decrease of 505 veterans from 2019. In 2020, Veterans represented 5.3 percent of the civil service, 3.9 percent of state labor force, and 4.7 percent of California's population. **(Appendix, Table G)**

In civil service, the number of veterans hired during 2020 was 367 while the number of veteran retirements was 901 (Appendix, Table L and Table M). The proportionately high retirement rate among veterans in state civil service is consistent with federal estimates showing that over two thirds of California veterans are age 55 and older.¹¹

Veterans as a Percentage of Civil Service, Labor Force & Population



¹⁰ Veterans' data is collected through CalHR's veteran status survey and through veterans filing for preference while applying for initial hire into state civil service positions.

¹¹ State Summary Report, National Center for Veterans Analysis and Statistics, U.S. Department of Veterans Affairs, September 30, 2020.

Civil Service Upward Mobility

Per Government Code section 19400, an upward mobility program is one in which career opportunities are identified and assistance is provided that will allow employees in low-paying occupations to develop and advance to their highest potential. California state departments are required to submit to CalHR information on their upward mobility programs and provide annual goals for hiring employees from low-paying occupations into entry-level technical, professional, and administrative positions.

Statewide, agencies have set goals totaling 467 new upward mobility hires for 2021. This was 25 (5.7 percent) more than the hiring goals of 442 upward mobility hires set for 2020.

The following is information on upward mobility as reported by 146 agencies: **(Appendix, Table I)**

During 2020:

44,195

civil service employees were in low-paying classifications and 2% of them were participating in the upward mobility program.

76

agencies reported having one or more employees participating in their upward mobility program.

89

agencies provided an upward mobility hiring goal of one or more.

Civil Service Hires & Separations

Hires Overall

Total hires into civil service during 2020 were 31,876. **(Appendix, Table L)** This was approximately 0.2 percent of the state labor force according to the Employment Development Department, Report 400C for 2020.

There were 16,837 advancements, and 1,021 demotions in civil service during 2020. **(Appendix, Table L)**

Separations Overall

A separation from civil service may be due to retirement, layoff, acceptance of an exempt appointment, resignation, rejection during probationary period, dismissal, or death. In the appendix, Table J shows separations by agency (with 30 or more separations), and Table K shows separations by job category.

There were 22,294 permanent separations from civil service during 2020, which is 10 percent of the 222,837 employees as of December 31, 2020.

During 2020, 9,692 (43.5 percent) of those separating from state civil service were women, and 12,580 (56.4 percent) were men.

Of the separations during 2020, 48.2 percent were by people identified as White. Racial/Ethnic groups that made up the next highest percentages of separations were Hispanic (23.3 percent), Black (10.0 percent), and Filipino (4.3 percent), corresponding with their relative levels of employment within the civil service. **(Appendix, Table K)**

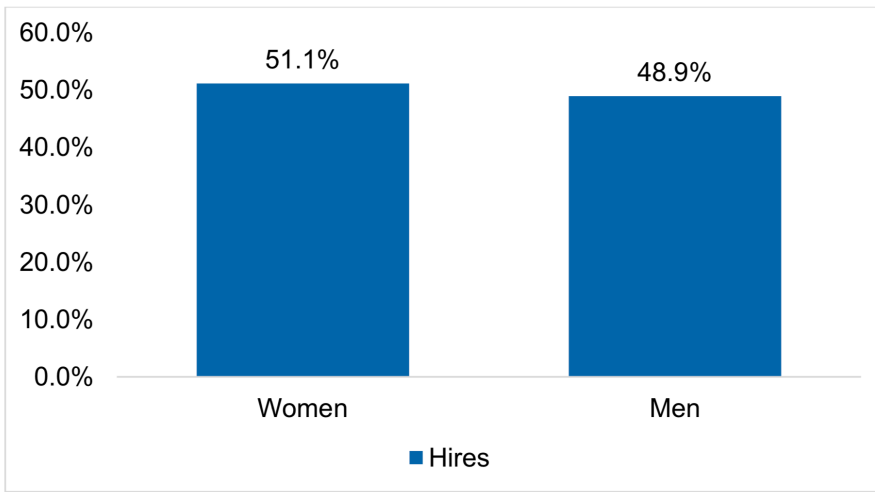
Separations Due to Retirements¹² in 2020 **(Appendix, Table M)**

- 9,446 (42.4 percent) of permanent separations were due to retirement.
- Of race and ethnicity, the highest retirements were White (52.5 percent) and Hispanic (20.5 percent).
- Women represented 45.2 percent of retirements while men represented 54.8 percent.
- Persons with disabilities were 18 percent of total retirements.
- Veterans were 9.5 percent of total retirements.

¹²Includes retirements and disability retirements.

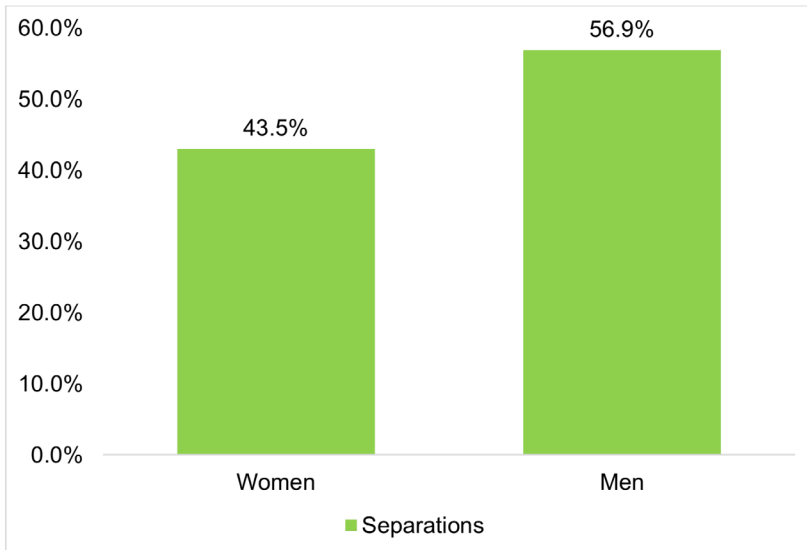
Of the 31,876 hires in civil service, women were 16,287 (51.1 percent) and men were 15,589 (48.9 percent). [\(Appendix, Table L\)](#)

Civil Service Hires by Gender



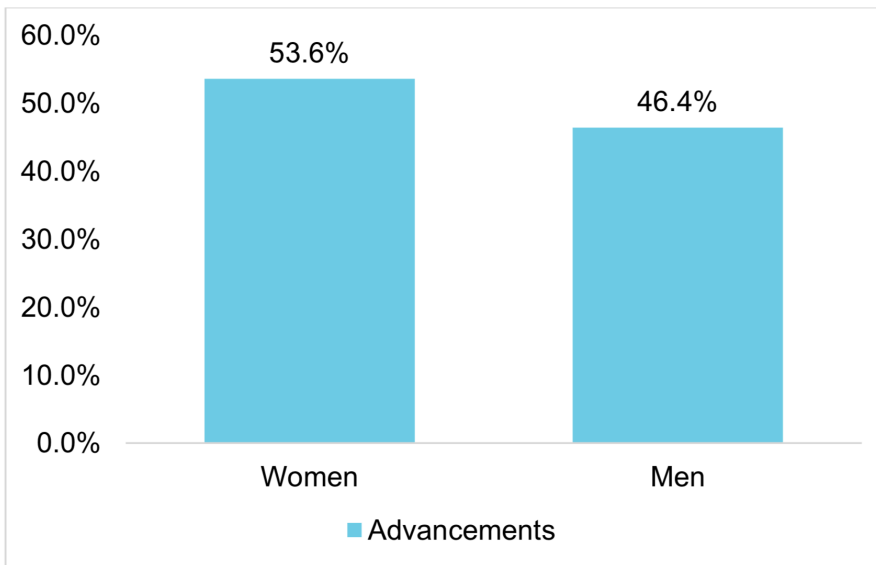
Of the 22,294 separations in civil service, women were 9,692 (43.5 percent) and men were 12,580 (56.9 percent). [\(Appendix, Table K\)](#)

Civil Service Separations by Gender



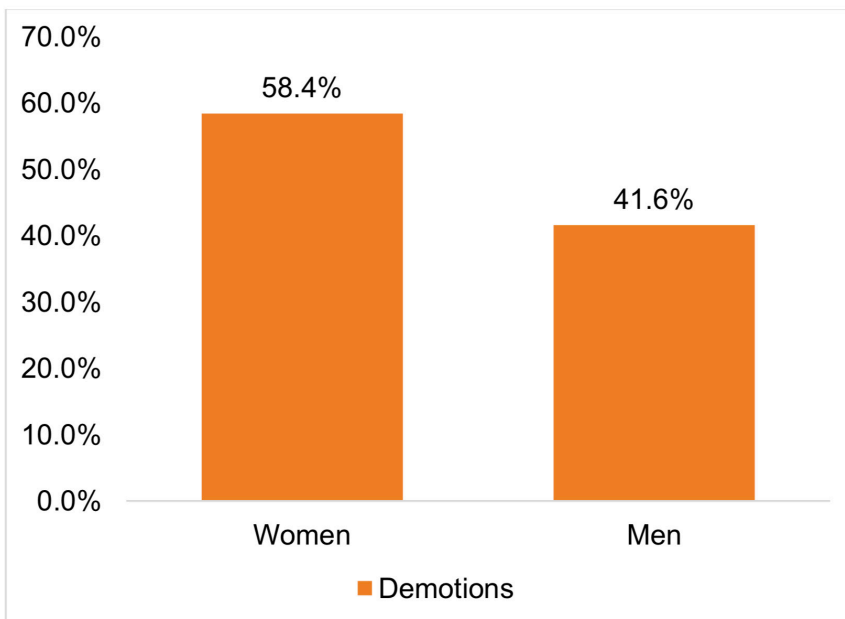
Of the 16,837 advancements in civil service, women received 9,028 (53.6 percent) and men received 7,809 (46.4 percent). [\(Appendix, Table L\)](#)

Civil Service Advancements by Gender

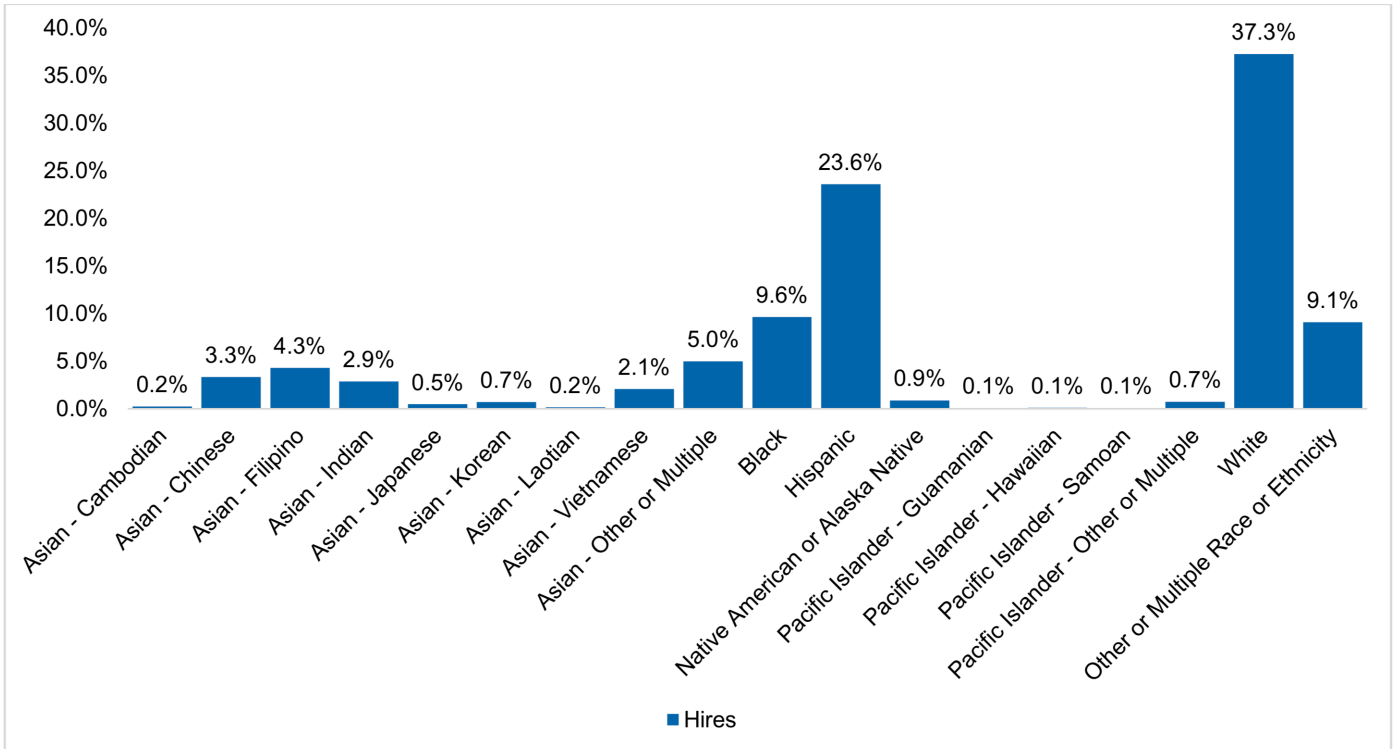


Of the 1,021 demotions in civil service, women had 596 (58.4 percent) and men had 425 (41.6 percent). [\(Appendix, Table L\)](#)

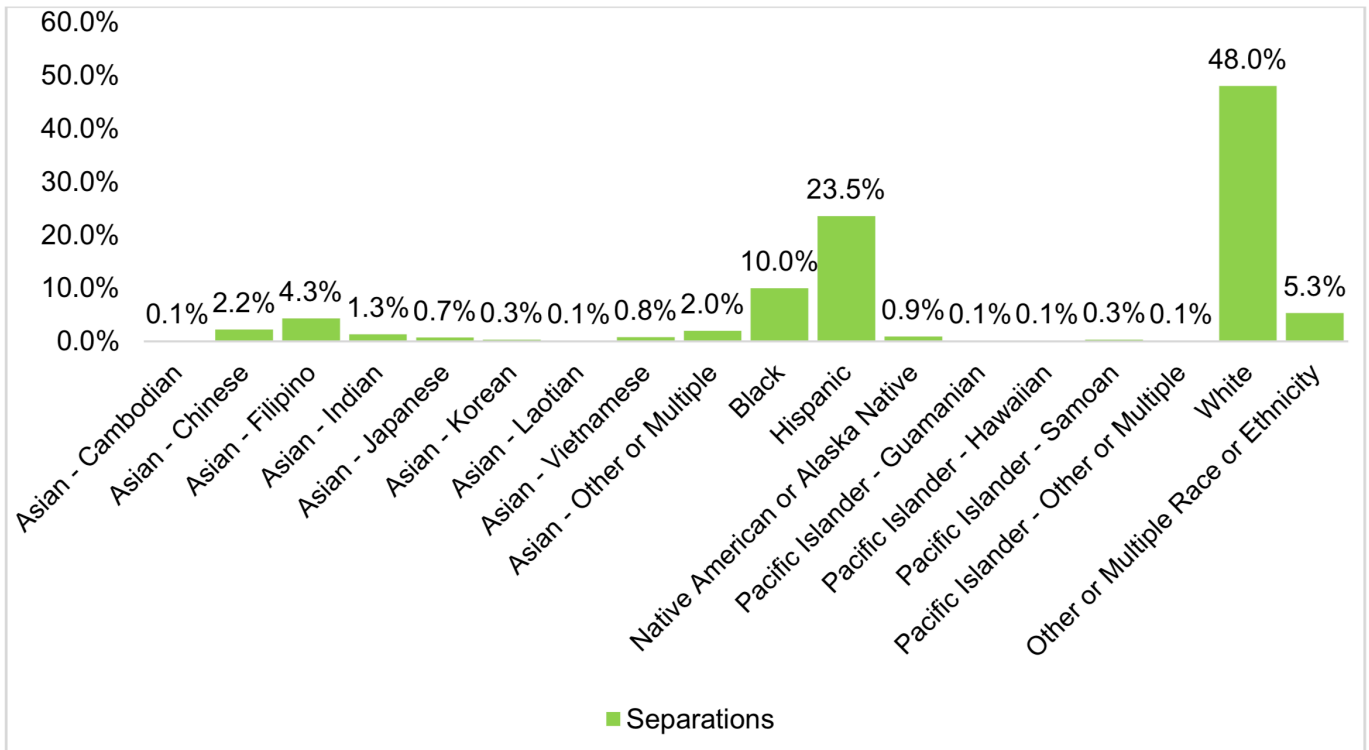
Civil Service Demotions by Gender



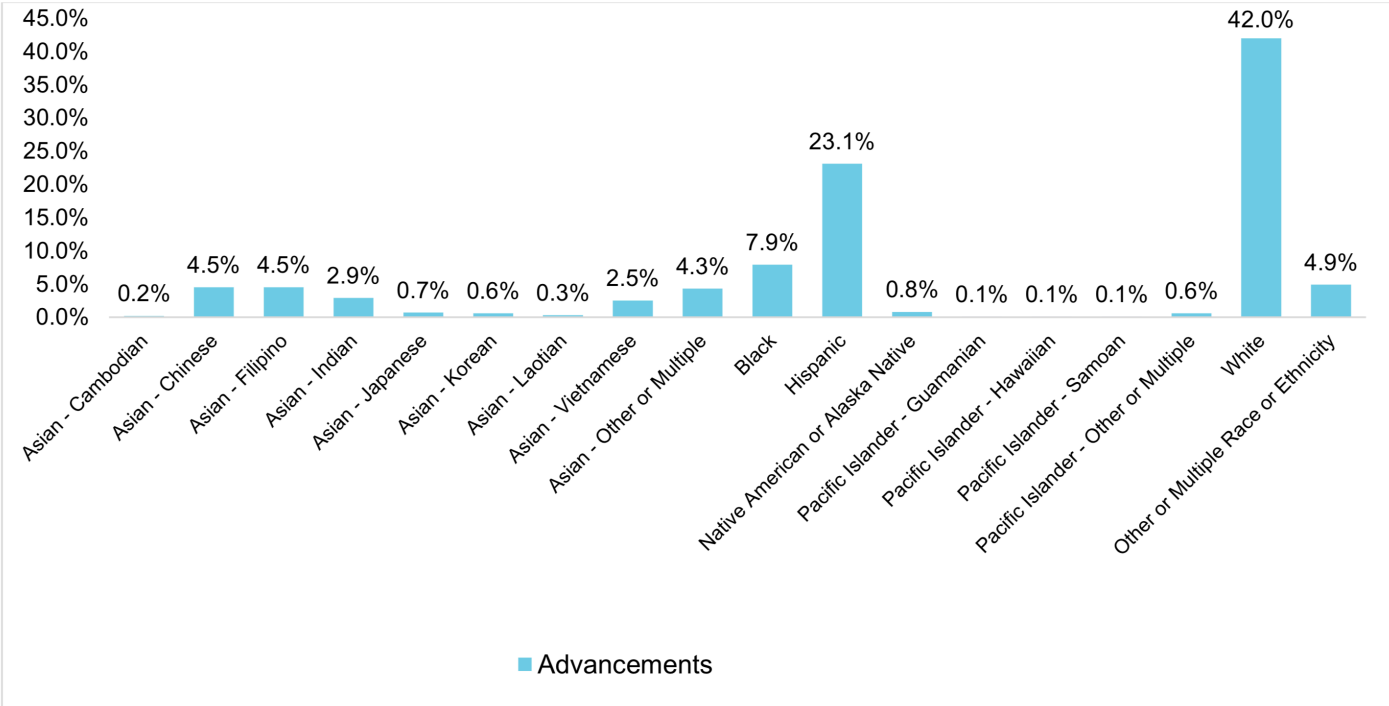
Civil Service Hires by Race & Ethnicity



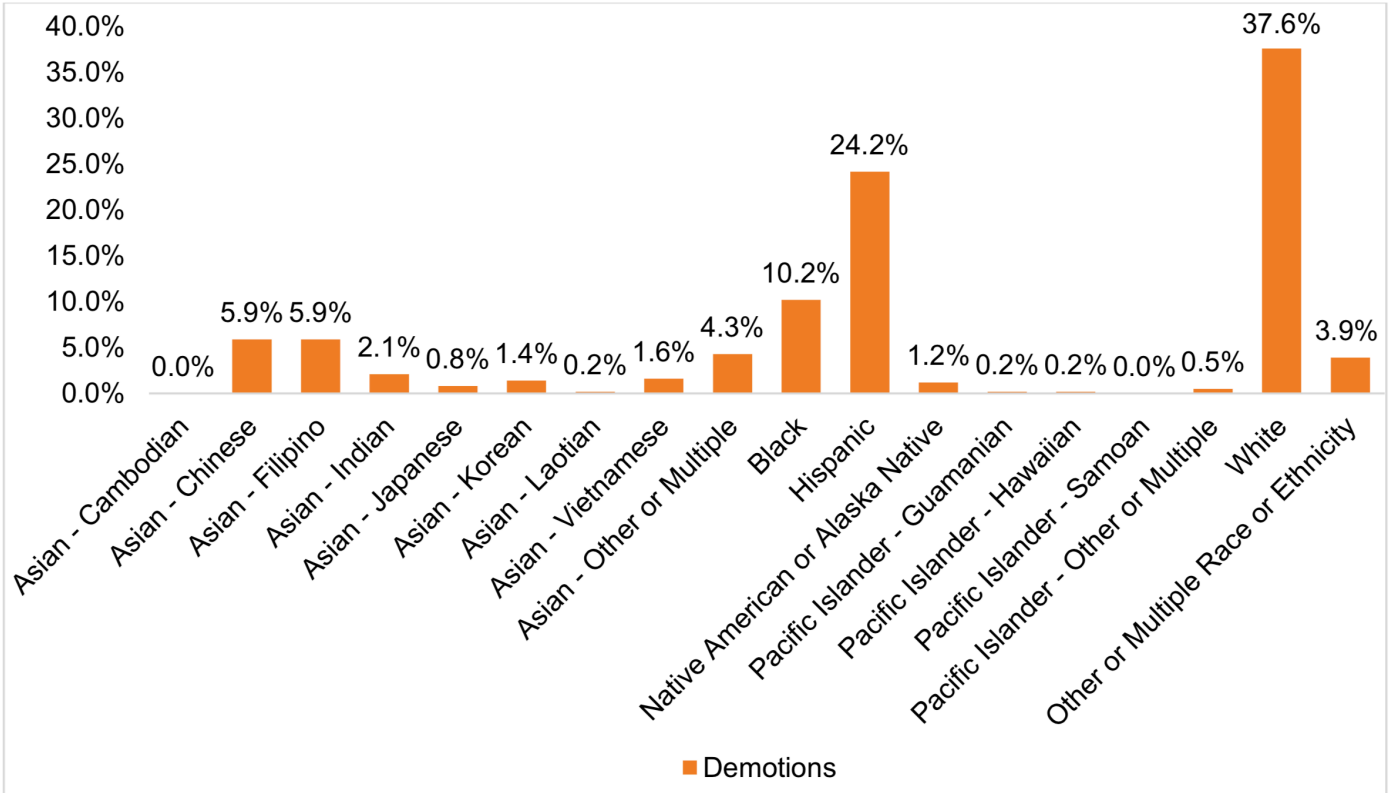
Civil Service Separations by Race & Ethnicity



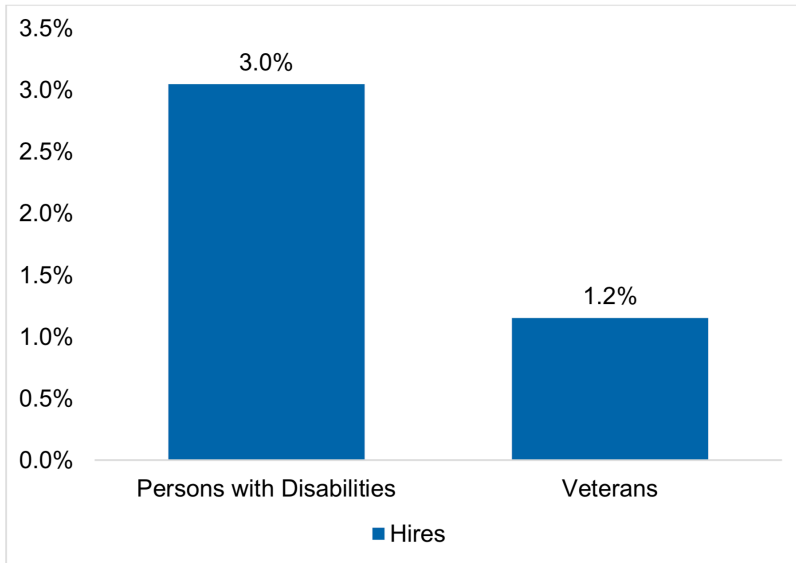
Civil Service Advancements by Race & Ethnicity



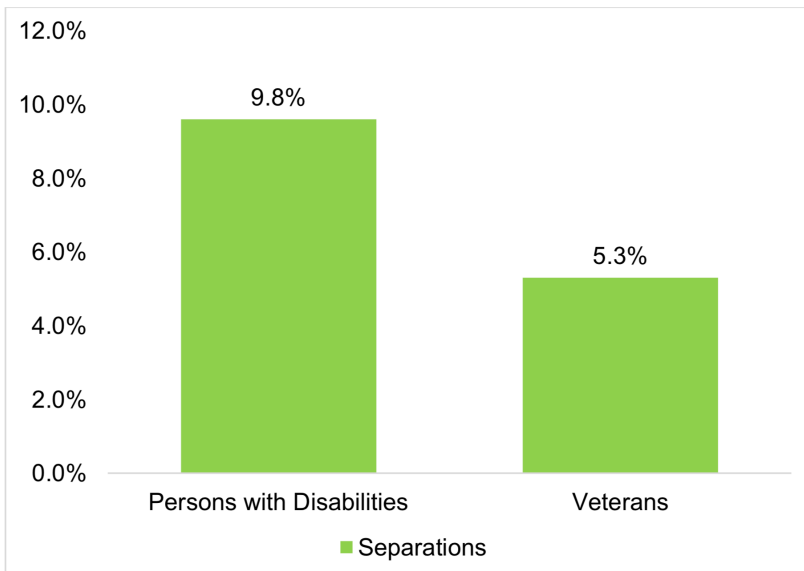
Civil Service Demotions by Race & Ethnicity



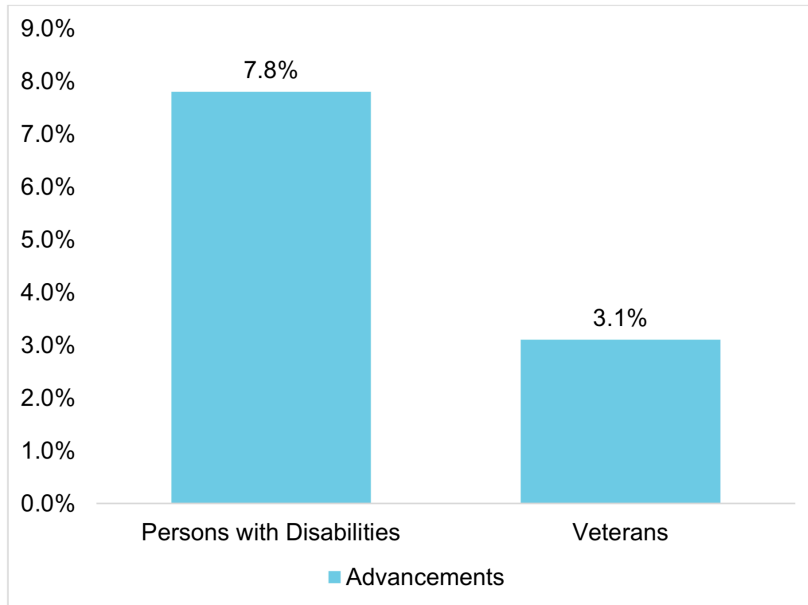
Civil Service Hires by Disability & Veteran Status



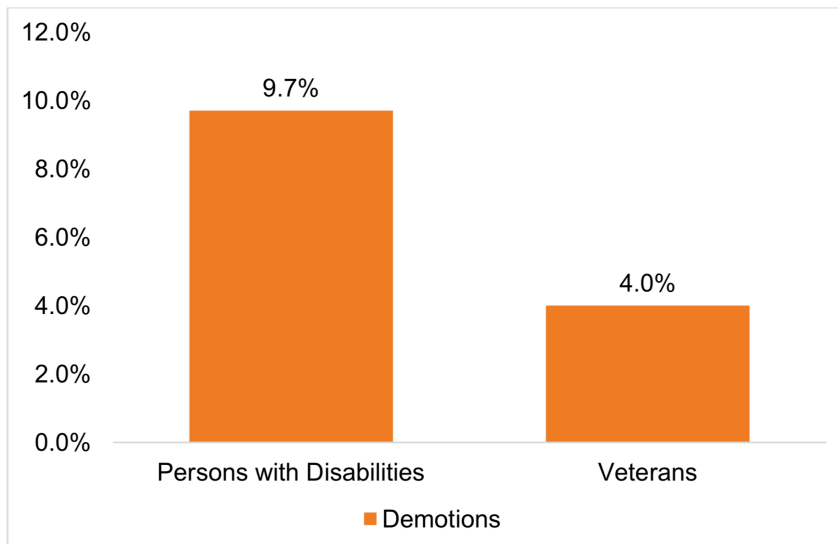
Civil Service Separations by Disability & Veteran Status



Civil Service Advancements by Disability & Veteran Status



Civil Service Demotions by Disability & Veteran Status



Data References

Civil service data in the following tables came from the State Controller's Office employment history database and CalHR's employee demographic survey results.

- Table A: State Civil Service Representation by Gender for All Agencies
- Table B: State Civil Service Composition by Agency with 30 or More Employees
- Table C: State Civil Service Composition by Age
- Table D: State Civil Service Composition by Job Category
- Table E: State Civil Service Composition by Salary
- Table F: State Civil Service Composition by Job Category and Salary
- Table G: Demographics by County of State Civil Service, Civilian Labor Force and Population
- Table J: State Civil Service Separations by Agency with 30 or More Separations
- Table K: State Civil Service Separations by Job Category
- Table L: State Civil Service Appointments by Type
- Table M: State Civil Service Separations by Retirement Status

The data in the following tables were derived from agencies' workforce analysis submittals. The designation "PWD Exemption" signifies "Exempt from Submitting Persons with Disabilities Data." "UM Exemption" signifies "Exempt from Submitting Upward Mobility Data."

- Table H: State Civil Service Disability Representation and Hiring Goals by Agency
- Table I: State Civil Service Upward Mobility Participation and Hiring Goals by Agency

Data in the following table came from the State Controller's Office employment history database, CalHR's employee demographic survey results, and from the U.S. Census Bureau 2019 American Community Survey 1-Year Estimates Public Use Microdata Samples.

- Table G: Demographics by County of State Civil Service, Civilian Labor Force, and Population

California labor force information on page 7 was provided by the California Employment Development Department in Report 400C: Monthly Labor Force Data for Counties December 2020 Revised March 29, 2021.

A [listing of state classifications](#) according to the Federal Standard Occupational Classification System is available on CalHR's website under Statewide Demographic Reports, Report 2 – State Classifications by Detailed SOC Occupational Group by Major SOC Group.

Percentages in this report may not total 100 percent due to rounding.

Appendix

Data Tables A - M

Appendix

Table A

State Civil Service Representation by Gender for All Agencies

Table A: State Civil Service Representation by Gender for All Agencies

| Group Type | Women | | Men | | Total | |
|--------------------------------------|---------|-------|---------|-------|---------|-------|
| Persons with Disabilities | 11,639 | 11.2% | 8,480 | 7.1% | 20,119 | 9% |
| Veterans | 1,581 | 1.5% | 10,270 | 8.6% | 11,851 | 5.3% |
| Asian - Cambodian | 161 | 0.2% | 138 | 0.1% | 299 | 0.1% |
| Asian - Chinese | 4,554 | 4.4% | 3,939 | 3.3% | 8,493 | 3.8% |
| Asian - Filipino | 6,983 | 6.7% | 5,545 | 4.7% | 12,528 | 5.6% |
| Asian - Indian | 2,615 | 2.5% | 2,418 | 2% | 5,033 | 2.3% |
| Asian - Japanese | 813 | 0.8% | 798 | 0.7% | 1,611 | 0.7% |
| Asian - Korean | 592 | 0.6% | 651 | 0.5% | 1,243 | 0.6% |
| Asian - Laotian | 131 | 0.1% | 103 | 0.1% | 234 | 0.1% |
| Asian - Vietnamese | 2,031 | 2% | 1,951 | 1.6% | 3,982 | 1.8% |
| Asian - Other or Multiple | 3,571 | 3.4% | 4,249 | 3.6% | 7,820 | 3.5% |
| Black or African American | 11,797 | 11.4% | 8,933 | 7.5% | 20,730 | 9.3% |
| Hispanic or Latino | 26,371 | 25.5% | 31,594 | 26.5% | 57,965 | 26% |
| Native American or Alaska Native | 687 | 0.7% | 736 | 0.6% | 1,423 | 0.6% |
| Pacific Islander - Guamanian | 86 | 0.1% | 86 | 0.1% | 172 | 0.1% |
| Pacific Islander - Hawaiian | 108 | 0.1% | 99 | 0.1% | 207 | 0.1% |
| Pacific Islander - Samoan | 94 | 0.1% | 46 | <0.1% | 140 | 0.1% |
| Pacific Islander - Other or Multiple | 556 | 0.5% | 623 | 0.5% | 1,179 | 0.5% |
| White | 37,856 | 36.5% | 52,563 | 44.1% | 90,419 | 40.6% |
| Other or Multiple Race | 4,600 | 4.4% | 4,759 | 4% | 9,359 | 4.2% |
| Total | 103,606 | 46.5% | 119,231 | 53.5% | 222,837 | 100% |

Appendix

Table B

State Civil Service Composition by Agency with 30 or More Employees

Table B: State Civil Service Composition by Agency with 30 or More Employees

Table B
Agi-Alc

| Groups | Aging, Department of | | Agricultural Association, 22nd District | | Agricultural Association, 32nd District | | Agricultural Associations | | Agricultural Labor Relations Board | | Air Resources Board | | Alcoholic Beverage Control, Department of | |
|--------------------------------------|----------------------|-------|---|-------|---|-------|---------------------------|-------|------------------------------------|-------|---------------------|-------|---|-------|
| Women | 92 | 69.7% | 22 | 35.5% | 49 | 47.6% | 49 | 40.2% | 41 | 74.5% | 701 | 43.4% | 239 | 54.1% |
| Men | 40 | 30.3% | 40 | 64.5% | 54 | 52.4% | 73 | 59.8% | 14 | 25.5% | 913 | 56.6% | 203 | 45.9% |
| Persons with Disabilities | 26 | 19.7% | 3 | 4.8% | 1 | 1% | 3 | 2.5% | 5 | 9.1% | 121 | 7.5% | 49 | 11.1% |
| Veterans | 8 | 6.1% | 5 | 8.1% | 2 | 1.9% | 3 | 2.5% | 2 | 3.6% | 49 | 3% | 36 | 8.1% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 4 | 0.2% | 2 | 0.5% |
| Asian - Chinese | 6 | 4.5% | 0 | 0% | 2 | 1.9% | 1 | 0.8% | 0 | 0% | 178 | 11% | 16 | 3.6% |
| Asian - Filipino | 3 | 2.3% | 3 | 4.8% | 4 | 3.9% | 0 | 0% | 0 | 0% | 41 | 2.5% | 31 | 7% |
| Asian - Indian | 2 | 1.5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 64 | 4% | 8 | 1.8% |
| Asian - Japanese | 1 | 0.8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 26 | 1.6% | 6 | 1.4% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 25 | 1.5% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 2 | 1.5% | 0 | 0% | 3 | 2.9% | 0 | 0% | 0 | 0% | 42 | 2.6% | 7 | 1.6% |
| Asian - Other or Multiple | 3 | 2.3% | 0 | 0% | 2 | 1.9% | 1 | 0.8% | 2 | 3.6% | 92 | 5.7% | 8 | 1.8% |
| Black or African American | 11 | 8.3% | 6 | 9.7% | 2 | 1.9% | 1 | 0.8% | 1 | 1.8% | 71 | 4.4% | 25 | 5.7% |
| Hispanic or Latino | 20 | 15.2% | 17 | 27.4% | 34 | 33% | 42 | 34.4% | 29 | 52.7% | 225 | 13.9% | 132 | 29.9% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 2 | 1.9% | 1 | 0.8% | 0 | 0% | 3 | 0.2% | 3 | 0.7% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.1% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 2 | 0.5% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 2 | 1.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.8% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 10 | 0.6% | 1 | 0.2% |
| White | 78 | 59.1% | 31 | 50% | 50 | 48.5% | 68 | 55.7% | 21 | 38.2% | 749 | 46.4% | 187 | 42.3% |
| Other or Multiple Race | 5 | 3.8% | 5 | 8.1% | 0 | 0% | 8 | 6.6% | 2 | 3.6% | 81 | 5% | 14 | 3.2% |
| Total | 132 | 100% | 62 | 100% | 103 | 100% | 122 | 100% | 55 | 100% | 1,614 | 100% | 442 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Bus-Com

| Groups | Business & Economic Development, Governor's Office of | | Child Support Services, Department of | | Children & Families First Commission | | Coastal Commission, California | | Coastal Conservancy, State | | Community Colleges, California | | Community Services and Development, Department of | |
|--------------------------------------|---|-------|---------------------------------------|-------|--------------------------------------|-------|--------------------------------|-------|----------------------------|-------|--------------------------------|-------|---|-------|
| Women | 50 | 54.9% | 356 | 61.9% | 23 | 71.9% | 114 | 67.5% | 44 | 68.8% | 80 | 58% | 56 | 54.9% |
| Men | 41 | 45.1% | 219 | 38.1% | 9 | 28.1% | 55 | 32.5% | 20 | 31.3% | 58 | 42% | 46 | 45.1% |
| Persons with Disabilities | 13 | 14.3% | 92 | 16% | 7 | 21.9% | 20 | 11.8% | 11 | 17.2% | 13 | 9.4% | 13 | 12.7% |
| Veterans | 2 | 2.2% | 36 | 6.3% | 0 | 0% | 3 | 1.8% | 1 | 1.6% | 3 | 2.2% | 3 | 2.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 5 | 5.5% | 34 | 5.9% | 0 | 0% | 9 | 5.3% | 4 | 6.3% | 10 | 7.2% | 10 | 9.8% |
| Asian - Filipino | 5 | 5.5% | 25 | 4.3% | 1 | 3.1% | 6 | 3.6% | 9 | 14.1% | 5 | 3.6% | 4 | 3.9% |
| Asian - Indian | 4 | 4.4% | 54 | 9.4% | 1 | 3.1% | 2 | 1.2% | 2 | 3.1% | 10 | 7.2% | 2 | 2% |
| Asian - Japanese | 1 | 1.1% | 6 | 1% | 1 | 3.1% | 1 | 0.6% | 0 | 0% | 0 | 0% | 1 | 1% |
| Asian - Korean | 0 | 0% | 7 | 1.2% | 0 | 0% | 1 | 0.6% | 1 | 1.6% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 13 | 2.3% | 0 | 0% | 3 | 1.8% | 0 | 0% | 3 | 2.2% | 2 | 2% |
| Asian - Other or Multiple | 3 | 3.3% | 21 | 3.7% | 0 | 0% | 3 | 1.8% | 1 | 1.6% | 7 | 5.1% | 2 | 2% |
| Black or African American | 11 | 12.1% | 36 | 6.3% | 2 | 6.3% | 8 | 4.7% | 1 | 1.6% | 16 | 11.6% | 14 | 13.7% |
| Hispanic or Latino | 12 | 13.2% | 79 | 13.7% | 7 | 21.9% | 21 | 12.4% | 4 | 6.3% | 25 | 18.1% | 15 | 14.7% |
| Native American or Alaska Native | 0 | 0% | 4 | 0.7% | 0 | 0% | 3 | 1.8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 1.1% | 0 | 0% | 0 | 0% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 4 | 0.7% | 0 | 0% | 0 | 0% | 2 | 3.1% | 2 | 1.4% | 1 | 1% |
| White | 45 | 49.5% | 262 | 45.6% | 19 | 59.4% | 104 | 61.5% | 37 | 57.8% | 57 | 41.3% | 42 | 41.2% |
| Other or Multiple Race | 4 | 4.4% | 30 | 5.2% | 1 | 3.1% | 7 | 4.1% | 3 | 4.7% | 3 | 2.2% | 9 | 8.8% |
| Total | 91 | 100% | 575 | 100% | 32 | 100% | 169 | 100% | 64 | 100% | 138 | 100% | 102 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Com-Del

| Groups | Compensation Insurance Fund, State | | Conservation Corps, California | | Conservation, Department of | | Consumer Affairs, Department of | | Controller, Office of the California State | | Corrections & Rehabilitation, California Department of | | Delta Stewardship Council | |
|--------------------------------------|------------------------------------|-------|--------------------------------|-------|-----------------------------|-------|---------------------------------|-------|--|-------|--|-------|---------------------------|-------|
| Women | 2,628 | 65.1% | 172 | 45.3% | 211 | 36.8% | 1,863 | 56.3% | 772 | 57.8% | 22,520 | 38.7% | 33 | 57.9% |
| Men | 1,406 | 34.9% | 208 | 54.7% | 362 | 63.2% | 1,445 | 43.7% | 564 | 42.2% | 35,633 | 61.3% | 24 | 42.1% |
| Persons with Disabilities | 1,047 | 26% | 51 | 13.4% | 75 | 13.1% | 455 | 13.8% | 160 | 12% | 2,119 | 3.6% | 2 | 3.5% |
| Veterans | 122 | 3% | 10 | 2.6% | 23 | 4% | 180 | 5.4% | 47 | 3.5% | 4,109 | 7.1% | 2 | 3.5% |
| Asian - Cambodian | 3 | 0.1% | 0 | 0% | 1 | 0.2% | 3 | 0.1% | 2 | 0.1% | 56 | 0.1% | 0 | 0% |
| Asian - Chinese | 230 | 5.7% | 4 | 1.1% | 20 | 3.5% | 99 | 3% | 112 | 8.4% | 553 | 1% | 7 | 12.3% |
| Asian - Filipino | 510 | 12.6% | 7 | 1.8% | 21 | 3.7% | 128 | 3.9% | 94 | 7% | 3,074 | 5.3% | 1 | 1.8% |
| Asian - Indian | 152 | 3.8% | 2 | 0.5% | 16 | 2.8% | 65 | 2% | 43 | 3.2% | 816 | 1.4% | 3 | 5.3% |
| Asian - Japanese | 41 | 1% | 1 | 0.3% | 7 | 1.2% | 31 | 0.9% | 20 | 1.5% | 153 | 0.3% | 1 | 1.8% |
| Asian - Korean | 31 | 0.8% | 2 | 0.5% | 2 | 0.3% | 16 | 0.5% | 9 | 0.7% | 157 | 0.3% | 0 | 0% |
| Asian - Laotian | 5 | 0.1% | 0 | 0% | 0 | 0% | 4 | 0.1% | 7 | 0.5% | 33 | 0.1% | 0 | 0% |
| Asian - Vietnamese | 66 | 1.6% | 2 | 0.5% | 6 | 1% | 39 | 1.2% | 79 | 5.9% | 311 | 0.5% | 0 | 0% |
| Asian - Other or Multiple | 105 | 2.6% | 11 | 2.9% | 19 | 3.3% | 94 | 2.8% | 73 | 5.5% | 1,974 | 3.4% | 0 | 0% |
| Black or African American | 348 | 8.6% | 14 | 3.7% | 45 | 7.9% | 345 | 10.4% | 132 | 9.9% | 5,753 | 9.9% | 0 | 0% |
| Hispanic or Latino | 876 | 21.7% | 68 | 17.9% | 52 | 9.1% | 748 | 22.6% | 217 | 16.2% | 21,839 | 37.6% | 3 | 5.3% |
| Native American or Alaska Native | 15 | 0.4% | 4 | 1.1% | 5 | 0.9% | 22 | 0.7% | 8 | 0.6% | 408 | 0.7% | 1 | 1.8% |
| Pacific Islander - Guamanian | 6 | 0.1% | 0 | 0% | 0 | 0% | 2 | 0.1% | 4 | 0.3% | 28 | <0.1% | 0 | 0% |
| Pacific Islander - Hawaiian | 2 | <0.1% | 1 | 0.3% | 2 | 0.3% | 3 | 0.1% | 1 | 0.1% | 45 | 0.1% | 0 | 0% |
| Pacific Islander - Samoan | 5 | 0.1% | 0 | 0% | 0 | 0% | 1 | <0.1% | 1 | 0.1% | 25 | <0.1% | 0 | 0% |
| Pacific Islander - Other or Multiple | 9 | 0.2% | 1 | 0.3% | 3 | 0.5% | 12 | 0.4% | 6 | 0.4% | 356 | 0.6% | 0 | 0% |
| White | 1,493 | 37% | 164 | 43.2% | 343 | 59.9% | 1,565 | 47.3% | 472 | 35.3% | 20,917 | 36% | 36 | 63.2% |
| Other or Multiple Race | 137 | 3.4% | 99 | 26.1% | 31 | 5.4% | 131 | 4% | 56 | 4.2% | 1,655 | 2.8% | 5 | 8.8% |
| Total | 4,034 | 100% | 380 | 100% | 573 | 100% | 3,308 | 100% | 1,336 | 100% | 58,153 | 100% | 57 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Dev-Emp

| Groups | Developmental Disabilities, State Council on | | Developmental Services, Department of | | Earthquake Authority, California | | Education, Department of | | Emergency Medical Services Authority | | Emergency Services, California Governor's Office of | | Employment Development Department | |
|--------------------------------------|--|-------|---------------------------------------|-------|----------------------------------|-------|--------------------------|-------|--------------------------------------|-------|---|-------|-----------------------------------|-------|
| Women | 53 | 80.3% | 1,186 | 57% | 43 | 58.9% | 1,228 | 63.4% | 616 | 64.5% | 543 | 43.4% | 6,812 | 64.9% |
| Men | 13 | 19.7% | 895 | 43% | 30 | 41.1% | 710 | 36.6% | 339 | 35.5% | 707 | 56.6% | 3,684 | 35.1% |
| Persons with Disabilities | 19 | 28.8% | 126 | 6.1% | 7 | 9.6% | 230 | 11.9% | 15 | 1.6% | 107 | 8.6% | 1,154 | 11% |
| Veterans | 1 | 1.5% | 72 | 3.5% | 2 | 2.7% | 55 | 2.8% | 21 | 2.2% | 159 | 12.7% | 503 | 4.8% |
| Asian - Cambodian | 0 | 0% | 7 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 33 | 0.3% |
| Asian - Chinese | 1 | 1.5% | 44 | 2.1% | 1 | 1.4% | 105 | 5.4% | 39 | 4.1% | 49 | 3.9% | 603 | 5.7% |
| Asian - Filipino | 6 | 9.1% | 173 | 8.3% | 2 | 2.7% | 89 | 4.6% | 63 | 6.6% | 38 | 3% | 530 | 5% |
| Asian - Indian | 1 | 1.5% | 31 | 1.5% | 2 | 2.7% | 31 | 1.6% | 21 | 2.2% | 22 | 1.8% | 285 | 2.7% |
| Asian - Japanese | 2 | 3% | 13 | 0.6% | 0 | 0% | 35 | 1.8% | 11 | 1.2% | 9 | 0.7% | 76 | 0.7% |
| Asian - Korean | 1 | 1.5% | 7 | 0.3% | 1 | 1.4% | 7 | 0.4% | 11 | 1.2% | 1 | 0.1% | 73 | 0.7% |
| Asian - Laotian | 0 | 0% | 2 | 0.1% | 0 | 0% | 2 | 0.1% | 2 | 0.2% | 0 | 0% | 16 | 0.2% |
| Asian - Vietnamese | 2 | 3% | 19 | 0.9% | 1 | 1.4% | 25 | 1.3% | 21 | 2.2% | 27 | 2.2% | 416 | 4% |
| Asian - Other or Multiple | 1 | 1.5% | 64 | 3.1% | 3 | 4.1% | 69 | 3.6% | 29 | 3% | 60 | 4.8% | 443 | 4.2% |
| Black or African American | 5 | 7.6% | 146 | 7% | 6 | 8.2% | 168 | 8.7% | 51 | 5.3% | 63 | 5% | 1,569 | 14.9% |
| Hispanic or Latino | 8 | 12.1% | 765 | 36.8% | 7 | 9.6% | 417 | 21.5% | 163 | 17.1% | 198 | 15.8% | 2,995 | 28.5% |
| Native American or Alaska Native | 0 | 0% | 12 | 0.6% | 2 | 2.7% | 9 | 0.5% | 6 | 0.6% | 5 | 0.4% | 47 | 0.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 0.2% | 3 | 0.3% | 2 | 0.2% | 9 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 1 | 1.4% | 0 | 0% | 0 | 0% | 2 | 0.2% | 10 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 13 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 7 | 0.3% | 0 | 0% | 8 | 0.4% | 2 | 0.2% | 10 | 0.8% | 79 | 0.8% |
| White | 37 | 56.1% | 739 | 35.5% | 40 | 54.8% | 894 | 46.1% | 473 | 49.5% | 686 | 54.9% | 2,341 | 22.3% |
| Other or Multiple Race | 2 | 3% | 52 | 2.5% | 7 | 9.6% | 74 | 3.8% | 59 | 6.2% | 77 | 6.2% | 958 | 9.1% |
| Total | 66 | 100% | 2,081 | 100% | 73 | 100% | 1,938 | 100% | 955 | 100% | 1,250 | 100% | 10,496 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Emp-Fai

| Groups | Employment Training Panel, California | | Energy Resources Conservation & Development Commission | | Environmental Health Hazard Assessment, Office of | | Environmental Protection Agency | | Equalization, Board of | | Exposition & State Fair, California | | Fair Employment & Housing, Department of | |
|--------------------------------------|---------------------------------------|-------|--|-------|---|-------|---------------------------------|-------|------------------------|-------|-------------------------------------|-------|--|-------|
| Women | 57 | 62.6% | 285 | 46.4% | 89 | 67.4% | 29 | 46% | 74 | 59.2% | 246 | 43.9% | 157 | 74.1% |
| Men | 34 | 37.4% | 329 | 53.6% | 43 | 32.6% | 34 | 54% | 51 | 40.8% | 314 | 56.1% | 55 | 25.9% |
| Persons with Disabilities | 13 | 14.3% | 72 | 11.7% | 8 | 6.1% | 7 | 11.1% | 31 | 24.8% | 25 | 4.5% | 27 | 12.7% |
| Veterans | 2 | 2.2% | 28 | 4.6% | 4 | 3% | 2 | 3.2% | 3 | 2.4% | 19 | 3.4% | 6 | 2.8% |
| Asian - Cambodian | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.9% |
| Asian - Chinese | 3 | 3.3% | 58 | 9.4% | 19 | 14.4% | 2 | 3.2% | 7 | 5.6% | 7 | 1.3% | 8 | 3.8% |
| Asian - Filipino | 10 | 11% | 26 | 4.2% | 3 | 2.3% | 1 | 1.6% | 5 | 4% | 10 | 1.8% | 5 | 2.4% |
| Asian - Indian | 1 | 1.1% | 18 | 2.9% | 8 | 6.1% | 2 | 3.2% | 2 | 1.6% | 2 | 0.4% | 10 | 4.7% |
| Asian - Japanese | 2 | 2.2% | 6 | 1% | 3 | 2.3% | 1 | 1.6% | 3 | 2.4% | 4 | 0.7% | 4 | 1.9% |
| Asian - Korean | 0 | 0% | 3 | 0.5% | 1 | 0.8% | 0 | 0% | 5 | 4% | 0 | 0% | 5 | 2.4% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 1 | 0.8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 2 | 2.2% | 14 | 2.3% | 3 | 2.3% | 4 | 6.3% | 1 | 0.8% | 2 | 0.4% | 6 | 2.8% |
| Asian - Other or Multiple | 6 | 6.6% | 22 | 3.6% | 7 | 5.3% | 2 | 3.2% | 8 | 6.4% | 6 | 1.1% | 6 | 2.8% |
| Black or African American | 8 | 8.8% | 32 | 5.2% | 5 | 3.8% | 6 | 9.5% | 8 | 6.4% | 82 | 14.6% | 42 | 19.8% |
| Hispanic or Latino | 16 | 17.6% | 86 | 14% | 15 | 11.4% | 7 | 11.1% | 7 | 5.6% | 101 | 18% | 65 | 30.7% |
| Native American or Alaska Native | 0 | 0% | 2 | 0.3% | 0 | 0% | 0 | 0% | 1 | 0.8% | 4 | 0.7% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.4% | 1 | 0.5% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 2 | 2.2% | 1 | 0.2% | 0 | 0% | 1 | 1.6% | 1 | 0.8% | 2 | 0.4% | 2 | 0.9% |
| White | 33 | 36.3% | 313 | 51% | 65 | 49.2% | 31 | 49.2% | 71 | 56.8% | 297 | 53% | 41 | 19.3% |
| Other or Multiple Race | 8 | 8.8% | 32 | 5.2% | 2 | 1.5% | 6 | 9.5% | 6 | 4.8% | 41 | 7.3% | 14 | 6.6% |
| Total | 91 | 100% | 614 | 100% | 132 | 100% | 63 | 100% | 125 | 100% | 560 | 100% | 212 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Fai-Fran

| Groups | Fair Political Practices Commission | | Finance, Department of | | Financial Protection & Innovation, Department of | | FI\$Cal | | Fish & Wildlife, Department of | | Food & Agriculture, Department of | | Forestry & Fire Protection, Department of | | Franchise Tax Board | |
|--------------------------------------|-------------------------------------|-------|------------------------|-------|--|-------|---------|-------|--------------------------------|-------|-----------------------------------|-------|---|-------|---------------------|-------|
| Women | 49 | 61.3% | 195 | 51.3% | 334 | 53.8% | 132 | 51% | 1,253 | 43% | 945 | 49.5% | 999 | 14.7% | 3,680 | 59.5% |
| Men | 31 | 38.8% | 185 | 48.7% | 287 | 46.2% | 127 | 49% | 1,659 | 57% | 964 | 50.5% | 5,787 | 85.3% | 2,501 | 40.5% |
| Persons with Disabilities | 8 | 10% | 41 | 10.8% | 55 | 8.9% | 21 | 8.1% | 255 | 8.8% | 109 | 5.7% | 664 | 9.8% | 641 | 10.4% |
| Veterans | 4 | 5% | 9 | 2.4% | 24 | 3.9% | 6 | 2.3% | 152 | 5.2% | 60 | 3.1% | 377 | 5.6% | 216 | 3.5% |
| Asian - Cambodian | 0 | 0% | 2 | 0.5% | 1 | 0.2% | 0 | 0% | 2 | 0.1% | 1 | 0.1% | 4 | 0.1% | 13 | 0.2% |
| Asian - Chinese | 5 | 6.3% | 34 | 8.9% | 95 | 15.3% | 21 | 8.1% | 72 | 2.5% | 58 | 3% | 49 | 0.7% | 545 | 8.8% |
| Asian - Filipino | 2 | 2.5% | 13 | 3.4% | 52 | 8.4% | 15 | 5.8% | 38 | 1.3% | 68 | 3.6% | 71 | 1% | 303 | 4.9% |
| Asian - Indian | 3 | 3.8% | 5 | 1.3% | 19 | 3.1% | 46 | 17.8% | 20 | 0.7% | 38 | 2% | 17 | 0.3% | 313 | 5.1% |
| Asian - Japanese | 1 | 1.3% | 8 | 2.1% | 7 | 1.1% | 5 | 1.9% | 31 | 1.1% | 27 | 1.4% | 37 | 0.5% | 61 | 1% |
| Asian - Korean | 1 | 1.3% | 0 | 0% | 24 | 3.9% | 1 | 0.4% | 7 | 0.2% | 15 | 0.8% | 14 | 0.2% | 49 | 0.8% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 2 | 0.3% | 0 | 0% | 5 | 0.2% | 0 | 0% | 2 | <0.1% | 16 | 0.3% |
| Asian - Vietnamese | 0 | 0% | 13 | 3.4% | 21 | 3.4% | 15 | 5.8% | 22 | 0.8% | 44 | 2.3% | 26 | 0.4% | 290 | 4.7% |
| Asian - Other or Multiple | 5 | 6.3% | 36 | 9.5% | 38 | 6.1% | 13 | 5% | 68 | 2.3% | 47 | 2.5% | 44 | 0.6% | 297 | 4.8% |
| Black or African American | 1 | 1.3% | 15 | 3.9% | 59 | 9.5% | 22 | 8.5% | 57 | 2% | 76 | 4% | 131 | 1.9% | 669 | 10.8% |
| Hispanic or Latino | 14 | 17.5% | 51 | 13.4% | 103 | 16.6% | 26 | 10% | 305 | 10.5% | 509 | 26.7% | 1,193 | 17.6% | 1,186 | 19.2% |
| Native American or Alaska Native | 0 | 0% | 1 | 0.3% | 0 | 0% | 4 | 1.5% | 14 | 0.5% | 18 | 0.9% | 68 | 1% | 25 | 0.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.4% | 1 | <0.1% | 5 | 0.3% | 5 | 0.1% | 8 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | <0.1% | 2 | 0.1% | 13 | 0.2% | 10 | 0.2% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 4 | 0.1% | 3 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 3 | 0.8% | 2 | 0.3% | 0 | 0% | 7 | 0.2% | 12 | 0.6% | 8 | 0.1% | 76 | 1.2% |
| White | 45 | 56.3% | 182 | 47.9% | 177 | 28.5% | 78 | 30.1% | 2,036 | 69.9% | 895 | 46.9% | 4,792 | 70.6% | 2,109 | 34.1% |
| Other or Multiple Race | 3 | 3.8% | 17 | 4.5% | 21 | 3.4% | 12 | 4.6% | 226 | 7.8% | 93 | 4.9% | 308 | 4.5% | 208 | 3.4% |
| Total | 80 | 100% | 380 | 100% | 621 | 100% | 259 | 100% | 2,912 | 100% | 1,909 | 100% | 6,786 | 100% | 6,181 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Gen-Hig

| Groups | General Services, Department of | | Health & Human Services Agency | | Health Benefit Exchange, California | | Health Care Services, Department of | | Health Planning & Development, Office of Statewide | | High Speed Rail Authority, California | | Highway Patrol, California | |
|--------------------------------------|---------------------------------|-------|--------------------------------|-------|-------------------------------------|-------|-------------------------------------|-------|--|-------|---------------------------------------|-------|----------------------------|-------|
| Women | 1,339 | 38.5% | 37 | 72.5% | 802 | 63.9% | 2,284 | 61.7% | 179 | 42.6% | 122 | 51.5% | 2,269 | 22.6% |
| Men | 2,138 | 61.5% | 14 | 27.5% | 454 | 36.1% | 1,420 | 38.3% | 241 | 57.4% | 115 | 48.5% | 7,756 | 77.4% |
| Persons with Disabilities | 443 | 12.7% | 9 | 17.6% | 139 | 11.1% | 437 | 11.8% | 97 | 23.1% | 29 | 12.2% | 649 | 6.5% |
| Veterans | 166 | 4.8% | 1 | 2% | 61 | 4.9% | 123 | 3.3% | 19 | 4.5% | 3 | 1.3% | 1,264 | 12.6% |
| Asian - Cambodian | 3 | 0.1% | 0 | 0% | 5 | 0.4% | 7 | 0.2% | 1 | 0.2% | 0 | 0% | 5 | <0.1% |
| Asian - Chinese | 204 | 5.9% | 1 | 2% | 37 | 2.9% | 332 | 9% | 49 | 11.7% | 14 | 5.9% | 127 | 1.3% |
| Asian - Filipino | 163 | 4.7% | 2 | 3.9% | 39 | 3.1% | 268 | 7.2% | 13 | 3.1% | 14 | 5.9% | 210 | 2.1% |
| Asian - Indian | 77 | 2.2% | 3 | 5.9% | 30 | 2.4% | 135 | 3.6% | 20 | 4.8% | 10 | 4.2% | 64 | 0.6% |
| Asian - Japanese | 38 | 1.1% | 1 | 2% | 3 | 0.2% | 41 | 1.1% | 3 | 0.7% | 3 | 1.3% | 57 | 0.6% |
| Asian - Korean | 18 | 0.5% | 0 | 0% | 3 | 0.2% | 34 | 0.9% | 8 | 1.9% | 3 | 1.3% | 32 | 0.3% |
| Asian - Laotian | 5 | 0.1% | 0 | 0% | 5 | 0.4% | 12 | 0.3% | 1 | 0.2% | 1 | 0.4% | 5 | <0.1% |
| Asian - Vietnamese | 58 | 1.7% | 1 | 2% | 30 | 2.4% | 143 | 3.9% | 3 | 0.7% | 6 | 2.5% | 44 | 0.4% |
| Asian - Other or Multiple | 98 | 2.8% | 1 | 2% | 53 | 4.2% | 223 | 6% | 22 | 5.2% | 14 | 5.9% | 93 | 0.9% |
| Black or African American | 544 | 15.6% | 2 | 3.9% | 137 | 10.9% | 332 | 9% | 21 | 5% | 20 | 8.4% | 437 | 4.4% |
| Hispanic or Latino | 814 | 23.4% | 6 | 11.8% | 310 | 24.7% | 586 | 15.8% | 62 | 14.8% | 42 | 17.7% | 2,732 | 27.3% |
| Native American or Alaska Native | 20 | 0.6% | 0 | 0% | 7 | 0.6% | 25 | 0.7% | 1 | 0.2% | 0 | 0% | 70 | 0.7% |
| Pacific Islander - Guamanian | 4 | 0.1% | 0 | 0% | 1 | 0.1% | 2 | 0.1% | 0 | 0% | 0 | 0% | 5 | <0.1% |
| Pacific Islander - Hawaiian | 5 | 0.1% | 0 | 0% | 1 | 0.1% | 3 | 0.1% | 0 | 0% | 0 | 0% | 12 | 0.1% |
| Pacific Islander - Samoan | 2 | 0.1% | 0 | 0% | 1 | 0.1% | 3 | 0.1% | 0 | 0% | 0 | 0% | 8 | 0.1% |
| Pacific Islander - Other or Multiple | 27 | 0.8% | 1 | 2% | 12 | 1% | 36 | 1% | 1 | 0.2% | 3 | 1.3% | 27 | 0.3% |
| White | 1,254 | 36.1% | 28 | 54.9% | 516 | 41.1% | 1,326 | 35.8% | 201 | 47.9% | 89 | 37.6% | 5,908 | 58.9% |
| Other or Multiple Race | 143 | 4.1% | 5 | 9.8% | 66 | 5.3% | 196 | 5.3% | 14 | 3.3% | 18 | 7.6% | 189 | 1.9% |
| Total | 3,477 | 100% | 51 | 100% | 1,256 | 100% | 3,704 | 100% | 420 | 100% | 237 | 100% | 10,025 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Hor-Ins

| Groups | Horse Racing Board, California | Housing & Community Development, Department of | Housing Finance Agency, California | Human Resources, California Department of | Industrial Relations, Department of | Inspector General, Office of the | Insurance, Department of |
|--------------------------------------|--------------------------------|--|------------------------------------|---|-------------------------------------|----------------------------------|--------------------------|
| Women | 26 59.1% | 424 54.5% | 113 67.3% | 186 65.7% | 1,436 59.6% | 69 58% | 668 55.8% |
| Men | 18 40.9% | 354 45.5% | 55 32.7% | 97 34.3% | 972 40.4% | 50 42% | 530 44.2% |
| Persons with Disabilities | 4 9.1% | 123 15.8% | 36 21.4% | 45 15.9% | 289 12% | 24 20.2% | 134 11.2% |
| Veterans | 2 4.5% | 40 5.1% | 5 3% | 14 4.9% | 84 3.5% | 5 4.2% | 62 5.2% |
| Asian - Cambodian | 0 0% | 0 0% | 0 0% | 0 0% | 3 0.1% | 0 0% | 2 0.2% |
| Asian - Chinese | 0 0% | 28 3.6% | 7 4.2% | 7 2.5% | 176 7.3% | 6 5% | 143 11.9% |
| Asian - Filipino | 2 4.5% | 16 2.1% | 5 3% | 13 4.6% | 266 11% | 5 4.2% | 101 8.4% |
| Asian - Indian | 0 0% | 21 2.7% | 6 3.6% | 3 1.1% | 44 1.8% | 3 2.5% | 31 2.6% |
| Asian - Japanese | 1 2.3% | 6 0.8% | 3 1.8% | 0 0% | 25 1% | 1 0.8% | 13 1.1% |
| Asian - Korean | 0 0% | 3 0.4% | 0 0% | 2 0.7% | 36 1.5% | 1 0.8% | 19 1.6% |
| Asian - Laotian | 0 0% | 2 0.3% | 1 0.6% | 0 0% | 2 0.1% | 0 0% | 2 0.2% |
| Asian - Vietnamese | 0 0% | 22 2.8% | 3 1.8% | 4 1.4% | 42 1.7% | 2 1.7% | 26 2.2% |
| Asian - Other or Multiple | 0 0% | 22 2.8% | 7 4.2% | 9 3.2% | 67 2.8% | 8 6.7% | 49 4.1% |
| Black or African American | 1 2.3% | 75 9.6% | 16 9.5% | 31 11% | 189 7.8% | 9 7.6% | 102 8.5% |
| Hispanic or Latino | 16 36.4% | 141 18.1% | 24 14.3% | 41 14.5% | 598 24.8% | 18 15.1% | 223 18.6% |
| Native American or Alaska Native | 0 0% | 7 0.9% | 0 0% | 2 0.7% | 8 0.3% | 0 0% | 4 0.3% |
| Pacific Islander - Guamanian | 0 0% | 2 0.3% | 0 0% | 1 0.4% | 1 <0.1% | 0 0% | 1 0.1% |
| Pacific Islander - Hawaiian | 0 0% | 1 0.1% | 1 0.6% | 0 0% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Samoan | 0 0% | 0 0% | 0 0% | 0 0% | 1 <0.1% | 0 0% | 0 0% |
| Pacific Islander - Other or Multiple | 0 0% | 12 1.5% | 5 3% | 1 0.4% | 6 0.2% | 0 0% | 3 0.3% |
| White | 22 50% | 375 48.2% | 84 50% | 155 54.8% | 873 36.3% | 65 54.6% | 431 36% |
| Other or Multiple Race | 2 4.5% | 45 5.8% | 6 3.6% | 14 4.9% | 71 2.9% | 1 0.8% | 48 4% |
| Total | 44 100% | 778 100% | 168 100% | 283 100% | 2,408 100% | 119 100% | 1,198 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

| Group | Justice, Department of | | Legislative Counsel, Office of | | Library, California State | | Lottery, California State | | Managed Health Care, Department of | | Mental Health Services Oversight & Accountability Commission | | Military Department | |
|--------------------------------------|------------------------|-------|--------------------------------|-------|---------------------------|-------|---------------------------|-------|------------------------------------|-------|--|-------|---------------------|-------|
| Women | 2,829 | 59.1% | 229 | 43.4% | 85 | 64.4% | 342 | 42.3% | 292 | 63.6% | 30 | 75% | 85 | 31.1% |
| Men | 1,959 | 40.9% | 299 | 56.6% | 47 | 35.6% | 466 | 57.7% | 167 | 36.4% | 10 | 25% | 188 | 68.9% |
| Persons with Disabilities | 408 | 8.5% | 78 | 14.8% | 19 | 14.4% | 138 | 17.1% | 63 | 13.7% | 9 | 22.5% | 48 | 17.6% |
| Veterans | 191 | 4% | 23 | 4.4% | 5 | 3.8% | 40 | 5% | 18 | 3.9% | 1 | 2.5% | 39 | 14.3% |
| Asian - Cambodian | 5 | 0.1% | 1 | 0.2% | 0 | 0% | 3 | 0.4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 300 | 6.3% | 27 | 5.1% | 4 | 3% | 31 | 3.8% | 36 | 7.8% | 2 | 5% | 2 | 0.7% |
| Asian - Filipino | 226 | 4.7% | 22 | 4.2% | 0 | 0% | 35 | 4.3% | 21 | 4.6% | 2 | 5% | 12 | 4.4% |
| Asian - Indian | 123 | 2.6% | 31 | 5.9% | 1 | 0.8% | 25 | 3.1% | 21 | 4.6% | 1 | 2.5% | 2 | 0.7% |
| Asian - Japanese | 66 | 1.4% | 9 | 1.7% | 1 | 0.8% | 7 | 0.9% | 3 | 0.7% | 0 | 0% | 2 | 0.7% |
| Asian - Korean | 58 | 1.2% | 4 | 0.8% | 2 | 1.5% | 8 | 1% | 2 | 0.4% | 0 | 0% | 1 | 0.4% |
| Asian - Laotian | 9 | 0.2% | 1 | 0.2% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 83 | 1.7% | 16 | 3% | 1 | 0.8% | 13 | 1.6% | 15 | 3.3% | 0 | 0% | 9 | 3.3% |
| Asian - Other or Multiple | 135 | 2.8% | 30 | 5.7% | 6 | 4.5% | 22 | 2.7% | 25 | 5.4% | 0 | 0% | 3 | 1.1% |
| Black or African American | 376 | 7.9% | 55 | 10.4% | 6 | 4.5% | 61 | 7.5% | 41 | 8.9% | 4 | 10% | 20 | 7.3% |
| Hispanic or Latino | 903 | 18.9% | 76 | 14.4% | 18 | 13.6% | 206 | 25.5% | 70 | 15.3% | 2 | 5% | 55 | 20.1% |
| Native American or Alaska Native | 27 | 0.6% | 1 | 0.2% | 1 | 0.8% | 8 | 1% | 1 | 0.2% | 1 | 2.5% | 0 | 0% |
| Pacific Islander - Guamanian | 5 | 0.1% | 1 | 0.2% | 0 | 0% | 1 | 0.1% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 9 | 0.2% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 4 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 38 | 0.8% | 5 | 0.9% | 0 | 0% | 5 | 0.6% | 4 | 0.9% | 1 | 2.5% | 2 | 0.7% |
| White | 2,261 | 47.2% | 231 | 43.8% | 80 | 60.6% | 349 | 43.2% | 197 | 42.9% | 25 | 62.5% | 148 | 54.2% |
| Other or Multiple Race | 160 | 3.3% | 17 | 3.2% | 12 | 9.1% | 33 | 4.1% | 21 | 4.6% | 2 | 5% | 17 | 6.2% |
| Total | 4,788 | 100% | 528 | 100% | 132 | 100% | 808 | 100% | 459 | 100% | 40 | 100% | 273 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Mot-Pri

| Groups | Motor Vehicles, Department of | | Natural Resources Agency, California | | Parks & Recreation, Department of | | Peace Officer Standards & Training, Commission on | | Personnel Board, State | | Pesticide Regulation, Department of | | Prison Industry Authority, California | |
|--------------------------------------|-------------------------------|-------|--------------------------------------|-------|-----------------------------------|-------|---|-------|------------------------|-------|-------------------------------------|-------|---------------------------------------|-------|
| Women | 6,565 | 69.3% | 33 | 70.2% | 2,310 | 39% | 63 | 54.3% | 40 | 58.8% | 221 | 55% | 352 | 35.6% |
| Men | 2,915 | 30.7% | 14 | 29.8% | 3,606 | 61% | 53 | 45.7% | 28 | 41.2% | 181 | 45% | 638 | 64.4% |
| Persons with Disabilities | 1,242 | 13.1% | 8 | 17% | 154 | 2.6% | 17 | 14.7% | 13 | 19.1% | 45 | 11.2% | 39 | 3.9% |
| Veterans | 355 | 3.7% | 0 | 0% | 136 | 2.3% | 9 | 7.8% | 6 | 8.8% | 13 | 3.2% | 45 | 4.5% |
| Asian - Cambodian | 20 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 313 | 3.3% | 0 | 0% | 53 | 0.9% | 8 | 6.9% | 2 | 2.9% | 34 | 8.5% | 6 | 0.6% |
| Asian - Filipino | 480 | 5.1% | 0 | 0% | 71 | 1.2% | 5 | 4.3% | 3 | 4.4% | 6 | 1.5% | 22 | 2.2% |
| Asian - Indian | 201 | 2.1% | 1 | 2.1% | 18 | 0.3% | 2 | 1.7% | 2 | 2.9% | 13 | 3.2% | 3 | 0.3% |
| Asian - Japanese | 65 | 0.7% | 0 | 0% | 28 | 0.5% | 2 | 1.7% | 2 | 2.9% | 10 | 2.5% | 2 | 0.2% |
| Asian - Korean | 52 | 0.5% | 1 | 2.1% | 7 | 0.1% | 0 | 0% | 1 | 1.5% | 2 | 0.5% | 5 | 0.5% |
| Asian - Laotian | 13 | 0.1% | 0 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Asian - Vietnamese | 173 | 1.8% | 0 | 0% | 34 | 0.6% | 4 | 3.4% | 1 | 1.5% | 7 | 1.7% | 4 | 0.4% |
| Asian - Other or Multiple | 264 | 2.8% | 1 | 2.1% | 59 | 1% | 5 | 4.3% | 4 | 5.9% | 18 | 4.5% | 24 | 2.4% |
| Black or African American | 1,626 | 17.2% | 2 | 4.3% | 124 | 2.1% | 5 | 4.3% | 5 | 7.4% | 17 | 4.2% | 81 | 8.2% |
| Hispanic or Latino | 3,521 | 37.1% | 5 | 10.6% | 939 | 15.9% | 14 | 12.1% | 5 | 7.4% | 54 | 13.4% | 322 | 32.5% |
| Native American or Alaska Native | 81 | 0.9% | 0 | 0% | 73 | 1.2% | 1 | 0.9% | 0 | 0% | 3 | 0.7% | 8 | 0.8% |
| Pacific Islander - Guamanian | 15 | 0.2% | 0 | 0% | 2 | <0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Hawaiian | 7 | 0.1% | 0 | 0% | 13 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.2% |
| Pacific Islander - Samoan | 31 | 0.3% | 0 | 0% | 1 | <0.1% | 0 | 0% | 0 | 0% | 2 | 0.5% | 0 | 0% |
| Pacific Islander - Other or Multiple | 54 | 0.6% | 0 | 0% | 15 | 0.3% | 0 | 0% | 0 | 0% | 2 | 0.5% | 9 | 0.9% |
| White | 2,208 | 23.3% | 35 | 74.5% | 4,154 | 70.2% | 68 | 58.6% | 39 | 57.4% | 215 | 53.5% | 466 | 47.1% |
| Other or Multiple Race | 356 | 3.8% | 2 | 4.3% | 324 | 5.5% | 2 | 1.7% | 4 | 5.9% | 19 | 4.7% | 34 | 3.4% |
| Total | 9,480 | 100% | 47 | 100% | 5,916 | 100% | 116 | 100% | 68 | 100% | 402 | 100% | 990 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Pub-Reh

| Groups | Public Defender, Office of the State | | Public Employees' Retirement System, California | | Public Employment Relations Board | | Public Health, California Department of | | Public Utilities Commission, California | | Real Estate, Department of | | Rehabilitation, Department of | |
|--------------------------------------|--------------------------------------|-------|---|-------|-----------------------------------|-------|---|-------|---|-------|----------------------------|-------|-------------------------------|-------|
| Women | 44 | 63.8% | 1,471 | 56.4% | 35 | 57.4% | 2,613 | 66.8% | 595 | 46.9% | 236 | 62.8% | 1,308 | 72.4% |
| Men | 25 | 36.2% | 1,137 | 43.6% | 26 | 42.6% | 1,299 | 33.2% | 675 | 53.1% | 140 | 37.2% | 498 | 27.6% |
| Persons with Disabilities | 12 | 17.4% | 342 | 13.1% | 14 | 23% | 511 | 13.1% | 108 | 8.5% | 36 | 9.6% | 536 | 29.7% |
| Veterans | 3 | 4.3% | 122 | 4.7% | 2 | 3.3% | 145 | 3.7% | 43 | 3.4% | 15 | 4% | 50 | 2.8% |
| Asian - Cambodian | 0 | 0% | 4 | 0.2% | 0 | 0% | 6 | 0.2% | 0 | 0% | 0 | 0% | 8 | 0.4% |
| Asian - Chinese | 0 | 0% | 204 | 7.8% | 4 | 6.6% | 284 | 7.3% | 190 | 15% | 32 | 8.5% | 69 | 3.8% |
| Asian - Filipino | 1 | 1.4% | 108 | 4.1% | 4 | 6.6% | 390 | 10% | 71 | 5.6% | 24 | 6.4% | 101 | 5.6% |
| Asian - Indian | 0 | 0% | 115 | 4.4% | 0 | 0% | 120 | 3.1% | 39 | 3.1% | 5 | 1.3% | 30 | 1.7% |
| Asian - Japanese | 0 | 0% | 58 | 2.2% | 0 | 0% | 51 | 1.3% | 11 | 0.9% | 5 | 1.3% | 14 | 0.8% |
| Asian - Korean | 0 | 0% | 15 | 0.6% | 3 | 4.9% | 25 | 0.6% | 15 | 1.2% | 4 | 1.1% | 14 | 0.8% |
| Asian - Laotian | 0 | 0% | 5 | 0.2% | 0 | 0% | 6 | 0.2% | 1 | 0.1% | 0 | 0% | 1 | 0.1% |
| Asian - Vietnamese | 0 | 0% | 104 | 4% | 0 | 0% | 105 | 2.7% | 23 | 1.8% | 5 | 1.3% | 30 | 1.7% |
| Asian - Other or Multiple | 1 | 1.4% | 113 | 4.3% | 5 | 8.2% | 182 | 4.7% | 69 | 5.4% | 18 | 4.8% | 65 | 3.6% |
| Black or African American | 7 | 10.1% | 204 | 7.8% | 3 | 4.9% | 406 | 10.4% | 103 | 8.1% | 51 | 13.6% | 203 | 11.2% |
| Hispanic or Latino | 12 | 17.4% | 423 | 16.2% | 4 | 6.6% | 629 | 16.1% | 142 | 11.2% | 79 | 21% | 519 | 28.7% |
| Native American or Alaska Native | 0 | 0% | 9 | 0.3% | 0 | 0% | 16 | 0.4% | 4 | 0.3% | 1 | 0.3% | 11 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 2 | 0.1% | 0 | 0% | 2 | 0.1% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 2 | 0.1% | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 1 | <0.1% | 1 | 0.1% | 1 | 0.3% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 18 | 0.7% | 0 | 0% | 23 | 0.6% | 3 | 0.2% | 2 | 0.5% | 2 | 0.1% |
| White | 44 | 63.8% | 1,083 | 41.5% | 35 | 57.4% | 1,437 | 36.7% | 548 | 43.1% | 137 | 36.4% | 651 | 36% |
| Other or Multiple Race | 4 | 5.8% | 141 | 5.4% | 3 | 4.9% | 226 | 5.8% | 50 | 3.9% | 12 | 3.2% | 86 | 4.8% |
| Total | 69 | 100% | 2,608 | 100% | 61 | 100% | 3,912 | 100% | 1,270 | 100% | 376 | 100% | 1,806 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Res-Sta

| Groups | Resources Recycling & Recovery, Department of | | San Francisco Bay Conservation & Development Commission | | Science Center, California | | Secretary of State | | Sierra Nevada Conservancy | | Social Services, Department of | | State & Community Corrections, Board of | | State Audits, Bureau of | |
|--------------------------------------|---|-------|---|-------|----------------------------------|-------|-----------------------|-------|---------------------------------|-------|---|-------|--|-------|----------------------------|-------|
| Women | 421 | 56.1% | 30 | 65.2% | 40 | 32.8% | 305 | 57.8% | 22 | 62.9% | 3,198 | 70.3% | 65 | 72.2% | 85 | 53.8% |
| Men | 330 | 43.9% | 16 | 34.8% | 82 | 67.2% | 223 | 42.2% | 13 | 37.1% | 1,349 | 29.7% | 25 | 27.8% | 73 | 46.2% |
| Persons with Disabilities | 152 | 20.2% | 1 | 2.2% | 10 | 8.2% | 62 | 11.7% | 2 | 5.7% | 380 | 8.4% | 14 | 15.6% | 20 | 12.7% |
| Veterans | 36 | 4.8% | 1 | 2.2% | 4 | 3.3% | 29 | 5.5% | 1 | 2.9% | 135 | 3% | 5 | 5.6% | 4 | 2.5% |
| Asian - Cambodian | 2 | 0.3% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 11 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 42 | 5.6% | 4 | 8.7% | 3 | 2.5% | 22 | 4.2% | 0 | 0% | 194 | 4.3% | 2 | 2.2% | 7 | 4.4% |
| Asian - Filipino | 24 | 3.2% | 2 | 4.3% | 4 | 3.3% | 30 | 5.7% | 0 | 0% | 279 | 6.1% | 6 | 6.7% | 4 | 2.5% |
| Asian - Indian | 19 | 2.5% | 0 | 0% | 1 | 0.8% | 17 | 3.2% | 0 | 0% | 90 | 2% | 0 | 0% | 3 | 1.9% |
| Asian - Japanese | 11 | 1.5% | 0 | 0% | 0 | 0% | 7 | 1.3% | 0 | 0% | 41 | 0.9% | 1 | 1.1% | 0 | 0% |
| Asian - Korean | 2 | 0.3% | 0 | 0% | 2 | 1.6% | 2 | 0.4% | 0 | 0% | 35 | 0.8% | 0 | 0% | 2 | 1.3% |
| Asian - Laotian | 2 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 9 | 1.2% | 0 | 0% | 1 | 0.8% | 13 | 2.5% | 0 | 0% | 74 | 1.6% | 2 | 2.2% | 1 | 0.6% |
| Asian - Other or Multiple | 44 | 5.9% | 1 | 2.2% | 0 | 0% | 27 | 5.1% | 0 | 0% | 236 | 5.2% | 4 | 4.4% | 3 | 1.9% |
| Black or African American | 54 | 7.2% | 5 | 10.9% | 31 | 25.4% | 57 | 10.8% | 0 | 0% | 655 | 14.4% | 10 | 11.1% | 4 | 2.5% |
| Hispanic or Latino | 129 | 17.2% | 4 | 8.7% | 59 | 48.4% | 101 | 19.1% | 3 | 8.6% | 978 | 21.5% | 10 | 11.1% | 15 | 9.5% |
| Native American or Alaska Native | 3 | 0.4% | 0 | 0% | 1 | 0.8% | 3 | 0.6% | 0 | 0% | 23 | 0.5% | 1 | 1.1% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 1 | 0.1% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 5 | 0.7% | 0 | 0% | 0 | 0% | 5 | 0.9% | 0 | 0% | 22 | 0.5% | 0 | 0% | 1 | 0.6% |
| White | 371 | 49.4% | 29 | 63% | 16 | 13.1% | 209 | 39.6% | 31 | 88.6% | 1,583 | 34.8% | 50 | 55.6% | 111 | 70.3% |
| Other or Multiple Race | 33 | 4.4% | 1 | 2.2% | 4 | 3.3% | 31 | 5.9% | 1 | 2.9% | 319 | 7% | 4 | 4.4% | 7 | 4.4% |
| Total | 751 | 100% | 46 | 100% | 122 | 100% | 528 | 100% | 35 | 100% | 4,547 | 100% | 90 | 100% | 158 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Sta-Tax

| Groups | State Hospitals, Department of | | State Lands Commission | | Student Aid Commission, California | | Systems Integration, Office of | | Tahoe Conservancy, California | | Tax & Fee Administration, California Department of | | Tax Appeals, Office of | | Tax Credit Allocation Committee, California | |
|--------------------------------------|--------------------------------|------------|------------------------|------------|------------------------------------|------------|--------------------------------|------------|-------------------------------|------------|--|------------|------------------------|------------|---|------------|
| | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage |
| Women | 6,017 | 54.8% | 93 | 46.7% | 63 | 55.8% | 169 | 54% | 16 | 39% | 2,232 | 60.3% | 47 | 55.3% | 25 | 44.6% |
| Men | 4,969 | 45.2% | 106 | 53.3% | 50 | 44.2% | 144 | 46% | 25 | 61% | 1,472 | 39.7% | 38 | 44.7% | 31 | 55.4% |
| Persons with Disabilities | 844 | 7.7% | 47 | 23.6% | 13 | 11.5% | 33 | 10.5% | 4 | 9.8% | 719 | 19.4% | 11 | 12.9% | 1 | 1.8% |
| Veterans | 387 | 3.5% | 15 | 7.5% | 3 | 2.7% | 11 | 3.5% | 0 | 0% | 122 | 3.3% | 5 | 5.9% | 2 | 3.6% |
| Asian - Cambodian | 16 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 166 | 1.5% | 10 | 5% | 4 | 3.5% | 21 | 6.7% | 0 | 0% | 348 | 9.4% | 5 | 5.9% | 5 | 8.9% |
| Asian - Filipino | 1,790 | 16.3% | 12 | 6% | 4 | 3.5% | 10 | 3.2% | 0 | 0% | 192 | 5.2% | 3 | 3.5% | 3 | 5.4% |
| Asian - Indian | 280 | 2.5% | 7 | 3.5% | 11 | 9.7% | 37 | 11.8% | 0 | 0% | 113 | 3.1% | 4 | 4.7% | 2 | 3.6% |
| Asian - Japanese | 60 | 0.5% | 4 | 2% | 1 | 0.9% | 3 | 1% | 0 | 0% | 39 | 1.1% | 3 | 3.5% | 0 | 0% |
| Asian - Korean | 68 | 0.6% | 1 | 0.5% | 4 | 3.5% | 1 | 0.3% | 0 | 0% | 52 | 1.4% | 3 | 3.5% | 1 | 1.8% |
| Asian - Laotian | 7 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 0.3% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 165 | 1.5% | 1 | 0.5% | 1 | 0.9% | 3 | 1% | 0 | 0% | 138 | 3.7% | 5 | 5.9% | 1 | 1.8% |
| Asian - Other or Multiple | 328 | 3% | 4 | 2% | 3 | 2.7% | 17 | 5.4% | 0 | 0% | 164 | 4.4% | 5 | 5.9% | 6 | 10.7% |
| Black or African American | 1,611 | 14.7% | 7 | 3.5% | 9 | 8% | 26 | 8.3% | 0 | 0% | 322 | 8.7% | 10 | 11.8% | 3 | 5.4% |
| Hispanic or Latino | 2,779 | 25.3% | 34 | 17.1% | 35 | 31% | 43 | 13.7% | 3 | 7.3% | 880 | 23.8% | 10 | 11.8% | 13 | 23.2% |
| Native American or Alaska Native | 46 | 0.4% | 0 | 0% | 1 | 0.9% | 2 | 0.6% | 0 | 0% | 24 | 0.6% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 7 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 6 | 0.1% | 1 | 0.5% | 1 | 0.9% | 0 | 0% | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 2 | <0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 28 | 0.3% | 1 | 0.5% | 1 | 0.9% | 0 | 0% | 0 | 0% | 24 | 0.6% | 0 | 0% | 0 | 0% |
| White | 3,370 | 30.7% | 112 | 56.3% | 32 | 28.3% | 131 | 41.9% | 37 | 90.2% | 1,242 | 33.5% | 32 | 37.6% | 18 | 32.1% |
| Other or Multiple Race | 257 | 2.3% | 5 | 2.5% | 6 | 5.3% | 19 | 6.1% | 1 | 2.4% | 146 | 3.9% | 5 | 5.9% | 4 | 7.1% |
| Total | 10,986 | 100% | 199 | 100% | 113 | 100% | 313 | 100% | 41 | 100% | 3,704 | 100% | 85 | 100% | 56 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Tea-Tre

| Groups | Teacher Credentialing Commission | | Teachers' Retirement System, California State | | Technology, Department of | | Toxic Substances Control, Department of | | Transportation Agency, California State | | Transportation Commission, California | | Transportation, Department of | | Treasurer, Office of the State | |
|--------------------------------------|----------------------------------|-------|---|-------|---------------------------|-------|---|-------|---|-------|---------------------------------------|-------|-------------------------------|-------|--------------------------------|-------|
| Women | 95 | 63.3% | 715 | 58.5% | 356 | 41.1% | 477 | 51.9% | 23 | 60.5% | 24 | 66.7% | 5,262 | 25.8% | 122 | 59.5% |
| Men | 55 | 36.7% | 508 | 41.5% | 511 | 58.9% | 442 | 48.1% | 15 | 39.5% | 12 | 33.3% | 15,167 | 74.2% | 83 | 40.5% |
| Persons with Disabilities | 33 | 22% | 151 | 12.3% | 98 | 11.3% | 149 | 16.2% | 5 | 13.2% | 8 | 22.2% | 2,100 | 10.3% | 21 | 10.2% |
| Veterans | 5 | 3.3% | 27 | 2.2% | 60 | 6.9% | 31 | 3.4% | 0 | 0% | 1 | 2.8% | 954 | 4.7% | 8 | 3.9% |
| Asian - Cambodian | 1 | 0.7% | 5 | 0.4% | 2 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 33 | 0.2% | 0 | 0% |
| Asian - Chinese | 8 | 5.3% | 93 | 7.6% | 70 | 8.1% | 74 | 8.1% | 1 | 2.6% | 2 | 5.6% | 1,143 | 5.6% | 26 | 12.7% |
| Asian - Filipino | 9 | 6% | 57 | 4.7% | 31 | 3.6% | 33 | 3.6% | 1 | 2.6% | 1 | 2.8% | 868 | 4.2% | 17 | 8.3% |
| Asian - Indian | 4 | 2.7% | 35 | 2.9% | 52 | 6% | 35 | 3.8% | 0 | 0% | 1 | 2.8% | 719 | 3.5% | 5 | 2.4% |
| Asian - Japanese | 2 | 1.3% | 20 | 1.6% | 21 | 2.4% | 13 | 1.4% | 1 | 2.6% | 0 | 0% | 128 | 0.6% | 6 | 2.9% |
| Asian - Korean | 1 | 0.7% | 7 | 0.6% | 2 | 0.2% | 14 | 1.5% | 0 | 0% | 0 | 0% | 133 | 0.7% | 2 | 1% |
| Asian - Laotian | 0 | 0% | 2 | 0.2% | 4 | 0.5% | 3 | 0.3% | 0 | 0% | 0 | 0% | 23 | 0.1% | 0 | 0% |
| Asian - Vietnamese | 1 | 0.7% | 35 | 2.9% | 27 | 3.1% | 17 | 1.8% | 1 | 2.6% | 0 | 0% | 783 | 3.8% | 7 | 3.4% |
| Asian - Other or Multiple | 3 | 2% | 73 | 6% | 40 | 4.6% | 50 | 5.4% | 4 | 10.5% | 0 | 0% | 1,057 | 5.2% | 17 | 8.3% |
| Black or African American | 15 | 10% | 75 | 6.1% | 70 | 8.1% | 64 | 7% | 4 | 10.5% | 2 | 5.6% | 1,592 | 7.8% | 17 | 8.3% |
| Hispanic or Latino | 20 | 13.3% | 204 | 16.7% | 127 | 14.6% | 140 | 15.2% | 7 | 18.4% | 3 | 8.3% | 4,259 | 20.8% | 23 | 11.2% |
| Native American or Alaska Native | 1 | 0.7% | 11 | 0.9% | 6 | 0.7% | 2 | 0.2% | 0 | 0% | 0 | 0% | 163 | 0.8% | 0 | 0% |
| Pacific Islander - Guamanian | 1 | 0.7% | 2 | 0.2% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 19 | 0.1% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.7% | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 23 | 0.1% | 1 | 0.5% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 0.1% | 0 | 0% |
| Pacific Islander - Other or Multiple | 4 | 2.7% | 7 | 0.6% | 1 | 0.1% | 4 | 0.4% | 0 | 0% | 0 | 0% | 87 | 0.4% | 2 | 1% |
| White | 70 | 46.7% | 548 | 44.8% | 372 | 42.9% | 426 | 46.4% | 16 | 42.1% | 25 | 69.4% | 8,296 | 40.6% | 73 | 35.6% |
| Other or Multiple Race | 9 | 6% | 48 | 3.9% | 41 | 4.7% | 43 | 4.7% | 3 | 7.9% | 2 | 5.6% | 1,087 | 5.3% | 9 | 4.4% |
| Total | 150 | 100% | 1,223 | 100% | 867 | 100% | 919 | 100% | 38 | 100% | 36 | 100% | 20,429 | 100% | 205 | 100% |

Table B: State Civil Service Composition by Agency with 30 or More Employees
(Continued)

Table B
Une-Wor

| Groups | Unemployment Insurance Appeals Board, California | | Veterans Affairs, California Department of | | Victim Compensation Board, California | | Water Resources Control Board | | Water Resources, Department of | | Wildlife Conservation Board, California | | Workforce Development Board, California | |
|--------------------------------------|--|------------|--|------------|---------------------------------------|------------|-------------------------------|------------|--------------------------------|------------|---|------------|---|------------|
| | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage |
| Women | 201 | 62.4% | 1,994 | 65.6% | 159 | 70.4% | 1,115 | 48.9% | 1,086 | 33.6% | 12 | 38.7% | 29 | 64.4% |
| Men | 121 | 37.6% | 1,046 | 34.4% | 67 | 29.6% | 1,165 | 51.1% | 2,143 | 66.4% | 19 | 61.3% | 16 | 35.6% |
| Persons with Disabilities | 72 | 22.4% | 241 | 7.9% | 39 | 17.3% | 311 | 13.6% | 311 | 9.6% | 4 | 12.9% | 4 | 8.9% |
| Veterans | 7 | 2.2% | 231 | 7.6% | 7 | 3.1% | 67 | 2.9% | 199 | 6.2% | 3 | 9.7% | 1 | 2.2% |
| Asian - Cambodian | 1 | 0.3% | 3 | 0.1% | 1 | 0.4% | 3 | 0.1% | 2 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 9 | 2.8% | 37 | 1.2% | 10 | 4.4% | 125 | 5.5% | 190 | 5.9% | 0 | 0% | 2 | 4.4% |
| Asian - Filipino | 20 | 6.2% | 730 | 24% | 5 | 2.2% | 70 | 3.1% | 97 | 3% | 0 | 0% | 0 | 0% |
| Asian - Indian | 2 | 0.6% | 69 | 2.3% | 8 | 3.5% | 67 | 2.9% | 105 | 3.3% | 0 | 0% | 1 | 2.2% |
| Asian - Japanese | 3 | 0.9% | 12 | 0.4% | 1 | 0.4% | 24 | 1.1% | 32 | 1% | 1 | 3.2% | 0 | 0% |
| Asian - Korean | 4 | 1.2% | 15 | 0.5% | 0 | 0% | 20 | 0.9% | 13 | 0.4% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 7 | 2.2% | 32 | 1.1% | 5 | 2.2% | 45 | 2% | 41 | 1.3% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 2 | 0.6% | 67 | 2.2% | 9 | 4% | 78 | 3.4% | 154 | 4.8% | 1 | 3.2% | 3 | 6.7% |
| Black or African American | 30 | 9.3% | 411 | 13.5% | 21 | 9.3% | 93 | 4.1% | 116 | 3.6% | 0 | 0% | 6 | 13.3% |
| Hispanic or Latino | 87 | 27% | 720 | 23.7% | 60 | 26.5% | 311 | 13.6% | 508 | 15.7% | 2 | 6.5% | 9 | 20% |
| Native American or Alaska Native | 0 | 0% | 11 | 0.4% | 0 | 0% | 10 | 0.4% | 25 | 0.8% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 1 | 0.3% | 0 | 0% | 0 | 0% | 1 | <0.1% | 8 | 0.2% | 0 | 0% | 1 | 2.2% |
| Pacific Islander - Hawaiian | 0 | 0% | 2 | 0.1% | 0 | 0% | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 1 | <0.1% | 0 | 0% | 2 | 0.1% | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 3 | 0.9% | 9 | 0.3% | 0 | 0% | 7 | 0.3% | 19 | 0.6% | 0 | 0% | 0 | 0% |
| White | 144 | 44.7% | 829 | 27.3% | 92 | 40.7% | 1,287 | 56.4% | 1,764 | 54.6% | 27 | 87.1% | 17 | 37.8% |
| Other or Multiple Race | 9 | 2.8% | 89 | 2.9% | 14 | 6.2% | 137 | 6% | 148 | 4.6% | 0 | 0% | 6 | 13.3% |
| Total | 322 | 100% | 3,040 | 100% | 226 | 100% | 2,280 | 100% | 3,229 | 100% | 31 | 100% | 45 | 100% |

Appendix

Table C

State Civil Service Composition by Age and Gender

Table C: State Civil Service Composition by Age and Gender

Table C
Age
<25-34

| Group Type | Women Under 25 | | Men Under 25 | | Women 25-29 | | Men 25-29 | | Women 30-34 | | Men 30-34 | |
|--------------------------------------|-------------------|-------|-----------------|-------|----------------|-------|--------------|-------|----------------|-------|--------------|-------|
| Persons with Disabilities | 33 | 1.1% | 40 | 1% | 287 | 3.1% | 186 | 1.6% | 779 | 6t% | 538 | 3.3% |
| Veterans | 3 | 0.1% | 36 | 0.9% | 59 | 0.6% | 383 | 3.3% | 141 | 1.1% | 866 | 5.3% |
| Asian - Cambodian | 6 | 0.2% | 2 | 0.1% | 17 | 0.2% | 19 | 0.2% | 31 | 0.2% | 30 | 0.2% |
| Asian - Chinese | 94 | 3.1% | 103 | 2.6% | 340 | 3.7% | 379 | 3.3% | 555 | 4.3% | 521 | 3.2% |
| Asian - Filipino | 94 | 3.1% | 85 | 2.1% | 352 | 3.8% | 356 | 3.1% | 584 | 4.5% | 669 | 4.1% |
| Asian - Indian | 58 | 1.9% | 61 | 1.5% | 250 | 2.7% | 198 | 1.7% | 365 | 2.8% | 297 | 1.8% |
| Asian - Japanese | 10 | 0.3% | 21 | 0.5% | 38 | 0.4% | 45 | 0.4% | 71 | 0.5% | 75 | 0.5% |
| Asian - Korean | 7 | 0.2% | 17 | 0.4% | 47 | 0.5% | 51 | 0.4% | 57 | 0.4% | 77 | 0.5% |
| Asian - Laotian | 5 | 0.2% | 4 | 0.1% | 15 | 0.2% | 16 | 0.1% | 18 | 0.1% | 20 | 0.1% |
| Asian - Vietnamese | 55 | 1.8% | 61 | 1.5% | 203 | 2.2% | 178 | 1.5% | 312 | 2.4% | 260 | 1.6% |
| Asian - Other or Multiple | 126 | 4.2% | 164 | 4.1% | 485 | 5.3% | 608 | 5.2% | 670 | 5.2% | 780 | 4.8% |
| Black or African American | 206 | 6.9% | 179 | 4.5% | 688 | 7.5% | 601 | 5.2% | 1,211 | 9.3% | 965 | 5.9% |
| Hispanic or Latino | 923 | 30.9% | 1,211 | 30.4% | 3,076 | 33.5% | 4,166 | 35.9% | 3,877 | 29.8% | 5,038 | 31.1% |
| Native American or Alaska Native | 24 | 0.8% | 40 | 1% | 62 | 0.7% | 66 | 0.6% | 88 | 0.7% | 119 | 0.7% |
| Pacific Islander - Guamanian | 1 | <0.1% | 3 | 0.1% | 4 | 0% | 6 | 0.1% | 11 | 0.1% | 8 | <0.1% |
| Pacific Islander - Hawaiian | 4 | 0.1% | 2 | 0.1% | 9 | 0.1% | 7 | 0.1% | 6 | <0.1% | 10 | 0.1% |
| Pacific Islander - Samoan | 3 | 0.1% | 2 | 0.1% | 5 | 0.1% | 2 | <0.1% | 19 | 0.1% | 7 | <0.1% |
| Pacific Islander - Other or Multiple | 15 | 0.5% | 32 | 0.8% | 60 | 0.7% | 77 | 0.7% | 75 | 0.6% | 102 | 0.6% |
| White | 1,061 | 35.5% | 1,714 | 43% | 2,832 | 30.8% | 4,086 | 35.2% | 4,315 | 33.2% | 6,501 | 40.1% |
| Other or Multiple Race | 297 | 9.9% | 285 | 7.2% | 710 | 7.7% | 753 | 6.5% | 741 | 5.7% | 741 | 4.6% |
| Total | 2,989 | 1.3% | 3,986 | 1.8% | 9,193 | 4.1% | 11,614 | 5.2% | 13,006 | 5.8% | 16,220 | 7.3% |

Table C: State Civil Service Composition by Age and Gender (Continued)

Table C
Age
35-49

| Group Type | Women 35-39 | | Men 35-39 | | Women 40-44 | | Men 40-44 | | Women 45-49 | | Men 45-49 | |
|--------------------------------------|----------------|-------|--------------|-------|----------------|-------|--------------|-------|----------------|-------|--------------|-------|
| Persons with Disabilities | 1,071 | 7.6% | 838 | 4.7% | 1,345 | 9.4% | 997 | 5.7% | 1,842 | 12.3% | 1,214 | 7.1% |
| Veterans | 193 | 1.4% | 1,342 | 7.6% | 184 | 1.3% | 1,573 | 9% | 226 | 1.5% | 1,910 | 11.2% |
| Asian - Cambodian | 47 | 0.3% | 26 | 0.1% | 27 | 0.2% | 28 | 0.2% | 22 | 0.1% | 16 | 0.1% |
| Asian - Chinese | 576 | 4.1% | 542 | 3.1% | 665 | 4.6% | 533 | 3.1% | 723 | 4.8% | 538 | 3.2% |
| Asian - Filipino | 787 | 5.6% | 761 | 4.3% | 1,016 | 7.1% | 849 | 4.9% | 1,195 | 8% | 871 | 5.1% |
| Asian - Indian | 451 | 3.2% | 310 | 1.7% | 511 | 3.6% | 363 | 2.1% | 388 | 2.6% | 311 | 1.8% |
| Asian - Japanese | 100 | 0.7% | 99 | 0.6% | 91 | 0.6% | 104 | 0.6% | 145 | 1% | 102 | 0.6% |
| Asian - Korean | 93 | 0.7% | 90 | 0.5% | 111 | 0.8% | 114 | 0.7% | 119 | 0.8% | 125 | 0.7% |
| Asian - Laotian | 39 | 0.3% | 20 | 0.1% | 30 | 0.2% | 15 | 0.1% | 12 | 0.1% | 16 | 0.1% |
| Asian - Vietnamese | 329 | 2.3% | 287 | 1.6% | 329 | 2.3% | 260 | 1.5% | 346 | 2.3% | 368 | 2.2% |
| Asian - Other or Multiple | 658 | 4.7% | 664 | 3.7% | 485 | 3.4% | 464 | 2.7% | 396 | 2.6% | 516 | 3% |
| Black or African American | 1,393 | 9.9% | 1,102 | 6.2% | 1,516 | 10.6% | 1,203 | 6.9% | 1,901 | 12.7% | 1,400 | 8.2% |
| Hispanic or Latino | 3,998 | 28.3% | 5,227 | 29.4% | 4,045 | 28.2% | 5,022 | 28.9% | 3,797 | 25.4% | 4,467 | 26.2% |
| Native American or Alaska Native | 105 | 0.7% | 87 | 0.5% | 108 | 0.8% | 123 | 0.7% | 106 | 0.7% | 80 | 0.5% |
| Pacific Islander - Guamanian | 11 | 0.1% | 12 | 0.1% | 15 | 0.1% | 15 | 0.1% | 11 | 0.1% | 14 | 0.1% |
| Pacific Islander - Hawaiian | 11 | 0.1% | 9 | 0.1% | 20 | 0.1% | 22 | 0.1% | 18 | 0.1% | 13 | 0.1% |
| Pacific Islander - Samoan | 20 | 0.1% | 6 | <0.1% | 7 | <0.1% | 5 | <0.1% | 15 | 0.1% | 11 | 0.1% |
| Pacific Islander - Other or Multiple | 108 | 0.8% | 99 | 0.6% | 75 | 0.5% | 84 | 0.5% | 70 | 0.5% | 85 | 0.5% |
| White | 4,811 | 34% | 7,773 | 43.7% | 4,711 | 32.8% | 7,585 | 43.6% | 5,187 | 34.7% | 7,590 | 44.5% |
| Other or Multiple Race | 593 | 4.2% | 656 | 3.7% | 602 | 4.2% | 600 | 3.5% | 507 | 3.4% | 539 | 3.2% |
| Total | 14,130 | 6.3% | 17,770 | 8% | 14,364 | 6.4% | 17,389 | 7.8% | 14,958 | 6.7% | 17,062t | 7.7% |

Table C: State Civil Service Composition by Age and Gender (Continued)

Table C
Age
50-64

| Group Type | Women 50-54 | | Men 50-54 | | Women 55-59 | | Men 55-59 | | Women 60-64 | | Men 60-64 | |
|--------------------------------------|----------------|-------|--------------|-------|----------------|-------|--------------|-------|----------------|-------|--------------|-------|
| Persons with Disabilities | 2,427 | 16.2% | 1,524 | 10.6% | 2,121 | 18.2% | 1,606 | 14% | 1,205 | 20.3% | 1,030 | 16.2% |
| Veterans | 295 | 2% | 1,654 | 11.6% | 249 | 2.1% | 1,308 | 11.4% | 158 | 2.7% | 717 | 11.3% |
| Asian - Cambodian | 9 | 0.1% | 11 | 0.1% | 1 | <0.1% | 4 | <0.1% | 1 | <0.1% | 1 | <0.1% |
| Asian - Chinese | 746 | 5% | 492 | 3.4% | 533 | 4.6% | 461 | 4% | 221 | 3.7% | 244 | 3.8% |
| Asian - Filipino | 1,222 | 8.1% | 800 | 5.6% | 994 | 8.5% | 636 | 5.5% | 520 | 8.7% | 387 | 6.1% |
| Asian - Indian | 304 | 2% | 329 | 2.3% | 176 | 1.5% | 274 | 2.4% | 78 | 1.3% | 145 | 2.3% |
| Asian - Japanese | 151 | 1% | 125 | 0.9% | 106 | 0.9% | 133 | 1.2% | 71 | 1.2% | 66 | 1% |
| Asian - Korean | 82 | 0.5% | 85 | 0.6% | 41 | 0.4% | 46 | 0.4% | 27 | 0.5% | 29 | 0.5% |
| Asian - Laotian | 11 | 0.1% | 8 | 0.1% | 1 | <0.1% | 4 | <0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 256 | 1.7% | 279 | 1.9% | 130 | 1.1% | 147 | 1.3% | 51 | 0.9% | 76 | 1.2% |
| Asian - Other or Multiple | 374 | 2.5% | 405 | 2.8% | 231 | 2% | 344 | 3% | 110 | 1.9% | 201 | 3.2% |
| Black or African American | 2,183 | 14.6% | 1,398 | 9.8% | 1,637 | 14% | 1,169 | 10.2% | 784 | 13.2% | 665 | 10.5% |
| Hispanic or Latino | 3,269 | 21.8% | 3,151 | 22% | 2,262 | 19.4% | 2,089 | 18.2% | 874 | 14.7% | 946 | 14.9% |
| Native American or Alaska Native | 86 | 0.6% | 82 | 0.6% | 68 | 0.6% | 73 | 0.6% | 30 | 0.5% | 46 | 0.7% |
| Pacific Islander - Guamanian | 9 | 0.1% | 12 | 0.1% | 19 | 0.2% | 8 | 0.1% | 5 | 0.1% | 5 | 0.1% |
| Pacific Islander - Hawaiian | 22 | 0.1% | 16 | 0.1% | 7 | 0.1% | 12 | 0.1% | 5 | 0.1% | 6 | 0.1% |
| Pacific Islander - Samoan | 14 | 0.1% | 6 | <0.1% | 8 | 0.1% | 4 | <0.1% | 3 | 0.1% | 2 | <0.1% |
| Pacific Islander - Other or Multiple | 77 | 0.5% | 72 | 0.5% | 47 | 0.4% | 43 | 0.4% | 24 | 0.4% | 21 | 0.3% |
| White | 5,694 | 38% | 6,574 | 45.9% | 5,003 | 42.9% | 5,653 | 49.3% | 2,944 | 49.5% | 3,288 | 51.8% |
| Other or Multiple Race | 488 | 3.3% | 465 | 3.2% | 389 | 3.3% | 372 | 3.2% | 195 | 3.3% | 224 | 3.5% |
| Total | 14,997 | 6.7% | 14,310 | 6.4% | 11,653 | 5.2% | 11,472 | 5.1% | 5,943 | 2.7% | 6,352 | 2.9% |

Table C: State Civil Service Composition by Age and Gender (Continued)

Table C
Age
>64-Total

| Group Type | Women Over 64 | | Men Over 64 | | Total Women | | Total Men | | Total | |
|--------------------------------------|---------------|-------|-------------|-------|-------------|-------|-----------|-------|---------|-------|
| Persons with Disabilities | 529 | 22.3% | 507 | 16.6% | 11,639 | 11.2% | 8,480 | 7.1% | 20,119 | 9% |
| Veterans | 73 | 3.1% | 481 | 15.7% | 1,581 | 1.5% | 10,270 | 8.6% | 11,851 | 5.3% |
| Asian - Cambodian | 0 | 0% | 1 | <0.1% | 161 | 0.2% | 138 | 0.1% | 299 | 0.1% |
| Asian - Chinese | 101 | 4.3% | 126 | 4.1% | 4,554 | 4.4% | 3,939 | 3.3% | 8,493 | 3.8% |
| Asian - Filipino | 219 | 9.2% | 131 | 4.3% | 6,983 | 6.7% | 5,545 | 4.7% | 12,528 | 5.6% |
| Asian - Indian | 34 | 1.4% | 130 | 4.3% | 2,615 | 2.5% | 2,418 | 2% | 5,033 | 2.3% |
| Asian - Japanese | 30 | 1.3% | 28 | 0.9% | 813 | 0.8% | 798 | 0.7% | 1,611 | 0.7% |
| Asian - Korean | 8 | 0.3% | 17 | 0.6% | 592 | 0.6% | 651 | 0.5% | 1,243 | 0.6% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 131 | 0.1% | 103 | 0.1% | 234 | 0.1% |
| Asian - Vietnamese | 20 | 0.8% | 35 | 1.1% | 2,031 | 2% | 1,951 | 1.6% | 3,982 | 1.8% |
| Asian - Other or Multiple | 36 | 1.5% | 103 | 3.4% | 3,571 | 3.4% | 4,249 | 3.6% | 7,820 | 3.5% |
| Black or African American | 278 | 11.7% | 251 | 8.2% | 11,797 | 11.4% | 8,933 | 7.5% | 20,730 | 9.3% |
| Hispanic or Latino | 250 | 10.5% | 277 | 9.1% | 26,371 | 25.5% | 31,594 | 26.5% | 57,965 | 26% |
| Native American or Alaska Native | 10 | 0.4% | 20 | 0.7% | 687 | 0.7% | 736 | 0.6% | 1,423 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 3 | 0.1% | 86 | 0.1% | 86 | 0.1% | 172 | 0.1% |
| Pacific Islander - Hawaiian | 6 | 0.3% | 2 | 0.1% | 108 | 0.1% | 99 | 0.1% | 207 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 1 | <0.1% | 94 | 0.1% | 46 | <0.1% | 140 | 0.1% |
| Pacific Islander - Other or Multiple | 5 | 0.2% | 8 | 0.3% | 556 | 0.5% | 623 | 0.5% | 1,179 | 0.5% |
| White | 1,298 | 54.7% | 1,799 | 58.9% | 37,856 | 36.5% | 52,563 | 44.1% | 90,419 | 40.6% |
| Other or Multiple Race | 78 | 3.3% | 124 | 4.1% | 4,600 | 4.4% | 4,759 | 4% | 9,359 | 4.2% |
| Total | 2,373 | 1.1% | 3,056 | 1.4% | 103,606 | 46.5% | 119,231 | 53.5% | 222,837 | |

Appendix

Table D

State Civil Service Composition by Job Category

Table D: State Civil Service Composition by Job Category

Table D Arc-Con

| Group Type | Architecture & Engineering Occupations | | Arts, Design, Entertainment, Sports & Media Occupations | | Building & Grounds Cleaning & Maintenance Occupations | | Business & Financial Operations Occupations | | Community & Social Service Occupations | | Computer & Mathematical Occupations | | Construction & Extraction Occupations | |
|--------------------------------------|--|-------|---|-------|---|-------|---|-------|--|-------|-------------------------------------|-------|---------------------------------------|-------|
| Women | 2,668 | 21.4% | 453 | 56.5% | 899 | 30.8% | 31,203 | 67.5% | 2,522 | 48.2% | 3,929 | 35.2% | 279 | 4.1% |
| Men | 9,803 | 78.6% | 349 | 43.5% | 2,022 | 69.2% | 15,036 | 32.5% | 2,715 | 51.8% | 7,223 | 64.8% | 6,577 | 95.9% |
| Persons with Disabilities | 1,345 | 10.8% | 92 | 11.5% | 191 | 6.5% | 6,137 | 13.3% | 484 | 9.2% | 1,261 | 11.3% | 399 | 5.8% |
| Veterans | 435 | 3.5% | 35 | 4.4% | 89 | 3% | 1,678 | 3.6% | 361 | 6.9% | 724 | 6.5% | 468 | 6.8% |
| Asian - Cambodian | 28 | 0.2% | 0 | 0% | 0 | 0% | 76 | 0.2% | 5 | 0.1% | 23 | 0.2% | 1 | <0.1% |
| Asian - Chinese | 1,207 | 9.7% | 29 | 3.6% | 42 | 1.4% | 3,037 | 6.6% | 52 | 1% | 1,183 | 10.6% | 14 | 0.2% |
| Asian - Filipino | 618 | 5% | 28 | 3.5% | 177 | 6.1% | 2,760 | 6% | 142 | 2.7% | 624 | 5.6% | 110 | 1.6% |
| Asian - Indian | 708 | 5.7% | 3 | 0.4% | 26 | 0.9% | 1,154 | 2.5% | 27 | 0.5% | 877 | 7.9% | 18 | 0.3% |
| Asian - Japanese | 124 | 1% | 7 | 0.9% | 7 | 0.2% | 503 | 1.1% | 20 | 0.4% | 188 | 1.7% | 12 | 0.2% |
| Asian - Korean | 139 | 1.1% | 1 | 0.1% | 2 | 0.1% | 334 | 0.7% | 31 | 0.6% | 69 | 0.6% | 6 | 0.1% |
| Asian - Laotian | 14 | 0.1% | 0 | 0% | 0 | 0% | 80 | 0.2% | 3 | 0.1% | 20 | 0.2% | 3 | <0.1% |
| Asian - Vietnamese | 719 | 5.8% | 3 | 0.4% | 5 | 0.2% | 1,344 | 2.9% | 32 | 0.6% | 494 | 4.4% | 22 | 0.3% |
| Asian - Other or Multiple | 1,035 | 8.3% | 12 | 1.5% | 33 | 1.1% | 2,099 | 4.5% | 140 | 2.7% | 657 | 5.9% | 26 | 0.4% |
| Black or African American | 494 | 4% | 54 | 6.7% | 574 | 19.7% | 4,454 | 9.6% | 750 | 14.3% | 702 | 6.3% | 625 | 9.1% |
| Hispanic or Latino | 1,614 | 12.9% | 162 | 20.2% | 1,259 | 43.1% | 9,845 | 21.3% | 1,861 | 35.5% | 1,341 | 12% | 2,202 | 32.1% |
| Native American or Alaska Native | 42 | 0.3% | 8 | 1% | 25 | 0.9% | 219 | 0.5% | 38 | 0.7% | 45 | 0.4% | 100 | 1.5% |
| Pacific Islander - Guamanian | 4 | <0.1% | 0 | 0% | 1 | <0.1% | 41 | 0.1% | 3 | 0.1% | 17 | 0.2% | 11 | 0.2% |
| Pacific Islander - Hawaiian | 5 | <0.1% | 0 | 0% | 3 | 0.1% | 46 | 0.1% | 1 | <0.1% | 9 | 0.1% | 9 | 0.1% |
| Pacific Islander - Other or Multiple | 35 | 0.3% | 1 | 0.1% | 27 | 0.9% | 352 | 0.8% | 21 | 0.4% | 79 | 0.7% | 32 | 0.5% |
| Pacific Islander - Samoan | 2 | <0.1% | 0 | 0% | 3 | 0.1% | 25 | 0.1% | 2 | <0.1% | 3 | <0.1% | 10 | 0.1% |
| White | 4,952 | 39.7% | 462 | 57.6% | 625 | 21.4% | 17,718 | 38.3% | 1,911 | 36.5% | 4,292 | 38.5% | 3,356 | 48.9% |
| Other or Multiple Race | 731 | 5.9% | 32 | 4% | 112 | 3.8% | 2,152 | 4.7% | 198 | 3.8% | 529 | 4.7% | 299 | 4.4% |
| Total | 12,471 | 5.6% | 802 | 0.4% | 2,921 | 1.3% | 46,239 | 20.8% | 5,237 | 2.4% | 11,152 | 5% | 6,856 | 3.1% |

Table D: State Civil Service Composition by Job Category (Continued)

Table D
Edu-Leg

| Group Type | Education, Training, & Library Occupations | | Farming, Fishing, & Forestry Occupations | | Food Preparation & Serving Related Occupations | | Healthcare Practitioners & Technical Occupations | | Healthcare Support Occupations | | Installation, Maintenance, & Repair Occupations | | Legal Occupations | |
|--------------------------------------|--|-------|--|-------|--|-------|--|-------|--------------------------------|-------|---|-------|-------------------|-------|
| Women | 1,128 | 52.8% | 348 | 37.4% | 1,114 | 48.2% | 11,766 | 64.5% | 1,818 | 86.7% | 223 | 7% | 2,741 | 56.8% |
| Men | 1,009 | 47.2% | 583 | 62.6% | 1,197 | 51.8% | 6,475 | 35.5% | 280 | 13.3% | 2,982 | 93% | 2,083 | 43.2% |
| Persons with Disabilities | 196 | 9.2% | 28 | 3% | 123 | 5.3% | 920 | 5% | 42 | 2% | 204 | 6.4% | 503 | 10.4% |
| Veterans | 110 | 5.1% | 35 | 3.8% | 129 | 5.6% | 491 | 2.7% | 15 | 0.7% | 280 | 8.7% | 127 | 2.6% |
| Asian - Cambodian | 2 | 0.1% | 1 | 0.1% | 6 | 0.3% | 35 | 0.2% | 4 | 0.2% | 3 | 0.1% | 3 | 0.1% |
| Asian - Chinese | 16 | 0.7% | 9 | 1% | 29 | 1.3% | 431 | 2.4% | 6 | 0.3% | 20 | 0.6% | 249 | 5.2% |
| Asian - Filipino | 51 | 2.4% | 25 | 2.7% | 324 | 14% | 3,481 | 19.1% | 401 | 19.1% | 69 | 2.2% | 136 | 2.8% |
| Asian - Indian | 21 | 1% | 3 | 0.3% | 37 | 1.6% | 773 | 4.2% | 102 | 4.9% | 14 | 0.4% | 83 | 1.7% |
| Asian - Japanese | 9 | 0.4% | 7 | 0.8% | 4 | 0.2% | 97 | 0.5% | 4 | 0.2% | 13 | 0.4% | 59 | 1.2% |
| Asian - Korean | 3 | 0.1% | 5 | 0.5% | 5 | 0.2% | 146 | 0.8% | 1 | <0.1% | 4 | 0.1% | 144 | 3% |
| Asian - Laotian | 1 | <0.1% | 0 | 0% | 1 | <0.1% | 20 | 0.1% | 1 | <0.1% | 1 | <0.1% | 0 | 0% |
| Asian - Vietnamese | 4 | 0.2% | 18 | 1.9% | 12 | 0.5% | 334 | 1.8% | 2 | 0.1% | 12 | 0.4% | 59 | 1.2% |
| Asian - Other or Multiple | 41 | 1.9% | 20 | 2.1% | 38 | 1.6% | 805 | 4.4% | 56 | 2.7% | 28 | 0.9% | 109 | 2.3% |
| Black or African American | 160 | 7.5% | 23 | 2.5% | 267 | 11.6% | 2,850 | 15.6% | 356 | 17% | 117 | 3.7% | 272 | 5.6% |
| Hispanic or Latino | 449 | 21% | 308 | 33.1% | 919 | 39.8% | 3,700 | 20.3% | 716 | 34.1% | 828 | 25.8% | 513 | 10.6% |
| Native American or Alaska Native | 13 | 0.6% | 8 | 0.9% | 18 | 0.8% | 78 | 0.4% | 16 | 0.8% | 47 | 1.5% | 19 | 0.4% |
| Pacific Islander - Guamanian | 0 | 0% | 2 | 0.2% | 2 | 0.1% | 9 | <0.1% | 0 | 0% | 6 | 0.2% | 3 | 0.1% |
| Pacific Islander - Hawaiian | 3 | 0.1% | 1 | 0.1% | 1 | <0.1% | 12 | 0.1% | 0 | 0% | 4 | 0.1% | 5 | 0.1% |
| Pacific Islander - Other or Multiple | 5 | 0.2% | 5 | 0.5% | 13 | 0.6% | 77 | 0.4% | 13 | 0.6% | 10 | 0.3% | 10 | 0.2% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 0.1% | 1 | <0.1% | 0 | 0% | 2 | <0.1% |
| White | 1,279 | 59.9% | 451 | 48.4% | 588 | 25.4% | 4,961 | 27.2% | 374 | 17.8% | 1,887 | 58.9% | 2,973 | 61.6% |
| Other or Multiple Race | 80 | 3.7% | 45 | 4.8% | 47 | 2% | 422 | 2.3% | 45 | 2.1% | 142 | 4.4% | 185 | 3.8% |
| Total | 2,137 | 1% | 931 | 0.4% | 2,311 | 1% | 18,241 | 8.2% | 2,098 | 0.9% | 3,205 | 1.4% | 4,824 | 2.2% |

Table D: State Civil Service Composition by Job Category (Continued)

Table D
Lif-Pro

| Group Type | Life, Physical, & Social Science Occupations | | Management Occupations | | Office & Administrative Support Occupations | | Personal Care & Service Occupations | | Production Occupations | | Protective Service Occupations | |
|--------------------------------------|--|-------|------------------------|-------|---|-------|-------------------------------------|-------|------------------------|-------|--------------------------------|-------|
| Women | 5,226 | 51.5% | 3,371 | 45.8% | 24,791 | 73.7% | 236 | 67.6% | 181 | 10.5% | 6,027 | 13.8% |
| Men | 4,917 | 48.5% | 3,996 | 54.2% | 8,848 | 26.3% | 113 | 32.4% | 1,541 | 89.5% | 37,506 | 86.2% |
| Persons with Disabilities | 966 | 9.5% | 975 | 13.2% | 4,328 | 12.9% | 42 | 12% | 109 | 6.3% | 1,225 | 2.8% |
| Veterans | 283 | 2.8% | 431 | 5.9% | 1,303 | 3.9% | 14 | 4% | 230 | 13.4% | 4,358 | 10% |
| Asian - Cambodian | 11 | 0.1% | 3 | <0.1% | 66 | 0.2% | 0 | 0% | 0 | 0% | 25 | 0.1% |
| Asian - Chinese | 476 | 4.7% | 341 | 4.6% | 903 | 2.7% | 3 | 0.9% | 13 | 0.8% | 233 | 0.5% |
| Asian - Filipino | 181 | 1.8% | 230 | 3.1% | 1,872 | 5.6% | 37 | 10.6% | 73 | 4.2% | 924 | 2.1% |
| Asian - Indian | 211 | 2.1% | 292 | 4% | 446 | 1.3% | 0 | 0% | 23 | 1.3% | 95 | 0.2% |
| Asian - Japanese | 118 | 1.2% | 114 | 1.5% | 173 | 0.5% | 2 | 0.6% | 5 | 0.3% | 116 | 0.3% |
| Asian - Korean | 68 | 0.7% | 34 | 0.5% | 128 | 0.4% | 4 | 1.1% | 8 | 0.5% | 84 | 0.2% |
| Asian - Laotian | 5 | <0.1% | 4 | 0.1% | 62 | 0.2% | 0 | 0% | 2 | 0.1% | 15 | <0.1% |
| Asian - Vietnamese | 92 | 0.9% | 86 | 1.2% | 556 | 1.7% | 2 | 0.6% | 12 | 0.7% | 107 | 0.2% |
| Asian - Other or Multiple | 300 | 3% | 185 | 2.5% | 896 | 2.7% | 6 | 1.7% | 22 | 1.3% | 1,159 | 2.7% |
| Black or African American | 374 | 3.7% | 514 | 7% | 4,921 | 14.6% | 36 | 10.3% | 105 | 6.1% | 2,518 | 5.8% |
| Hispanic or Latino | 1,242 | 12.2% | 1,071 | 14.5% | 10,977 | 32.6% | 71 | 20.3% | 485 | 28.2% | 16,737 | 38.4% |
| Native American or Alaska Native | 62 | 0.6% | 42 | 0.6% | 283 | 0.8% | 3 | 0.9% | 18 | 1% | 279 | 0.6% |
| Pacific Islander - Guamanian | 4 | <0.1% | 7 | 0.1% | 36 | 0.1% | 1 | 0.3% | 6 | 0.3% | 17 | <0.1% |
| Pacific Islander - Hawaiian | 8 | 0.1% | 11 | 0.1% | 31 | 0.1% | 0 | 0% | 1 | 0.1% | 46 | 0.1% |
| Pacific Islander - Other or Multiple | 25 | 0.2% | 26 | 0.4% | 189 | 0.6% | 0 | 0% | 6 | 0.3% | 224 | 0.5% |
| Pacific Islander - Samoan | 3 | <0.1% | 4 | 0.1% | 58 | 0.2% | 0 | 0% | 0 | 0% | 14 | <0.1% |
| White | 6,255 | 61.7% | 4,092 | 55.5% | 10,205 | 30.3% | 176 | 50.4% | 884 | 51.3% | 19,854 | 45.6% |
| Other or Multiple Race | 708 | 7% | 311 | 4.2% | 1,837 | 5.5% | 8 | 2.3% | 59 | 3.4% | 1,086 | 2.5% |
| Total | 10,143 | 4.6% | 7,367 | 3.3% | 33,639 | 15.1% | 349 | 0.2% | 1,722 | 0.8% | 43,533 | 19.5% |

Table D: State Civil Service Composition by Job Category (Continued)

Table D
Sal-Total

| Group Type | Sales & Related Occupations | | Transportation & Material Moving Occupations | | Unmapped Classes | | Total | |
|--------------------------------------|-----------------------------|-------------|--|-------------|------------------|-------------|----------------|-------------|
| Women | 819 | 49.4% | 253 | 13.6% | 1,611 | 51.3% | 103,606 | 46.5% |
| Men | 839 | 50.6% | 1,605 | 86.4% | 1,532 | 48.7% | 119,231 | 53.5% |
| Persons with Disabilities | 259 | 15.6% | 113 | 6.1% | 177 | 5.6% | 20,119 | 9% |
| Veterans | 60 | 3.6% | 162 | 8.7% | 33 | 1% | 11,851 | 5.3% |
| Asian - Cambodian | 4 | 0.2% | 0 | 0% | 3 | 0.1% | 299 | 0.1% |
| Asian - Chinese | 110 | 6.6% | 19 | 1% | 71 | 2.3% | 8,493 | 3.8% |
| Asian - Filipino | 146 | 8.8% | 53 | 2.9% | 66 | 2.1% | 12,528 | 5.6% |
| Asian - Indian | 73 | 4.4% | 17 | 0.9% | 30 | 1% | 5,033 | 2.3% |
| Asian - Japanese | 10 | 0.6% | 6 | 0.3% | 13 | 0.4% | 1,611 | 0.7% |
| Asian - Korean | 15 | 0.9% | 2 | 0.1% | 10 | 0.3% | 1,243 | 0.6% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 2 | 0.1% | 234 | 0.1% |
| Asian - Vietnamese | 19 | 1.1% | 9 | 0.5% | 39 | 1.2% | 3,982 | 1.8% |
| Asian - Other or Multiple | 58 | 3.5% | 25 | 1.3% | 70 | 2.2% | 7,820 | 3.5% |
| Black or African American | 208 | 12.5% | 105 | 5.7% | 251 | 8% | 20,730 | 9.3% |
| Hispanic or Latino | 355 | 21.4% | 573 | 30.8% | 737 | 23.4% | 57,965 | 26% |
| Native American or Alaska Native | 5 | 0.3% | 22 | 1.2% | 33 | 1% | 1,423 | 0.6% |
| Pacific Islander - Guamanian | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 172 | 0.1% |
| Pacific Islander - Hawaiian | 3 | 0.2% | 3 | 0.2% | 5 | 0.2% | 207 | 0.1% |
| Pacific Islander - Other or Multiple | 9 | 0.5% | 10 | 0.5% | 10 | 0.3% | 1,179 | 0.5% |
| Pacific Islander - Samoan | 0 | 0% | 1 | 0.1% | 2 | 0.1% | 140 | 0.1% |
| White | 575 | 34.7% | 918 | 49.4% | 1,631 | 51.9% | 90,419 | 40.6% |
| Other or Multiple Race | 67 | 4% | 94 | 5.1% | 170 | 5.4% | 9,359 | 4.2% |
| Total | 1,658 | 0.7% | 1,858 | 0.8% | 3,143 | 1.4% | 222,837 | 100% |

Appendix

Table E

State Civil Service Composition by Salary

Table E: State Civil Service Composition by Salary

Table E
 <\$10,000 -
 \$80,000

| Group Type | Under \$10,000 | \$10,001 - \$20,000 | \$20,001 - \$30,000 | \$30,001 - \$40,000 | \$40,001 - \$50,000 | \$50,001 - \$60,000 | \$60,001 - \$70,000 | \$70,001 - \$80,000 |
|--------------------------------------|----------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Women | 8 88.9% | 139 66.5% | 543 45.7% | 10,409 61.1% | 14,532 59% | 11,724 50.1% | 14,120 50.6% | 14,732 54.1% |
| Men | 1 11.1% | 70 33.5% | 644 54.3% | 6,631 38.9% | 10,092 41% | 11,674 49.9% | 13,804 49.4% | 12,517 45.9% |
| Persons with Disabilities | 1 11.1% | 8 3.8% | 47 4% | 475 2.8% | 2375 9.6% | 2,266 9.7% | 2,653 9.5% | 3,010 11% |
| Veterans | 0 0% | 2 1% | 14 1.2% | 355 2.1% | 853 3.5% | 1,108 4.7% | 1,400 5% | 1,291 4.7% |
| Asian - Cambodian | 0 0% | 1 0.5% | 0 0% | 37 0.2% | 44 0.2% | 32 0.1% | 40 0.1% | 41 0.2% |
| Asian - Chinese | 0 0% | 3 1.4% | 20 1.7% | 412 2.4% | 632 2.6% | 659 2.8% | 848 3% | 1,049 3.8% |
| Asian - Filipino | 1 11.1% | 29 13.9% | 51 4.3% | 760 4.5% | 1,760 7.1% | 1,157 4.9% | 1,721 6.2% | 1,537 5.6% |
| Asian - Indian | 1 11.1% | 1 0.5% | 10 0.8% | 329 1.9% | 432 1.8% | 353 1.5% | 508 1.8% | 509 1.9% |
| Asian - Japanese | 0 0% | 1 0.5% | 4 0.3% | 65 0.4% | 104 0.4% | 137 0.6% | 146 0.5% | 232 0.9% |
| Asian - Korean | 0 0% | 0 0% | 2 0.2% | 71 0.4% | 78 0.3% | 85 0.4% | 138 0.5% | 137 0.5% |
| Asian - Laotian | 0 0% | 1 0.5% | 0 0% | 26 0.2% | 35 0.1% | 35 0.1% | 35 0.1% | 28 0.1% |
| Asian - Vietnamese | 0 0% | 2 1% | 5 0.4% | 299 1.8% | 327 1.3% | 378 1.6% | 516 1.8% | 501 1.8% |
| Asian - Other or Multiple | 0 0% | 4 1.9% | 18 1.5% | 580 3.4% | 609 2.5% | 928 4% | 1,021 3.7% | 967 3.5% |
| Black or African American | 0 0% | 31 14.8% | 89 7.5% | 1,940 11.4% | 3,213 13% | 2,414 10.3% | 2,979 10.7% | 2,587 9.5% |
| Hispanic or Latino | 4 44.4% | 70 33.5% | 290 24.4% | 4,655 27.3% | 7,729 31.4% | 7,130 30.5% | 7,856 28.1% | 6,936 25.5% |
| Native American or Alaska Native | 1 11.1% | 3 1.4% | 13 1.1% | 129 0.8% | 221 0.9% | 249 1.1% | 192 0.7% | 179 0.7% |
| Pacific Islander - Guamanian | 0 0% | 0 0% | 0 0% | 12 0.1% | 20 0.1% | 30 0.1% | 15 0.1% | 27 0.1% |
| Pacific Islander - Hawaiian | 0 0% | 0 0% | 2 0.2% | 18 0.1% | 21 0.1% | 18 0.1% | 33 0.1% | 29 0.1% |
| Pacific Islander - Samoan | 0 0% | 0 0% | 0 0% | 16 0.1% | 32 0.1% | 25 0.1% | 24 0.1% | 18 0.1% |
| Pacific Islander - Other or Multiple | 1 11.1% | 0 0% | 3 0.3% | 106 0.6% | 176 0.7% | 171 0.7% | 144 0.5% | 131 0.5% |
| White | 1 11.1% | 55 26.3% | 550 46.3% | 6,097 35.8% | 8,008 32.5% | 8597 36.7% | 10,637 38.1% | 11,198 41.1% |
| Other or Multiple Race | 0 0% | 8 3.8% | 130 11% | 1,488 8.7% | 1,183 4.8% | 1,000 4.3% | 1,071 3.8% | 1,143 4.2% |
| Total | 9 <0.1% | 209 0.1% | 1,187 0.5% | 17,040 7.6% | 24,624 11.1% | 23,398 10.5% | 27,924 12.5% | 27,249 12.2% |

Table E: State Civil Service Composition by Salary (Continued)

Table E
\$80,001
- \$130,000⁺

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | | Total | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|---------|-------|
| Women | 9,020 | 44.5% | 7,861 | 31.6% | 6,513 | 33% | 4,954 | 39.9% | 3,576 | 39% | 5,475 | 37.2% | 103,606 | 46.5% |
| Men | 11,233 | 55.5% | 16,986 | 68.4% | 13,248 | 67% | 7,471 | 60.1% | 5,605 | 61% | 9,255 | 62.8% | 119,231 | 53.5% |
| Persons with Disabilities | 2,239 | 11.1% | 1,627 | 6.5% | 1,789 | 9.1% | 1,176 | 9.5% | 906 | 9.9% | 1,547 | 10.5% | 20,119 | 9% |
| Veterans | 1,191 | 5.9% | 1,940 | 7.8% | 1,789 | 9.1% | 724 | 5.8% | 444 | 4.8% | 740 | 5% | 11,851 | 5.3% |
| Asian - Cambodian | 18 | 0.1% | 26 | 0.1% | 19 | 0.1% | 24 | 0.2% | 10 | 0.1% | 7 | <0.1% | 299 | .1% |
| Asian - Chinese | 1,053 | 5.2% | 698 | 2.8% | 968 | 4.9% | 664 | 5.3% | 596 | 6.5% | 891 | 6% | 8,493 | 3.8% |
| Asian - Filipino | 1,003 | 5% | 1,143 | 4.6% | 838 | 4.2% | 1,060 | 8.5% | 841 | 9.2% | 627 | 4.3% | 12,528 | 5.6% |
| Asian - Indian | 482 | 2.4% | 375 | 1.5% | 513 | 2.6% | 447 | 3.6% | 415 | 4.5% | 658 | 4.5% | 5,033 | 2.3% |
| Asian - Japanese | 166 | 0.8% | 151 | 0.6% | 212 | 1.1% | 132 | 1.1% | 81 | 0.9% | 180 | 1.2% | 1,611 | .7% |
| Asian - Korean | 127 | 0.6% | 91 | 0.4% | 100 | 0.5% | 101 | 0.8% | 117 | 1.3% | 196 | 1.3% | 1,243 | .6% |
| Asian - Laotian | 16 | 0.1% | 20 | 0.1% | 14 | 0.1% | 16 | 0.1% | 5 | 0.1% | 3 | <0.1% | 234 | .1% |
| Asian - Vietnamese | 375 | 1.9% | 278 | 1.1% | 358 | 1.8% | 352 | 2.8% | 298 | 3.2% | 293 | 2% | 3,982 | 1.8% |
| Asian - Other or Multiple | 803 | 4% | 742 | 3% | 556 | 2.8% | 523 | 4.2% | 474 | 5.2% | 595 | 4% | 7,820 | 3.5% |
| Black or African American | 1,520 | 7.5% | 2,106 | 8.5% | 1,314 | 6.6% | 1,049 | 8.4% | 618 | 6.7% | 870 | 5.9% | 20,730 | 9.3% |
| Hispanic or Latino | 5,163 | 25.5% | 8,518 | 34.3% | 4,466 | 22.6% | 2,285 | 18.4% | 1,229 | 13.4% | 1,634 | 11.1% | 57,965 | 26% |
| Native American or Alaska Native | 104 | 0.5% | 96 | 0.4% | 94 | 0.5% | 53 | 0.4% | 34 | 0.4% | 55 | 0.4% | 1,423 | .6% |
| Pacific Islander - Guamanian | 19 | 0.1% | 13 | 0.1% | 10 | 0.1% | 12 | 0.1% | 9 | 0.1% | 5 | <0% | 172 | .1% |
| Pacific Islander - Hawaiian | 17 | 0.1% | 27 | 0.1% | 15 | 0.1% | 10 | 0.1% | 6 | 0.1% | 11 | 0.1% | 207 | .1% |
| Pacific Islander - Samoan | 1 | <0.1% | 10 | <0.1% | 10 | 0.1% | 3 | <0.1% | 0 | 0% | 1 | <0.1% | 140 | .1% |
| Pacific Islander - Other or Multiple | 128 | 0.6% | 134 | 0.5% | 76 | 0.4% | 45 | 0.4% | 33 | 0.4% | 31 | 0.2% | 1,179 | .5% |
| White | 8,578 | 42.4% | 9,677 | 38.9% | 9,587 | 48.5% | 5,206 | 41.9% | 4,066 | 44.3% | 8,162 | 55.4% | 90,419 | 40.6% |
| Other or Multiple Race | 680 | 3.4% | 742 | 3% | 611 | 3.1% | 443 | 3.6% | 349 | 3.8% | 511 | 3.5% | 9,359 | 4.2% |
| Total | 20,253 | 9.1% | 24,847 | 11.2% | 19,761 | 8.9% | 12,425 | 5.6% | 9,181 | 4.1% | 14,730 | 6.6% | 222,837 | |

Appendix

Table F

State Civil Service Composition by Job Category and Salary

Table F: State Civil Service Composition by Job Category and Salary
Architecture & Engineering Occupations

Table F
Architects
& Engineers

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 2 | 50% | 34 | 26% | 24 | 27.9% | 41 | 26.6% | 202 | 24.9% | 179 | 24.8% |
| Men | 2 | 50% | 97 | 74% | 62 | 72.1% | 113 | 73.4% | 610 | 75.1% | 543 | 75.2% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 1 | 1.2% | 6 | 3.9% | 93 | 11.5% | 24 | 3.3% |
| Veterans | 0 | 0% | 0 | 0% | 1 | 1.2% | 2 | 1.3% | 48 | 5.9% | 13 | 1.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.4% | 3 | 0.4% |
| Asian - Chinese | 1 | 25% | 10 | 7.6% | 4 | 4.7% | 4 | 2.6% | 36 | 4.4% | 69 | 9.6% |
| Asian - Filipino | 1 | 25% | 3 | 2.3% | 3 | 3.5% | 8 | 5.2% | 49 | 6% | 36 | 5% |
| Asian - Indian | 0 | 0% | 5 | 3.8% | 7 | 8.1% | 6 | 3.9% | 33 | 4.1% | 47 | 6.5% |
| Asian - Japanese | 0 | 0% | 1 | 0.8% | 0 | 0% | 1 | 0.6% | 4 | 0.5% | 5 | 0.7% |
| Asian - Korean | 0 | 0% | 0 | 0% | 1 | 1.2% | 0 | 0% | 3 | 0.4% | 5 | 0.7% |
| Asian - Laotian | 0 | 0% | 1 | 0.8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 5 | 3.8% | 4 | 4.7% | 11 | 7.1% | 36 | 4.4% | 40 | 5.5% |
| Asian - Other or Multiple | 0 | 0% | 10 | 7.6% | 5 | 5.8% | 16 | 10.4% | 54 | 6.7% | 65 | 9% |
| Black or African American | 0 | 0% | 4 | 3.1% | 4 | 4.7% | 8 | 5.2% | 46 | 5.7% | 26 | 3.6% |
| Hispanic or Latino | 0 | 0% | 27 | 20.6% | 15 | 17.4% | 19 | 12.3% | 162 | 20% | 115 | 15.9% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 2 | 2.3% | 1 | 0.6% | 3 | 0.4% | 7 | 1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 1.2% | 0 | 0% | 2 | 0.2% | 2 | 0.3% |
| White | 1 | 25% | 55 | 42% | 38 | 44.2% | 71 | 46.1% | 321 | 39.5% | 223 | 30.9% |
| Other or Multiple Race | 1 | 25% | 10 | 7.6% | 2 | 2.3% | 9 | 5.8% | 59 | 7.3% | 78 | 10.8% |
| Total | 4 | <0.1% | 131 | 0.1% | 86 | <0.1% | 154 | 0.1% | 812 | 0.4% | 722 | 0.3% |

Table F: State Civil Service Composition by Job Category and Salary
 Architecture & Engineering Occupations (Continued)

Table F
**Architects
 & Engineers**

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 130 | 27.8% | 183 | 25.3% | 181 | 26.5% | 524 | 23.2% | 582 | 17.9% | 586 | 18.4% |
| Men | 337 | 72.2% | 539 | 74.7% | 501 | 73.5% | 1,730 | 76.8% | 2,677 | 82.1% | 2,592 | 81.6% |
| Persons with Disabilities | 26 | 5.6% | 30 | 4.2% | 25 | 3.7% | 293 | 13% | 403 | 12.4% | 444 | 14% |
| Veterans | 18 | 3.9% | 18 | 2.5% | 15 | 2.2% | 59 | 2.6% | 122 | 3.7% | 104 | 3.3% |
| Asian - Cambodian | 0 | 0% | 4 | 0.6% | 1 | 0.1% | 11 | 0.5% | 5 | 0.2% | 1 | <0.1% |
| Asian - Chinese | 36 | 7.7% | 58 | 8% | 75 | 11% | 173 | 7.7% | 388 | 11.9% | 353 | 11.1% |
| Asian - Filipino | 18 | 3.9% | 30 | 4.2% | 35 | 5.1% | 148 | 6.6% | 171 | 5.2% | 116 | 3.7% |
| Asian - Indian | 29 | 6.2% | 40 | 5.5% | 38 | 5.6% | 125 | 5.5% | 178 | 5.5% | 200 | 6.3% |
| Asian - Japanese | 4 | 0.9% | 10 | 1.4% | 4 | 0.6% | 20 | 0.9% | 31 | 1% | 44 | 1.4% |
| Asian - Korean | 3 | 0.6% | 7 | 1% | 9 | 1.3% | 19 | 0.8% | 47 | 1.4% | 45 | 1.4% |
| Asian - Laotian | 0 | 0% | 4 | 0.6% | 0 | 0% | 4 | 0.2% | 4 | 0.1% | 1 | <0.1% |
| Asian - Vietnamese | 20 | 4.3% | 37 | 5.1% | 34 | 5% | 210 | 9.3% | 241 | 7.4% | 81 | 2.5% |
| Asian - Other or Multiple | 51 | 10.9% | 73 | 10.1% | 59 | 8.7% | 198 | 8.8% | 300 | 9.2% | 204 | 6.4% |
| Black or African American | 30 | 6.4% | 30 | 4.2% | 16 | 2.3% | 124 | 5.5% | 113 | 3.5% | 93 | 2.9% |
| Hispanic or Latino | 77 | 16.5% | 110 | 15.2% | 74 | 10.9% | 331 | 14.7% | 383 | 11.8% | 301 | 9.5% |
| Native American or Alaska Native | 1 | 0.2% | 2 | 0.3% | 1 | 0.1% | 7 | 0.3% | 8 | 0.2% | 10 | 0.3% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 0.1% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 1 | 0.1% | 1 | 0.1% | 1 | <0.1% | 1 | <0.1% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | <0.1% |
| Pacific Islander - Other or Multiple | 2 | 0.4% | 3 | 0.4% | 0 | 0% | 8 | 0.4% | 11 | 0.3% | 6 | 0.2% |
| White | 159 | 34% | 258 | 35.7% | 294 | 43.1% | 739 | 32.8% | 1,202 | 36.9% | 1,591 | 50.1% |
| Other or Multiple Race | 37 | 7.9% | 55 | 7.6% | 41 | 6% | 136 | 6% | 172 | 5.3% | 131 | 4.1% |
| Total | 467 | 0.2% | 722 | 0.3% | 682 | 0.3% | 2,254 | 1% | 3,259 | 1.5% | 3,178 | 1.4% |

Table F: State Civil Service Composition by Job Category and Salary
Arts, Design, Entertainment, Sports, & Media Occupations

Table F
Arts
& Media

| Group Type | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|----------------------|-------|-----------------------|-------|
| Women | 1 | 100% | 1 | 100% | 4 | 100% | 23 | 74.2% | 49 | 70% | 72 | 47.4% | 104 | 43.5% | 144 | 67.6% | 52 | 59.1% | 3 | 100% |
| Men | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 25.8% | 21 | 30% | 80 | 52.6% | 135 | 56.5% | 69 | 32.4% | 36 | 40.9% | 0 | 0% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6.5% | 8 | 11.4% | 5 | 3.3% | 25 | 10.5% | 32 | 15% | 20 | 22.7% | 0 | 0% |
| Veterans | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 2.9% | 7 | 4.6% | 9 | 3.8% | 11 | 5.2% | 0 | 0% | 0 | 0% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.4% | 8 | 5.3% | 6 | 2.5% | 10 | 4.7% | 4 | 4.5% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 6.6% | 9 | 3.8% | 6 | 2.8% | 2 | 2.3% | 1 | 33.3% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.4% | 1 | 0.7% | 1 | 0.4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.8% | 2 | 0.9% | 2 | 2.3% | 1 | 33.3% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.7% | 1 | 0.4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.4% | 4 | 2.6% | 4 | 1.7% | 2 | 0.9% | 1 | 1.1% | 0 | 0% |
| Black or African American | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 12.9% | 8 | 11.4% | 6 | 3.9% | 22 | 9.2% | 12 | 5.6% | 2 | 2.3% | 0 | 0% |
| Hispanic or Latino | 0 | 0% | 0 | 0% | 1 | 25% | 7 | 22.6% | 16 | 22.9% | 31 | 20.4% | 42 | 17.6% | 51 | 23.9% | 13 | 14.8% | 1 | 33.3% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 1 | 25% | 0 | 0% | 0 | 0% | 2 | 1.3% | 1 | 0.4% | 3 | 1.4% | 1 | 1.1% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% | 0 | 0% | 0 | 0% |
| White | 1 | 100% | 0 | 0% | 2 | 50% | 20 | 64.5% | 41 | 58.6% | 76 | 50% | 143 | 59.8% | 121 | 56.8% | 58 | 65.9% | 0 | 0% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 2.9% | 13 | 8.6% | 8 | 3.3% | 4 | 1.9% | 5 | 5.7% | 0 | 0% |
| Total | 1 | <0.1% | 1 | <0.1% | 4 | <0.1% | 31 | <0.1% | 70 | <0.1% | 152 | 0.1% | 239 | 0.1% | 213 | 0.1% | 88 | <0.1% | 3 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
 Building & Grounds Cleaning & Maintenance Occupations

Table F
 Building
 Maint.

| Group Type | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 9 | 40.9% | 3 | 30% | 323 | 35.1% | 552 | 31% | 6 | 5% | 6 | 9.4% | 0 | 0% |
| Men | 13 | 59.1% | 7 | 70% | 598 | 64.9% | 1,229 | 69% | 115 | 95% | 58 | 90.6% | 2 | 100% |
| Persons with Disabilities | 0 | 0% | 1 | 10% | 14 | 1.5% | 169 | 9.5% | 2 | 1.7% | 5 | 7.8% | 0 | 0% |
| Veterans | 0 | 0% | 0 | 0% | 8 | 0.9% | 51 | 2.9% | 4 | 3.3% | 2 | 3.1% | 1 | 50% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 8 | 0.9% | 33 | 1.9% | 1 | 0.8% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 50 | 5.4% | 124 | 7% | 1 | 0.8% | 1 | 1.6% | 1 | 50% |
| Asian - Indian | 0 | 0% | 0 | 0% | 13 | 1.4% | 12 | 0.7% | 1 | 0.8% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 2 | 0.2% | 3 | 0.2% | 1 | 0.8% | 1 | 1.6% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 1 | 0.1% | 3 | 0.2% | 0 | 0% | 1 | 1.6% | 0 | 0% |
| Asian - Other or Multiple | 1 | 4.5% | 0 | 0% | 12 | 1.3% | 19 | 1.1% | 0 | 0% | 1 | 1.6% | 0 | 0% |
| Black or African American | 1 | 4.5% | 2 | 20% | 181 | 19.7% | 381 | 21.4% | 7 | 5.8% | 2 | 3.1% | 0 | 0% |
| Hispanic or Latino | 11 | 50% | 4 | 40% | 385 | 41.8% | 765 | 43% | 70 | 57.9% | 24 | 37.5% | 0 | 0% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 7 | 0.8% | 18 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 2 | 0.2% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 1 | 0.8% | 1 | 1.6% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 14 | 1.5% | 12 | 0.7% | 1 | 0.8% | 0 | 0% | 0 | 0% |
| White | 8 | 36.4% | 4 | 40% | 192 | 20.8% | 359 | 20.2% | 31 | 25.6% | 30 | 46.9% | 1 | 50% |
| Other or Multiple Race | 1 | 4.5% | 0 | 0% | 52 | 5.6% | 49 | 2.8% | 7 | 5.8% | 3 | 4.7% | 0 | 0% |
| Total | 22 | <0.1% | 10 | <0.1% | 921 | 0.4% | 1,781 | 0.8% | 121 | 0.1% | 64 | <0.1% | 2 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Business & Financial Operations Occupations

Table F
Business
& Finance

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 21 | 80.8% | 313 | 73.6% | 1,699 | 67.6% | 4,229 | 66.1% | 6,448 | 68.7% | 8,626 | 69.1% |
| Men | 5 | 19.2% | 112 | 26.4% | 816 | 32.4% | 2,166 | 33.9% | 2,934 | 31.3% | 3,861 | 30.9% |
| Persons with Disabilities | 1 | 3.8% | 24 | 5.6% | 149 | 5.9% | 507 | 7.9% | 975 | 10.4% | 1,962 | 15.7% |
| Veterans | 0 | 0% | 4 | 0.9% | 31 | 1.2% | 137 | 2.1% | 240 | 2.6% | 497 | 4% |
| Asian - Cambodian | 0 | 0% | 1 | 0.2% | 14 | 0.6% | 10 | 0.2% | 15 | 0.2% | 21 | 0.2% |
| Asian - Chinese | 1 | 3.8% | 23 | 5.4% | 196 | 7.8% | 389 | 6.1% | 484 | 5.2% | 656 | 5.3% |
| Asian - Filipino | 0 | 0% | 20 | 4.7% | 114 | 4.5% | 350 | 5.5% | 502 | 5.4% | 754 | 6% |
| Asian - Indian | 2 | 7.7% | 27 | 6.4% | 125 | 5% | 173 | 2.7% | 218 | 2.3% | 251 | 2% |
| Asian - Japanese | 0 | 0% | 4 | 0.9% | 9 | 0.4% | 52 | 0.8% | 68 | 0.7% | 171 | 1.4% |
| Asian - Korean | 0 | 0% | 2 | 0.5% | 19 | 0.8% | 41 | 0.6% | 60 | 0.6% | 81 | 0.6% |
| Asian - Laotian | 0 | 0% | 2 | 0.5% | 7 | 0.3% | 18 | 0.3% | 20 | 0.2% | 17 | 0.1% |
| Asian - Vietnamese | 0 | 0% | 16 | 3.8% | 151 | 6% | 212 | 3.3% | 260 | 2.8% | 286 | 2.3% |
| Asian - Other or Multiple | 1 | 3.8% | 26 | 6.1% | 155 | 6.2% | 374 | 5.8% | 502 | 5.4% | 486 | 3.9% |
| Black or African American | 2 | 7.7% | 33 | 7.8% | 246 | 9.8% | 623 | 9.7% | 913 | 9.7% | 1,311 | 10.5% |
| Hispanic or Latino | 4 | 15.4% | 77 | 18.1% | 542 | 21.6% | 1,567 | 24.5% | 2,151 | 22.9% | 2,695 | 21.6% |
| Native American or Alaska Native | 0 | 0% | 2 | 0.5% | 14 | 0.6% | 38 | 0.6% | 55 | 0.6% | 64 | 0.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 3 | 0.1% | 8 | 0.1% | 2 | <0.1% | 16 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 2 | 0.5% | 3 | 0.1% | 2 | <0.1% | 8 | 0.1% | 17 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 4 | 0.2% | 6 | 0.1% | 7 | 0.1% | 7 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 7 | 1.6% | 46 | 1.8% | 52 | 0.8% | 74 | 0.8% | 80 | 0.6% |
| White | 16 | 61.5% | 161 | 37.9% | 757 | 30.1% | 2,097 | 32.8% | 3,572 | 38.1% | 4,989 | 40% |
| Other or Multiple Race | 0 | 0% | 22 | 5.2% | 110 | 4.4% | 383 | 6% | 471 | 5% | 585 | 4.7% |
| Total | 26 | <0.1% | 425 | 0.2% | 2,515 | 1.1% | 6,395 | 2.9% | 9,382 | 4.2% | 12,487 | 5.6% |

Table F: State Civil Service Composition by Job Category and Salary
Business & Financial Operations Occupations (Continued)

Table F
Business
& Finance

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 4,296 | 66.3% | 3,475 | 69.4% | 1,502 | 64.2% | 413 | 52.5% | 108 | 47.4% | 73 | 43.5% |
| Men | 2,186 | 33.7% | 1,530 | 30.6% | 837 | 35.8% | 374 | 47.5% | 120 | 52.6% | 95 | 56.5% |
| Persons with Disabilities | 1,102 | 17% | 867 | 17.3% | 387 | 16.5% | 118 | 15% | 32 | 14% | 13 | 7.7% |
| Veterans | 226 | 3.5% | 175 | 3.5% | 102 | 4.4% | 24 | 3% | 6 | 2.6% | 5 | 3% |
| Asian - Cambodian | 5 | 0.1% | 6 | 0.1% | 3 | 0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 605 | 9.3% | 350 | 7% | 208 | 8.9% | 95 | 12.1% | 20 | 8.8% | 10 | 6% |
| Asian - Filipino | 452 | 7% | 394 | 7.9% | 111 | 4.7% | 52 | 6.6% | 5 | 2.2% | 6 | 3.6% |
| Asian - Indian | 153 | 2.4% | 127 | 2.5% | 49 | 2.1% | 14 | 1.8% | 10 | 4.4% | 5 | 3% |
| Asian - Japanese | 61 | 0.9% | 72 | 1.4% | 45 | 1.9% | 17 | 2.2% | 1 | 0.4% | 3 | 1.8% |
| Asian - Korean | 61 | 0.9% | 40 | 0.8% | 15 | 0.6% | 11 | 1.4% | 3 | 1.3% | 1 | 0.6% |
| Asian - Laotian | 9 | 0.1% | 5 | 0.1% | 1 | <0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 224 | 3.5% | 132 | 2.6% | 46 | 2% | 13 | 1.7% | 4 | 1.8% | 0 | 0% |
| Asian - Other or Multiple | 269 | 4.1% | 153 | 3.1% | 93 | 4% | 22 | 2.8% | 11 | 4.8% | 7 | 4.2% |
| Black or African American | 582 | 9% | 474 | 9.5% | 188 | 8% | 54 | 6.9% | 15 | 6.6% | 13 | 7.7% |
| Hispanic or Latino | 1,274 | 19.7% | 932 | 18.6% | 442 | 18.9% | 123 | 15.6% | 27 | 11.8% | 11 | 6.5% |
| Native American or Alaska Native | 25 | 0.4% | 17 | 0.3% | 4 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 5 | 0.1% | 6 | 0.1% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 7 | 0.1% | 3 | 0.1% | 4 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 1 | <0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 45 | 0.7% | 29 | 0.6% | 14 | 0.6% | 4 | 0.5% | 0 | 0% | 1 | 0.6% |
| White | 2,442 | 37.7% | 2,077 | 41.5% | 1,022 | 43.7% | 358 | 45.5% | 125 | 54.8% | 102 | 60.7% |
| Other or Multiple Race | 263 | 4.1% | 188 | 3.8% | 93 | 4% | 21 | 2.7% | 7 | 3.1% | 9 | 5.4% |
| Total | 6,482 | 2.9% | 5,005 | 2.2% | 2,339 | 1% | 787 | 0.4% | 228 | 0.1% | 168 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Community & Social Service Occupations

Table F
Community
Services

| Group Type | Under \$10,000 | | \$10,001 - \$20,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | |
|--------------------------------------|----------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 100% | 0 | 0% | 39 | 69.6% | 23 | 59% | 134 | 66.3% | 181 | 61.1% |
| Men | 0 | 0% | 1 | 100% | 17 | 30.4% | 16 | 41% | 68 | 33.7% | 115 | 38.9% |
| Persons with Disabilities | 1 | 100% | 0 | 0% | 6 | 10.7% | 13 | 33.3% | 69 | 34.2% | 44 | 14.9% |
| Veterans | 0 | 0% | 0 | 0% | 1 | 1.8% | 0 | 0% | 3 | 1.5% | 4 | 1.4% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% | 1 | 0.3% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2.6% | 2 | 1% | 7 | 2.4% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 3.5% | 8 | 2.7% |
| Asian - Indian | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 1% | 3 | 1% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 1 | 1.8% | 0 | 0% | 2 | 1% | 1 | 0.3% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% | 2 | 0.7% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2.6% | 2 | 1% | 3 | 1% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2.6% | 4 | 2% | 25 | 8.4% |
| Black or African American | 0 | 0% | 0 | 0% | 8 | 14.3% | 3 | 7.7% | 20 | 9.9% | 54 | 18.2% |
| Hispanic or Latino | 0 | 0% | 0 | 0% | 14 | 25% | 8 | 20.5% | 60 | 29.7% | 74 | 25% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 2 | 3.6% | 0 | 0% | 1 | 0.5% | 8 | 2.7% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.7% |
| White | 0 | 0% | 1 | 100% | 28 | 50% | 23 | 59% | 90 | 44.6% | 99 | 33.4% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 3 | 5.4% | 2 | 5.1% | 9 | 4.5% | 9 | 3% |
| Total | 1 | <0.1% | 1 | <0.1% | 56 | <0.1% | 39 | <0.1% | 202 | 0.1% | 296 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Community & Social Service Occupations (Continued)

Table F
Community
Services

| Group Type | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 385 | 59.7% | 301 | 66.6% | 276 | 46.7% | 516 | 50.8% | 441 | 32.6% | 105 | 35.5% | 120 | 41.4% |
| Men | 260 | 40.3% | 151 | 33.4% | 315 | 53.3% | 499 | 49.2% | 912 | 67.4% | 191 | 64.5% | 170 | 58.6% |
| Persons with Disabilities | 170 | 26.4% | 35 | 7.7% | 20 | 3.4% | 79 | 7.8% | 31 | 2.3% | 9 | 3% | 7 | 2.4% |
| Veterans | 20 | 3.1% | 12 | 2.7% | 31 | 5.2% | 73 | 7.2% | 141 | 10.4% | 26 | 8.8% | 18 | 6.2% |
| Asian - Cambodian | 1 | 0.2% | 0 | 0% | 0 | 0% | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 15 | 2.3% | 5 | 1.1% | 1 | 0.2% | 12 | 1.2% | 7 | 0.5% | 1 | 0.3% | 1 | 0.3% |
| Asian - Filipino | 11 | 1.7% | 11 | 2.4% | 19 | 3.2% | 32 | 3.2% | 39 | 2.9% | 10 | 3.4% | 5 | 1.7% |
| Asian - Indian | 4 | 0.6% | 2 | 0.4% | 1 | 0.2% | 6 | 0.6% | 4 | 0.3% | 3 | 1% | 1 | 0.3% |
| Asian - Japanese | 3 | 0.5% | 0 | 0% | 0 | 0% | 6 | 0.6% | 5 | 0.4% | 2 | 0.7% | 0 | 0% |
| Asian - Korean | 8 | 1.2% | 1 | 0.2% | 1 | 0.2% | 11 | 1.1% | 4 | 0.3% | 3 | 1% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 1 | 0.2% | 0 | 0% | 2 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 7 | 1.1% | 0 | 0% | 3 | 0.5% | 6 | 0.6% | 3 | 0.2% | 3 | 1% | 4 | 1.4% |
| Asian - Other or Multiple | 20 | 3.1% | 13 | 2.9% | 24 | 4.1% | 25 | 2.5% | 21 | 1.6% | 4 | 1.4% | 3 | 1% |
| Black or African American | 78 | 12.1% | 64 | 14.2% | 84 | 14.2% | 132 | 13% | 235 | 17.4% | 42 | 14.2% | 30 | 10.3% |
| Hispanic or Latino | 183 | 28.4% | 160 | 35.4% | 238 | 40.3% | 355 | 35% | 563 | 41.6% | 99 | 33.4% | 107 | 36.9% |
| Native American or Alaska Native | 11 | 1.7% | 2 | 0.4% | 5 | 0.8% | 3 | 0.3% | 3 | 0.2% | 1 | 0.3% | 2 | 0.7% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 2 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 3 | 0.7% | 3 | 0.5% | 6 | 0.6% | 5 | 0.4% | 1 | 0.3% | 0 | 0% |
| White | 263 | 40.8% | 164 | 36.3% | 192 | 32.5% | 384 | 37.8% | 420 | 31% | 117 | 39.5% | 130 | 44.8% |
| Other or Multiple Race | 40 | 6.2% | 26 | 5.8% | 20 | 3.4% | 33 | 3.3% | 39 | 2.9% | 10 | 3.4% | 7 | 2.4% |
| Total | 645 | 0.3% | 452 | 0.2% | 591 | 0.3% | 1,015 | 0.5% | 1,353 | 0.6% | 296 | 0.1% | 290 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Computer & Mathematical Occupations

Table F
Computer
& Math

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 50% | 1 | 100% | 16 | 47.1% | 115 | 35% | 251 | 31.5% | 348 | 33.7% |
| Men | 1 | 50% | 0 | 0% | 18 | 52.9% | 214 | 65% | 546 | 68.5% | 686 | 66.3% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 0 | 0% | 18 | 5.5% | 38 | 4.8% | 51 | 4.9% |
| Veterans | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 2.4% | 16 | 2% | 35 | 3.4% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.6% | 5 | 0.6% | 1 | 0.1% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 19 | 5.8% | 65 | 8.2% | 106 | 10.3% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 1 | 2.9% | 10 | 3% | 44 | 5.5% | 53 | 5.1% |
| Asian - Indian | 0 | 0% | 0 | 0% | 2 | 5.9% | 24 | 7.3% | 70 | 8.8% | 71 | 6.9% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 1.2% | 12 | 1.5% | 9 | 0.9% |
| Asian - Korean | 0 | 0% | 0 | 0% | 1 | 2.9% | 4 | 1.2% | 8 | 1% | 4 | 0.4% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.6% | 1 | 0.1% | 2 | 0.2% |
| Asian - Vietnamese | 0 | 0% | 1 | 100% | 1 | 2.9% | 19 | 5.8% | 43 | 5.4% | 45 | 4.4% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 2.9% | 23 | 7% | 58 | 7.3% | 74 | 7.2% |
| Black or African American | 0 | 0% | 0 | 0% | 2 | 5.9% | 20 | 6.1% | 42 | 5.3% | 63 | 6.1% |
| Hispanic or Latino | 0 | 0% | 0 | 0% | 7 | 20.6% | 61 | 18.5% | 103 | 12.9% | 130 | 12.6% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.6% | 3 | 0.4% | 7 | 0.7% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.6% | 1 | 0.1% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.3% | 1 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.6% | 3 | 0.4% | 8 | 0.8% |
| White | 2 | 100% | 0 | 0% | 14 | 41.2% | 107 | 32.5% | 268 | 33.6% | 399 | 38.6% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 5 | 14.7% | 28 | 8.5% | 69 | 8.7% | 61 | 5.9% |
| Total | 2 | <0.1% | 1 | <0.1% | 34 | <0.1% | 329 | 0.1% | 797 | 0.4% | 1,034 | 0.5% |

Table F: State Civil Service Composition by Job Category and Salary
Computer & Mathematical Occupations (Continued)

Table F Computer & Math

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 995 | 37.8% | 529 | 39.4% | 1,363 | 36.6% | 272 | 25.3% | 12 | 15% | 26 | 25.7% |
| Men | 1,640 | 62.2% | 814 | 60.6% | 2,356 | 63.4% | 805 | 74.7% | 68 | 85% | 75 | 74.3% |
| Persons with Disabilities | 332 | 12.6% | 148 | 11% | 532 | 14.3% | 119 | 11% | 7 | 8.8% | 16 | 15.8% |
| Veterans | 159 | 6% | 87 | 6.5% | 268 | 7.2% | 79 | 7.3% | 5 | 6.3% | 0 | 0% |
| Asian - Cambodian | 6 | 0.2% | 2 | 0.1% | 3 | 0.1% | 4 | 0.4% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 216 | 8.2% | 140 | 10.4% | 464 | 12.5% | 133 | 12.3% | 12 | 15% | 28 | 27.7% |
| Asian - Filipino | 173 | 6.6% | 75 | 5.6% | 214 | 5.8% | 50 | 4.6% | 2 | 2.5% | 2 | 2% |
| Asian - Indian | 208 | 7.9% | 110 | 8.2% | 260 | 7% | 112 | 10.4% | 10 | 12.5% | 10 | 9.9% |
| Asian - Japanese | 46 | 1.7% | 20 | 1.5% | 82 | 2.2% | 14 | 1.3% | 1 | 1.3% | 0 | 0% |
| Asian - Korean | 16 | 0.6% | 11 | 0.8% | 15 | 0.4% | 9 | 0.8% | 0 | 0% | 1 | 1% |
| Asian - Laotian | 3 | 0.1% | 3 | 0.2% | 5 | 0.1% | 4 | 0.4% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 84 | 3.2% | 50 | 3.7% | 201 | 5.4% | 48 | 4.5% | 1 | 1.3% | 1 | 1% |
| Asian - Other or Multiple | 151 | 5.7% | 77 | 5.7% | 203 | 5.5% | 55 | 5.1% | 12 | 15% | 3 | 3% |
| Black or African American | 188 | 7.1% | 79 | 5.9% | 248 | 6.7% | 55 | 5.1% | 4 | 5% | 1 | 1% |
| Hispanic or Latino | 356 | 13.5% | 154 | 11.5% | 437 | 11.8% | 85 | 7.9% | 4 | 5% | 4 | 4% |
| Native American or Alaska Native | 12 | 0.5% | 3 | 0.2% | 15 | 0.4% | 3 | 0.3% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 6 | 0.2% | 0 | 0% | 5 | 0.1% | 3 | 0.3% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 3 | 0.1% | 0 | 0% | 2 | 0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 1 | <0.1% | 1 | 0.1% | 1 | <0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 17 | 0.6% | 19 | 1.4% | 23 | 0.6% | 7 | 0.6% | 0 | 0% | 0 | 0% |
| White | 1,030 | 39.1% | 547 | 40.7% | 1,387 | 37.3% | 458 | 42.5% | 31 | 38.8% | 49 | 48.5% |
| Other or Multiple Race | 119 | 4.5% | 52 | 3.9% | 154 | 4.1% | 36 | 3.3% | 3 | 3.8% | 2 | 2% |
| Total | 2,635 | 1.2% | 1,343 | 0.6% | 3,719 | 1.7% | 1,077 | 0.5% | 80 | <0.1% | 101 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Construction & Extraction Occupations

Table F Construction

| Group Type | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 2 | 28.6% | 129 | 7.1% | 57 | 2.8% | 44 | 2.7% | 12 | 1.5% | 20 | 6.6% |
| Men | 5 | 71.4% | 1,679 | 92.9% | 2,006 | 97.2% | 1,580 | 97.3% | 798 | 98.5% | 283 | 93.4% |
| Persons with Disabilities | 0 | 0% | 29 | 1.6% | 106 | 5.1% | 132 | 8.1% | 59 | 7.3% | 31 | 10.2% |
| Veterans | 0 | 0% | 46 | 2.5% | 121 | 5.9% | 113 | 7% | 81 | 10% | 25 | 8.3% |
| Asian - Cambodian | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 4 | 0.2% | 2 | 0.1% | 3 | 0.2% | 4 | 0.5% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 29 | 1.6% | 19 | 0.9% | 26 | 1.6% | 27 | 3.3% | 8 | 2.6% |
| Asian - Indian | 0 | 0% | 5 | 0.3% | 4 | 0.2% | 2 | 0.1% | 3 | 0.4% | 3 | 1% |
| Asian - Japanese | 0 | 0% | 1 | 0.1% | 3 | 0.1% | 1 | 0.1% | 3 | 0.4% | 2 | 0.7% |
| Asian - Korean | 0 | 0% | 2 | 0.1% | 1 | <0.1% | 3 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 2 | 0.1% | 0 | 0% | 1 | 0.1% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 2 | 0.1% | 2 | 0.1% | 7 | 0.4% | 11 | 1.4% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 6 | 0.3% | 7 | 0.3% | 7 | 0.4% | 5 | 0.6% | 0 | 0% |
| Black or African American | 3 | 42.9% | 248 | 13.7% | 191 | 9.3% | 110 | 6.8% | 47 | 5.8% | 19 | 6.3% |
| Hispanic or Latino | 1 | 14.3% | 677 | 37.4% | 645 | 31.3% | 526 | 32.4% | 230 | 28.4% | 78 | 25.7% |
| Native American or Alaska Native | 0 | 0% | 27 | 1.5% | 40 | 1.9% | 17 | 1% | 15 | 1.9% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 2 | 0.1% | 4 | 0.2% | 2 | 0.1% | 2 | 0.2% | 1 | 0.3% |
| Pacific Islander - Hawaiian | 0 | 0% | 2 | 0.1% | 2 | 0.1% | 4 | 0.2% | 1 | 0.1% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 6 | 0.3% | 1 | <0.1% | 1 | 0.1% | 2 | 0.2% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 12 | 0.7% | 8 | 0.4% | 5 | 0.3% | 6 | 0.7% | 1 | 0.3% |
| White | 2 | 28.6% | 636 | 35.2% | 1,073 | 52% | 860 | 53% | 432 | 53.3% | 185 | 61.1% |
| Other or Multiple Race | 1 | 14.3% | 148 | 8.2% | 59 | 2.9% | 50 | 3.1% | 21 | 2.6% | 6 | 2% |
| Total | 7 | <0.1% | 1,808 | 0.8% | 2,063 | 0.9% | 1,624 | 0.7% | 810 | 0.4% | 303 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Construction & Extraction Occupations (Continued)

Table F Construction

| Group Type | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 4 | 4.3% | 6 | 14% | 0 | 0% | 0 | 0% | 5 | 7.9% |
| Men | 89 | 95.7% | 37 | 86% | 25 | 100% | 17 | 100% | 58 | 92.1% |
| Persons with Disabilities | 21 | 22.6% | 9 | 20.9% | 2 | 8% | 0 | 0% | 10 | 15.9% |
| Veterans | 8 | 8.6% | 1 | 2.3% | 4 | 16% | 1 | 5.9% | 1 | 1.6% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.6% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 5.9% | 0 | 0% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.6% |
| Asian - Japanese | 0 | 0% | 2 | 4.7% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% |
| Black or African American | 2 | 2.2% | 4 | 9.3% | 0 | 0% | 0 | 0% | 1 | 1.6% |
| Hispanic or Latino | 27 | 29% | 7 | 16.3% | 3 | 12% | 1 | 5.9% | 7 | 11.1% |
| Native American or Alaska Native | 0 | 0% | 1 | 2.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 58 | 62.4% | 25 | 58.1% | 19 | 76% | 14 | 82.4% | 52 | 82.5% |
| Other or Multiple Race | 6 | 6.5% | 4 | 9.3% | 2 | 8% | 1 | 5.9% | 1 | 1.6% |
| Total | 93 | <0.1% | 43 | <0.1% | 25 | <0.1% | 17 | <0.1% | 63 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Education, Training, & Library Occupations

Table F Education

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 50% | 49 | 72.1% | 109 | 72.7% | 21 | 75% | 39 | 45.3% | 70 | 42.4% |
| Men | 1 | 50% | 19 | 27.9% | 41 | 27.3% | 7 | 25% | 47 | 54.7% | 95 | 57.6% |
| Persons with Disabilities | 0 | 0% | 9 | 13.2% | 25 | 16.7% | 2 | 7.1% | 3 | 3.5% | 19 | 11.5% |
| Veterans | 0 | 0% | 0 | 0% | 4 | 2.7% | 0 | 0% | 0 | 0% | 2 | 1.2% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 1 | 0.7% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 2 | 2.9% | 0 | 0% | 1 | 3.6% | 0 | 0% | 1 | 0.6% |
| Asian - Filipino | 0 | 0% | 1 | 1.5% | 5 | 3.3% | 0 | 0% | 2 | 2.3% | 2 | 1.2% |
| Asian - Indian | 0 | 0% | 1 | 1.5% | 0 | 0% | 1 | 3.6% | 0 | 0% | 1 | 0.6% |
| Asian - Japanese | 0 | 0% | 1 | 1.5% | 1 | 0.7% | 0 | 0% | 0 | 0% | 1 | 0.6% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.6% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.6% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 0.7% | 0 | 0% | 4 | 4.7% | 3 | 1.8% |
| Black or African American | 1 | 50% | 8 | 11.8% | 15 | 10% | 3 | 10.7% | 5 | 5.8% | 11 | 6.7% |
| Hispanic or Latino | 0 | 0% | 22 | 32.4% | 49 | 32.7% | 3 | 10.7% | 17 | 19.8% | 42 | 25.5% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.2% | 1 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 0.7% | 0 | 0% | 0 | 0% | 1 | 0.6% |
| White | 0 | 0% | 32 | 47.1% | 69 | 46% | 19 | 67.9% | 54 | 62.8% | 92 | 55.8% |
| Other or Multiple Race | 1 | 50% | 1 | 1.5% | 8 | 5.3% | 1 | 3.6% | 3 | 3.5% | 8 | 4.8% |
| Total | 2 | <0.1% | 68 | <0.1% | 150 | 0.1% | 28 | <0.1% | 86 | <0.1% | 165 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Education, Training, & Library Occupations (Continued)

Table F Education

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 111 | 57.8% | 84 | 47.5% | 212 | 54.1% | 247 | 50.1% | 165 | 50.6% | 20 | 34.5% |
| Men | 81 | 42.2% | 93 | 52.5% | 180 | 45.9% | 246 | 49.9% | 161 | 49.4% | 38 | 65.5% |
| Persons with Disabilities | 17 | 8.9% | 11 | 6.2% | 22 | 5.6% | 36 | 7.3% | 45 | 13.8% | 7 | 12.1% |
| Veterans | 4 | 2.1% | 10 | 5.6% | 24 | 6.1% | 19 | 3.9% | 22 | 6.7% | 4 | 6.9% |
| Asian - Cambodian | 1 | 0.5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 2 | 1% | 1 | 0.6% | 5 | 1.3% | 3 | 0.6% | 1 | 0.3% | 0 | 0% |
| Asian - Filipino | 2 | 1% | 2 | 1.1% | 11 | 2.8% | 9 | 1.8% | 13 | 4% | 4 | 6.9% |
| Asian - Indian | 3 | 1.6% | 3 | 1.7% | 6 | 1.5% | 0 | 0% | 6 | 1.8% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 1 | 0.6% | 1 | 0.3% | 1 | 0.2% | 2 | 0.6% | 1 | 1.7% |
| Asian - Korean | 1 | 0.5% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% | 0 | 0% |
| Asian - Vietnamese | 2 | 1% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 4 | 2.1% | 5 | 2.8% | 8 | 2% | 10 | 2% | 5 | 1.5% | 1 | 1.7% |
| Black or African American | 17 | 8.9% | 10 | 5.6% | 23 | 5.9% | 35 | 7.1% | 28 | 8.6% | 4 | 6.9% |
| Hispanic or Latino | 36 | 18.8% | 34 | 19.2% | 67 | 17.1% | 111 | 22.5% | 57 | 17.5% | 11 | 19% |
| Native American or Alaska Native | 2 | 1% | 2 | 1.1% | 2 | 0.5% | 4 | 0.8% | 1 | 0.3% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.5% | 0 | 0% | 1 | 0.3% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 2 | 1.1% | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 115 | 59.9% | 106 | 59.9% | 252 | 64.3% | 301 | 61.1% | 203 | 62.3% | 36 | 62.1% |
| Other or Multiple Race | 6 | 3.1% | 11 | 6.2% | 15 | 3.8% | 17 | 3.4% | 8 | 2.5% | 1 | 1.7% |
| Total | 192 | 0.1% | 177 | 0.1% | 392 | 0.2% | 493 | 0.2% | 326 | 0.1% | 58 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Farming, Fishing, & Forestry Occupations

Table F Farming

| Group Type | Under \$10,000 | | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | |
|--------------------------------------|----------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|----------------------|-------|
| Women | 0 | 0% | 1 | 100% | 5 | 62.5% | 243 | 38.1% | 37 | 34.9% | 36 | 44.4% | 17 | 32.7% | 4 | 21.1% | 3 | 21.4% | 2 | 18.2% |
| Men | 1 | 100% | 0 | 0% | 3 | 37.5% | 395 | 61.9% | 69 | 65.1% | 45 | 55.6% | 35 | 67.3% | 15 | 78.9% | 11 | 78.6% | 9 | 81.8% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 1.3% | 5 | 4.7% | 4 | 4.9% | 4 | 7.7% | 1 | 5.3% | 3 | 21.4% | 3 | 27.3% |
| Veterans | 0 | 0% | 0 | 0% | 1 | 12.5% | 8 | 1.3% | 5 | 4.7% | 3 | 3.7% | 4 | 7.7% | 0 | 0% | 2 | 14.3% | 3 | 27.3% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0.9% | 2 | 1.9% | 0 | 0% | 0 | 0% | 1 | 5.3% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 0 | 0% | 23 | 3.6% | 1 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9.1% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 7.1% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0.9% | 1 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 0.6% | 1 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 17 | 2.7% | 1 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 19 | 3% | 1 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Black or African American | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 1.9% | 4 | 3.8% | 5 | 6.2% | 0 | 0% | 1 | 5.3% | 0 | 0% | 1 | 9.1% |
| Hispanic or Latino | 0 | 0% | 0 | 0% | 1 | 12.5% | 237 | 37.1% | 35 | 33% | 22 | 27.2% | 8 | 15.4% | 3 | 15.8% | 1 | 7.1% | 1 | 9.1% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 1 | 12.5% | 3 | 0.5% | 2 | 1.9% | 1 | 1.2% | 1 | 1.9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 1 | 1.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.5% | 2 | 1.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 1 | 100% | 1 | 100% | 5 | 62.5% | 264 | 41.4% | 54 | 50.9% | 51 | 63% | 41 | 78.8% | 14 | 73.7% | 12 | 85.7% | 8 | 72.7% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 1 | 12.5% | 39 | 6.1% | 2 | 1.9% | 1 | 1.2% | 2 | 3.8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 1 | <0.1% | 1 | <0.1% | 8 | <0.1% | 638 | 0.3% | 106 | <0.1% | 81 | <0.1% | 52 | <0.1% | 19 | <0.1% | 14 | <0.1% | 11 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Food Preparation & Serving Related Occupations

Table F
Food Prep.
& Serving

| Group Type | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|----------------------|-------|
| Women | 54 | 74% | 44 | 67.7% | 192 | 62.7% | 491 | 57% | 243 | 31.7% | 55 | 35.7% | 12 | 34.3% | 17 | 48.6% | 6 | 42.9% |
| Men | 19 | 26% | 21 | 32.3% | 114 | 37.3% | 371 | 43% | 524 | 68.3% | 99 | 64.3% | 23 | 65.7% | 18 | 51.4% | 8 | 57.1% |
| Persons with Disabilities | 0 | 0% | 9 | 13.8% | 6 | 2% | 41 | 4.8% | 33 | 4.3% | 16 | 10.4% | 8 | 22.9% | 7 | 20% | 3 | 21.4% |
| Veterans | 0 | 0% | 0 | 0% | 1 | 0.3% | 14 | 1.6% | 64 | 8.3% | 21 | 13.6% | 5 | 14.3% | 5 | 14.3% | 3 | 21.4% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 2 | 0.7% | 2 | 0.2% | 2 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 1.4% | 1 | 1.5% | 9 | 2.9% | 11 | 1.3% | 6 | 0.8% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 23 | 31.5% | 21 | 32.3% | 49 | 16% | 152 | 17.6% | 62 | 8.1% | 11 | 7.1% | 0 | 0% | 6 | 17.1% | 0 | 0% |
| Asian - Indian | 1 | 1.4% | 2 | 3.1% | 4 | 1.3% | 19 | 2.2% | 9 | 1.2% | 1 | 0.6% | 1 | 2.9% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.3% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 1 | 1.5% | 0 | 0% | 2 | 0.2% | 2 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 1.4% | 0 | 0% | 0 | 0% | 2 | 0.2% | 4 | 0.5% | 5 | 3.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 2 | 2.7% | 2 | 3.1% | 5 | 1.6% | 11 | 1.3% | 16 | 2.1% | 2 | 1.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Black or African American | 14 | 19.2% | 7 | 10.8% | 51 | 16.7% | 85 | 9.9% | 74 | 9.6% | 23 | 14.9% | 4 | 11.4% | 5 | 14.3% | 4 | 28.6% |
| Hispanic or Latino | 25 | 34.2% | 14 | 21.5% | 110 | 35.9% | 341 | 39.6% | 352 | 45.9% | 51 | 33.1% | 11 | 31.4% | 10 | 28.6% | 5 | 35.7% |
| Native American or Alaska Native | 1 | 1.4% | 0 | 0% | 1 | 0.3% | 10 | 1.2% | 4 | 0.5% | 1 | 0.6% | 0 | 0% | 0 | 0% | 1 | 7.1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 2 | 0.7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | 1.5% | 1 | 0.3% | 4 | 0.5% | 7 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 4 | 5.5% | 15 | 23.1% | 62 | 20.3% | 203 | 23.5% | 213 | 27.8% | 56 | 36.4% | 19 | 54.3% | 13 | 37.1% | 3 | 21.4% |
| Other or Multiple Race | 1 | 1.4% | 1 | 1.5% | 10 | 3.3% | 16 | 1.9% | 14 | 1.8% | 3 | 1.9% | 0 | 0% | 1 | 2.9% | 1 | 7.1% |
| Total | 73 | <0.1% | 65 | <0.1% | 306 | 0.1% | 862 | 0.4% | 767 | 0.3% | 154 | 0.1% | 35 | <0.1% | 35 | <0.1% | 14 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Healthcare Practitioners & Technical Occupations

Table F
Healthcare
Practitioner

| Group Type | Under \$10,000 | | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | |
|--------------------------------------|----------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 4 | 100% | 21 | 47.7% | 19 | 79.2% | 193 | 70.7% | 577 | 69.4% | 535 | 80.9% | 2,611 | 65.7% |
| Men | 0 | 0% | 23 | 52.3% | 5 | 20.8% | 80 | 29.3% | 255 | 30.6% | 126 | 19.1% | 1,366 | 34.3% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 1.1% | 28 | 3.4% | 57 | 8.6% | 158 | 4% |
| Veterans | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.4% | 7 | 0.8% | 15 | 2.3% | 70 | 1.8% |
| Asian - Cambodian | 0 | 0% | 1 | 2.3% | 0 | 0% | 0 | 0% | 2 | 0.2% | 0 | 0% | 6 | 0.2% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.4% | 1 | 0.1% | 11 | 1.7% | 24 | 0.6% |
| Asian - Filipino | 1 | 25% | 2 | 4.5% | 4 | 16.7% | 30 | 11% | 239 | 28.7% | 105 | 15.9% | 684 | 17.2% |
| Asian - Indian | 0 | 0% | 0 | 0% | 1 | 4.2% | 16 | 5.9% | 19 | 2.3% | 16 | 2.4% | 102 | 2.6% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.4% | 0 | 0% | 11 | 0.3% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 11 | 0.3% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.4% | 1 | 0.1% | 1 | 0.2% | 6 | 0.2% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 1.1% | 14 | 2.1% | 22 | 0.6% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 2 | 8.3% | 10 | 3.7% | 29 | 3.5% | 16 | 2.4% | 145 | 3.6% |
| Black or African American | 0 | 0% | 9 | 20.5% | 1 | 4.2% | 47 | 17.2% | 106 | 12.7% | 93 | 14.1% | 822 | 20.7% |
| Hispanic or Latino | 2 | 50% | 13 | 29.5% | 9 | 37.5% | 96 | 35.2% | 237 | 28.5% | 198 | 30% | 1,073 | 27% |
| Native American or Alaska Native | 1 | 25% | 1 | 2.3% | 0 | 0% | 1 | 0.4% | 1 | 0.1% | 5 | 0.8% | 18 | 0.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 1 | 0.2% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 5 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0.7% | 3 | 0.5% | 24 | 0.6% |
| White | 0 | 0% | 17 | 38.6% | 5 | 20.8% | 60 | 22% | 159 | 19.1% | 182 | 27.5% | 939 | 23.6% |
| Other or Multiple Race | 0 | 0% | 1 | 2.3% | 2 | 8.3% | 11 | 4% | 17 | 2% | 16 | 2.4% | 80 | 2% |
| Total | 4 | <0.1% | 44 | <0.1% | 24 | <0.1% | 273 | 0.1% | 832 | 0.4% | 661 | 0.3% | 3,977 | 1.8% |

Table F: State Civil Service Composition by Job Category and Salary
Healthcare Practitioners & Technical Occupations (Continued)

Table F
Healthcare
Practitioner

| Group Type | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 2,247 | 65.5% | 438 | 61.4% | 593 | 70.7% | 750 | 64.7% | 1,271 | 68.7% | 1,137 | 70.9% | 1,370 | 48.4% |
| Men | 1,182 | 34.5% | 275 | 38.6% | 246 | 29.3% | 410 | 35.3% | 580 | 31.3% | 467 | 29.1% | 1,460 | 51.6% |
| Persons with Disabilities | 163 | 4.8% | 61 | 8.6% | 84 | 10% | 45 | 3.9% | 85 | 4.6% | 66 | 4.1% | 170 | 6% |
| Veterans | 69 | 2% | 17 | 2.4% | 9 | 1.1% | 19 | 1.6% | 36 | 1.9% | 40 | 2.5% | 103 | 3.6% |
| Asian - Cambodian | 10 | 0.3% | 1 | 0.1% | 2 | 0.2% | 5 | 0.4% | 3 | 0.2% | 0 | 0% | 5 | 0.2% |
| Asian - Chinese | 56 | 1.6% | 21 | 2.9% | 28 | 3.3% | 36 | 3.1% | 44 | 2.4% | 37 | 2.3% | 172 | 6.1% |
| Asian - Filipino | 437 | 12.7% | 50 | 7% | 154 | 18.4% | 224 | 19.3% | 651 | 35.2% | 559 | 34.9% | 341 | 12% |
| Asian - Indian | 51 | 1.5% | 8 | 1.1% | 23 | 2.7% | 69 | 5.9% | 93 | 5% | 106 | 6.6% | 269 | 9.5% |
| Asian - Japanese | 18 | 0.5% | 14 | 2% | 10 | 1.2% | 3 | 0.3% | 12 | 0.6% | 3 | 0.2% | 23 | 0.8% |
| Asian - Korean | 14 | 0.4% | 20 | 2.8% | 6 | 0.7% | 9 | 0.8% | 22 | 1.2% | 18 | 1.1% | 45 | 1.6% |
| Asian - Laotian | 4 | 0.1% | 0 | 0% | 0 | 0% | 2 | 0.2% | 4 | 0.2% | 0 | 0% | 1 | <0.1% |
| Asian - Vietnamese | 65 | 1.9% | 1 | 0.1% | 14 | 1.7% | 15 | 1.3% | 32 | 1.7% | 20 | 1.2% | 142 | 5% |
| Asian - Other or Multiple | 110 | 3.2% | 24 | 3.4% | 30 | 3.6% | 51 | 4.4% | 114 | 6.2% | 66 | 4.1% | 208 | 7.3% |
| Black or African American | 624 | 18.2% | 102 | 14.3% | 103 | 12.3% | 165 | 14.2% | 273 | 14.7% | 212 | 13.2% | 293 | 10.4% |
| Hispanic or Latino | 942 | 27.5% | 126 | 17.7% | 134 | 16% | 223 | 19.2% | 198 | 10.7% | 183 | 11.4% | 266 | 9.4% |
| Native American or Alaska Native | 16 | 0.5% | 4 | 0.6% | 1 | 0.1% | 6 | 0.5% | 4 | 0.2% | 4 | 0.2% | 16 | 0.6% |
| Pacific Islander - Guamanian | 2 | 0.1% | 0 | 0% | 0 | 0% | 2 | 0.2% | 0 | 0% | 2 | 0.1% | 1 | <0.1% |
| Pacific Islander - Hawaiian | 2 | 0.1% | 1 | 0.1% | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 2 | 0.1% | 0 | 0% |
| Pacific Islander - Samoan | 3 | 0.1% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 10 | 0.3% | 3 | 0.4% | 1 | 0.1% | 4 | 0.3% | 6 | 0.3% | 10 | 0.6% | 10 | 0.4% |
| White | 983 | 28.7% | 320 | 44.9% | 304 | 36.2% | 324 | 27.9% | 355 | 19.2% | 366 | 22.8% | 947 | 33.5% |
| Other or Multiple Race | 82 | 2.4% | 18 | 2.5% | 28 | 3.3% | 20 | 1.7% | 40 | 2.2% | 16 | 1% | 91 | 3.2% |
| Total | 3,429 | 1.5% | 713 | 0.3% | 839 | 0.4% | 1,160 | 0.5% | 1,851 | 0.8% | 1,604 | 0.7% | 2,830 | 1.3% |

Table F: State Civil Service Composition by Job Category and Salary
Healthcare Support Occupations

Table F
Healthcare
Support

| Group Type | Under \$10,000 | | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | |
|--------------------------------------|----------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 2 | 100% | 6 | 100% | 14 | 100% | 773 | 85.5% | 600 | 82.9% | 127 | 95.5% | 96 | 97% | 178 | 92.7% | 22 | 91.7% |
| Men | 0 | 0% | 0 | 0% | 0 | 0% | 131 | 14.5% | 124 | 17.1% | 6 | 4.5% | 3 | 3% | 14 | 7.3% | 2 | 8.3% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 22 | 3% | 0 | 0% | 3 | 3% | 13 | 6.8% | 3 | 12.5% |
| Veterans | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.2% | 3 | 0.4% | 0 | 0% | 0 | 0% | 2 | 1% | 1 | 4.2% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.3% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 3 | 0.4% | 0 | 0% | 0 | 0% | 2 | 1% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 1 | 16.7% | 2 | 14.3% | 160 | 17.7% | 221 | 30.5% | 3 | 2.3% | 5 | 5.1% | 9 | 4.7% | 0 | 0% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 54 | 6% | 48 | 6.6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.5% | 1 | 4.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 27 | 3% | 25 | 3.5% | 2 | 1.5% | 1 | 1% | 1 | 0.5% | 0 | 0% |
| Black or African American | 0 | 0% | 1 | 16.7% | 1 | 7.1% | 172 | 19% | 142 | 19.6% | 13 | 9.8% | 11 | 11.1% | 12 | 6.3% | 4 | 16.7% |
| Hispanic or Latino | 2 | 100% | 4 | 66.7% | 8 | 57.1% | 315 | 34.8% | 188 | 26% | 68 | 51.1% | 34 | 34.3% | 91 | 47.4% | 6 | 25% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 1 | 7.1% | 6 | 0.7% | 5 | 0.7% | 1 | 0.8% | 1 | 1% | 1 | 0.5% | 1 | 4.2% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0.7% | 7 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 0 | 0% | 0 | 0% | 2 | 14.3% | 129 | 14.3% | 72 | 9.9% | 46 | 34.6% | 44 | 44.4% | 70 | 36.5% | 11 | 45.8% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 0 | 0% | 26 | 2.9% | 10 | 1.4% | 0 | 0% | 3 | 3% | 5 | 2.6% | 1 | 4.2% |
| Total | 2 | <0.1% | 6 | <0.1% | 14 | <0.1% | 904 | 0.4% | 724 | 0.3% | 133 | 0.1% | 99 | <0.1% | 192 | 0.1% | 24 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Installation, Maintenance, & Repair Occupations

Table F
Installation/
Maintenance

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 54 | 28% | 79 | 33.1% | 9 | 4.9% | 34 | 5.4% | 18 | 1.8% | 13 | 3.5% |
| Men | 139 | 72% | 160 | 66.9% | 173 | 95.1% | 601 | 94.6% | 957 | 98.2% | 360 | 96.5% |
| Persons with Disabilities | 0 | 0% | 5 | 2.1% | 7 | 3.8% | 33 | 5.2% | 76 | 7.8% | 31 | 8.3% |
| Veterans | 1 | 0.5% | 5 | 2.1% | 5 | 2.7% | 23 | 3.6% | 84 | 8.6% | 31 | 8.3% |
| Asian - Cambodian | 0 | 0% | 1 | 0.4% | 1 | 0.5% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.5% | 0 | 0% | 3 | 1.6% | 8 | 1.3% | 4 | 0.4% | 2 | 0.5% |
| Asian - Filipino | 1 | 0.5% | 6 | 2.5% | 5 | 2.7% | 19 | 3% | 14 | 1.4% | 14 | 3.8% |
| Asian - Indian | 0 | 0% | 1 | 0.4% | 0 | 0% | 1 | 0.2% | 5 | 0.5% | 4 | 1.1% |
| Asian - Japanese | 2 | 1% | 0 | 0% | 1 | 0.5% | 6 | 0.9% | 3 | 0.3% | 0 | 0% |
| Asian - Korean | 0 | 0% | 1 | 0.4% | 0 | 0% | 3 | 0.5% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 0.6% | 4 | 0.4% | 2 | 0.5% |
| Asian - Other or Multiple | 1 | 0.5% | 1 | 0.4% | 2 | 1.1% | 5 | 0.8% | 13 | 1.3% | 4 | 1.1% |
| Black or African American | 3 | 1.6% | 7 | 2.9% | 10 | 5.5% | 21 | 3.3% | 27 | 2.8% | 18 | 4.8% |
| Hispanic or Latino | 48 | 24.9% | 81 | 33.9% | 60 | 33% | 192 | 30.2% | 260 | 26.7% | 80 | 21.4% |
| Native American or Alaska Native | 4 | 2.1% | 4 | 1.7% | 1 | 0.5% | 5 | 0.8% | 17 | 1.7% | 6 | 1.6% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 2 | 0.2% | 1 | 0.3% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 1 | 0.5% | 2 | 0.3% | 1 | 0.1% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | 0.4% | 0 | 0% | 3 | 0.5% | 3 | 0.3% | 0 | 0% |
| White | 85 | 44% | 123 | 51.5% | 91 | 50% | 345 | 54.3% | 590 | 60.5% | 232 | 62.2% |
| Other or Multiple Race | 48 | 24.9% | 13 | 5.4% | 7 | 3.8% | 19 | 3% | 31 | 3.2% | 10 | 2.7% |
| Total | 193 | 0.1% | 239 | 0.1% | 182 | 0.1% | 635 | 0.3% | 975 | 0.4% | 373 | 0.2% |

Table F: State Civil Service Composition by Job Category and Salary
Installation, Maintenance, & Repair Occupations (Continued)

Table F
Installation/
Maintenance

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 9 | 2.8% | 3 | 1.7% | 1 | 1.4% | 3 | 21.4% | 0 | 0% | 0 | 0% |
| Men | 314 | 97.2% | 169 | 98.3% | 70 | 98.6% | 11 | 78.6% | 13 | 100% | 15 | 100% |
| Persons with Disabilities | 21 | 6.5% | 17 | 9.9% | 10 | 14.1% | 1 | 7.1% | 1 | 7.7% | 2 | 13.3% |
| Veterans | 33 | 10.2% | 28 | 16.3% | 14 | 19.7% | 0 | 0% | 2 | 15.4% | 0 | 0% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 2 | 1.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 7 | 2.2% | 3 | 1.7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Indian | 1 | 0.3% | 1 | 0.6% | 1 | 1.4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 2 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 1 | 0.3% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Black or African American | 17 | 5.3% | 8 | 4.7% | 5 | 7% | 0 | 0% | 0 | 0% | 1 | 6.7% |
| Hispanic or Latino | 50 | 15.5% | 32 | 18.6% | 14 | 19.7% | 6 | 42.9% | 2 | 15.4% | 3 | 20% |
| Native American or Alaska Native | 5 | 1.5% | 0 | 0% | 5 | 7% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 7.7% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.3% | 1 | 0.6% | 1 | 1.4% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 229 | 70.9% | 120 | 69.8% | 43 | 60.6% | 8 | 57.1% | 10 | 76.9% | 11 | 73.3% |
| Other or Multiple Race | 8 | 2.5% | 4 | 2.3% | 2 | 2.8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 323 | 0.1% | 172 | 0.1% | 71 | <0.1% | 14 | <0.1% | 13 | <0.1% | 15 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Legal Occupations

Table F
Legal

| Group Type | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 100% | 3 | 60% | 81 | 80.2% | 124 | 76.1% | 197 | 71.9% | 212 | 73.1% |
| Men | 0 | 0% | 2 | 40% | 20 | 19.8% | 39 | 23.9% | 77 | 28.1% | 78 | 26.9% |
| Persons with Disabilities | 1 | 100% | 0 | 0% | 6 | 5.9% | 12 | 7.4% | 35 | 12.8% | 23 | 7.9% |
| Veterans | 0 | 0% | 0 | 0% | 1 | 1% | 3 | 1.8% | 4 | 1.5% | 7 | 2.4% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 2 | 2% | 7 | 4.3% | 15 | 5.5% | 10 | 3.4% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 5 | 5% | 8 | 4.9% | 20 | 7.3% | 20 | 6.9% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 1.2% | 9 | 3.3% | 6 | 2.1% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.4% | 2 | 0.7% |
| Asian - Korean | 0 | 0% | 1 | 20% | 3 | 3% | 5 | 3.1% | 6 | 2.2% | 7 | 2.4% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 2 | 2% | 2 | 1.2% | 3 | 1.1% | 3 | 1% |
| Asian - Other or Multiple | 0 | 0% | 1 | 20% | 2 | 2% | 4 | 2.5% | 8 | 2.9% | 8 | 2.8% |
| Black or African American | 0 | 0% | 0 | 0% | 8 | 7.9% | 17 | 10.4% | 44 | 16.1% | 25 | 8.6% |
| Hispanic or Latino | 1 | 100% | 0 | 0% | 27 | 26.7% | 49 | 30.1% | 56 | 20.4% | 40 | 13.8% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 1 | 1% | 1 | 0.6% | 1 | 0.4% | 1 | 0.3% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 1 | 0.3% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.6% | 0 | 0% | 1 | 0.3% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.6% | 1 | 0.4% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.6% | 3 | 1.1% | 2 | 0.7% |
| White | 0 | 0% | 1 | 20% | 41 | 40.6% | 58 | 35.6% | 89 | 32.5% | 154 | 53.1% |
| Other or Multiple Race | 0 | 0% | 2 | 40% | 9 | 8.9% | 7 | 4.3% | 18 | 6.6% | 9 | 3.1% |
| Total | 1 | <0.1% | 5 | <0.1% | 101 | <0.1% | 163 | 0.1% | 274 | 0.1% | 290 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
 Legal Occupations (Continued)

Table F
 Legal

| Group Type | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 118 | 57.3% | 79 | 51.6% | 251 | 55.3% | 195 | 55.1% | 1,480 | 52.4% |
| Men | 88 | 42.7% | 74 | 48.4% | 203 | 44.7% | 159 | 44.9% | 1,343 | 47.6% |
| Persons with Disabilities | 9 | 4.4% | 15 | 9.8% | 27 | 5.9% | 25 | 7.1% | 350 | 12.4% |
| Veterans | 6 | 2.9% | 1 | 0.7% | 4 | 0.9% | 2 | 0.6% | 75 | 2.7% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.6% | 0 | 0% |
| Asian - Chinese | 15 | 7.3% | 9 | 5.9% | 27 | 5.9% | 15 | 4.2% | 149 | 5.3% |
| Asian - Filipino | 5 | 2.4% | 1 | 0.7% | 12 | 2.6% | 6 | 1.7% | 59 | 2.1% |
| Asian - Indian | 5 | 2.4% | 1 | 0.7% | 9 | 2% | 7 | 2% | 44 | 1.6% |
| Asian - Japanese | 0 | 0% | 3 | 2% | 7 | 1.5% | 4 | 1.1% | 42 | 1.5% |
| Asian - Korean | 5 | 2.4% | 5 | 3.3% | 26 | 5.7% | 14 | 4% | 72 | 2.6% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 2 | 1% | 2 | 1.3% | 7 | 1.5% | 4 | 1.1% | 34 | 1.2% |
| Asian - Other or Multiple | 9 | 4.4% | 6 | 3.9% | 11 | 2.4% | 10 | 2.8% | 50 | 1.8% |
| Black or African American | 10 | 4.9% | 6 | 3.9% | 28 | 6.2% | 15 | 4.2% | 119 | 4.2% |
| Hispanic or Latino | 27 | 13.1% | 16 | 10.5% | 37 | 8.1% | 39 | 11% | 221 | 7.8% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 2 | 0.4% | 2 | 0.6% | 11 | 0.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | 0.7% | 0 | 0% | 0 | 0% | 3 | 0.1% |
| White | 112 | 54.4% | 100 | 65.4% | 263 | 57.9% | 218 | 61.6% | 1,937 | 68.6% |
| Other or Multiple Race | 16 | 7.8% | 3 | 2% | 24 | 5.3% | 18 | 5.1% | 79 | 2.8% |
| Total | 206 | 0.1% | 153 | 0.1% | 454 | 0.2% | 354 | 0.2% | 2,823 | 1.3% |

Table F: State Civil Service Composition by Job Category and Salary
Life, Physical, & Social Science Occupations

Table F
Life Science

| Group Type | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 0 | 0% | 2 | 28.6% | 435 | 52.3% | 198 | 45% | 272 | 40.4% | 279 | 58.5% | 652 | 56.2% |
| Men | 1 | 100% | 5 | 71.4% | 396 | 47.7% | 242 | 55% | 401 | 59.6% | 198 | 41.5% | 509 | 43.8% |
| Persons with Disabilities | 0 | 0% | 1 | 14.3% | 21 | 2.5% | 11 | 2.5% | 35 | 5.2% | 18 | 3.8% | 65 | 5.6% |
| Veterans | 0 | 0% | 0 | 0% | 5 | 0.6% | 6 | 1.4% | 21 | 3.1% | 11 | 2.3% | 10 | 0.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.2% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 22 | 2.6% | 13 | 3% | 24 | 3.6% | 14 | 2.9% | 49 | 4.2% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 6 | 0.7% | 14 | 3.2% | 16 | 2.4% | 11 | 2.3% | 22 | 1.9% |
| Asian - Indian | 0 | 0% | 0 | 0% | 6 | 0.7% | 9 | 2% | 10 | 1.5% | 10 | 2.1% | 26 | 2.2% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 3 | 0.4% | 0 | 0% | 6 | 0.9% | 3 | 0.6% | 11 | 0.9% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.5% | 4 | 0.6% | 2 | 0.4% | 8 | 0.7% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% | 2 | 0.2% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 7 | 0.8% | 2 | 0.5% | 5 | 0.7% | 11 | 2.3% | 15 | 1.3% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 15 | 1.8% | 11 | 2.5% | 19 | 2.8% | 12 | 2.5% | 40 | 3.4% |
| Black or African American | 0 | 0% | 0 | 0% | 8 | 1% | 11 | 2.5% | 27 | 4% | 21 | 4.4% | 33 | 2.8% |
| Hispanic or Latino | 0 | 0% | 0 | 0% | 112 | 13.5% | 84 | 19.1% | 108 | 16% | 99 | 20.8% | 171 | 14.7% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 5 | 0.6% | 3 | 0.7% | 5 | 0.7% | 6 | 1.3% | 13 | 1.1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 1 | 0.2% | 1 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 5 | 1% | 5 | 0.4% |
| White | 1 | 100% | 7 | 100% | 511 | 61.5% | 208 | 47.3% | 371 | 55.1% | 244 | 51.2% | 665 | 57.3% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 134 | 16.1% | 82 | 18.6% | 77 | 11.4% | 37 | 7.8% | 97 | 8.4% |
| Total | 1 | <0.1% | 7 | <0.1% | 831 | 0.4% | 440 | 0.2% | 673 | 0.3% | 477 | 0.2% | 1,161 | 0.5% |

Table F: State Civil Service Composition by Job Category and Salary
Life, Physical, & Social Science Occupations (Continued)

Table F
Life Science

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 833 | 49.9% | 426 | 52.6% | 583 | 51.6% | 449 | 51% | 629 | 55.3% | 468 | 50.4% |
| Men | 835 | 50.1% | 384 | 47.4% | 547 | 48.4% | 431 | 49% | 508 | 44.7% | 460 | 49.6% |
| Persons with Disabilities | 262 | 15.7% | 75 | 9.3% | 161 | 14.2% | 90 | 10.2% | 128 | 11.3% | 99 | 10.7% |
| Veterans | 64 | 3.8% | 17 | 2.1% | 18 | 1.6% | 33 | 3.8% | 28 | 2.5% | 22 | 2.4% |
| Asian - Cambodian | 2 | 0.1% | 2 | 0.2% | 2 | 0.2% | 2 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 80 | 4.8% | 49 | 6% | 69 | 6.1% | 75 | 8.5% | 45 | 4% | 36 | 3.9% |
| Asian - Filipino | 25 | 1.5% | 24 | 3% | 19 | 1.7% | 18 | 2% | 18 | 1.6% | 8 | 0.9% |
| Asian - Indian | 40 | 2.4% | 20 | 2.5% | 32 | 2.8% | 26 | 3% | 11 | 1% | 21 | 2.3% |
| Asian - Japanese | 20 | 1.2% | 11 | 1.4% | 20 | 1.8% | 16 | 1.8% | 12 | 1.1% | 16 | 1.7% |
| Asian - Korean | 7 | 0.4% | 7 | 0.9% | 11 | 1% | 4 | 0.5% | 16 | 1.4% | 7 | 0.8% |
| Asian - Laotian | 0 | 0% | 1 | 0.1% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 15 | 0.9% | 11 | 1.4% | 7 | 0.6% | 8 | 0.9% | 4 | 0.4% | 7 | 0.8% |
| Asian - Other or Multiple | 57 | 3.4% | 24 | 3% | 33 | 2.9% | 31 | 3.5% | 35 | 3.1% | 23 | 2.5% |
| Black or African American | 58 | 3.5% | 28 | 3.5% | 65 | 5.8% | 27 | 3.1% | 57 | 5% | 39 | 4.2% |
| Hispanic or Latino | 183 | 11% | 91 | 11.2% | 115 | 10.2% | 80 | 9.1% | 119 | 10.5% | 80 | 8.6% |
| Native American or Alaska Native | 13 | 0.8% | 1 | 0.1% | 6 | 0.5% | 3 | 0.3% | 5 | 0.4% | 2 | 0.2% |
| Pacific Islander - Guamanian | 1 | 0.1% | 0 | 0% | 0 | 0% | 2 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 2 | 0.1% | 2 | 0.2% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 6 | 0.4% | 1 | 0.1% | 4 | 0.4% | 1 | 0.1% | 0 | 0% | 2 | 0.2% |
| White | 1,088 | 65.2% | 486 | 60% | 695 | 61.5% | 551 | 62.6% | 775 | 68.2% | 653 | 70.4% |
| Other or Multiple Race | 71 | 4.3% | 51 | 6.3% | 51 | 4.5% | 35 | 4% | 39 | 3.4% | 34 | 3.7% |
| Total | 1,668 | 0.7% | 810 | 0.4% | 1,130 | 0.5% | 880 | 0.4% | 1,137 | 0.5% | 928 | 0.4% |

Table F: State Civil Service Composition by Job Category and Salary
Management Occupations

Table F Management

| Group Type | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|----------------------|-------|
| Women | 2 | 100% | 4 | 100% | 28 | 31.8% | 25 | 36.2% | 186 | 59.2% |
| Men | 0 | 0% | 0 | 0% | 60 | 68.2% | 44 | 63.8% | 128 | 40.8% |
| Persons with Disabilities | 0 | 0% | 1 | 25% | 2 | 2.3% | 6 | 8.7% | 35 | 11.1% |
| Veterans | 0 | 0% | 0 | 0% | 4 | 4.5% | 1 | 1.4% | 22 | 7% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 1 | 1.1% | 2 | 2.9% | 10 | 3.2% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 1 | 1.1% | 4 | 5.8% | 9 | 2.9% |
| Asian - Indian | 0 | 0% | 0 | 0% | 1 | 1.1% | 6 | 8.7% | 11 | 3.5% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 2.9% | 2 | 0.6% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 1 | 1.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 3 | 3.4% | 1 | 1.4% | 3 | 1% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 1.1% | 2 | 2.9% | 9 | 2.9% |
| Black or African American | 1 | 50% | 1 | 25% | 6 | 6.8% | 6 | 8.7% | 20 | 6.4% |
| Hispanic or Latino | 0 | 0% | 1 | 25% | 20 | 22.7% | 7 | 10.1% | 64 | 20.4% |
| Native American or Alaska Native | 0 | 0% | 1 | 25% | 2 | 2.3% | 1 | 1.4% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 1 | 1.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 1% |
| White | 1 | 50% | 0 | 0% | 48 | 54.5% | 35 | 50.7% | 165 | 52.5% |
| Other or Multiple Race | 0 | 0% | 1 | 25% | 3 | 3.4% | 3 | 4.3% | 16 | 5.1% |
| Total | 2 | <0.1% | 4 | <0.1% | 88 | <0.1% | 69 | <0.1% | 314 | 0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Management Occupations

Table F Management

| Group Type | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|-----------------------|-------------|-----------------------|-------------|-----------------------|-------------|----------------|-------------|
| Women | 466 | 60.6% | 898 | 54.7% | 579 | 44.4% | 1,183 | 37.3% |
| Men | 303 | 39.4% | 744 | 45.3% | 726 | 55.6% | 1,991 | 62.7% |
| Persons with Disabilities | 139 | 18.1% | 270 | 16.4% | 161 | 12.3% | 361 | 11.4% |
| Veterans | 33 | 4.3% | 84 | 5.1% | 67 | 5.1% | 194 | 6.1% |
| Asian - Cambodian | 0 | 0% | 1 | 0.1% | 1 | 0.1% | 1 | <0.1% |
| Asian - Chinese | 31 | 4% | 97 | 5.9% | 71 | 5.4% | 129 | 4.1% |
| Asian - Filipino | 38 | 4.9% | 66 | 4% | 45 | 3.4% | 67 | 2.1% |
| Asian - Indian | 29 | 3.8% | 61 | 3.7% | 81 | 6.2% | 103 | 3.2% |
| Asian - Japanese | 9 | 1.2% | 35 | 2.1% | 21 | 1.6% | 45 | 1.4% |
| Asian - Korean | 1 | 0.1% | 2 | 0.1% | 11 | 0.8% | 19 | 0.6% |
| Asian - Laotian | 1 | 0.1% | 1 | 0.1% | 0 | 0% | 1 | <0.1% |
| Asian - Vietnamese | 12 | 1.6% | 27 | 1.6% | 18 | 1.4% | 22 | 0.7% |
| Asian - Other or Multiple | 12 | 1.6% | 51 | 3.1% | 26 | 2% | 84 | 2.6% |
| Black or African American | 54 | 7% | 122 | 7.4% | 99 | 7.6% | 205 | 6.5% |
| Hispanic or Latino | 145 | 18.9% | 259 | 15.8% | 193 | 14.8% | 382 | 12% |
| Native American or Alaska Native | 3 | 0.4% | 16 | 1% | 9 | 0.7% | 10 | 0.3% |
| Pacific Islander - Guamanian | 0 | 0% | 3 | 0.2% | 0 | 0% | 3 | 0.1% |
| Pacific Islander - Hawaiian | 1 | 0.1% | 3 | 0.2% | 2 | 0.2% | 5 | 0.2% |
| Pacific Islander - Samoan | 1 | 0.1% | 2 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 2 | 0.3% | 7 | 0.4% | 8 | 0.6% | 6 | 0.2% |
| White | 383 | 49.8% | 835 | 50.9% | 659 | 50.5% | 1,966 | 61.9% |
| Other or Multiple Race | 47 | 6.1% | 54 | 3.3% | 61 | 4.7% | 126 | 4% |
| Total | 769 | 0.3% | 1,642 | 0.7% | 1,305 | 0.6% | 3,174 | 1.4% |

Table F: State Civil Service Composition by Job Category and Salary
Office and Administrative Support Occupations

Table F Office Support

| Group Type | Under \$10,000 | | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | |
|--------------------------------------|----------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 100% | 41 | 77.4% | 135 | 90.6% | 5,930 | 71.3% | 9,573 | 75.5% | 5,125 | 72.3% |
| Men | 0 | 0% | 12 | 22.6% | 14 | 9.4% | 2,382 | 28.7% | 3,104 | 24.5% | 1,966 | 27.7% |
| Persons with Disabilities | 0 | 0% | 6 | 11.3% | 26 | 17.4% | 213 | 2.6% | 1,773 | 14% | 1,228 | 17.3% |
| Veterans | 0 | 0% | 1 | 1.9% | 1 | 0.7% | 44 | 0.5% | 332 | 2.6% | 289 | 4.1% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 26 | 0.3% | 20 | 0.2% | 13 | 0.2% |
| Asian - Chinese | 0 | 0% | 2 | 3.8% | 11 | 7.4% | 259 | 3.1% | 328 | 2.6% | 159 | 2.2% |
| Asian - Filipino | 0 | 0% | 2 | 3.8% | 9 | 6% | 322 | 3.9% | 771 | 6.1% | 494 | 7% |
| Asian - Indian | 0 | 0% | 0 | 0% | 2 | 1.3% | 168 | 2% | 143 | 1.1% | 78 | 1.1% |
| Asian - Japanese | 0 | 0% | 1 | 1.9% | 0 | 0% | 27 | 0.3% | 71 | 0.6% | 47 | 0.7% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 50 | 0.6% | 40 | 0.3% | 21 | 0.3% |
| Asian - Laotian | 0 | 0% | 1 | 1.9% | 0 | 0% | 19 | 0.2% | 24 | 0.2% | 12 | 0.2% |
| Asian - Vietnamese | 0 | 0% | 1 | 1.9% | 3 | 2% | 209 | 2.5% | 132 | 1% | 93 | 1.3% |
| Asian - Other or Multiple | 0 | 0% | 1 | 1.9% | 0 | 0% | 385 | 4.6% | 280 | 2.2% | 137 | 1.9% |
| Black or African American | 0 | 0% | 5 | 9.4% | 16 | 10.7% | 1,155 | 13.9% | 1,786 | 14.1% | 1,090 | 15.4% |
| Hispanic or Latino | 0 | 0% | 15 | 28.3% | 45 | 30.2% | 2,397 | 28.8% | 4,111 | 32.4% | 2,578 | 36.4% |
| Native American or Alaska Native | 0 | 0% | 1 | 1.9% | 1 | 0.7% | 54 | 0.6% | 119 | 0.9% | 69 | 1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 0.1% | 10 | 0.1% | 10 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 1 | 0.7% | 5 | 0.1% | 12 | 0.1% | 5 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 0.1% | 20 | 0.2% | 15 | 0.2% |
| Pacific Islander - Other or Multiple | 1 | 0% | 0 | 0% | 0 | 0% | 62 | 0.7% | 79 | 0.6% | 32 | 0.5% |
| White | 0 | 0% | 19 | 35.8% | 57 | 38.3% | 2,194 | 26.4% | 4,244 | 33.5% | 2,009 | 28.3% |
| Other or Multiple Race | 0 | 0% | 5 | 9.4% | 4 | 2.7% | 962 | 11.6% | 487 | 3.8% | 229 | 3.2% |
| Total | 1 | <0.1% | 53 | <0.1% | 149 | 0.1% | 8,312 | 3.7% | 12,677 | 5.7% | 7,091 | 3.2% |

Table F: State Civil Service Composition by Job Category and Salary
Office and Administrative Support Occupations

Table F
Office
Support

| Group Type | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|
| Women | 2,814 | 73.9% | 905 | 78.7% | 205 | 69.7% | 61 | 61% | 1 | 50% | 0 | 0% |
| Men | 992 | 26.1% | 245 | 21.3% | 89 | 30.3% | 39 | 39% | 1 | 50% | 4 | 100% |
| Persons with Disabilities | 795 | 20.9% | 196 | 17% | 70 | 23.8% | 21 | 21% | 0 | 0% | 0 | 0% |
| Veterans | 223 | 5.9% | 47 | 4.1% | 18 | 6.1% | 6 | 6% | 0 | 0% | 0 | 0% |
| Asian - Cambodian | 6 | 0.2% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 122 | 3.2% | 8 | 0.7% | 10 | 3.4% | 4 | 4% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 229 | 6% | 33 | 2.9% | 10 | 3.4% | 2 | 2% | 0 | 0% | 0 | 0% |
| Asian - Indian | 40 | 1.1% | 11 | 1% | 1 | 0.3% | 3 | 3% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 18 | 0.5% | 5 | 0.4% | 3 | 1% | 1 | 1% | 0 | 0% | 0 | 0% |
| Asian - Korean | 16 | 0.4% | 0 | 0% | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 6 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 100 | 2.6% | 12 | 1% | 4 | 1.4% | 2 | 2% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 69 | 1.8% | 14 | 1.2% | 8 | 2.7% | 2 | 2% | 0 | 0% | 0 | 0% |
| Black or African American | 669 | 17.6% | 123 | 10.7% | 53 | 18% | 24 | 24% | 0 | 0% | 0 | 0% |
| Hispanic or Latino | 1,360 | 35.7% | 347 | 30.2% | 82 | 27.9% | 40 | 40% | 0 | 0% | 2 | 50% |
| Native American or Alaska Native | 27 | 0.7% | 10 | 0.9% | 2 | 0.7% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 5 | 0.1% | 3 | 0.3% | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 6 | 0.2% | 1 | 0.1% | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 8 | 0.2% | 4 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 10 | 0.3% | 4 | 0.3% | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 1,012 | 26.6% | 540 | 47% | 105 | 35.7% | 21 | 21% | 2 | 100% | 2 | 50% |
| Other or Multiple Race | 103 | 2.7% | 34 | 3% | 12 | 4.1% | 1 | 1% | 0 | 0% | 0 | 0% |
| Total | 3,806 | 1.7% | 1,150 | 0.5% | 294 | 0.1% | 100 | <0.1% | 2 | <0.1% | 4 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
 Personal Care & Service Occupations

Table F
 Personal
 Care

| Group Type | \$10,001 - \$20,000 | | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 100% | 7 | 87.5% | 86 | 74.1% | 101 | 65.2% | 37 | 62.7% | 1 | 20% | 3 | 60% |
| Men | 0 | 0% | 1 | 12.5% | 30 | 25.9% | 54 | 34.8% | 22 | 37.3% | 4 | 80% | 2 | 40% |
| Persons with Disabilities | 0 | 0% | 0 | 0% | 11 | 9.5% | 26 | 16.8% | 1 | 1.7% | 2 | 40% | 2 | 40% |
| Veterans | 0 | 0% | 0 | 0% | 3 | 2.6% | 5 | 3.2% | 3 | 5.1% | 0 | 0% | 0 | 0% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 1 | 12.5% | 1 | 0.9% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 1 | 100% | 2 | 25% | 12 | 10.3% | 19 | 12.3% | 3 | 5.1% | 0 | 0% | 0 | 0% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 1.3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 3 | 2.6% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 1 | 0.9% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 3 | 2.6% | 2 | 1.3% | 1 | 1.7% | 0 | 0% | 0 | 0% |
| Black or African American | 0 | 0% | 1 | 12.5% | 15 | 12.9% | 15 | 9.7% | 3 | 5.1% | 2 | 40% | 0 | 0% |
| Hispanic or Latino | 0 | 0% | 2 | 25% | 31 | 26.7% | 33 | 21.3% | 4 | 6.8% | 0 | 0% | 1 | 20% |
| Native American or Alaska Native | 0 | 0% | 1 | 12.5% | 1 | 0.9% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 20% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 0 | 0% | 1 | 12.5% | 45 | 38.8% | 76 | 49% | 48 | 81.4% | 3 | 60% | 3 | 60% |
| Other or Multiple Race | 0 | 0% | 0 | 0% | 4 | 3.4% | 4 | 2.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 1 | <0.1% | 8 | <0.1% | 116 | 0.1% | 155 | 0.1% | 59 | <0.1% | 5 | <0.1% | 5 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Production Occupations

Table F Production

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 0 | 0% | 13 | 29.5% | 42 | 40.8% | 38 | 30.2% | 16 | 14.2% | 22 | 4.7% |
| Men | 1 | 100% | 31 | 70.5% | 61 | 59.2% | 88 | 69.8% | 97 | 85.8% | 442 | 95.3% |
| Persons with Disabilities | 0 | 0% | 2 | 4.5% | 9 | 8.7% | 7 | 5.6% | 5 | 4.4% | 28 | 6% |
| Veterans | 0 | 0% | 0 | 0% | 6 | 5.8% | 2 | 1.6% | 6 | 5.3% | 51 | 11% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 1 | 1% | 1 | 0.8% | 3 | 2.7% | 7 | 1.5% |
| Asian - Filipino | 0 | 0% | 5 | 11.4% | 7 | 6.8% | 3 | 2.4% | 1 | 0.9% | 34 | 7.3% |
| Asian - Indian | 0 | 0% | 0 | 0% | 2 | 1.9% | 1 | 0.8% | 0 | 0% | 10 | 2.2% |
| Asian - Japanese | 0 | 0% | 1 | 2.3% | 0 | 0% | 2 | 1.6% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.8% | 3 | 2.7% | 2 | 0.4% |
| Asian - Laotian | 0 | 0% | 1 | 2.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 1 | 2.3% | 3 | 2.9% | 0 | 0% | 3 | 2.7% | 1 | 0.2% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 4 | 3.9% | 3 | 2.4% | 3 | 2.7% | 6 | 1.3% |
| Black or African American | 0 | 0% | 16 | 36.4% | 11 | 10.7% | 15 | 11.9% | 4 | 3.5% | 23 | 5% |
| Hispanic or Latino | 1 | 100% | 11 | 25% | 41 | 39.8% | 31 | 24.6% | 37 | 32.7% | 120 | 25.9% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 1 | 1% | 2 | 1.6% | 2 | 1.8% | 3 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 1 | 1% | 1 | 0.8% | 0 | 0% | 1 | 0.2% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 2 | 1.9% | 1 | 0.8% | 0 | 0% | 2 | 0.4% |
| White | 0 | 0% | 8 | 18.2% | 28 | 27.2% | 56 | 44.4% | 52 | 46% | 234 | 50.4% |
| Other or Multiple Race | 0 | 0% | 1 | 2.3% | 2 | 1.9% | 9 | 7.1% | 5 | 4.4% | 21 | 4.5% |
| Total | 1 | <0.1% | 44 | <0.1% | 103 | <0.1% | 126 | 0.1% | 113 | 0.1% | 464 | 0.2% |

Table F: State Civil Service Composition by Job Category and Salary
Production Occupations (Continued)

Table F
Production

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 23 | 3.9% | 10 | 18.9% | 6 | 6% | 0 | 0% | 6 | 8.5% | 5 | 11.4% |
| Men | 563 | 96.1% | 43 | 81.1% | 94 | 94% | 17 | 100% | 65 | 91.5% | 39 | 88.6% |
| Persons with Disabilities | 33 | 5.6% | 4 | 7.5% | 7 | 7% | 1 | 5.9% | 6 | 8.5% | 7 | 15.9% |
| Veterans | 84 | 14.3% | 5 | 9.4% | 15 | 15% | 6 | 35.3% | 15 | 21.1% | 11 | 25% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 19 | 3.2% | 1 | 1.9% | 2 | 2% | 0 | 0% | 1 | 1.4% | 0 | 0% |
| Asian - Indian | 6 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 4.2% | 1 | 2.3% |
| Asian - Japanese | 2 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 1 | 1.9% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 3 | 0.5% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 3 | 0.5% | 1 | 1.9% | 1 | 1% | 0 | 0% | 0 | 0% | 1 | 2.3% |
| Black or African American | 22 | 3.8% | 1 | 1.9% | 2 | 2% | 0 | 0% | 9 | 12.7% | 2 | 4.5% |
| Hispanic or Latino | 169 | 28.8% | 8 | 15.1% | 32 | 32% | 6 | 35.3% | 15 | 21.1% | 14 | 31.8% |
| Native American or Alaska Native | 4 | 0.7% | 1 | 1.9% | 1 | 1% | 2 | 11.8% | 1 | 1.4% | 1 | 2.3% |
| Pacific Islander - Guamanian | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1.4% | 1 | 2.3% |
| Pacific Islander - Hawaiian | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 341 | 58.2% | 39 | 73.6% | 56 | 56% | 9 | 52.9% | 39 | 54.9% | 22 | 50% |
| Other or Multiple Race | 13 | 2.2% | 1 | 1.9% | 3 | 3% | 0 | 0% | 2 | 2.8% | 2 | 4.5% |
| Total | 586 | 0.3% | 53 | <0.1% | 100 | <0.1% | 17 | <0.1% | 71 | <0.1% | 44 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Protective Service Occupations

Table F
Protective
Service

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 1 | 100% | 276 | 21.3% | 132 | 9.9% | 417 | 13.5% | 649 | 15.5% | 600 | 16.8% |
| Men | 0 | 0% | 1,020 | 78.7% | 1,195 | 90.1% | 2,675 | 86.5% | 3,531 | 84.5% | 2,968 | 83.2% |
| Persons with Disabilities | 0 | 0% | 15 | 1.2% | 14 | 1.1% | 84 | 2.7% | 179 | 4.3% | 106 | 3% |
| Veterans | 0 | 0% | 16 | 1.2% | 19 | 1.4% | 108 | 3.5% | 176 | 4.2% | 159 | 4.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 1 | 0.1% | 1 | <0.1% | 2 | <0.1% | 2 | 0.1% |
| Asian - Chinese | 0 | 0% | 6 | 0.5% | 7 | 0.5% | 15 | 0.5% | 43 | 1% | 28 | 0.8% |
| Asian - Filipino | 0 | 0% | 15 | 1.2% | 14 | 1.1% | 34 | 1.1% | 77 | 1.8% | 44 | 1.2% |
| Asian - Indian | 0 | 0% | 4 | 0.3% | 5 | 0.4% | 8 | 0.3% | 9 | 0.2% | 8 | 0.2% |
| Asian - Japanese | 0 | 0% | 6 | 0.5% | 5 | 0.4% | 9 | 0.3% | 18 | 0.4% | 2 | 0.1% |
| Asian - Korean | 0 | 0% | 2 | 0.2% | 5 | 0.4% | 1 | <0.1% | 20 | 0.5% | 5 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | <0.1% | 1 | <0.1% |
| Asian - Vietnamese | 0 | 0% | 6 | 0.5% | 4 | 0.3% | 8 | 0.3% | 13 | 0.3% | 3 | 0.1% |
| Asian - Other or Multiple | 0 | 0% | 7 | 0.5% | 18 | 1.4% | 297 | 9.6% | 101 | 2.4% | 122 | 3.4% |
| Black or African American | 0 | 0% | 29 | 2.2% | 25 | 1.9% | 145 | 4.7% | 143 | 3.4% | 113 | 3.2% |
| Hispanic or Latino | 1 | 100% | 214 | 16.5% | 338 | 25.5% | 906 | 29.3% | 1,581 | 37.8% | 1,560 | 43.7% |
| Native American or Alaska Native | 0 | 0% | 12 | 0.9% | 11 | 0.8% | 67 | 2.2% | 23 | 0.6% | 16 | 0.4% |
| Pacific Islander - Guamanian | 0 | 0% | 2 | 0.2% | 2 | 0.2% | 0 | 0% | 1 | <0.1% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 3 | 0.2% | 1 | 0.1% | 3 | 0.1% | 4 | 0.1% | 4 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 2 | 0.2% | 0 | 0% | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 3 | 0.2% | 0 | 0% | 57 | 1.8% | 12 | 0.3% | 8 | 0.2% |
| White | 0 | 0% | 924 | 71.3% | 693 | 52.2% | 1,434 | 46.4% | 2,035 | 48.7% | 1,588 | 44.5% |
| Other or Multiple Race | 0 | 0% | 61 | 4.7% | 198 | 14.9% | 106 | 3.4% | 97 | 2.3% | 64 | 1.8% |
| Total | 1 | <0.1% | 1,296 | 0.6% | 1,327 | 0.6% | 3,092 | 1.4% | 4,180 | 1.9% | 3,568 | 1.6% |

Table F: State Civil Service Composition by Job Category and Salary
Protective Service Occupations (Continued)

Table F
Protective
Service

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 962 | 19.5% | 1,830 | 12.9% | 791 | 10% | 185 | 12% | 57 | 11.9% | 127 | 12.3% |
| Men | 3,973 | 80.5% | 12,329 | 87.1% | 7,125 | 90% | 1,363 | 88% | 422 | 88.1% | 905 | 87.7% |
| Persons with Disabilities | 68 | 1.4% | 242 | 1.7% | 332 | 4.2% | 103 | 6.7% | 22 | 4.6% | 60 | 5.8% |
| Veterans | 378 | 7.7% | 1,401 | 9.9% | 1,137 | 14.4% | 188 | 12.1% | 84 | 17.5% | 175 | 17% |
| Asian - Cambodian | 2 | <0.1% | 10 | 0.1% | 4 | 0.1% | 1 | 0.1% | 2 | 0.4% | 0 | 0% |
| Asian - Chinese | 20 | 0.4% | 33 | 0.2% | 54 | 0.7% | 10 | 0.6% | 5 | 1% | 12 | 1.2% |
| Asian - Filipino | 127 | 2.6% | 421 | 3% | 148 | 1.9% | 15 | 1% | 10 | 2.1% | 19 | 1.8% |
| Asian - Indian | 6 | 0.1% | 30 | 0.2% | 19 | 0.2% | 3 | 0.2% | 0 | 0% | 3 | 0.3% |
| Asian - Japanese | 4 | 0.1% | 21 | 0.1% | 36 | 0.5% | 5 | 0.3% | 4 | 0.8% | 6 | 0.6% |
| Asian - Korean | 5 | 0.1% | 12 | 0.1% | 22 | 0.3% | 4 | 0.3% | 4 | 0.8% | 4 | 0.4% |
| Asian - Laotian | 2 | <0.1% | 7 | <0.1% | 3 | <0.1% | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 11 | 0.2% | 23 | 0.2% | 32 | 0.4% | 3 | 0.2% | 3 | 0.6% | 1 | 0.1% |
| Asian - Other or Multiple | 194 | 3.9% | 332 | 2.3% | 63 | 0.8% | 9 | 0.6% | 5 | 1% | 11 | 1.1% |
| Black or African American | 266 | 5.4% | 1,220 | 8.6% | 390 | 4.9% | 95 | 6.1% | 24 | 5% | 68 | 6.6% |
| Hispanic or Latino | 2,325 | 47.1% | 6,576 | 46.4% | 2,430 | 30.7% | 479 | 30.9% | 104 | 21.7% | 223 | 21.6% |
| Native American or Alaska Native | 27 | 0.5% | 61 | 0.4% | 47 | 0.6% | 9 | 0.6% | 3 | 0.6% | 3 | 0.3% |
| Pacific Islander - Guamanian | 2 | <0.1% | 7 | <0.1% | 2 | <0.1% | 0 | 0% | 1 | 0.2% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 20 | 0.1% | 5 | 0.1% | 3 | 0.2% | 0 | 0% | 3 | 0.3% |
| Pacific Islander - Samoan | 0 | 0% | 7 | <0.1% | 4 | 0.1% | 0 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 42 | 0.9% | 71 | 0.5% | 18 | 0.2% | 7 | 0.5% | 3 | 0.6% | 3 | 0.3% |
| White | 1,844 | 37.4% | 5,025 | 35.5% | 4,498 | 56.8% | 865 | 55.9% | 299 | 62.4% | 649 | 62.9% |
| Other or Multiple Race | 58 | 1.2% | 283 | 2% | 141 | 1.8% | 39 | 2.5% | 12 | 2.5% | 27 | 2.6% |
| Total | 4,935 | 2.2% | 14,159 | 6.4% | 7,916 | 3.6% | 1,548 | 0.7% | 479 | 0.2% | 1,032 | 0.5% |

Table F: State Civil Service Composition by Job Category and Salary
Sales & Related Occupations

Table F
Sales
& Related

| Group Type | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 27 | 77.1% | 91 | 43.5% | 74 | 45.1% | 156 | 42.4% |
| Men | 8 | 22.9% | 118 | 56.5% | 90 | 54.9% | 212 | 57.6% |
| Persons with Disabilities | 1 | 2.9% | 9 | 4.3% | 16 | 9.8% | 58 | 15.8% |
| Veterans | 0 | 0% | 2 | 1% | 4 | 2.4% | 12 | 3.3% |
| Asian - Cambodian | 0 | 0% | 1 | 0.5% | 1 | 0.6% | 2 | 0.5% |
| Asian - Chinese | 0 | 0% | 16 | 7.7% | 11 | 6.7% | 22 | 6% |
| Asian - Filipino | 0 | 0% | 19 | 9.1% | 6 | 3.7% | 27 | 7.3% |
| Asian - Indian | 3 | 8.6% | 26 | 12.4% | 13 | 7.9% | 8 | 2.2% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 2 | 1.2% | 5 | 1.4% |
| Asian - Korean | 0 | 0% | 0 | 0% | 3 | 1.8% | 4 | 1.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 3 | 1.4% | 1 | 0.6% | 3 | 0.8% |
| Asian - Other or Multiple | 0 | 0% | 23 | 11% | 1 | 0.6% | 12 | 3.3% |
| Black or African American | 16 | 45.7% | 56 | 26.8% | 16 | 9.8% | 36 | 9.8% |
| Hispanic or Latino | 7 | 20% | 21 | 10% | 43 | 26.2% | 92 | 25% |
| Native American or Alaska Native | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% |
| Pacific Islander - Hawaiian | 0 | 0% | 1 | 0.5% | 1 | 0.6% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.5% |
| White | 7 | 20% | 37 | 17.7% | 56 | 34.1% | 132 | 35.9% |
| Other or Multiple Race | 2 | 5.7% | 6 | 2.9% | 10 | 6.1% | 20 | 5.4% |
| Total | 35 | <0.1% | 209 | 0.1% | 164 | 0.1% | 368 | 0.2% |

Table F: State Civil Service Composition by Job Category and Salary
Sales & Related Occupations

Table F
Sales
& Related

| Group Type | \$70,001 - \$80,000 | | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|----------------------|-------|-----------------------|-------|
| Women | 128 | 49.2% | 270 | 57.4% | 21 | 45.7% | 52 | 49.1% |
| Men | 132 | 50.8% | 200 | 42.6% | 25 | 54.3% | 54 | 50.9% |
| Persons with Disabilities | 35 | 13.5% | 103 | 21.9% | 13 | 28.3% | 24 | 22.6% |
| Veterans | 7 | 2.7% | 18 | 3.8% | 3 | 6.5% | 6 | 5.7% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 20 | 7.7% | 36 | 7.7% | 1 | 2.2% | 4 | 3.8% |
| Asian - Filipino | 28 | 10.8% | 65 | 13.8% | 0 | 0% | 1 | 0.9% |
| Asian - Indian | 10 | 3.8% | 9 | 1.9% | 1 | 2.2% | 3 | 2.8% |
| Asian - Japanese | 0 | 0% | 2 | 0.4% | 1 | 2.2% | 0 | 0% |
| Asian - Korean | 3 | 1.2% | 4 | 0.9% | 0 | 0% | 1 | 0.9% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 5 | 1.9% | 5 | 1.1% | 0 | 0% | 2 | 1.9% |
| Asian - Other or Multiple | 4 | 1.5% | 15 | 3.2% | 1 | 2.2% | 2 | 1.9% |
| Black or African American | 23 | 8.8% | 45 | 9.6% | 3 | 6.5% | 13 | 12.3% |
| Hispanic or Latino | 60 | 23.1% | 94 | 20% | 7 | 15.2% | 31 | 29.2% |
| Native American or Alaska Native | 3 | 1.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.4% | 3 | 0.6% | 1 | 2.2% | 2 | 1.9% |
| White | 98 | 37.7% | 172 | 36.6% | 29 | 63% | 44 | 41.5% |
| Other or Multiple Race | 4 | 1.5% | 20 | 4.3% | 2 | 4.3% | 3 | 2.8% |
| Total | 260 | 0.1% | 470 | 0.2% | 46 | <0.1% | 106 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Transportation & Material Moving Occupations

Table F Transport

| Group Type | \$20,001 - \$30,000 | | \$30,001 - \$40,000 | | \$40,001 - \$50,000 | | \$50,001 - \$60,000 | | \$60,001 - \$70,000 | | \$70,001 - \$80,000 | |
|--------------------------------------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|---------------------|-------|
| Women | 105 | 25.1% | 12 | 21.1% | 48 | 10.6% | 38 | 9% | 38 | 11.4% | 8 | 11.3% |
| Men | 313 | 74.9% | 45 | 78.9% | 405 | 89.4% | 383 | 91% | 295 | 88.6% | 63 | 88.7% |
| Persons with Disabilities | 2 | 0.5% | 2 | 3.5% | 26 | 5.7% | 26 | 6.2% | 32 | 9.6% | 15 | 21.1% |
| Veterans | 0 | 0% | 2 | 3.5% | 25 | 5.5% | 36 | 8.6% | 38 | 11.4% | 7 | 9.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.2% | 0 | 0% | 7 | 1.5% | 1 | 0.2% | 5 | 1.5% | 3 | 4.2% |
| Asian - Filipino | 5 | 1.2% | 1 | 1.8% | 21 | 4.6% | 12 | 2.9% | 12 | 3.6% | 2 | 2.8% |
| Asian - Indian | 1 | 0.2% | 0 | 0% | 8 | 1.8% | 4 | 1% | 4 | 1.2% | 0 | 0% |
| Asian - Japanese | 1 | 0.2% | 1 | 1.8% | 2 | 0.4% | 1 | 0.2% | 1 | 0.3% | 0 | 0% |
| Asian - Korean | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.3% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 0.2% | 0 | 0% | 4 | 0.9% | 1 | 0.2% | 2 | 0.6% | 1 | 1.4% |
| Asian - Other or Multiple | 11 | 2.6% | 0 | 0% | 7 | 1.5% | 3 | 0.7% | 4 | 1.2% | 0 | 0% |
| Black or African American | 7 | 1.7% | 1 | 1.8% | 45 | 9.9% | 22 | 5.2% | 23 | 6.9% | 1 | 1.4% |
| Hispanic or Latino | 103 | 24.6% | 21 | 36.8% | 147 | 32.5% | 153 | 36.3% | 122 | 36.6% | 16 | 22.5% |
| Native American or Alaska Native | 5 | 1.2% | 2 | 3.5% | 3 | 0.7% | 6 | 1.4% | 4 | 1.2% | 1 | 1.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.5% | 1 | 0.3% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 0 | 0% | 4 | 0.9% | 4 | 1% | 1 | 0.3% | 0 | 0% |
| White | 233 | 55.7% | 30 | 52.6% | 182 | 40.2% | 201 | 47.7% | 147 | 44.1% | 44 | 62% |
| Other or Multiple Race | 48 | 11.5% | 1 | 1.8% | 22 | 4.9% | 10 | 2.4% | 6 | 1.8% | 3 | 4.2% |
| Total | 418 | 0.2% | 57 | <0.1% | 453 | 0.2% | 421 | 0.2% | 333 | 0.1% | 71 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
 Transportation & Material Moving Occupations

Table F Transport

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|
| Women | 2 | 7.7% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Men | 24 | 92.3% | 64 | 97% | 6 | 100% | 6 | 100% | 1 | 100% |
| Persons with Disabilities | 3 | 11.5% | 4 | 6.1% | 2 | 33.3% | 0 | 0% | 1 | 100% |
| Veterans | 5 | 19.2% | 22 | 33.3% | 1 | 16.7% | 0 | 0% | 0 | 0% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Black or African American | 3 | 11.5% | 2 | 3% | 1 | 16.7% | 0 | 0% | 0 | 0% |
| Hispanic or Latino | 1 | 3.8% | 9 | 13.6% | 1 | 16.7% | 0 | 0% | 0 | 0% |
| Native American or Alaska Native | 0 | 0% | 1 | 1.5% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 20 | 76.9% | 50 | 75.8% | 4 | 66.7% | 6 | 100% | 1 | 100% |
| Other or Multiple Race | 2 | 7.7% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 26 | <0.1% | 66 | <0.1% | 6 | <0.1% | 6 | <0.1% | 1 | <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Unmapped Classes

Table F
Unmapped

| Group Type | \$10,001 - \$20,000 | \$20,001 - \$30,000 | \$30,001 - \$40,000 | \$40,001 - \$50,000 | \$50,001 - \$60,000 | \$60,001 - \$70,000 | \$70,001 - \$80,000 |
|--------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Women | 5 83.3% | 128 50.4% | 1,384 58.3% | 53 51.5% | 11 39.3% | 3 33.3% | 11 19.6% |
| Men | 1 16.7% | 126 49.6% | 991 41.7% | 50 48.5% | 17 60.7% | 6 66.7% | 45 80.4% |
| Persons with Disabilities | 2 33.3% | 7 2.8% | 133 5.6% | 16 15.5% | 17 60.7% | 0 0% | 0 0% |
| Veterans | 0 0% | 2 0.8% | 10 0.4% | 0 0% | 0 0% | 0 0% | 0 0% |
| Asian - Cambodian | 0 0% | 0 0% | 2 0.1% | 0 0% | 1 3.6% | 0 0% | 0 0% |
| Asian - Chinese | 0 0% | 3 1.2% | 64 2.7% | 1 1% | 2 7.1% | 0 0% | 0 0% |
| Asian - Filipino | 0 0% | 6 2.4% | 57 2.4% | 1 1% | 0 0% | 0 0% | 0 0% |
| Asian - Indian | 0 0% | 2 0.8% | 25 1.1% | 2 1.9% | 1 3.6% | 0 0% | 0 0% |
| Asian - Japanese | 0 0% | 1 0.4% | 10 0.4% | 2 1.9% | 0 0% | 0 0% | 0 0% |
| Asian - Korean | 0 0% | 0 0% | 8 0.3% | 0 0% | 0 0% | 0 0% | 0 0% |
| Asian - Laotian | 0 0% | 0 0% | 2 0.1% | 0 0% | 0 0% | 0 0% | 0 0% |
| Asian - Vietnamese | 0 0% | 0 0% | 33 1.4% | 4 3.9% | 0 0% | 0 0% | 0 0% |
| Asian - Other or Multiple | 0 0% | 1 0.4% | 60 2.5% | 7 6.8% | 1 3.6% | 0 0% | 0 0% |
| Black or African American | 1 16.7% | 48 18.9% | 174 7.3% | 13 12.6% | 1 3.6% | 3 33.3% | 4 7.1% |
| Hispanic or Latino | 2 33.3% | 50 19.7% | 495 20.8% | 23 22.3% | 6 21.4% | 2 22.2% | 21 37.5% |
| Native American or Alaska Native | 0 0% | 0 0% | 28 1.2% | 3 2.9% | 0 0% | 0 0% | 1 1.8% |
| Pacific Islander - Guamanian | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Hawaiian | 0 0% | 1 0.4% | 4 0.2% | 0 0% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Samoan | 0 0% | 0 0% | 1 <0.1% | 0 0% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Other or Multiple | 0 0% | 1 0.4% | 9 0.4% | 0 0% | 0 0% | 0 0% | 0 0% |
| White | 3 50% | 117 46.1% | 1,268 53.4% | 43 41.7% | 15 53.6% | 4 44.4% | 29 51.8% |
| Other or Multiple Race | 0 0% | 24 9.4% | 135 5.7% | 4 3.9% | 1 3.6% | 0 0% | 1 1.8% |
| Total | 6 <0.1% | 254 0.1% | 2,375 1.1% | 103 <0.1% | 28 <0.1% | 9 <0.1% | 56 <0.1% |

Table F: State Civil Service Composition by Job Category and Salary
Unmapped Classes

Table F
Unmapped

| Group Type | \$80,001 - \$90,000 | | \$90,001 - \$100,000 | | \$100,001 - \$110,000 | | \$110,001 - \$120,000 | | \$120,001 - \$130,000 | | Over \$130,000 | |
|--------------------------------------|---------------------|-------|----------------------|-------|-----------------------|-------|-----------------------|-------|-----------------------|-------|----------------|-------|
| Women | 2 | 3.2% | 0 | 0% | 1 | 0.6% | 0 | 0% | 1 | 9.1% | 12 | 46.2% |
| Men | 60 | 96.8% | 38 | 100% | 154 | 99.4% | 20 | 100% | 10 | 90.9% | 14 | 53.8% |
| Persons with Disabilities | 1 | 1.6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3.8% |
| Veterans | 0 | 0% | 0 | 0% | 1 | 0.6% | 0 | 0% | 1 | 9.1% | 1 | 3.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9.1% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 1 | 2.6% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 7.7% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 1 | 2.6% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3.8% |
| Asian - Other or Multiple | 1 | 1.6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Black or African American | 2 | 3.2% | 1 | 2.6% | 2 | 1.3% | 1 | 5% | 0 | 0% | 1 | 3.8% |
| Hispanic or Latino | 37 | 59.7% | 16 | 42.1% | 76 | 49% | 2 | 10% | 3 | 27.3% | 4 | 15.4% |
| Native American or Alaska Native | 1 | 1.6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 18 | 29% | 19 | 50% | 74 | 47.7% | 17 | 85% | 7 | 63.6% | 17 | 65.4% |
| Other or Multiple Race | 3 | 4.8% | 0 | 0% | 1 | 0.6% | 0 | 0% | 0 | 0% | 1 | 3.8% |
| Total | 62 | <0.1% | 38 | <0.1% | 155 | 0.1% | 20 | <0.1% | 11 | <0.1% | 26 | <0.1% |

Appendix

Table G

Demographics by County of State Civil Service, Civilian Labor Force, and Population

Table G

Alameda

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Alameda County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------------|----------------|-------------|------------------|-------------|
| | Count | Percentage | Count | Percentage | Count | Percentage |
| Women | 2,842 | 45.3% | 426,015 | 46.4% | 845,285 | 50.6% |
| Men | 3,438 | 54.7% | 492,413 | 53.6% | 825,806 | 49.4% |
| Persons with Disabilities | 775 | 12.3% | 33,795 | 3.7% | 561,759 | 33.6% |
| Veterans | 175 | 2.8% | 24,454 | 2.7% | 58,460 | 3.5% |
| Asian - Cambodian | 11 | 0.2% | 930 | 0.1% | 2,317 | 0.1% |
| Asian - Chinese | 703 | 11.2% | 94,075 | 10.2% | 176,221 | 10.5% |
| Asian - Filipino | 680 | 10.8% | 50,980 | 5.6% | 82,335 | 4.9% |
| Asian - Indian | 342 | 5.4% | 76,768 | 8.4% | 140,676 | 8.4% |
| Asian - Japanese | 56 | 0.9% | 6,456 | 0.7% | 11,331 | 0.7% |
| Asian - Korean | 52 | 0.8% | 12,610 | 1.4% | 21,124 | 1.3% |
| Asian - Laotian | 4 | 0.1% | 2,158 | 0.2% | 3,140 | 0.2% |
| Asian - Vietnamese | 190 | 3% | 24,187 | 2.6% | 42,182 | 2.5% |
| Asian - Other or Multiple | 328 | 5.2% | 22,017 | 2.4% | 39,786 | 2.4% |
| Black or African American | 877 | 14% | 89,395 | 9.7% | 173,508 | 10.4% |
| Hispanic or Latino | 814 | 13% | 196,768 | 21.4% | 372,864 | 22.3% |
| Native American or Alaska Native | 18 | 0.3% | 2,968 | 0.3% | 5,610 | 0.3% |
| Pacific Islander - Guamanian | 3 | <0.1% | 266 | <0.1% | 862 | 0.1% |
| Pacific Islander - Hawaiian | 4 | 0.1% | 675 | 0.1% | 775 | <0.1% |
| Pacific Islander - Samoan | 2 | <0.1% | 1,110 | 0.1% | 1,444 | 0.1% |
| Pacific Islander - Other or Multiple | 34 | 0.5% | 3,644 | 0.4% | 6,116 | 0.4% |
| White | 1,852 | 29.5% | 295,410 | 32.2% | 508,461 | 30.4% |
| Other or Multiple Race | 310 | 4.9% | 38,011 | 4.1% | 82,339 | 4.9% |
| Total | 6,280 | 2.8% | 918,428 | 4.6% | 1,671,091 | 4.2% |

Table G Alpine

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Alpine County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|------------|-------------|------------|------------|------------|
| | Count | Percentage | Count | Percentage | Count | Percentage |
| Women | 7 | 14.3% | 223 | 45.8% | 547 | 47.7% |
| Men | 42 | 85.7% | 263 | 54.2% | 600 | 52.3% |
| Persons with Disabilities | 5 | 10.2% | 56 | 11.6% | 813 | 70.9% |
| Veterans | 2 | 4.1% | 34 | 7% | 109 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 2% | 1 | 0.3% | 4 | 0.4% |
| Asian - Filipino | 2 | 4.1% | 5 | 1.1% | 6 | 0.5% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 2 | 0.4% | 2 | 0.2% |
| Asian - Other or Multiple | 0 | 0% | 6 | 1.2% | 7 | 0.6% |
| Black or African American | 0 | 0% | 2 | 0.4% | 16 | 1.4% |
| Hispanic or Latino | 6 | 12.2% | 64 | 13.2% | 163 | 14.2% |
| Native American or Alaska Native | 2 | 4.1% | 14 | 3% | 27 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 2% | 0 | 0% | 1 | 0.1% |
| White | 36 | 73.5% | 373 | 76.7% | 874 | 76.2% |
| Other or Multiple Race | 1 | 2% | 19 | 3.9% | 45 | 3.9% |
| Total | 49 | <0.1% | 486 | <0.1% | 1,146 | <0.1% |

Table G

Amador

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Amador County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 693 | 36.1% | 7,319 | 45.8% | 17,957 | 47.7% |
| Men | 1,226 | 63.9% | 8,644 | 54.2% | 19,686 | 52.3% |
| Persons with Disabilities | 71 | 3.7% | 1,845 | 11.6% | 26,702 | 70.9% |
| Veterans | 143 | 7.5% | 1,115 | 7% | 3,576 | 9.5% |
| Asian - Cambodian | 3 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 14 | 0.7% | 42 | 0.3% | 134 | 0.4% |
| Asian - Filipino | 49 | 2.6% | 175 | 1.1% | 186 | 0.5% |
| Asian - Indian | 26 | 1.4% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 37 | 0.1% |
| Asian - Korean | 3 | 0.2% | 0 | 0% | 19 | 0.1% |
| Asian - Laotian | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 12 | 0.6% | 57 | 0.4% | 59 | 0.2% |
| Asian - Other or Multiple | 78 | 4.1% | 186 | 1.2% | 214 | 0.6% |
| Black or African American | 109 | 5.7% | 57 | 0.4% | 534 | 1.4% |
| Hispanic or Latino | 344 | 17.9% | 2,109 | 13.2% | 5,362 | 14.2% |
| Native American or Alaska Native | 24 | 1.3% | 472 | 3% | 886 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 36 | 0.1% |
| Pacific Islander - Hawaiian | 2 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 16 | 0.8% | 3 | <0.1% | 23 | 0.1% |
| White | 1,176 | 61.3% | 12,246 | 76.7% | 28,691 | 76.2% |
| Other or Multiple Race | 61 | 3.2% | 617 | 3.9% | 1,461 | 3.9% |
| Total | 1,919 | 0.9% | 15,963 | 0.1% | 37,643 | 0.1% |

Table G

Butte

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Butte County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 334 | 33.4% | 48,355 | 47.7% | 110,348 | 50.2% |
| Men | 667 | 66.6% | 53,086 | 52.3% | 109,677 | 49.8% |
| Persons with Disabilities | 77 | 7.7% | 9,470 | 9.3% | 150,614 | 68.5% |
| Veterans | 59 | 5.9% | 3,759 | 3.7% | 12,976 | 5.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 2 | 0.2% | 213 | 0.2% | 468 | 0.2% |
| Asian - Filipino | 11 | 1.1% | 815 | 0.8% | 1,353 | 0.6% |
| Asian - Indian | 4 | 0.4% | 371 | 0.4% | 1,635 | 0.7% |
| Asian - Japanese | 1 | 0.1% | 107 | 0.1% | 558 | 0.3% |
| Asian - Korean | 1 | 0.1% | 419 | 0.4% | 1,000 | 0.5% |
| Asian - Laotian | 0 | 0% | 667 | 0.7% | 949 | 0.4% |
| Asian - Vietnamese | 1 | 0.1% | 4 | <0.1% | 38 | <0.1% |
| Asian - Other or Multiple | 26 | 2.6% | 1,824 | 1.8% | 4,464 | 2% |
| Black or African American | 10 | 1% | 1,443 | 1.4% | 3,927 | 1.8% |
| Hispanic or Latino | 111 | 11.1% | 19,439 | 19.2% | 37,744 | 17.2% |
| Native American or Alaska Native | 11 | 1.1% | 264 | 0.3% | 830 | 0.4% |
| Pacific Islander - Guamanian | 2 | 0.2% | 115 | 0.1% | 178 | 0.1% |
| Pacific Islander - Hawaiian | 4 | 0.4% | 32 | <0.1% | 336 | 0.2% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 24 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 45 | <0.1% | 52 | <0.1% |
| White | 759 | 75.8% | 71,946 | 70.9% | 155,895 | 70.9% |
| Other or Multiple Race | 58 | 5.8% | 3,737 | 3.7% | 10,574 | 4.8% |
| Total | 1,001 | 0.5% | 101,441 | 0.5% | 220,025 | 0.6% |

Table G

Calaveras

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Calaveras County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 53 | 22.7% | 8,879 | 45.8% | 21,785 | 47.7% |
| Men | 180 | 77.3% | 10,487 | 54.2% | 23,883 | 52.3% |
| Persons with Disabilities | 23 | 9.9% | 2,238 | 11.6% | 32,395 | 70.9% |
| Veterans | 11 | 4.7% | 1,353 | 7% | 4,338 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.4% | 51 | 0.3% | 163 | 0.4% |
| Asian - Filipino | 1 | 0.4% | 212 | 1.1% | 225 | 0.5% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 1 | 0.4% | 0 | 0% | 45 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 23 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 69 | 0.4% | 71 | 0.2% |
| Asian - Other or Multiple | 1 | 0.4% | 226 | 1.2% | 260 | 0.6% |
| Black or African American | 3 | 1.3% | 70 | 0.4% | 648 | 1.4% |
| Hispanic or Latino | 21 | 9% | 2,558 | 13.2% | 6,505 | 14.2% |
| Native American or Alaska Native | 2 | 0.9% | 572 | 3% | 1,075 | 2.4% |
| Pacific Islander - Guamanian | 1 | 0.4% | 0 | 0% | 43 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.4% | 4 | <0.1% | 28 | 0.1% |
| White | 191 | 82% | 14,856 | 76.7% | 34,808 | 76.2% |
| Other or Multiple Race | 10 | 4.3% | 748 | 3.9% | 1,773 | 3.9% |
| Total | 233 | 0.1% | 19,367 | 0.1% | 45,668 | 0.1% |

Table G

Colusa

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Colusa County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 13 | 22% | 4,643 | 49.5% | 10,551 | 49.2% |
| Men | 46 | 78% | 4,728 | 50.5% | 10,885 | 50.8% |
| Persons with Disabilities | 4 | 6.8% | 839 | 9% | 13,541 | 63.2% |
| Veterans | 7 | 11.9% | 532 | 5.7% | 1,668 | 7.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 1 | 1.7% | 23 | 0.2% | 32 | 0.1% |
| Asian - Indian | 1 | 1.7% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 8 | 0.1% | 52 | 0.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 8 | <0.1% |
| Asian - Vietnamese | 0 | 0% | 64 | 0.7% | 179 | 0.8% |
| Asian - Other or Multiple | 0 | 0% | 81 | 0.9% | 127 | 0.6% |
| Black or African American | 1 | 1.7% | 5 | 0.1% | 124 | 0.6% |
| Hispanic or Latino | 10 | 16.9% | 3,517 | 37.5% | 7,259 | 33.9% |
| Native American or Alaska Native | 2 | 3.4% | 42 | 0.5% | 330 | 1.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 7 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | <0.1% | 1 | <0.1% |
| White | 40 | 67.8% | 5,207 | 55.6% | 12,603 | 58.8% |
| Other or Multiple Race | 4 | 6.8% | 422 | 4.5% | 713 | 3.3% |
| Total | 59 | <0.1% | 9,370 | <0.1% | 21,436 | 0.1% |

Table G

Contra Costa

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Contra Costa County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 797 | 48.8% | 282,464 | 47.2% | 591,122 | 51.2% |
| Men | 836 | 51.2% | 316,223 | 52.8% | 563,101 | 48.8% |
| Persons with Disabilities | 177 | 10.8% | 33,876 | 5.7% | 485,248 | 42% |
| Veterans | 86 | 5.3% | 21,816 | 3.6% | 51,923 | 4.5% |
| Asian - Cambodian | 2 | 0.1% | 1,059 | 0.2% | 1,264 | 0.1% |
| Asian - Chinese | 124 | 7.6% | 26,244 | 4.4% | 48,453 | 4.2% |
| Asian - Filipino | 146 | 8.9% | 30,937 | 5.2% | 51,518 | 4.5% |
| Asian - Indian | 67 | 4.1% | 19,562 | 3.3% | 37,869 | 3.3% |
| Asian - Japanese | 17 | 1% | 3,171 | 0.5% | 5,928 | 0.5% |
| Asian - Korean | 6 | 0.4% | 4,677 | 0.8% | 10,032 | 0.9% |
| Asian - Laotian | 0 | 0% | 3,124 | 0.5% | 4,757 | 0.4% |
| Asian - Vietnamese | 21 | 1.3% | 7,869 | 1.3% | 14,122 | 1.2% |
| Asian - Other or Multiple | 65 | 4% | 13,560 | 2.3% | 26,428 | 2.3% |
| Black or African American | 239 | 14.6% | 50,974 | 8.5% | 98,391 | 8.5% |
| Hispanic or Latino | 235 | 14.4% | 154,003 | 25.7% | 300,804 | 26.1% |
| Native American or Alaska Native | 15 | 0.9% | 1,259 | 0.2% | 2,377 | 0.2% |
| Pacific Islander - Guamanian | 1 | 0.1% | 556 | 0.1% | 627 | 0.1% |
| Pacific Islander - Hawaiian | 2 | 0.1% | 1,160 | 0.2% | 1,272 | 0.1% |
| Pacific Islander - Samoan | 2 | 0.1% | 1,324 | 0.2% | 1,949 | 0.2% |
| Pacific Islander - Other or Multiple | 9 | 0.6% | 495 | 0.1% | 760 | 0.1% |
| White | 594 | 36.4% | 255,700 | 42.7% | 489,746 | 42.4% |
| Other or Multiple Race | 88 | 5.4% | 23,013 | 3.8% | 57,926 | 5% |
| Total | 1,633 | 0.7% | 598,687 | 3% | 1,154,223 | 2.9% |

Table G Del Norte

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Del Norte County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 389 | 28.1% | 5,113 | 50.6% | 12,382 | 45.6% |
| Men | 996 | 71.9% | 4,985 | 49.4% | 14,787 | 54.4% |
| Persons with Disabilities | 58 | 4.2% | 558 | 5.5% | 17,294 | 63.7% |
| Veterans | 145 | 10.5% | 841 | 8.3% | 2,156 | 7.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 5 | 0.4% | 1 | <0.1% | 41 | 0.2% |
| Asian - Filipino | 12 | 0.9% | 16 | 0.2% | 98 | 0.4% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 1 | 0.1% | 0 | 0% | 22 | 0.1% |
| Asian - Korean | 1 | 0.1% | 0 | 0% | 22 | 0.1% |
| Asian - Laotian | 0 | 0% | 62 | 0.6% | 94 | 0.3% |
| Asian - Vietnamese | 3 | 0.2% | 32 | 0.3% | 32 | 0.1% |
| Asian - Other or Multiple | 51 | 3.7% | 46 | 0.5% | 58 | 0.2% |
| Black or African American | 27 | 1.9% | 196 | 1.9% | 906 | 3.3% |
| Hispanic or Latino | 212 | 15.3% | 1,197 | 11.9% | 4,702 | 17.3% |
| Native American or Alaska Native | 42 | 3% | 297 | 2.9% | 1,030 | 3.8% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.1% | 0 | 0% | 3 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 4 | <0.1% | 4 | <0.1% |
| Pacific Islander - Other or Multiple | 7 | 0.5% | 37 | 0.4% | 115 | 0.4% |
| White | 975 | 70.4% | 7,974 | 79% | 19,211 | 70.7% |
| Other or Multiple Race | 48 | 3.5% | 237 | 2.4% | 829 | 3.1% |
| Total | 1,385 | 0.6% | 10,099 | 0.1% | 27,169 | 0.1% |

Table G

El Dorado

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
El Dorado County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 160 | 29% | 44,828 | 46.4% | 97,203 | 50.5% |
| Men | 392 | 71% | 51,694 | 53.6% | 95,432 | 49.5% |
| Persons with Disabilities | 47 | 8.5% | 6,922 | 7.2% | 91,201 | 47.3% |
| Veterans | 28 | 5.1% | 5,918 | 6.1% | 15,126 | 7.9% |
| Asian - Cambodian | 0 | 0% | 602 | 0.6% | 882 | 0.5% |
| Asian - Chinese | 3 | 0.5% | 772 | 0.8% | 951 | 0.5% |
| Asian - Filipino | 4 | 0.7% | 1,584 | 1.6% | 2,735 | 1.4% |
| Asian - Indian | 1 | 0.2% | 916 | 0.9% | 1,398 | 0.7% |
| Asian - Japanese | 2 | 0.4% | 304 | 0.3% | 939 | 0.5% |
| Asian - Korean | 0 | 0% | 358 | 0.4% | 521 | 0.3% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 0.2% | 646 | 0.7% | 1,548 | 0.8% |
| Asian - Other or Multiple | 1 | 0.2% | 489 | 0.5% | 1,005 | 0.5% |
| Black or African American | 13 | 2.4% | 538 | 0.6% | 1,961 | 1% |
| Hispanic or Latino | 45 | 8.2% | 13,055 | 13.5% | 25,302 | 13.1% |
| Native American or Alaska Native | 6 | 1.1% | 805 | 0.8% | 2,108 | 1.1% |
| Pacific Islander - Guamanian | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 58 | 0.1% | 58 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 97 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 441 | 79.9% | 75,026 | 77.7% | 148,568 | 77.1% |
| Other or Multiple Race | 34 | 6.2% | 1,369 | 1.4% | 4,562 | 2.4% |
| Total | 552 | 0.2% | 96,522 | 0.5% | 192,635 | 0.5% |

Table G Fresno

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Fresno County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 4,011 | 45.9% | 203,320 | 45.5% | 501,604 | 50.2% |
| Men | 4,722 | 54.1% | 243,706 | 54.5% | 498,154 | 49.8% |
| Persons with Disabilities | 838 | 9.6% | 30,993 | 6.9% | 495,674 | 49.6% |
| Veterans | 514 | 5.9% | 19,279 | 4.3% | 43,212 | 4.3% |
| Asian - Cambodian | 17 | 0.2% | 2,222 | 0.5% | 5,445 | 0.5% |
| Asian - Chinese | 100 | 1.1% | 3,738 | 0.8% | 8,631 | 0.9% |
| Asian - Filipino | 270 | 3.1% | 6,130 | 1.4% | 10,749 | 1.1% |
| Asian - Indian | 196 | 2.2% | 8,997 | 2% | 17,247 | 1.7% |
| Asian - Japanese | 45 | 0.5% | 1,109 | 0.2% | 2,906 | 0.3% |
| Asian - Korean | 30 | 0.3% | 620 | 0.1% | 1,603 | 0.2% |
| Asian - Laotian | 18 | 0.2% | 3,919 | 0.9% | 8,127 | 0.8% |
| Asian - Vietnamese | 55 | 0.6% | 3,010 | 0.7% | 5,108 | 0.5% |
| Asian - Other or Multiple | 335 | 3.8% | 16,674 | 3.7% | 40,319 | 4% |
| Black or African American | 678 | 7.8% | 18,214 | 4.1% | 44,847 | 4.5% |
| Hispanic or Latino | 3,539 | 40.5% | 235,201 | 52.6% | 536,660 | 53.7% |
| Native American or Alaska Native | 66 | 0.8% | 2,223 | 0.5% | 5,497 | 0.5% |
| Pacific Islander - Guamanian | 3 | <0.1% | 95 | <0.1% | 95 | <0.1% |
| Pacific Islander - Hawaiian | 7 | 0.1% | 460 | 0.1% | 460 | <0.1% |
| Pacific Islander - Samoan | 3 | <0.1% | 323 | 0.1% | 323 | <0.1% |
| Pacific Islander - Other or Multiple | 22 | 0.3% | 271 | 0.1% | 1,198 | 0.1% |
| White | 3,081 | 35.3% | 135,671 | 30.3% | 285,989 | 28.6% |
| Other or Multiple Race | 268 | 3.1% | 8,149 | 1.8% | 24,554 | 2.5% |
| Total | 8,733 | 3.9% | 447,026 | 2.2% | 999,758 | 2.5% |

Table G Glenn

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Glenn County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 17 | 24.3% | 6,054 | 49.5% | 13,759 | 49.2% |
| Men | 53 | 75.7% | 6,165 | 50.5% | 14,195 | 50.8% |
| Persons with Disabilities | 3 | 4.3% | 1,094 | 9% | 17,659 | 63.2% |
| Veterans | 7 | 10% | 694 | 5.7% | 2,175 | 7.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 29 | 0.2% | 41 | 0.1% |
| Asian - Indian | 1 | 1.4% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 11 | 0.1% | 68 | 0.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 10 | <0.1% |
| Asian - Vietnamese | 0 | 0% | 84 | 0.7% | 233 | 0.8% |
| Asian - Other or Multiple | 1 | 1.4% | 105 | 0.9% | 166 | 0.6% |
| Black or African American | 1 | 1.4% | 7 | 0.1% | 162 | 0.6% |
| Hispanic or Latino | 16 | 22.9% | 4,586 | 37.5% | 9,467 | 33.9% |
| Native American or Alaska Native | 0 | 0% | 55 | 0.5% | 430 | 1.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 9 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 2 | 0% | 2 | <0.1% |
| White | 50 | 71.4% | 6,791 | 55.6% | 16,436 | 58.8% |
| Other or Multiple Race | 1 | 1.4% | 550 | 4.5% | 930 | 3.3% |
| Total | 70 | <0.1% | 12,220 | 0.1% | 27,954 | 0.1% |

Table G

Humboldt

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Humboldt County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 440 | 34.5% | 33,866 | 48.9% | 69,294 | 51.1% |
| Men | 834 | 65.5% | 35,390 | 51.1% | 66,405 | 48.9% |
| Persons with Disabilities | 161 | 12.6% | 5,146 | 7.4% | 83,631 | 61.6% |
| Veterans | 67 | 5.3% | 2,080 | 3% | 6,246 | 4.6% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 3 | 0.2% | 345 | 0.5% | 511 | 0.4% |
| Asian - Filipino | 12 | 0.9% | 292 | 0.4% | 513 | 0.4% |
| Asian - Indian | 2 | 0.2% | 84 | 0.1% | 84 | 0.1% |
| Asian - Japanese | 3 | 0.2% | 430 | 0.6% | 484 | 0.4% |
| Asian - Korean | 0 | 0% | 124 | 0.2% | 124 | 0.1% |
| Asian - Laotian | 2 | 0.2% | 573 | 0.8% | 573 | 0.4% |
| Asian - Vietnamese | 1 | 0.1% | 0 | 0% | 202 | 0.1% |
| Asian - Other or Multiple | 14 | 1.1% | 487 | 0.7% | 740 | 0.5% |
| Black or African American | 16 | 1.3% | 1,076 | 1.6% | 1,973 | 1.5% |
| Hispanic or Latino | 101 | 7.9% | 9,002 | 13% | 16,278 | 12% |
| Native American or Alaska Native | 33 | 2.6% | 2,388 | 3.4% | 6,364 | 4.7% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 2 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.1% | 442 | 0.6% | 648 | 0.5% |
| White | 970 | 76.1% | 51,108 | 73.8% | 100,435 | 74% |
| Other or Multiple Race | 113 | 8.9% | 2,905 | 4.2% | 6,770 | 5% |
| Total | 1,274 | 0.6% | 69,256 | 0.3% | 135,699 | 0.3% |

Table G Imperial

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Imperial County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 865 | 31.5% | 31,544 | 46.4% | 88,375 | 48.7% |
| Men | 1,878 | 68.5% | 36,486 | 53.6% | 92,977 | 51.3% |
| Persons with Disabilities | 79 | 2.9% | 4,813 | 7.1% | 93,619 | 51.6% |
| Veterans | 176 | 6.4% | 2,725 | 4% | 6,350 | 3.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 23 | <0.1% |
| Asian - Chinese | 3 | 0.1% | 246 | 0.4% | 329 | 0.2% |
| Asian - Filipino | 27 | 1% | 76 | 0.1% | 296 | 0.2% |
| Asian - Indian | 6 | 0.2% | 182 | 0.3% | 420 | 0.2% |
| Asian - Japanese | 1 | <0.1% | 0 | 0% | 19 | <0.1% |
| Asian - Korean | 0 | 0% | 319 | 0.5% | 860 | 0.5% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 4 | 0.1% | 80 | 0.1% | 119 | 0.1% |
| Asian - Other or Multiple | 15 | 0.5% | 0 | 0% | 83 | <0.1% |
| Black or African American | 106 | 3.9% | 1,462 | 2.1% | 4,014 | 2.2% |
| Hispanic or Latino | 2,100 | 76.6% | 57,936 | 85.2% | 154,249 | 85.1% |
| Native American or Alaska Native | 12 | 0.4% | 418 | 0.6% | 1,799 | 1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 6 | 0.2% | 0 | 0% | 0 | 0% |
| White | 403 | 14.7% | 6,928 | 10.2% | 18,226 | 10.1% |
| Other or Multiple Race | 59 | 2.2% | 383 | 0.6% | 915 | 0.5% |
| Total | 2,743 | 1.2% | 68,030 | 0.3% | 181,352 | 0.5% |

Table G Inyo

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Inyo County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 99 | 28.6% | 3,678 | 45.8% | 9,024 | 47.7% |
| Men | 247 | 71.4% | 4,344 | 54.2% | 9,893 | 52.3% |
| Persons with Disabilities | 25 | 7.2% | 927 | 11.6% | 13,419 | 70.9% |
| Veterans | 26 | 7.5% | 560 | 7% | 1,797 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 3 | 0.9% | 21 | 0.3% | 67 | 0.4% |
| Asian - Filipino | 1 | 0.3% | 88 | 1.1% | 93 | 0.5% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 2 | 0.6% | 0 | 0% | 19 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 10 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 0.3% | 29 | 0.4% | 30 | 0.2% |
| Asian - Other or Multiple | 3 | 0.9% | 94 | 1.2% | 108 | 0.6% |
| Black or African American | 2 | 0.6% | 29 | 0.4% | 268 | 1.4% |
| Hispanic or Latino | 36 | 10.4% | 1,060 | 13.2% | 2,694 | 14.2% |
| Native American or Alaska Native | 17 | 4.9% | 237 | 3% | 445 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 18 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 2 | 0% | 12 | 0.1% |
| White | 272 | 78.6% | 6,154 | 76.7% | 14,418 | 76.2% |
| Other or Multiple Race | 9 | 2.6% | 310 | 3.9% | 734 | 3.9% |
| Total | 346 | 0.2% | 8,022 | <0.1% | 18,917 | <0.1% |

Table G Kern

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Kern County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 99 | 28.6% | 3,678 | 45.8% | 9,024 | 47.7% |
| Men | 247 | 71.4% | 4,344 | 54.2% | 9,893 | 52.3% |
| Persons with Disabilities | 25 | 7.2% | 927 | 11.6% | 13,419 | 70.9% |
| Veterans | 26 | 7.5% | 560 | 7% | 1,797 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 3 | 0.9% | 21 | 0.3% | 67 | 0.4% |
| Asian - Filipino | 1 | 0.3% | 88 | 1.1% | 93 | 0.5% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 2 | 0.6% | 0 | 0% | 19 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 10 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 0.3% | 29 | 0.4% | 30 | 0.2% |
| Asian - Other or Multiple | 3 | 0.9% | 94 | 1.2% | 108 | 0.6% |
| Black or African American | 2 | 0.6% | 29 | 0.4% | 268 | 1.4% |
| Hispanic or Latino | 36 | 10.4% | 1,060 | 13.2% | 2,694 | 14.2% |
| Native American or Alaska Native | 17 | 4.9% | 237 | 3% | 445 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 18 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 2 | <0.1% | 12 | 0.1% |
| White | 272 | 78.6% | 6,154 | 76.7% | 14,418 | 76.2% |
| Other or Multiple Race | 9 | 2.6% | 310 | 3.9% | 734 | 3.9% |
| Total | 346 | 0.2% | 8,022 | <0.1% | 18,917 | <0.1% |

Table G Kings

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Kings County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 1,836 | 34.4% | 23,845 | 42.6% | 68,869 | 45% |
| Men | 3,505 | 65.6% | 32,146 | 57.4% | 84,126 | 55% |
| Persons with Disabilities | 181 | 3.4% | 3,095 | 5.5% | 76,183 | 49.8% |
| Veterans | 358 | 6.7% | 4,142 | 7.4% | 14,726 | 9.6% |
| Asian - Cambodian | 1 | <0.1% | 28 | 0.1% | 56 | <0.1% |
| Asian - Chinese | 12 | 0.2% | 0 | 0% | 150 | 0.1% |
| Asian - Filipino | 163 | 3.1% | 1,557 | 2.8% | 3,320 | 2.2% |
| Asian - Indian | 23 | 0.4% | 17 | <0.1% | 17 | <0.1% |
| Asian - Japanese | 7 | 0.1% | 0 | 0% | 57 | <0.1% |
| Asian - Korean | 9 | 0.2% | 63 | 0.1% | 188 | 0.1% |
| Asian - Laotian | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 6 | 0.1% | 100 | 0.2% | 354 | 0.2% |
| Asian - Other or Multiple | 135 | 2.5% | 152 | 0.3% | 392 | 0.3% |
| Black or African American | 270 | 5.1% | 1,595 | 2.8% | 7,474 | 4.9% |
| Hispanic or Latino | 2,746 | 51.4% | 30,966 | 55.3% | 84,794 | 55.4% |
| Native American or Alaska Native | 27 | 0.5% | 554 | 1% | 1,371 | 0.9% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 778 | 0.5% |
| Pacific Islander - Hawaiian | 5 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 2 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 16 | 0.3% | 0 | 0% | 0 | 0% |
| White | 1,782 | 33.4% | 19,318 | 34.5% | 48,095 | 31.4% |
| Other or Multiple Race | 134 | 2.5% | 1,641 | 2.9% | 5,949 | 3.9% |
| Total | 5,341 | 2.4% | 55,991 | 0.3% | 152,995 | 0.4% |

Table G Lake

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Lake County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 36 | 20.3% | 13,810 | 48.2% | 32,645 | 51.4% |
| Men | 141 | 79.7% | 14,841 | 51.8% | 30,903 | 48.6% |
| Persons with Disabilities | 12 | 6.8% | 3,162 | 11% | 43,835 | 69% |
| Veterans | 16 | 9% | 1,465 | 5.1% | 5,009 | 7.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.6% | 92 | 0.3% | 135 | 0.2% |
| Asian - Filipino | 0 | 0% | 0 | 0% | 6 | <0.1% |
| Asian - Indian | 0 | 0% | 65 | 0.2% | 65 | 0.1% |
| Asian - Japanese | 1 | 0.6% | 0 | 0% | 108 | 0.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 3 | <0.1% |
| Asian - Laotian | 0 | 0% | 146 | 0.5% | 146 | 0.2% |
| Asian - Vietnamese | 0 | 0% | 65 | 0.2% | 124 | 0.2% |
| Asian - Other or Multiple | 2 | 1.1% | 162 | 0.6% | 273 | 0.4% |
| Black or African American | 6 | 3.4% | 446 | 1.6% | 1,012 | 1.6% |
| Hispanic or Latino | 28 | 15.8% | 7,060 | 24.6% | 15,315 | 24.1% |
| Native American or Alaska Native | 2 | 1.1% | 1,042 | 3.6% | 2,610 | 4.1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 13 | <0.1% | 43 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 129 | 72.9% | 19,158 | 66.9% | 42,212 | 66.4% |
| Other or Multiple Race | 8 | 4.5% | 402 | 1.4% | 1,495 | 2.4% |
| Total | 177 | 0.1% | 28,651 | 0.1% | 63,549 | 0.2% |

Table G Lassen

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Lassen County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 756 | 31.6% | 5,970 | 50.6% | 14,455 | 45.6% |
| Men | 1,637 | 68.4% | 5,820 | 49.4% | 17,263 | 54.4% |
| Persons with Disabilities | 87 | 3.6% | 652 | 5.5% | 20,190 | 63.7% |
| Veterans | 177 | 7.4% | 982 | 8.3% | 2,518 | 7.9% |
| Asian - Cambodian | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 6 | 0.3% | 1 | <0.1% | 48 | 0.2% |
| Asian - Filipino | 27 | 1.1% | 19 | 0.2% | 115 | 0.4% |
| Asian - Indian | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 2 | 0.1% | 0 | 0% | 25 | 0.1% |
| Asian - Korean | 3 | 0.1% | 0 | 0% | 26 | 0.1% |
| Asian - Laotian | 0 | 0% | 73 | 0.6% | 110 | 0.3% |
| Asian - Vietnamese | 2 | 0.1% | 38 | 0.3% | 38 | 0.1% |
| Asian - Other or Multiple | 75 | 3.1% | 54 | 0.5% | 68 | 0.2% |
| Black or African American | 63 | 2.6% | 228 | 1.9% | 1,058 | 3.3% |
| Hispanic or Latino | 382 | 16% | 1,398 | 11.9% | 5,489 | 17.3% |
| Native American or Alaska Native | 46 | 1.9% | 346 | 2.9% | 1,202 | 3.8% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 4 | 0.2% | 0 | 0% | 4 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 4 | <0.1% | 4 | <0.1% |
| Pacific Islander - Other or Multiple | 16 | 0.7% | 43 | 0.4% | 134 | 0.4% |
| White | 1,728 | 72.2% | 9,309 | 79% | 22,429 | 70.7% |
| Other or Multiple Race | 37 | 1.5% | 277 | 2.4% | 968 | 3.1% |
| Total | 2,393 | 1.1% | 11,790 | 0.1% | 31,719 | 0.1% |

Table G

Los Angeles

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Los Angeles County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 9,117 | 47% | 2,468,915 | 46.4% | 5,088,074 | 50.7% |
| Men | 10,287 | 53% | 2,853,991 | 53.6% | 4,951,540 | 49.3% |
| Persons with Disabilities | 1,857 | 9.6% | 238,581 | 4.5% | 3,840,921 | 38.3% |
| Veterans | 877 | 4.5% | 134,641 | 2.5% | 297,811 | 3% |
| Asian - Cambodian | 28 | 0.1% | 16,360 | 0.3% | 30,564 | 0.3% |
| Asian - Chinese | 1,078 | 5.6% | 229,374 | 4.3% | 437,545 | 4.4% |
| Asian - Filipino | 1,282 | 6.6% | 203,567 | 3.8% | 333,544 | 3.3% |
| Asian - Indian | 301 | 1.6% | 56,262 | 1.1% | 104,322 | 1% |
| Asian - Japanese | 159 | 0.8% | 42,604 | 0.8% | 88,068 | 0.9% |
| Asian - Korean | 313 | 1.6% | 108,430 | 2% | 205,577 | 2% |
| Asian - Laotian | 4 | <0.1% | 1,440 | <0.1% | 1,993 | <0.1% |
| Asian - Vietnamese | 443 | 2.3% | 54,667 | 1% | 102,459 | 1% |
| Asian - Other or Multiple | 634 | 3.3% | 83,375 | 1.6% | 155,785 | 1.6% |
| Black or African American | 3,309 | 17.1% | 391,389 | 7.4% | 780,005 | 7.8% |
| Hispanic or Latino | 6,423 | 33.1% | 2,530,381 | 47.5% | 4,883,147 | 48.6% |
| Native American or Alaska Native | 62 | 0.3% | 10,414 | 0.2% | 22,587 | 0.2% |
| Pacific Islander - Guamanian | 9 | <0.1% | 990 | <0.1% | 1,844 | <0.1% |
| Pacific Islander - Hawaiian | 6 | <0.1% | 2,161 | <0.1% | 3,383 | <0.1% |
| Pacific Islander - Samoan | 7 | <0.1% | 3,754 | 0.1% | 8,519 | 0.1% |
| Pacific Islander - Other or Multiple | 45 | 0.2% | 6,563 | 0.1% | 9,932 | 0.1% |
| White | 4,587 | 23.6% | 1,447,651 | 27.2% | 2,594,060 | 25.8% |
| Other or Multiple Race | 714 | 3.7% | 133,524 | 2.5% | 276,280 | 2.8% |
| Total | 19,404 | 8.7% | 5,322,906 | 26.4% | 10,039,614 | 25.4% |

Table G

Madera

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Madera County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 1,139 | 45.3% | 29,684 | 45.7% | 80,599 | 51.4% |
| Men | 1,373 | 54.7% | 35,246 | 54.3% | 76,263 | 48.6% |
| Persons with Disabilities | 122 | 4.9% | 5,142 | 7.9% | 84,153 | 53.6% |
| Veterans | 144 | 5.7% | 2,044 | 3.1% | 6,488 | 4.1% |
| Asian - Cambodian | 3 | 0.1% | 99 | 0.2% | 99 | 0.1% |
| Asian - Chinese | 13 | 0.5% | 490 | 0.8% | 1,042 | 0.7% |
| Asian - Filipino | 46 | 1.8% | 187 | 0.3% | 412 | 0.3% |
| Asian - Indian | 45 | 1.8% | 703 | 1.1% | 1,374 | 0.9% |
| Asian - Japanese | 5 | 0.2% | 47 | 0.1% | 67 | <0.1% |
| Asian - Korean | 2 | 0.1% | 0 | 0% | 126 | 0.1% |
| Asian - Laotian | 3 | 0.1% | 0 | 0% | 151 | 0.1% |
| Asian - Vietnamese | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 84 | 3.3% | 110 | 0.2% | 184 | 0.1% |
| Black or African American | 165 | 6.6% | 714 | 1.1% | 3,760 | 2.4% |
| Hispanic or Latino | 1,169 | 46.5% | 37,833 | 58.3% | 92,395 | 58.9% |
| Native American or Alaska Native | 25 | 1% | 474 | 0.7% | 1,499 | 1% |
| Pacific Islander - Guamanian | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 2 | 0.1% | 170 | 0.3% | 170 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 594 | 0.9% | 935 | 0.6% |
| Pacific Islander - Other or Multiple | 11 | 0.4% | 0 | 0% | 65 | <0.1% |
| White | 876 | 34.9% | 22,835 | 35.2% | 52,050 | 33.2% |
| Other or Multiple Race | 59 | 2.3% | 674 | 1% | 2,533 | 1.6% |
| Total | 2,512 | 1.1% | 64,930 | 0.3% | 156,862 | 0.4% |

Table G Marin

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Marin County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 638 | 32.8% | 64,339 | 47.3% | 132,095 | 50.9% |
| Men | 1,308 | 67.2% | 71,800 | 52.7% | 127,412 | 49.1% |
| Persons with Disabilities | 65 | 3.3% | 7,791 | 5.7% | 94,884 | 36.6% |
| Veterans | 150 | 7.7% | 3,823 | 2.8% | 11,283 | 4.3% |
| Asian - Cambodian | 2 | 0.1% | 125 | 0.1% | 378 | 0.1% |
| Asian - Chinese | 25 | 1.3% | 2,209 | 1.6% | 5,074 | 2% |
| Asian - Filipino | 151 | 7.8% | 875 | 0.6% | 1,414 | 0.5% |
| Asian - Indian | 17 | 0.9% | 2,381 | 1.7% | 4,337 | 1.7% |
| Asian - Japanese | 7 | 0.4% | 1,287 | 0.9% | 1,767 | 0.7% |
| Asian - Korean | 4 | 0.2% | 833 | 0.6% | 1,218 | 0.5% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 8 | 0.4% | 513 | 0.4% | 992 | 0.4% |
| Asian - Other or Multiple | 118 | 6.1% | 1,048 | 0.8% | 1,273 | 0.5% |
| Black or African American | 328 | 16.9% | 2,715 | 2% | 7,968 | 3.1% |
| Hispanic or Latino | 448 | 23% | 22,690 | 16.7% | 42,689 | 16.5% |
| Native American or Alaska Native | 11 | 0.6% | 0 | 0% | 55 | <0.1% |
| Pacific Islander - Guamanian | 4 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 2 | 0.1% | 0 | 0% | 85 | <0.1% |
| Pacific Islander - Samoan | 3 | 0.2% | 0 | 0% | 121 | <0.1% |
| Pacific Islander - Other or Multiple | 20 | 1% | 52 | <0.1% | 164 | 0.1% |
| White | 752 | 38.6% | 97,842 | 71.9% | 183,690 | 70.8% |
| Other or Multiple Race | 46 | 2.4% | 3,569 | 2.6% | 8,282 | 3.2% |
| Total | 1,946 | 0.9% | 136,139 | 0.7% | 259,507 | 0.7% |

Table G

Mariposa

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Mariposa County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 39 | 18.5% | 3,529 | 45.8% | 8,659 | 47.7% |
| Men | 172 | 81.5% | 4,169 | 54.2% | 9,493 | 52.3% |
| Persons with Disabilities | 19 | 9% | 889 | 11.6% | 12,876 | 70.9% |
| Veterans | 12 | 5.7% | 538 | 7% | 1,724 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 2 | 0.9% | 20 | 0.3% | 65 | 0.4% |
| Asian - Filipino | 2 | 0.9% | 84 | 1.1% | 90 | 0.5% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 18 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 9 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 28 | 0.4% | 28 | 0.2% |
| Asian - Other or Multiple | 2 | 0.9% | 90 | 1.2% | 103 | 0.6% |
| Black or African American | 1 | 0.5% | 28 | 0.4% | 257 | 1.4% |
| Hispanic or Latino | 38 | 18% | 1,017 | 13.2% | 2,586 | 14.2% |
| Native American or Alaska Native | 6 | 2.8% | 227 | 3% | 427 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 17 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 2 | <0.1% | 11 | 0.1% |
| White | 151 | 71.6% | 5,905 | 76.7% | 13,836 | 76.2% |
| Other or Multiple Race | 9 | 4.3% | 297 | 3.9% | 705 | 3.9% |
| Total | 211 | 0.1% | 7,698 | <0.1% | 18,153 | <0.1% |

Table G

Mendocino

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Mendocino County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 125 | 23.2% | 18,914 | 48.2% | 44,713 | 51.4% |
| Men | 414 | 76.8% | 20,328 | 51.8% | 42,328 | 48.6% |
| Persons with Disabilities | 37 | 6.9% | 4,330 | 11% | 60,040 | 69% |
| Veterans | 33 | 6.1% | 2,006 | 5.1% | 6,860 | 7.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 2 | 0.4% | 125 | 0.3% | 186 | 0.2% |
| Asian - Filipino | 3 | 0.6% | 0 | 0% | 8 | <0.1% |
| Asian - Indian | 1 | 0.2% | 90 | 0.2% | 90 | 0.1% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 148 | 0.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 5 | <0.1% |
| Asian - Laotian | 0 | 0% | 200 | 0.5% | 200 | 0.2% |
| Asian - Vietnamese | 0 | 0% | 89 | 0.2% | 171 | 0.2% |
| Asian - Other or Multiple | 3 | 0.6% | 221 | 0.6% | 373 | 0.4% |
| Black or African American | 7 | 1.3% | 611 | 1.6% | 1,385 | 1.6% |
| Hispanic or Latino | 59 | 10.9% | 9,670 | 24.6% | 20,976 | 24.1% |
| Native American or Alaska Native | 12 | 2.2% | 1,428 | 3.6% | 3,576 | 4.1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.2% | 18 | <0.1% | 60 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 419 | 77.7% | 26,240 | 66.9% | 57,817 | 66.4% |
| Other or Multiple Race | 32 | 5.9% | 550 | 1.4% | 2,047 | 2.4% |
| Total | 539 | 0.2% | 39,242 | 0.2% | 87,040 | 0.2% |

Table G Merced

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Merced County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 168 | 27.8% | 53,249 | 42.6% | 137,359 | 49.4% |
| Men | 437 | 72.2% | 71,839 | 57.4% | 140,513 | 50.6% |
| Persons with Disabilities | 39 | 6.4% | 10,027 | 8% | 133,043 | 47.9% |
| Veterans | 40 | 6.6% | 4,343 | 3.5% | 10,652 | 3.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 55 | 0% |
| Asian - Chinese | 4 | 0.7% | 378 | 0.3% | 1,033 | 0.4% |
| Asian - Filipino | 8 | 1.3% | 1,016 | 0.8% | 1,488 | 0.5% |
| Asian - Indian | 6 | 1% | 3,244 | 2.6% | 7,396 | 2.7% |
| Asian - Japanese | 1 | 0.2% | 103 | 0.1% | 378 | 0.1% |
| Asian - Korean | 0 | 0% | 612 | 0.5% | 612 | 0.2% |
| Asian - Laotian | 1 | 0.2% | 144 | 0.1% | 318 | 0.1% |
| Asian - Vietnamese | 1 | 0.2% | 0 | 0% | 511 | 0.2% |
| Asian - Other or Multiple | 12 | 2% | 3,712 | 3% | 8,286 | 3% |
| Black or African American | 13 | 2.1% | 3,099 | 2.5% | 8,568 | 3.1% |
| Hispanic or Latino | 184 | 30.4% | 73,713 | 58.9% | 169,440 | 61% |
| Native American or Alaska Native | 4 | 0.7% | 501 | 0.4% | 1,162 | 0.4% |
| Pacific Islander - Guamanian | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 0 | 0% | 0 | 0% |
| White | 350 | 57.9% | 36,741 | 29.4% | 73,607 | 26.5% |
| Other or Multiple Race | 18 | 3% | 1,825 | 1.5% | 5,018 | 1.8% |
| Total | 605 | 0.3% | 125,088 | 0.6% | 277,872 | 0.7% |

Table G Modoc

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Modoc County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 16 | 23.2% | 1,688 | 50.6% | 4,088 | 45.6% |
| Men | 53 | 76.8% | 1,646 | 49.4% | 4,882 | 54.4% |
| Persons with Disabilities | 3 | 4.3% | 184 | 5.5% | 5,709 | 63.7% |
| Veterans | 5 | 7.2% | 278 | 8.3% | 712 | 7.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 14 | 0.2% |
| Asian - Filipino | 0 | 0% | 5 | 0.2% | 32 | 0.4% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 7 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 7 | 0.1% |
| Asian - Laotian | 0 | 0% | 21 | 0.6% | 31 | 0.3% |
| Asian - Vietnamese | 0 | 0% | 11 | 0.3% | 11 | 0.1% |
| Asian - Other or Multiple | 0 | 0% | 15 | 0.5% | 19 | 0.2% |
| Black or African American | 0 | 0% | 65 | 1.9% | 299 | 3.3% |
| Hispanic or Latino | 7 | 10.1% | 395 | 11.9% | 1,552 | 17.3% |
| Native American or Alaska Native | 1 | 1.4% | 98 | 2.9% | 340 | 3.8% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 1 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 1 | 0% | 1 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 12 | 0.4% | 38 | 0.4% |
| White | 60 | 87% | 2,632 | 79% | 6,343 | 70.7% |
| Other or Multiple Race | 1 | 1.4% | 78 | 2.4% | 274 | 3.1% |
| Total | 69 | <0.1% | 3,334 | <0.1% | 8,970 | <0.1% |

Table G

Mono

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Mono County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 15 | 12.3% | 2,786 | 45.8% | 6,836 | 47.7% |
| Men | 107 | 87.7% | 3,291 | 54.2% | 7,495 | 52.3% |
| Persons with Disabilities | 6 | 4.9% | 702 | 11.6% | 10,166 | 70.9% |
| Veterans | 11 | 9% | 425 | 7% | 1,361 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 16 | 0.3% | 51 | 0.4% |
| Asian - Filipino | 1 | 0.8% | 67 | 1.1% | 71 | 0.5% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 14 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 7 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 22 | 0.4% | 22 | 0.2% |
| Asian - Other or Multiple | 1 | 0.8% | 71 | 1.2% | 82 | 0.6% |
| Black or African American | 0 | 0% | 22 | 0.4% | 203 | 1.4% |
| Hispanic or Latino | 12 | 9.8% | 803 | 13.2% | 2,041 | 14.2% |
| Native American or Alaska Native | 4 | 3.3% | 180 | 3% | 337 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 14 | 0.1% |
| Pacific Islander - Hawaiian | 1 | 0.8% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | 0% | 9 | 0.1% |
| White | 99 | 81.1% | 4,662 | 76.7% | 10,923 | 76.2% |
| Other or Multiple Race | 4 | 3.3% | 235 | 3.9% | 556 | 3.9% |
| Total | 122 | 0.1% | 6,077 | <0.1% | 14,331 | <0.1% |

Table G

Monterey

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Monterey County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 1,486 | 37.5% | 92,933 | 45.1% | 215,291 | 49.6% |
| Men | 2,477 | 62.5% | 112,943 | 54.9% | 219,085 | 50.4% |
| Persons with Disabilities | 149 | 3.8% | 8,430 | 4.1% | 145,572 | 33.5% |
| Veterans | 240 | 6.1% | 6,653 | 3.2% | 22,897 | 5.3% |
| Asian - Cambodian | 3 | 0.1% | 45 | <0.1% | 86 | <0.1% |
| Asian - Chinese | 21 | 0.5% | 1,819 | 0.9% | 3,264 | 0.8% |
| Asian - Filipino | 240 | 6.1% | 7,515 | 3.7% | 13,698 | 3.2% |
| Asian - Indian | 24 | 0.6% | 1,162 | 0.6% | 2,139 | 0.5% |
| Asian - Japanese | 12 | 0.3% | 681 | 0.3% | 2,184 | 0.5% |
| Asian - Korean | 15 | 0.4% | 811 | 0.4% | 2,143 | 0.5% |
| Asian - Laotian | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 29 | 0.7% | 322 | 0.2% | 584 | 0.1% |
| Asian - Other or Multiple | 98 | 2.5% | 937 | 0.5% | 1,553 | 0.4% |
| Black or African American | 197 | 5% | 4,705 | 2.3% | 10,339 | 2.4% |
| Hispanic or Latino | 1,965 | 49.6% | 114,014 | 55.4% | 251,836 | 58% |
| Native American or Alaska Native | 28 | 0.7% | 573 | 0.3% | 761 | 0.2% |
| Pacific Islander - Guamanian | 3 | 0.1% | 67 | <0.1% | 116 | <0.1% |
| Pacific Islander - Hawaiian | 4 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 2 | 0.1% | 0 | 0% | 125 | <0.1% |
| Pacific Islander - Other or Multiple | 20 | 0.5% | 105 | 0.1% | 282 | 0.1% |
| White | 1,173 | 29.6% | 69,165 | 33.6% | 133,842 | 30.8% |
| Other or Multiple Race | 128 | 3.2% | 3,954 | 1.9% | 11,423 | 2.6% |
| Total | 3,963 | 1.8% | 205,875 | 1% | 434,375 | 1.1% |

Table G

Napa

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Napa County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 1,910 | 55.1% | 33,615 | 46.8% | 68,755 | 49.9% |
| Men | 1,558 | 44.9% | 38,195 | 53.2% | 68,894 | 50.1% |
| Persons with Disabilities | 249 | 7.2% | 4,683 | 6.5% | 69,854 | 50.7% |
| Veterans | 127 | 3.7% | 2,485 | 3.5% | 7,132 | 5.2% |
| Asian - Cambodian | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 39 | 1.1% | 491 | 0.7% | 859 | 0.6% |
| Asian - Filipino | 1,352 | 39% | 3,351 | 4.7% | 6,660 | 4.8% |
| Asian - Indian | 124 | 3.6% | 1,172 | 1.6% | 2,153 | 1.6% |
| Asian - Japanese | 19 | 0.5% | 0 | 0% | 308 | 0.2% |
| Asian - Korean | 7 | 0.2% | 37 | 0.1% | 297 | 0.2% |
| Asian - Laotian | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 25 | 0.7% | 334 | 0.5% | 530 | 0.4% |
| Asian - Other or Multiple | 60 | 1.7% | 98 | 0.1% | 599 | 0.4% |
| Black or African American | 242 | 7% | 1,622 | 2.3% | 2,954 | 2.1% |
| Hispanic or Latino | 430 | 12.4% | 24,288 | 33.8% | 47,586 | 34.6% |
| Native American or Alaska Native | 9 | 0.3% | 0 | 0% | 216 | 0.2% |
| Pacific Islander - Guamanian | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 77 | 0.1% |
| Pacific Islander - Samoan | 1 | <0.1% | 114 | 0.2% | 193 | 0.1% |
| Pacific Islander - Other or Multiple | 9 | 0.3% | 0 | 0% | 37 | <0.1% |
| White | 1,063 | 30.7% | 38,116 | 53.1% | 70,778 | 51.4% |
| Other or Multiple Race | 81 | 2.3% | 2,187 | 3% | 4,402 | 3.2% |
| Total | 3,468 | 1.6% | 71,810 | 0.4% | 137,649 | 0.3% |

Table G Nevada

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Nevada County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 108 | 26.6% | 21,312 | 46.3% | 51,859 | 51.6% |
| Men | 298 | 73.4% | 24,755 | 53.7% | 48,589 | 48.4% |
| Persons with Disabilities | 16 | 3.9% | 2,193 | 4.8% | 51,525 | 51.3% |
| Veterans | 27 | 6.7% | 2,512 | 5.5% | 8,123 | 8.1% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 2 | 0.5% | 0 | 0% | 119 | 0.1% |
| Asian - Filipino | 5 | 1.2% | 486 | 1.1% | 562 | 0.6% |
| Asian - Indian | 2 | 0.5% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 2 | 0.5% | 0 | 0% | 112 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 3 | 0.7% | 0 | 0% | 40 | <0.1% |
| Black or African American | 5 | 1.2% | 243 | 0.5% | 260 | 0.3% |
| Hispanic or Latino | 38 | 9.4% | 4,636 | 10.1% | 9,791 | 9.7% |
| Native American or Alaska Native | 7 | 1.7% | 29 | 0.1% | 306 | 0.3% |
| Pacific Islander - Guamanian | 1 | 0.2% | 155 | 0.3% | 431 | 0.4% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 324 | 79.8% | 38,694 | 84% | 85,201 | 84.8% |
| Other or Multiple Race | 17 | 4.2% | 1,824 | 4% | 3,626 | 3.6% |
| Total | 406 | 0.2% | 46,066 | 0.2% | 100,448 | 0.3% |

Table G Orange

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Orange County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 2,826 | 48.8% | 771,744 | 45.6% | 1,605,963 | 50.6% |
| Men | 2,965 | 51.2% | 920,026 | 54.4% | 1,569,567 | 49.4% |
| Persons with Disabilities | 595 | 10.3% | 67,487 | 4% | 1,014,232 | 31.9% |
| Veterans | 199 | 3.4% | 53,654 | 3.2% | 115,260 | 3.6% |
| Asian - Cambodian | 17 | 0.3% | 4,773 | 0.3% | 7,172 | 0.2% |
| Asian - Chinese | 246 | 4.2% | 59,349 | 3.5% | 122,905 | 3.9% |
| Asian - Filipino | 338 | 5.8% | 50,957 | 3% | 82,396 | 2.6% |
| Asian - Indian | 94 | 1.6% | 26,856 | 1.6% | 53,393 | 1.7% |
| Asian - Japanese | 52 | 0.9% | 21,141 | 1.2% | 38,074 | 1.2% |
| Asian - Korean | 88 | 1.5% | 45,919 | 2.7% | 93,738 | 3% |
| Asian - Laotian | 5 | 0.1% | 1,982 | 0.1% | 2,406 | 0.1% |
| Asian - Vietnamese | 384 | 6.6% | 105,850 | 6.3% | 207,176 | 6.5% |
| Asian - Other or Multiple | 220 | 3.8% | 32,245 | 1.9% | 65,348 | 2.1% |
| Black or African American | 392 | 6.8% | 28,192 | 1.7% | 51,104 | 1.6% |
| Hispanic or Latino | 1,634 | 28.2% | 570,271 | 33.7% | 1,081,147 | 34% |
| Native American or Alaska Native | 33 | 0.6% | 2,083 | 0.1% | 4,462 | 0.1% |
| Pacific Islander - Guamanian | 1 | <0.1% | 362 | <0.1% | 452 | <0.1% |
| Pacific Islander - Hawaiian | 4 | 0.1% | 885 | 0.1% | 1,052 | <0.1% |
| Pacific Islander - Samoan | 9 | 0.2% | 2,533 | 0.1% | 4,712 | 0.1% |
| Pacific Islander - Other or Multiple | 14 | 0.2% | 1,400 | 0.1% | 2,961 | 0.1% |
| White | 1,942 | 33.5% | 691,802 | 40.9% | 1,259,552 | 39.7% |
| Other or Multiple Race | 318 | 5.5% | 45,170 | 2.7% | 97,480 | 3.1% |
| Total | 5,791 | 2.6% | 1,691,770 | 8.4% | 3,175,530 | 8% |

Table G Placer

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Placer County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 251 | 32.9% | 91,372 | 46.3% | 204,146 | 51.3% |
| Men | 513 | 67.1% | 106,102 | 53.7% | 193,906 | 48.7% |
| Persons with Disabilities | 56 | 7.3% | 9,596 | 4.9% | 156,024 | 39.2% |
| Veterans | 50 | 6.5% | 14,503 | 7.3% | 33,789 | 8.5% |
| Asian - Cambodian | 0 | 0% | 198 | 0.1% | 198 | <0.1% |
| Asian - Chinese | 6 | 0.8% | 2,323 | 1.2% | 4,844 | 1.2% |
| Asian - Filipino | 14 | 1.8% | 4,625 | 2.3% | 8,541 | 2.1% |
| Asian - Indian | 12 | 1.6% | 5,386 | 2.7% | 10,967 | 2.8% |
| Asian - Japanese | 2 | 0.3% | 491 | 0.2% | 1,160 | 0.3% |
| Asian - Korean | 3 | 0.4% | 436 | 0.2% | 748 | 0.2% |
| Asian - Laotian | 0 | 0% | 73 | <0.1% | 166 | <0.1% |
| Asian - Vietnamese | 3 | 0.4% | 1,217 | 0.6% | 2,789 | 0.7% |
| Asian - Other or Multiple | 11 | 1.4% | 1,545 | 0.8% | 3,598 | 0.9% |
| Black or African American | 12 | 1.6% | 4,263 | 2.2% | 7,893 | 2% |
| Hispanic or Latino | 96 | 12.6% | 27,353 | 13.9% | 57,209 | 14.4% |
| Native American or Alaska Native | 9 | 1.2% | 564 | 0.3% | 1,399 | 0.4% |
| Pacific Islander - Guamanian | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 224 | 0.1% | 290 | 0.1% |
| Pacific Islander - Samoan | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.1% | 354 | 0.2% | 505 | 0.1% |
| White | 553 | 72.4% | 143,496 | 72.7% | 284,337 | 71.4% |
| Other or Multiple Race | 40 | 5.2% | 4,926 | 2.5% | 13,408 | 3.4% |
| Total | 764 | 0.3% | 197,474 | 1% | 398,052 | 1% |

Table G

Plumas

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Plumas County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 18 | 18.8% | 3,499 | 50.6% | 8,472 | 45.6% |
| Men | 78 | 81.3% | 3,411 | 49.4% | 10,117 | 54.4% |
| Persons with Disabilities | 6 | 6.3% | 382 | 5.5% | 11,833 | 63.7% |
| Veterans | 5 | 5.2% | 575 | 8.3% | 1,475 | 7.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 1% | 1 | <0.1% | 28 | 0.2% |
| Asian - Filipino | 1 | 1% | 11 | 0.2% | 67 | 0.4% |
| Asian - Indian | 1 | 1% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 15 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 15 | 0.1% |
| Asian - Laotian | 0 | 0% | 43 | 0.6% | 64 | 0.3% |
| Asian - Vietnamese | 0 | 0% | 22 | 0.3% | 22 | 0.1% |
| Asian - Other or Multiple | 0 | 0% | 31 | 0.5% | 40 | 0.2% |
| Black or African American | 1 | 1% | 134 | 1.9% | 620 | 3.3% |
| Hispanic or Latino | 6 | 6.3% | 819 | 11.9% | 3,217 | 17.3% |
| Native American or Alaska Native | 1 | 1% | 203 | 2.9% | 705 | 3.8% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 2 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 3 | <0.1% | 3 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 25 | 0.4% | 79 | 0.4% |
| White | 83 | 86.5% | 5,456 | 79% | 13,145 | 70.7% |
| Other or Multiple Race | 2 | 2.1% | 162 | 2.4% | 567 | 3.1% |
| Total | 96 | <0.1% | 6,910 | <0.1% | 18,589 | <0.1% |

Table G Riverside

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Riverside County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 3,082 | 38.2% | 518,089 | 45.3% | 1,237,207 | 50.1% |
| Men | 4,992 | 61.8% | 625,329 | 54.7% | 1,232,034 | 49.9% |
| Persons with Disabilities | 698 | 8.6% | 68,159 | 6% | 1,079,527 | 43.7% |
| Veterans | 577 | 7.1% | 62,514 | 5.5% | 141,794 | 5.7% |
| Asian - Cambodian | 10 | 0.1% | 3,794 | 0.3% | 6,786 | 0.3% |
| Asian - Chinese | 60 | 0.7% | 11,354 | 1% | 25,471 | 1% |
| Asian - Filipino | 199 | 2.5% | 35,364 | 3.1% | 65,864 | 2.7% |
| Asian - Indian | 33 | 0.4% | 9,626 | 0.8% | 17,700 | 0.7% |
| Asian - Japanese | 30 | 0.4% | 2,557 | 0.2% | 5,289 | 0.2% |
| Asian - Korean | 16 | 0.2% | 3,815 | 0.3% | 10,540 | 0.4% |
| Asian - Laotian | 1 | <0.1% | 1,334 | 0.1% | 1,751 | 0.1% |
| Asian - Vietnamese | 43 | 0.5% | 9,475 | 0.8% | 18,150 | 0.7% |
| Asian - Other or Multiple | 102 | 1.3% | 6,061 | 0.5% | 16,713 | 0.7% |
| Black or African American | 982 | 12.2% | 68,665 | 6% | 152,183 | 6.2% |
| Hispanic or Latino | 3,410 | 42.2% | 583,988 | 51.1% | 1,235,965 | 50.1% |
| Native American or Alaska Native | 47 | 0.6% | 4,047 | 0.4% | 9,836 | 0.4% |
| Pacific Islander - Guamanian | 11 | 0.1% | 1,628 | 0.1% | 3,861 | 0.2% |
| Pacific Islander - Hawaiian | 3 | <0.1% | 417 | <0.1% | 629 | <0.1% |
| Pacific Islander - Samoan | 10 | 0.1% | 1,544 | 0.1% | 2,397 | 0.1% |
| Pacific Islander - Other or Multiple | 25 | 0.3% | 350 | <0.1% | 854 | <0.1% |
| White | 2,854 | 35.3% | 375,789 | 32.9% | 835,403 | 33.8% |
| Other or Multiple Race | 238 | 2.9% | 23,610 | 2.1% | 59,849 | 2.4% |
| Total | 8,074 | 3.6% | 1,143,418 | 5.7% | 2,469,241 | 6.2% |

Table G

Sacramento

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Sacramento County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 41,500 | 54.7% | 381,707 | 48.4% | 793,069 | 51.1% |
| Men | 34,373 | 45.3% | 406,371 | 51.6% | 759,520 | 48.9% |
| Persons with Disabilities | 8,698 | 11.5% | 41,942 | 5.3% | 666,415 | 42.9% |
| Veterans | 3,648 | 4.8% | 39,051 | 5% | 87,672 | 5.6% |
| Asian - Cambodian | 105 | 0.1% | 989 | 0.1% | 1,961 | 0.1% |
| Asian - Chinese | 4,521 | 6% | 26,366 | 3.3% | 52,405 | 3.4% |
| Asian - Filipino | 3,164 | 4.2% | 28,938 | 3.7% | 50,458 | 3.2% |
| Asian - Indian | 2,542 | 3.4% | 20,258 | 2.6% | 40,372 | 2.6% |
| Asian - Japanese | 901 | 1.2% | 3,915 | 0.5% | 8,725 | 0.6% |
| Asian - Korean | 420 | 0.6% | 3,626 | 0.5% | 6,453 | 0.4% |
| Asian - Laotian | 131 | 0.2% | 3,729 | 0.5% | 8,628 | 0.6% |
| Asian - Vietnamese | 2,012 | 2.7% | 16,375 | 2.1% | 32,207 | 2.1% |
| Asian - Other or Multiple | 3,371 | 4.4% | 24,502 | 3.1% | 47,515 | 3.1% |
| Black or African American | 6,774 | 8.9% | 69,568 | 8.8% | 143,295 | 9.2% |
| Hispanic or Latino | 12,701 | 16.7% | 179,681 | 22.8% | 366,573 | 23.6% |
| Native American or Alaska Native | 425 | 0.6% | 2,618 | 0.3% | 5,898 | 0.4% |
| Pacific Islander - Guamanian | 84 | 0.1% | 318 | <0.1% | 1,303 | 0.1% |
| Pacific Islander - Hawaiian | 92 | 0.1% | 282 | <0.1% | 1,344 | 0.1% |
| Pacific Islander - Samoan | 38 | 0.1% | 557 | 0.1% | 1,567 | 0.1% |
| Pacific Islander - Other or Multiple | 620 | 0.8% | 8,371 | 1.1% | 13,653 | 0.9% |
| White | 33,975 | 44.8% | 357,323 | 45.3% | 678,802 | 43.7% |
| Other or Multiple Race | 3,997 | 5.3% | 40,662 | 5.2% | 91,430 | 5.9% |
| Total | 75,873 | 34.1% | 788,078 | 3.9% | 1,552,589 | 3.9% |

Table G

San Benito

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Benito County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 47 | 28.1% | 11,621 | 42.3% | 28,837 | 46.6% |
| Men | 120 | 71.9% | 15,830 | 57.7% | 33,106 | 53.4% |
| Persons with Disabilities | 6 | 3.6% | 526 | 1.9% | 17,458 | 28.2% |
| Veterans | 7 | 4.2% | 541 | 2% | 2,575 | 4.2% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.6% | 26 | 0.1% | 146 | 0.2% |
| Asian - Filipino | 3 | 1.8% | 738 | 2.7% | 1,224 | 2% |
| Asian - Indian | 1 | 0.6% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 3 | 1.8% | 115 | 0.4% | 212 | 0.3% |
| Asian - Korean | 0 | 0% | 0 | 0% | 9 | <0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 2 | 1.2% | 0 | 0% | 123 | 0.2% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 7 | <0.1% |
| Black or African American | 3 | 1.8% | 276 | 1% | 1,366 | 2.2% |
| Hispanic or Latino | 62 | 37.1% | 19,639 | 71.5% | 43,751 | 70.6% |
| Native American or Alaska Native | 1 | 0.6% | 231 | 0.8% | 313 | 0.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 78 | 0.1% |
| White | 84 | 50.3% | 6,260 | 22.8% | 14,115 | 22.8% |
| Other or Multiple Race | 7 | 4.2% | 167 | 0.6% | 600 | 1% |
| Total | 167 | 0.1% | 27,452 | 0.1% | 61,944 | 0.2% |

Table G

San Bernardino

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Bernardino County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 4,797 | 46% | 470,632 | 46.2% | 1,093,095 | 50.1% |
| Men | 5,642 | 54% | 548,575 | 53.8% | 1,087,312 | 49.9% |
| Persons with Disabilities | 785 | 7.5% | 57,954 | 5.7% | 925,118 | 42.4% |
| Veterans | 584 | 5.6% | 45,242 | 4.4% | 108,769 | 5% |
| Asian - Cambodian | 17 | 0.2% | 2,286 | 0.2% | 3,597 | 0.2% |
| Asian - Chinese | 158 | 1.5% | 21,816 | 2.1% | 45,577 | 2.1% |
| Asian - Filipino | 568 | 5.4% | 24,311 | 2.4% | 42,267 | 1.9% |
| Asian - Indian | 155 | 1.5% | 7,500 | 0.7% | 12,159 | 0.6% |
| Asian - Japanese | 29 | 0.3% | 1,055 | 0.1% | 2,068 | 0.1% |
| Asian - Korean | 59 | 0.6% | 7,373 | 0.7% | 15,779 | 0.7% |
| Asian - Laotian | 7 | 0.1% | 369 | <0.1% | 369 | <0.1% |
| Asian - Vietnamese | 181 | 1.7% | 7,591 | 0.7% | 14,724 | 0.7% |
| Asian - Other or Multiple | 339 | 3.2% | 8,922 | 0.9% | 20,192 | 0.9% |
| Black or African American | 1,773 | 17% | 76,321 | 7.5% | 169,834 | 7.8% |
| Hispanic or Latino | 3,864 | 37% | 553,871 | 54.3% | 1,187,080 | 54.4% |
| Native American or Alaska Native | 49 | 0.5% | 4,350 | 0.4% | 7,842 | 0.4% |
| Pacific Islander - Guamanian | 5 | <0.1% | 264 | <0.1% | 1,360 | 0.1% |
| Pacific Islander - Hawaiian | 6 | 0.1% | 1,387 | 0.1% | 2,532 | 0.1% |
| Pacific Islander - Samoan | 7 | 0.1% | 155 | <0.1% | 518 | <0.1% |
| Pacific Islander - Other or Multiple | 32 | 0.3% | 497 | <0.1% | 2,055 | 0.1% |
| White | 2,801 | 26.8% | 277,143 | 27.2% | 592,604 | 27.2% |
| Other or Multiple Race | 389 | 3.7% | 23,996 | 2.4% | 59,850 | 2.7% |
| Total | 10,439 | 4.7% | 1,019,207 | 5.1% | 2,180,407 | 5.5% |

Table G

San Diego

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Diego County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 3,799 | 42.5% | 808,680 | 46.8% | 1,657,334 | 49.6% |
| Men | 5,132 | 57.5% | 917,912 | 53.2% | 1,681,180 | 50.4% |
| Persons with Disabilities | 685 | 7.7% | 76,723 | 4.4% | 1,219,820 | 36.5% |
| Veterans | 609 | 6.8% | 123,693 | 7.2% | 303,297 | 9.1% |
| Asian - Cambodian | 10 | 0.1% | 1,561 | 0.1% | 3,025 | 0.1% |
| Asian - Chinese | 110 | 1.2% | 31,818 | 1.8% | 63,136 | 1.9% |
| Asian - Filipino | 831 | 9.3% | 93,239 | 5.4% | 161,456 | 4.8% |
| Asian - Indian | 41 | 0.5% | 19,632 | 1.1% | 35,717 | 1.1% |
| Asian - Japanese | 45 | 0.5% | 9,072 | 0.5% | 16,571 | 0.5% |
| Asian - Korean | 40 | 0.4% | 12,702 | 0.7% | 23,637 | 0.7% |
| Asian - Laotian | 11 | 0.1% | 4,426 | 0.3% | 8,405 | 0.3% |
| Asian - Vietnamese | 106 | 1.2% | 28,499 | 1.7% | 51,747 | 1.6% |
| Asian - Other or Multiple | 184 | 2.1% | 14,483 | 0.8% | 27,873 | 0.8% |
| Black or African American | 593 | 6.6% | 76,060 | 4.4% | 157,943 | 4.7% |
| Hispanic or Latino | 3,011 | 33.7% | 579,458 | 33.6% | 1,140,753 | 34.2% |
| Native American or Alaska Native | 48 | 0.5% | 5,989 | 0.3% | 12,179 | 0.4% |
| Pacific Islander - Guamanian | 7 | 0.1% | 1,809 | 0.1% | 3,466 | 0.1% |
| Pacific Islander - Hawaiian | 11 | 0.1% | 2,478 | 0.1% | 3,062 | 0.1% |
| Pacific Islander - Samoan | 15 | 0.2% | 1,310 | 0.1% | 2,961 | 0.1% |
| Pacific Islander - Other or Multiple | 29 | 0.3% | 1,086 | 0.1% | 3,070 | 0.1% |
| White | 3,411 | 38.2% | 783,890 | 45.4% | 1,494,149 | 44.8% |
| Other or Multiple Race | 428 | 4.8% | 59,080 | 3.4% | 129,364 | 3.9% |
| Total | 8,931 | 4% | 1,726,592 | 8.6% | 3,338,514 | 8.4% |

Table G

San Francisco

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Francisco County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 1,467 | 53.9% | 257,558 | 46.2% | 434,110 | 49.2% |
| Men | 1,257 | 46.1% | 299,633 | 53.8% | 447,969 | 50.8% |
| Persons with Disabilities | 300 | 11% | 22,628 | 4.1% | 340,384 | 38.6% |
| Veterans | 88 | 3.2% | 11,995 | 2.2% | 25,205 | 2.9% |
| Asian - Cambodian | 1 | <0.1% | 845 | 0.2% | 1,526 | 0.2% |
| Asian - Chinese | 433 | 15.9% | 99,363 | 17.8% | 179,794 | 20.4% |
| Asian - Filipino | 328 | 12% | 20,481 | 3.7% | 30,299 | 3.4% |
| Asian - Indian | 75 | 2.8% | 21,253 | 3.8% | 25,300 | 2.9% |
| Asian - Japanese | 21 | 0.8% | 5,270 | 0.9% | 9,971 | 1.1% |
| Asian - Korean | 32 | 1.2% | 10,333 | 1.9% | 12,119 | 1.4% |
| Asian - Laotian | 3 | 0.1% | 686 | 0.1% | 817 | 0.1% |
| Asian - Vietnamese | 51 | 1.9% | 11,250 | 2% | 18,082 | 2% |
| Asian - Other or Multiple | 118 | 4.3% | 15,045 | 2.7% | 24,761 | 2.8% |
| Black or African American | 226 | 8.3% | 25,352 | 4.5% | 47,730 | 5.4% |
| Hispanic or Latino | 328 | 12% | 82,364 | 14.8% | 134,647 | 15.3% |
| Native American or Alaska Native | 9 | 0.3% | 694 | 0.1% | 2,791 | 0.3% |
| Pacific Islander - Guamanian | 1 | <0.1% | 1,283 | 0.2% | 1,283 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 123 | <0.1% | 123 | <0.1% |
| Pacific Islander - Samoan | 6 | 0.2% | 1,060 | 0.2% | 1,691 | 0.2% |
| Pacific Islander - Other or Multiple | 7 | 0.3% | 621 | 0.1% | 1,344 | 0.2% |
| White | 975 | 35.8% | 241,699 | 43.4% | 351,412 | 39.8% |
| Other or Multiple Race | 110 | 4% | 19,469 | 3.5% | 38,389 | 4.4% |
| Total | 2,724 | 1.2% | 557,191 | 2.8% | 882,079 | 2.2% |

Table G

San Joaquin

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Joaquin County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 3,135 | 47.5% | 160,241 | 45.5% | 382,340 | 50.2% |
| Men | 3,469 | 52.5% | 191,983 | 54.5% | 379,886 | 49.8% |
| Persons with Disabilities | 362 | 5.5% | 22,705 | 6.4% | 362,933 | 47.6% |
| Veterans | 336 | 5.1% | 12,636 | 3.6% | 29,994 | 3.9% |
| Asian - Cambodian | 40 | 0.6% | 4,718 | 1.3% | 9,244 | 1.2% |
| Asian - Chinese | 112 | 1.7% | 7,102 | 2% | 13,694 | 1.8% |
| Asian - Filipino | 674 | 10.2% | 24,511 | 7% | 40,635 | 5.3% |
| Asian - Indian | 348 | 5.3% | 8,790 | 2.5% | 18,120 | 2.4% |
| Asian - Japanese | 16 | 0.2% | 378 | 0.1% | 1,009 | 0.1% |
| Asian - Korean | 17 | 0.3% | 107 | <0.1% | 604 | 0.1% |
| Asian - Laotian | 12 | 0.2% | 1,426 | 0.4% | 3,700 | 0.5% |
| Asian - Vietnamese | 78 | 1.2% | 4,764 | 1.4% | 9,120 | 1.2% |
| Asian - Other or Multiple | 449 | 6.8% | 9,680 | 2.7% | 24,737 | 3.2% |
| Black or African American | 957 | 14.5% | 21,262 | 6% | 52,287 | 6.9% |
| Hispanic or Latino | 1,633 | 24.7% | 140,936 | 40% | 320,707 | 42.1% |
| Native American or Alaska Native | 46 | 0.7% | 1,212 | 0.3% | 2,308 | 0.3% |
| Pacific Islander - Guamanian | 8 | 0.1% | 94 | <0.1% | 141 | <0.1% |
| Pacific Islander - Hawaiian | 4 | 0.1% | 0 | 0% | 122 | <0.1% |
| Pacific Islander - Samoan | 4 | 0.1% | 588 | 0.2% | 1,211 | 0.2% |
| Pacific Islander - Other or Multiple | 70 | 1.1% | 2,010 | 0.6% | 3,497 | 0.5% |
| White | 1,926 | 29.2% | 111,489 | 31.7% | 231,328 | 30.3% |
| Other or Multiple Race | 210 | 3.2% | 13,157 | 3.7% | 29,762 | 3.9% |
| Total | 6,604 | 3% | 352,224 | 1.7% | 762,226 | 1.9% |

Table G

San Luis Obispo

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Luis Obispo County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 2,169 | 39.2% | 65,250 | 46.8% | 140,814 | 49.7% |
| Men | 3,358 | 60.8% | 74,281 | 53.2% | 142,309 | 50.3% |
| Persons with Disabilities | 354 | 6.4% | 9,662 | 6.9% | 123,846 | 43.7% |
| Veterans | 297 | 5.4% | 5,276 | 3.8% | 20,501 | 7.2% |
| Asian - Cambodian | 2 | <0.1% | 286 | 0.2% | 293 | 0.1% |
| Asian - Chinese | 34 | 0.6% | 1,367 | 1% | 2,164 | 0.8% |
| Asian - Filipino | 217 | 3.9% | 1,465 | 1% | 1,848 | 0.7% |
| Asian - Indian | 31 | 0.6% | 1,077 | 0.8% | 2,616 | 0.9% |
| Asian - Japanese | 18 | 0.3% | 496 | 0.4% | 966 | 0.3% |
| Asian - Korean | 11 | 0.2% | 445 | 0.3% | 1,320 | 0.5% |
| Asian - Laotian | 3 | 0.1% | 0 | 0% | 110 | <0.1% |
| Asian - Vietnamese | 17 | 0.3% | 785 | 0.6% | 1,141 | 0.4% |
| Asian - Other or Multiple | 65 | 1.2% | 483 | 0.3% | 836 | 0.3% |
| Black or African American | 188 | 3.4% | 917 | 0.7% | 3,721 | 1.3% |
| Hispanic or Latino | 1,269 | 23% | 35,607 | 25.5% | 64,650 | 22.8% |
| Native American or Alaska Native | 35 | 0.6% | 372 | 0.3% | 1,588 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 7 | 0.1% | 51 | <0.1% | 51 | <0.1% |
| Pacific Islander - Samoan | 1 | <0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 11 | 0.2% | 73 | 0.1% | 138 | <0.1% |
| White | 3,389 | 61.3% | 92,308 | 66.2% | 192,991 | 68.2% |
| Other or Multiple Race | 229 | 4.1% | 3,799 | 2.7% | 8,690 | 3.1% |
| Total | 5,527 | 2.5% | 139,531 | 0.7% | 283,123 | 0.7% |

Table G

San Mateo

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
San Mateo County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 208 | 33.4% | 202,631 | 46.6% | 387,625 | 50.6% |
| Men | 414 | 66.6% | 232,486 | 53.4% | 379,038 | 49.4% |
| Persons with Disabilities | 55 | 8.8% | 13,735 | 3.2% | 234,621 | 30.6% |
| Veterans | 23 | 3.7% | 11,258 | 2.6% | 29,075 | 3.8% |
| Asian - Cambodian | 0 | 0% | 410 | 0.1% | 634 | 0.1% |
| Asian - Chinese | 50 | 8% | 54,751 | 12.6% | 89,209 | 11.6% |
| Asian - Filipino | 53 | 8.5% | 46,543 | 10.7% | 71,877 | 9.4% |
| Asian - Indian | 10 | 1.6% | 15,891 | 3.7% | 23,955 | 3.1% |
| Asian - Japanese | 5 | 0.8% | 4,278 | 1% | 8,909 | 1.2% |
| Asian - Korean | 2 | 0.3% | 2,942 | 0.7% | 4,964 | 0.6% |
| Asian - Laotian | 2 | 0.3% | 45 | <0.1% | 45 | <0.1% |
| Asian - Vietnamese | 3 | 0.5% | 4,444 | 1% | 7,489 | 1% |
| Asian - Other or Multiple | 25 | 4% | 9,636 | 2.2% | 19,330 | 2.5% |
| Black or African American | 59 | 9.5% | 9,766 | 2.2% | 16,194 | 2.1% |
| Hispanic or Latino | 118 | 19% | 100,169 | 23% | 183,680 | 24% |
| Native American or Alaska Native | 2 | 0.3% | 564 | 0.1% | 1,345 | 0.2% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.2% | 494 | 0.1% | 1,086 | 0.1% |
| Pacific Islander - Samoan | 7 | 1.1% | 463 | 0.1% | 680 | 0.1% |
| Pacific Islander - Other or Multiple | 6 | 1% | 5,358 | 1.2% | 7,915 | 1% |
| White | 258 | 41.5% | 164,726 | 37.9% | 294,048 | 38.4% |
| Other or Multiple Race | 21 | 3.4% | 14,637 | 3.4% | 35,303 | 4.6% |
| Total | 622 | 0.3% | 435,117 | 2.2% | 766,663 | 1.9% |

Table G

Santa Barbara

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Santa Barbara County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 240 | 40.2% | 104,290 | 46.6% | 223,195 | 50% |
| Men | 357 | 59.8% | 119,496 | 53.4% | 223,337 | 50% |
| Persons with Disabilities | 67 | 11.2% | 11,650 | 5.2% | 170,833 | 38.3% |
| Veterans | 47 | 7.9% | 9,018 | 4% | 24,580 | 5.5% |
| Asian - Cambodian | 1 | 0.2% | 91 | <0.1% | 91 | <0.1% |
| Asian - Chinese | 4 | 0.7% | 2,695 | 1.2% | 7,780 | 1.7% |
| Asian - Filipino | 8 | 1.3% | 3,937 | 1.8% | 6,991 | 1.6% |
| Asian - Indian | 4 | 0.7% | 1,481 | 0.7% | 2,712 | 0.6% |
| Asian - Japanese | 2 | 0.3% | 481 | 0.2% | 663 | 0.1% |
| Asian - Korean | 3 | 0.5% | 531 | 0.2% | 1,479 | 0.3% |
| Asian - Laotian | 0 | 0% | 50 | <0.1% | 50 | <0.1% |
| Asian - Vietnamese | 1 | 0.2% | 768 | 0.3% | 1,398 | 0.3% |
| Asian - Other or Multiple | 6 | 1% | 1,450 | 0.6% | 2,905 | 0.7% |
| Black or African American | 27 | 4.5% | 4,792 | 2.1% | 8,380 | 1.9% |
| Hispanic or Latino | 201 | 33.7% | 101,253 | 45.2% | 205,735 | 46.1% |
| Native American or Alaska Native | 3 | 0.5% | 1,221 | 0.5% | 2,212 | 0.5% |
| Pacific Islander - Guamanian | 0 | 0% | 124 | 0.1% | 242 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 61 | <0.1% | 61 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 75 | <0.1% | 185 | <0.1% |
| White | 317 | 53.1% | 100,609 | 45% | 195,023 | 43.7% |
| Other or Multiple Race | 19 | 3.2% | 4,167 | 1.9% | 10,625 | 2.4% |
| Total | 597 | 0.3% | 223,786 | 1.1% | 446,532 | 1.1% |

Table G

Santa Clara

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Santa Clara County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 901 | 52.5% | 465,948 | 44.1% | 950,133 | 49.3% |
| Men | 816 | 47.5% | 591,405 | 55.9% | 977,752 | 50.7% |
| Persons with Disabilities | 198 | 11.5% | 33,716 | 3.2% | 593,756 | 30.8% |
| Veterans | 52 | 3% | 25,773 | 2.4% | 58,752 | 3% |
| Asian - Cambodian | 1 | 0.1% | 1,952 | 0.2% | 3,011 | 0.2% |
| Asian - Chinese | 121 | 7% | 120,088 | 11.4% | 207,325 | 10.8% |
| Asian - Filipino | 161 | 9.4% | 60,820 | 5.8% | 91,692 | 4.8% |
| Asian - Indian | 73 | 4.3% | 103,609 | 9.8% | 172,768 | 9% |
| Asian - Japanese | 16 | 0.9% | 9,898 | 0.9% | 19,318 | 1% |
| Asian - Korean | 15 | 0.9% | 18,354 | 1.7% | 34,789 | 1.8% |
| Asian - Laotian | 1 | 0.1% | 1,261 | 0.1% | 2,799 | 0.1% |
| Asian - Vietnamese | 112 | 6.5% | 72,137 | 6.8% | 131,485 | 6.8% |
| Asian - Other or Multiple | 67 | 3.9% | 31,393 | 3% | 59,701 | 3.1% |
| Black or African American | 96 | 5.6% | 26,032 | 2.5% | 47,993 | 2.5% |
| Hispanic or Latino | 468 | 27.3% | 254,875 | 24.1% | 482,553 | 25% |
| Native American or Alaska Native | 16 | 0.9% | 504 | <0.1% | 1,417 | 0.1% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 3 | 0.2% | 101 | <0.1% | 101 | <0.1% |
| Pacific Islander - Samoan | 6 | 0.3% | 36 | <0.1% | 36 | <0.1% |
| Pacific Islander - Other or Multiple | 5 | 0.3% | 4,486 | 0.4% | 6,645 | 0.3% |
| White | 474 | 27.6% | 316,962 | 30% | 586,334 | 30.4% |
| Other or Multiple Race | 82 | 4.8% | 34,845 | 3.3% | 79,918 | 4.1% |
| Total | 1,717 | 0.8% | 1,057,353 | 5.3% | 1,927,885 | 4.9% |

Table G

Santa Cruz

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Santa Cruz County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 185 | 29.4% | 69,001 | 47% | 137,630 | 50.3% |
| Men | 445 | 70.6% | 77,681 | 53% | 135,723 | 49.7% |
| Persons with Disabilities | 43 | 6.8% | 9,068 | 6.2% | 123,021 | 45% |
| Veterans | 25 | 4% | 4,675 | 3.2% | 12,205 | 4.5% |
| Asian - Cambodian | 0 | 0% | 29 | <0.1% | 41 | <0.1% |
| Asian - Chinese | 9 | 1.4% | 975 | 0.7% | 3,266 | 1.2% |
| Asian - Filipino | 9 | 1.4% | 1,874 | 1.3% | 3,467 | 1.3% |
| Asian - Indian | 2 | 0.3% | 1,139 | 0.8% | 1,997 | 0.7% |
| Asian - Japanese | 4 | 0.6% | 1,109 | 0.8% | 1,628 | 0.6% |
| Asian - Korean | 1 | 0.2% | 122 | 0.1% | 497 | 0.2% |
| Asian - Laotian | 1 | 0.2% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 4 | 0.6% | 153 | 0.1% | 268 | 0.1% |
| Asian - Other or Multiple | 3 | 0.5% | 183 | 0.1% | 1,411 | 0.5% |
| Black or African American | 10 | 1.6% | 698 | 0.5% | 2,371 | 0.9% |
| Hispanic or Latino | 147 | 23.3% | 51,709 | 35.3% | 93,317 | 34.1% |
| Native American or Alaska Native | 3 | 0.5% | 0 | 0% | 463 | 0.2% |
| Pacific Islander - Guamanian | 0 | 0% | 35 | <0.1% | 35 | <0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 43 | <0.1% | 43 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 0 | 0% | 0 | 0% |
| White | 403 | 64% | 82,917 | 56.5% | 154,455 | 56.5% |
| Other or Multiple Race | 33 | 5.2% | 5,696 | 3.9% | 10,094 | 3.7% |
| Total | 630 | 0.3% | 146,682 | 0.7% | 273,353 | 0.7% |

Table G

Shasta

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Shasta County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 705 | 38.1% | 39,623 | 47.5% | 91,279 | 50.7% |
| Men | 1,144 | 61.9% | 43,764 | 52.5% | 88,703 | 49.3% |
| Persons with Disabilities | 243 | 13.1% | 8,771 | 10.5% | 127,295 | 70.7% |
| Veterans | 116 | 6.3% | 7,172 | 8.6% | 16,386 | 9.1% |
| Asian - Cambodian | 0 | 0% | 50 | 0.1% | 104 | 0.1% |
| Asian - Chinese | 8 | 0.4% | 369 | 0.4% | 1,022 | 0.6% |
| Asian - Filipino | 27 | 1.5% | 616 | 0.7% | 1,170 | 0.7% |
| Asian - Indian | 8 | 0.4% | 785 | 0.9% | 1,709 | 0.9% |
| Asian - Japanese | 6 | 0.3% | 168 | 0.2% | 223 | 0.1% |
| Asian - Korean | 4 | 0.2% | 191 | 0.2% | 191 | 0.1% |
| Asian - Laotian | 2 | 0.1% | 280 | 0.3% | 456 | 0.3% |
| Asian - Vietnamese | 3 | 0.2% | 274 | 0.3% | 274 | 0.2% |
| Asian - Other or Multiple | 17 | 0.9% | 606 | 0.7% | 1,483 | 0.8% |
| Black or African American | 27 | 1.5% | 569 | 0.7% | 1,122 | 0.6% |
| Hispanic or Latino | 142 | 7.7% | 8,937 | 10.7% | 18,785 | 10.4% |
| Native American or Alaska Native | 33 | 1.8% | 1,545 | 1.9% | 3,791 | 2.1% |
| Pacific Islander - Guamanian | 1 | 0.1% | 340 | 0.4% | 786 | 0.4% |
| Pacific Islander - Hawaiian | 1 | 0.1% | 0 | 0% | 64 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 3 | 0.2% | 0 | 0% | 0 | 0% |
| White | 1,490 | 80.6% | 65,755 | 78.9% | 142,751 | 79.3% |
| Other or Multiple Race | 77 | 4.2% | 2,902 | 3.5% | 6,051 | 3.4% |
| Total | 1,849 | 0.8% | 83,387 | 0.4% | 179,982 | 0.5% |

Table G Sierra

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Sierra County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 4 | 10.3% | 636 | 46.3% | 1,549 | 51.6% |
| Men | 35 | 89.7% | 739 | 53.7% | 1,451 | 48.4% |
| Persons with Disabilities | 4 | 10.3% | 66 | 4.8% | 1,539 | 51.3% |
| Veterans | 0 | 0% | 75 | 5.5% | 243 | 8.1% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 4 | 0.1% |
| Asian - Filipino | 0 | 0% | 15 | 1.1% | 17 | 0.6% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 3 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 0 | 0% | 1 | <0.1% |
| Black or African American | 0 | 0% | 7 | 0.5% | 8 | 0.3% |
| Hispanic or Latino | 5 | 12.8% | 138 | 10.1% | 292 | 9.7% |
| Native American or Alaska Native | 0 | 0% | 1 | 0.1% | 9 | 0.3% |
| Pacific Islander - Guamanian | 0 | 0% | 5 | 0.3% | 13 | 0.4% |
| Pacific Islander - Hawaiian | 1 | 2.6% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 33 | 84.6% | 1,156 | 84% | 2,545 | 84.8% |
| Other or Multiple Race | 0 | 0% | 54 | 4% | 108 | 3.6% |
| Total | 39 | <0.1% | 1,376 | <0.1% | 3,000 | <0.1% |

Table G

Siskiyou

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Siskiyou County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 86 | 21.2% | 8,196 | 50.6% | 19,846 | 45.6% |
| Men | 319 | 78.8% | 7,991 | 49.4% | 23,702 | 54.4% |
| Persons with Disabilities | 20 | 4.9% | 895 | 5.5% | 27,720 | 63.7% |
| Veterans | 32 | 7.9% | 1,348 | 8.3% | 3,457 | 7.9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.2% | 1 | <0.1% | 66 | 0.2% |
| Asian - Filipino | 1 | 0.2% | 26 | 0.2% | 157 | 0.4% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 1 | 0.2% | 0 | 0% | 35 | 0.1% |
| Asian - Korean | 0 | 0% | 0 | 0% | 36 | 0.1% |
| Asian - Laotian | 0 | 0% | 100 | 0.6% | 151 | 0.3% |
| Asian - Vietnamese | 0 | 0% | 52 | 0.3% | 52 | 0.1% |
| Asian - Other or Multiple | 0 | 0% | 74 | 0.5% | 93 | 0.2% |
| Black or African American | 3 | 0.7% | 314 | 1.9% | 1,453 | 3.3% |
| Hispanic or Latino | 31 | 7.7% | 1,919 | 11.9% | 7,536 | 17.3% |
| Native American or Alaska Native | 4 | 1% | 475 | 2.9% | 1,651 | 3.8% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 5 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 6 | 0% | 6 | <0.1% |
| Pacific Islander - Other or Multiple | 1 | 0.2% | 59 | 0.4% | 184 | 0.4% |
| White | 346 | 85.4% | 12,781 | 79% | 30,794 | 70.7% |
| Other or Multiple Race | 17 | 4.2% | 381 | 2.4% | 1,329 | 3.1% |
| Total | 405 | 0.2% | 16,187 | 0.1% | 43,548 | 0.1% |

Table G

Solano

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Solano County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 2,070 | 43% | 107,001 | 47.7% | 226,307 | 50.5% |
| Men | 2,740 | 57% | 117,292 | 52.3% | 221,490 | 49.5% |
| Persons with Disabilities | 313 | 6.5% | 12,252 | 5.5% | 209,104 | 46.7% |
| Veterans | 312 | 6.5% | 20,603 | 9.2% | 42,142 | 9.4% |
| Asian - Cambodian | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 51 | 1.1% | 3,255 | 1.5% | 6,335 | 1.4% |
| Asian - Filipino | 731 | 15.2% | 23,976 | 10.7% | 43,126 | 9.6% |
| Asian - Indian | 98 | 2% | 1,706 | 0.8% | 4,302 | 1% |
| Asian - Japanese | 17 | 0.4% | 1,017 | 0.5% | 2,028 | 0.5% |
| Asian - Korean | 17 | 0.4% | 1,942 | 0.9% | 2,765 | 0.6% |
| Asian - Laotian | 5 | 0.1% | 770 | 0.3% | 1,787 | 0.4% |
| Asian - Vietnamese | 30 | 0.6% | 2,128 | 0.9% | 3,619 | 0.8% |
| Asian - Other or Multiple | 228 | 4.7% | 1,794 | 0.8% | 3,869 | 0.9% |
| Black or African American | 713 | 14.8% | 28,660 | 12.8% | 59,733 | 13.3% |
| Hispanic or Latino | 869 | 18.1% | 60,492 | 27% | 122,450 | 27.3% |
| Native American or Alaska Native | 26 | 0.5% | 562 | 0.3% | 1,150 | 0.3% |
| Pacific Islander - Guamanian | 10 | 0.2% | 1,457 | 0.6% | 2,068 | 0.5% |
| Pacific Islander - Hawaiian | 10 | 0.2% | 0 | 0% | 231 | 0.1% |
| Pacific Islander - Samoan | 5 | 0.1% | 609 | 0.3% | 731 | 0.2% |
| Pacific Islander - Other or Multiple | 49 | 1% | 270 | 0.1% | 600 | 0.1% |
| White | 1,804 | 37.5% | 85,139 | 38% | 166,228 | 37.1% |
| Other or Multiple Race | 144 | 3% | 10,516 | 4.7% | 26,775 | 6% |
| Total | 4,810 | 2.2% | 224,293 | 1.1% | 447,797 | 1.1% |

Table G

Sonoma

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Sonoma County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 582 | 50.9% | 124,437 | 46.6% | 252,495 | 51.2% |
| Men | 562 | 49.1% | 142,544 | 53.4% | 240,883 | 48.8% |
| Persons with Disabilities | 173 | 15.1% | 13,608 | 5.1% | 213,935 | 43.4% |
| Veterans | 42 | 3.7% | 11,507 | 4.3% | 29,526 | 6% |
| Asian - Cambodian | 3 | 0.3% | 209 | 0.1% | 683 | 0.1% |
| Asian - Chinese | 16 | 1.4% | 2,922 | 1.1% | 5,444 | 1.1% |
| Asian - Filipino | 50 | 4.4% | 2,556 | 1% | 3,568 | 0.7% |
| Asian - Indian | 4 | 0.3% | 1,397 | 0.5% | 2,984 | 0.6% |
| Asian - Japanese | 6 | 0.5% | 388 | 0.1% | 770 | 0.2% |
| Asian - Korean | 3 | 0.3% | 217 | 0.1% | 526 | 0.1% |
| Asian - Laotian | 1 | 0.1% | 564 | 0.2% | 564 | 0.1% |
| Asian - Vietnamese | 1 | 0.1% | 1,394 | 0.5% | 2,554 | 0.5% |
| Asian - Other or Multiple | 15 | 1.3% | 1,864 | 0.7% | 3,824 | 0.8% |
| Black or African American | 22 | 1.9% | 4,251 | 1.6% | 6,508 | 1.3% |
| Hispanic or Latino | 144 | 12.6% | 74,667 | 28% | 134,960 | 27.4% |
| Native American or Alaska Native | 12 | 1% | 1,384 | 0.5% | 2,594 | 0.5% |
| Pacific Islander - Guamanian | 0 | 0% | 31 | <0.1% | 68 | <0.1% |
| Pacific Islander - Hawaiian | 3 | 0.3% | 85 | <0.1% | 161 | <0.1% |
| Pacific Islander - Samoan | 0 | 0% | 192 | 0.1% | 240 | <0.1% |
| Pacific Islander - Other or Multiple | 4 | 0.3% | 1,142 | 0.4% | 1,551 | 0.3% |
| White | 806 | 70.5% | 165,006 | 61.8% | 309,664 | 62.8% |
| Other or Multiple Race | 54 | 4.7% | 8,712 | 3.3% | 16,715 | 3.4% |
| Total | 1,144 | 0.5% | 266,981 | 1.3% | 493,378 | 1.2% |

Table G

Stanislaus

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Stanislaus County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 129 | 40.2% | 116,112 | 45.5% | 277,740 | 50.5% |
| Men | 192 | 59.8% | 139,244 | 54.5% | 272,389 | 49.5% |
| Persons with Disabilities | 45 | 14% | 16,664 | 6.5% | 268,437 | 48.8% |
| Veterans | 22 | 6.9% | 9,433 | 3.7% | 21,286 | 3.9% |
| Asian - Cambodian | 0 | 0% | 1,806 | 0.7% | 3,216 | 0.6% |
| Asian - Chinese | 3 | 0.9% | 1,911 | 0.7% | 3,282 | 0.6% |
| Asian - Filipino | 3 | 0.9% | 3,162 | 1.2% | 5,747 | 1% |
| Asian - Indian | 3 | 0.9% | 5,363 | 2.1% | 11,318 | 2.1% |
| Asian - Japanese | 1 | 0.3% | 49 | <0.1% | 49 | <0.1% |
| Asian - Korean | 0 | 0% | 484 | 0.2% | 982 | 0.2% |
| Asian - Laotian | 1 | 0.3% | 446 | 0.2% | 1,045 | 0.2% |
| Asian - Vietnamese | 1 | 0.3% | 654 | 0.3% | 2,603 | 0.5% |
| Asian - Other or Multiple | 4 | 1.2% | 2,250 | 0.9% | 2,975 | 0.5% |
| Black or African American | 17 | 5.3% | 5,221 | 2% | 15,275 | 2.8% |
| Hispanic or Latino | 101 | 31.5% | 119,959 | 47% | 261,851 | 47.6% |
| Native American or Alaska Native | 3 | 0.9% | 806 | 0.3% | 2,183 | 0.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 639 | 0.3% | 1,069 | 0.2% |
| Pacific Islander - Samoan | 1 | 0.3% | 255 | 0.1% | 638 | 0.1% |
| Pacific Islander - Other or Multiple | 1 | 0.3% | 981 | 0.4% | 1,409 | 0.3% |
| White | 172 | 53.6% | 103,974 | 40.7% | 221,376 | 40.2% |
| Other or Multiple Race | 10 | 3.1% | 7,396 | 2.9% | 15,111 | 2.7% |
| Total | 321 | 0.1% | 255,356 | 1.3% | 550,129 | 1.4% |

Table G

Sutter

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Sutter County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 41 | 35.7% | 18,998 | 44.5% | 49,118 | 49.5% |
| Men | 74 | 64.3% | 23,730 | 55.5% | 50,046 | 50.5% |
| Persons with Disabilities | 8 | 7% | 2,138 | 5% | 52,115 | 52.6% |
| Veterans | 9 | 7.8% | 3,355 | 7.9% | 7,654 | 7.7% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.9% | 37 | 0.1% | 37 | <0.1% |
| Asian - Filipino | 1 | 0.9% | 253 | 0.6% | 506 | 0.5% |
| Asian - Indian | 6 | 5.2% | 2,797 | 6.5% | 7,243 | 7.3% |
| Asian - Japanese | 0 | 0% | 212 | 0.5% | 611 | 0.6% |
| Asian - Korean | 0 | 0% | 32 | 0.1% | 114 | 0.1% |
| Asian - Laotian | 0 | 0% | 54 | 0.1% | 54 | 0.1% |
| Asian - Vietnamese | 0 | 0% | 312 | 0.7% | 619 | 0.6% |
| Asian - Other or Multiple | 2 | 1.7% | 779 | 1.8% | 1,831 | 1.8% |
| Black or African American | 4 | 3.5% | 1,078 | 2.5% | 2,348 | 2.4% |
| Hispanic or Latino | 21 | 18.3% | 13,149 | 30.8% | 30,388 | 30.6% |
| Native American or Alaska Native | 0 | 0% | 337 | 0.8% | 841 | 0.8% |
| Pacific Islander - Guamanian | 0 | 0% | 226 | 0.5% | 226 | 0.2% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 10 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% |
| White | 71 | 61.7% | 21,330 | 49.9% | 48,553 | 49% |
| Other or Multiple Race | 9 | 7.8% | 2,132 | 5% | 5,782 | 5.8% |
| Total | 115 | 0.1% | 42,728 | 0.2% | 99,164 | 0.3% |

Table G Tehama

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Tehama County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 55 | 17% | 13,629 | 49.5% | 30,973 | 49.2% |
| Men | 268 | 83% | 13,879 | 50.5% | 31,955 | 50.8% |
| Persons with Disabilities | 27 | 8.4% | 2,463 | 9% | 39,752 | 63.2% |
| Veterans | 22 | 6.8% | 1,562 | 5.7% | 4,896 | 7.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 0.3% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 1 | 0.3% | 66 | 0.2% | 93 | 0.1% |
| Asian - Indian | 1 | 0.3% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 1 | 0.3% | 24 | 0.1% | 154 | 0.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 1 | 0.3% | 0 | 0% | 23 | <0.1% |
| Asian - Vietnamese | 0 | 0% | 189 | 0.7% | 524 | 0.8% |
| Asian - Other or Multiple | 2 | 0.6% | 237 | 0.9% | 373 | 0.6% |
| Black or African American | 3 | 0.9% | 15 | 0.1% | 365 | 0.6% |
| Hispanic or Latino | 35 | 10.8% | 10,324 | 37.5% | 21,311 | 33.9% |
| Native American or Alaska Native | 3 | 0.9% | 124 | 0.5% | 967 | 1.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.3% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 21 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 4 | <0.1% | 4 | <0.1% |
| White | 258 | 79.9% | 15,286 | 55.6% | 36,999 | 58.8% |
| Other or Multiple Race | 16 | 5% | 1,238 | 4.5% | 2,094 | 3.3% |
| Total | 323 | 0.1% | 27,508 | 0.1% | 62,928 | 0.2% |

Table G

Trinity

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Trinity County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 13 | 12.3% | 2,851 | 49.5% | 6,478 | 49.2% |
| Men | 93 | 87.7% | 2,903 | 50.5% | 6,684 | 50.8% |
| Persons with Disabilities | 4 | 3.8% | 515 | 9% | 8,315 | 63.2% |
| Veterans | 10 | 9.4% | 327 | 5.7% | 1,024 | 7.8% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Filipino | 0 | 0% | 14 | 0.2% | 19 | 0.1% |
| Asian - Indian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 5 | 0.1% | 32 | 0.2% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 5 | <0.1% |
| Asian - Vietnamese | 0 | 0% | 40 | 0.7% | 110 | 0.8% |
| Asian - Other or Multiple | 0 | 0% | 50 | 0.9% | 78 | 0.6% |
| Black or African American | 1 | 0.9% | 3 | 0.1% | 76 | 0.6% |
| Hispanic or Latino | 3 | 2.8% | 2,159 | 37.5% | 4,458 | 33.9% |
| Native American or Alaska Native | 5 | 4.7% | 26 | 0.5% | 202 | 1.5% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.9% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 4 | <0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | <0.1% | 1 | <0.1% |
| White | 94 | 88.7% | 3,197 | 55.6% | 7,739 | 58.8% |
| Other or Multiple Race | 2 | 1.9% | 259 | 4.5% | 438 | 3.3% |
| Total | 106 | <0.1% | 5,754 | <0.1% | 13,162 | <0.1% |

Table G Tulare

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Tulare County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 743 | 49.3% | 93,727 | 45% | 234,321 | 50.3% |
| Men | 764 | 50.7% | 114,465 | 55% | 231,786 | 49.7% |
| Persons with Disabilities | 85 | 5.6% | 13,588 | 6.5% | 205,294 | 44% |
| Veterans | 70 | 4.6% | 8,536 | 4.1% | 19,373 | 4.2% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 5 | 0.3% | 645 | 0.3% | 1,629 | 0.3% |
| Asian - Filipino | 72 | 4.8% | 2,614 | 1.3% | 4,505 | 1% |
| Asian - Indian | 10 | 0.7% | 629 | 0.3% | 824 | 0.2% |
| Asian - Japanese | 1 | 0.1% | 247 | 0.1% | 320 | 0.1% |
| Asian - Korean | 2 | 0.1% | 121 | 0.1% | 121 | <0.1% |
| Asian - Laotian | 2 | 0.1% | 1,329 | 0.6% | 2,184 | 0.5% |
| Asian - Vietnamese | 2 | 0.1% | 696 | 0.3% | 1,304 | 0.3% |
| Asian - Other or Multiple | 14 | 0.9% | 1,276 | 0.6% | 4,228 | 0.9% |
| Black or African American | 30 | 2% | 1,858 | 0.9% | 6,164 | 1.3% |
| Hispanic or Latino | 708 | 47% | 135,172 | 64.9% | 305,702 | 65.6% |
| Native American or Alaska Native | 12 | 0.8% | 1,041 | 0.5% | 2,670 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 31 | <0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 81 | <0.1% | 125 | <0.1% |
| Pacific Islander - Samoan | 1 | 0.1% | 63 | <0.1% | 514 | 0.1% |
| Pacific Islander - Other or Multiple | 1 | 0.1% | 0 | 0% | 224 | <0.1% |
| White | 610 | 40.5% | 60,520 | 29.1% | 128,422 | 27.6% |
| Other or Multiple Race | 37 | 2.5% | 1,900 | 0.9% | 7,140 | 1.5% |
| Total | 1,507 | 0.7% | 208,192 | 1% | 466,107 | 1.2% |

Table G

Tuolumne

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Tuolumne County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 360 | 30.2% | 10,737 | 45.8% | 26,343 | 47.7% |
| Men | 832 | 69.8% | 12,681 | 54.2% | 28,879 | 52.3% |
| Persons with Disabilities | 40 | 3.4% | 2,706 | 11.6% | 39,172 | 70.9% |
| Veterans | 92 | 7.7% | 1,636 | 7% | 5,246 | 9.5% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 5 | 0.4% | 62 | 0.3% | 197 | 0.4% |
| Asian - Filipino | 18 | 1.5% | 256 | 1.1% | 273 | 0.5% |
| Asian - Indian | 4 | 0.3% | 0 | 0% | 0 | 0% |
| Asian - Japanese | 1 | 0.1% | 0 | 0% | 55 | 0.1% |
| Asian - Korean | 2 | 0.2% | 0 | 0% | 28 | 0.1% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 5 | 0.4% | 84 | 0.4% | 86 | 0.2% |
| Asian - Other or Multiple | 18 | 1.5% | 273 | 1.2% | 314 | 0.6% |
| Black or African American | 26 | 2.2% | 84 | 0.4% | 783 | 1.4% |
| Hispanic or Latino | 218 | 18.3% | 3,094 | 13.2% | 7,866 | 14.2% |
| Native American or Alaska Native | 12 | 1% | 692 | 3% | 1,300 | 2.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 53 | 0.1% |
| Pacific Islander - Hawaiian | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 4 | 0.3% | 5 | <0.1% | 34 | 0.1% |
| White | 848 | 71.1% | 17,964 | 76.7% | 42,090 | 76.2% |
| Other or Multiple Race | 30 | 2.5% | 905 | 3.9% | 2,144 | 3.9% |
| Total | 1,192 | 0.5% | 23,418 | 0.1% | 55,222 | 0.1% |

Table G Ventura

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Ventura County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 686 | 44.5% | 202,011 | 46.2% | 427,801 | 50.6% |
| Men | 857 | 55.5% | 235,405 | 53.8% | 417,753 | 49.4% |
| Persons with Disabilities | 143 | 9.3% | 23,966 | 5.5% | 354,670 | 41.9% |
| Veterans | 76 | 4.9% | 17,948 | 4.1% | 42,536 | 5% |
| Asian - Cambodian | 1 | 0.1% | 0 | 0% | 729 | 0.1% |
| Asian - Chinese | 13 | 0.8% | 5,049 | 1.2% | 10,173 | 1.2% |
| Asian - Filipino | 65 | 4.2% | 12,874 | 2.9% | 21,704 | 2.6% |
| Asian - Indian | 12 | 0.8% | 5,599 | 1.3% | 10,173 | 1.2% |
| Asian - Japanese | 8 | 0.5% | 1,482 | 0.3% | 3,218 | 0.4% |
| Asian - Korean | 1 | 0.1% | 3,418 | 0.8% | 4,835 | 0.6% |
| Asian - Laotian | 0 | 0% | 206 | <0.1% | 366 | <0.1% |
| Asian - Vietnamese | 6 | 0.4% | 3,316 | 0.8% | 6,112 | 0.7% |
| Asian - Other or Multiple | 17 | 1.1% | 2,379 | 0.5% | 5,256 | 0.6% |
| Black or African American | 116 | 7.5% | 8,139 | 1.9% | 14,601 | 1.7% |
| Hispanic or Latino | 551 | 35.7% | 185,899 | 42.5% | 365,628 | 43.2% |
| Native American or Alaska Native | 8 | 0.5% | 1,034 | 0.2% | 1,671 | 0.2% |
| Pacific Islander - Guamanian | 5 | 0.3% | 61 | <0.1% | 61 | <0.1% |
| Pacific Islander - Hawaiian | 1 | 0.1% | 0 | 0% | 113 | <0.1% |
| Pacific Islander - Samoan | 1 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 5 | 0.3% | 185 | <0.1% | 185 | <0.1% |
| White | 679 | 44% | 198,373 | 45.4% | 377,265 | 44.6% |
| Other or Multiple Race | 54 | 3.5% | 9,402 | 2.1% | 23,464 | 2.8% |
| Total | 1,543 | 0.7% | 437,416 | 2.2% | 845,554 | 2.1% |

Table G Yolo

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Yolo County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 1,893 | 50.3% | 52,235 | 48.8% | 113,152 | 51.4% |
| Men | 1,870 | 49.7% | 54,801 | 51.2% | 107,010 | 48.6% |
| Persons with Disabilities | 460 | 12.2% | 6,544 | 6.1% | 83,339 | 37.9% |
| Veterans | 167 | 4.4% | 4,760 | 4.4% | 9,517 | 4.3% |
| Asian - Cambodian | 10 | 0.3% | 435 | 0.4% | 970 | 0.4% |
| Asian - Chinese | 254 | 6.7% | 5,973 | 5.6% | 13,072 | 5.9% |
| Asian - Filipino | 138 | 3.7% | 2,770 | 2.6% | 6,967 | 3.2% |
| Asian - Indian | 109 | 2.9% | 1,542 | 1.4% | 2,248 | 1% |
| Asian - Japanese | 56 | 1.5% | 791 | 0.7% | 1,096 | 0.5% |
| Asian - Korean | 24 | 0.6% | 871 | 0.8% | 1,182 | 0.5% |
| Asian - Laotian | 5 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 101 | 2.7% | 1,625 | 1.5% | 2,383 | 1.1% |
| Asian - Other or Multiple | 181 | 4.8% | 2,186 | 2% | 3,807 | 1.7% |
| Black or African American | 280 | 7.4% | 2,999 | 2.8% | 5,641 | 2.6% |
| Hispanic or Latino | 649 | 17.2% | 34,069 | 31.8% | 70,465 | 32% |
| Native American or Alaska Native | 24 | 0.6% | 651 | 0.6% | 1,658 | 0.8% |
| Pacific Islander - Guamanian | 2 | 0.1% | 115 | 0.1% | 319 | 0.1% |
| Pacific Islander - Hawaiian | 3 | 0.1% | 251 | 0.2% | 251 | 0.1% |
| Pacific Islander - Samoan | 2 | 0.1% | 363 | 0.3% | 363 | 0.2% |
| Pacific Islander - Other or Multiple | 25 | 0.7% | 290 | 0.3% | 393 | 0.2% |
| White | 1,731 | 46% | 48,577 | 45.4% | 100,913 | 45.8% |
| Other or Multiple Race | 169 | 4.5% | 3,528 | 3.3% | 8,434 | 3.8% |
| Total | 3,763 | 1.7% | 107,036 | 0.5% | 220,162 | 0.6% |

Table G

Yuba

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
Yuba County

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 288 | 28% | 14,686 | 44.5% | 37,970 | 49.5% |
| Men | 740 | 72% | 18,344 | 55.5% | 38,688 | 50.5% |
| Persons with Disabilities | 78 | 7.6% | 1,653 | 5% | 40,288 | 52.6% |
| Veterans | 63 | 6.1% | 2,594 | 7.9% | 5,917 | 7.7% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 30 | 2.9% | 29 | 0.1% | 29 | <0.1% |
| Asian - Filipino | 22 | 2.1% | 196 | 0.6% | 391 | 0.5% |
| Asian - Indian | 75 | 7.3% | 2,162 | 6.5% | 5,599 | 7.3% |
| Asian - Japanese | 6 | 0.6% | 164 | 0.5% | 472 | 0.6% |
| Asian - Korean | 5 | 0.5% | 24 | 0.1% | 89 | 0.1% |
| Asian - Laotian | 1 | 0.1% | 41 | 0.1% | 41 | 0.1% |
| Asian - Vietnamese | 12 | 1.2% | 242 | 0.7% | 479 | 0.6% |
| Asian - Other or Multiple | 65 | 6.3% | 602 | 1.8% | 1,416 | 1.8% |
| Black or African American | 38 | 3.7% | 833 | 2.5% | 1,815 | 2.4% |
| Hispanic or Latino | 133 | 12.9% | 10,165 | 30.8% | 23,492 | 30.6% |
| Native American or Alaska Native | 5 | 0.5% | 260 | 0.8% | 651 | 0.8% |
| Pacific Islander - Guamanian | 2 | 0.2% | 175 | 0.5% | 175 | 0.2% |
| Pacific Islander - Hawaiian | 2 | 0.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 1 | 0.1% | 0 | 0% | 7 | <0.1% |
| Pacific Islander - Other or Multiple | 3 | 0.3% | 0 | 0% | 0 | 0% |
| White | 559 | 54.4% | 16,490 | 49.9% | 37,533 | 49% |
| Other or Multiple Race | 69 | 6.7% | 1,648 | 5% | 4,470 | 5.8% |
| Total | 1,028 | 0.5% | 33,030 | 0.2% | 76,658 | 0.2% |

Table G

State Total

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
State of California Total

| Group Type | Civil Service | | Labor Force | | Population | |
|--------------------------------------|---------------|-------|-------------|-------|------------|-------|
| Women | 103,396 | 46.5% | 9,297,431 | 46.2% | 19,863,598 | 50.3% |
| Men | 119,033 | 53.5% | 10,831,229 | 53.8% | 19,648,751 | 49.7% |
| Persons with Disabilities | 20,075 | 9% | 995,971 | 4.9% | 15,827,034 | 40.1% |
| Veterans | 11,844 | 5.3% | 779,898 | 3.9% | 1,850,989 | 4.7% |
| Asian - Cambodian | 299 | 0.1% | 45,965 | 0.2% | 84,650 | 0.2% |
| Asian - Chinese | 8,461 | 3.8% | 822,817 | 4.1% | 1,549,067 | 3.9% |
| Asian - Filipino | 12,509 | 5.6% | 767,571 | 3.8% | 1,277,728 | 3.2% |
| Asian - Indian | 5,014 | 2.3% | 440,807 | 2.2% | 793,993 | 2% |
| Asian - Japanese | 1,603 | 0.7% | 121,361 | 0.6% | 240,024 | 0.6% |
| Asian - Korean | 1,231 | 0.6% | 244,051 | 1.2% | 463,734 | 1.2% |
| Asian - Laotian | 234 | 0.1% | 32,250 | 0.2% | 59,363 | 0.2% |
| Asian - Vietnamese | 3,975 | 1.8% | 368,147 | 1.8% | 688,142 | 1.7% |
| Asian - Other or Multiple | 7,804 | 3.5% | 317,030 | 1.6% | 629,547 | 1.6% |
| Black or African American | 20,650 | 9.3% | 1,053,260 | 5.2% | 2,180,362 | 5.5% |
| Hispanic or Latino | 57,918 | 26% | 7,705,144 | 38.3% | 15,577,196 | 39.4% |
| Native American or Alaska Native | 1,423 | 0.6% | 62,472 | 0.3% | 146,127 | 0.4% |
| Pacific Islander - Guamanian | 172 | 0.1% | 10,571 | 0.1% | 21,035 | 0.1% |
| Pacific Islander - Hawaiian | 206 | 0.1% | 12,402 | 0.1% | 19,453 | <0.1% |
| Pacific Islander - Samoan | 140 | 0.1% | 16,965 | 0.1% | 32,248 | 0.1% |
| Pacific Islander - Other or Multiple | 1,179 | 0.5% | 39,555 | 0.2% | 67,803 | 0.2% |
| White | 90,264 | 40.6% | 7,483,397 | 37.2% | 14,355,845 | 36.3% |
| Other or Multiple Race | 9,347 | 4.2% | 584,893 | 2.9% | 1,326,031 | 3.4% |
| Total | 222,429 | | 20,128,660 | | 39,512,348 | |

Table G U.S. Total

Table G: Demographics by County of State Civil Service, Civilian Labor Force, & Population
U.S. Total

| Group Type | Out of State Civil Service | | U.S. Total Civil Service | |
|--------------------------------------|----------------------------|-------|--------------------------|-------|
| Women | 210 | 51.5% | 103,606 | 46.5% |
| Men | 198 | 48.5% | 119,231 | 53.5% |
| Persons with Disabilities | 44 | 10.8% | 20,119 | 9% |
| Veterans | 7 | 1.7% | 11,851 | 5.3% |
| Asian - Cambodian | 0 | 0% | 299 | 0.1% |
| Asian - Chinese | 32 | 7.8% | 8,493 | 3.8% |
| Asian - Filipino | 19 | 4.7% | 12,528 | 5.6% |
| Asian - Indian | 19 | 4.7% | 5,033 | 2.3% |
| Asian - Japanese | 8 | 2% | 1,611 | 0.7% |
| Asian - Korean | 12 | 2.9% | 1,243 | 0.6% |
| Asian - Laotian | 0 | 0% | 234 | 0.1% |
| Asian - Vietnamese | 7 | 1.7% | 3,982 | 1.8% |
| Asian - Other or Multiple | 16 | 3.9% | 7,820 | 3.5% |
| Black or African American | 80 | 19.6% | 20,730 | 9.3% |
| Hispanic or Latino | 47 | 11.5% | 57,965 | 26% |
| Native American or Alaska Native | 0 | 0% | 1,423 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 172 | 0.1% |
| Pacific Islander - Hawaiian | 1 | 0.2% | 207 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 140 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1,179 | 0.5% |
| White | 155 | 38% | 90,419 | 40.6% |
| Other or Multiple Race | 12 | 2.9% | 9,359 | 4.2% |
| Total | 408 | | 222,837 | |

Appendix

Table H

State Civil Service Disability Representation and Hiring Goals by Agency

Table H Agr-Chi

Table H: State Civil Service Disability Representation and Hiring Goals by Agency

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| 22nd District Agricultural Association | 0 | 4.8% | -8 | 1 |
| 32nd District Agricultural Association | 0 | 1% | -17 | 11 |
| Achieving a Better Life Experience Act Board, California | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Administrative Law, Office of | 0 | 16.7% | -1 | No Goal Required |
| African-American Museum, California | 0 | 0% | -3 | 1 |
| Aging, Commission on | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Aging, Department of | 6 | 19.7% | 4 | No Goal Required |
| Agricultural Associations | 0 | 2.5% | -18 | 3 |
| Agricultural Labor Relations Board | 1 | 9.1% | -5 | 2 |
| Air Resources Board | 5 | 7.5% | -147 | 13 |
| Alcoholic Beverage Control Appeals Board | 0 | 40% | 1 | No Goal Required |
| Alcoholic Beverage Control, Department of | 0 | 11.1% | -9 | 4 |
| Alternative Energy and Advanced Transportation Financing Authority | 0 | 0% | -4 | 4 |
| Arts Council, California | 0 | 4.3% | -3 | 5 |
| Audits, Bureau of State | 0 | 12.7% | -7 | 7 |
| Baldwin Hills Conservancy | 2 | 66.7% | 1 | No Goal Required |
| Business and Economic Development, Governor's Office of | 2 | 14.3% | -3 | No Goal Required |
| Business, Consumer Services, and Housing Agency | 1 | 4% | -4 | 3 |
| Child Support Services, Department of | No Data Submitted | 16% | -4 | No Goal Required |
| Children and Families First Commission | 0 | 21.9% | 1 | No Goal Required |

PWD = Persons with Disabilities

Table H Chi-Dev

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| Coachella Valley Mountains Conservancy | 1 | 33.3% | 0 | No Goal Required |
| Coastal Commission, California | 2 | 11.8% | -9 | 1 |
| Coastal Conservancy, State | 1 | 17.2% | 0 | No Goal Required |
| Colorado River Board | 1 | 18.2% | -1 | 1 |
| Community Colleges, California | 2 | 9.4% | -10 | 3 |
| Community Services and Development, Department of | 1 | 12.7% | -4 | 3 |
| Compensation Insurance Fund, State | 15 | 26% | 377 | No Goal Required |
| Conservation Corps, California | No Data Submitted | 13.4% | -13 | No Goal Required |
| Conservation, Department of | 7 | 13.1% | -25 | 11 |
| Consumer Affairs, Department of | 45 | 13.8% | -57 | No Goal Required |
| Controller, Office of the California State | 7 | 12% | -62 | 8 |
| Corrections and Rehabilitation, California Department of | 74 | 3.6% | -2,998 | 105 |
| Debt and Investment Advisory Commission, California | 0 | 16.7% | 0 | No Goal Required |
| Debt Limit Allocation Committee, California | 0 | 16.7% | 0 | No Goal Required |
| Delta Protection Commission | No Data Submitted | No Data Submitted | No Data Submitted | No Data Submitted |
| Delta Stewardship Council | 0 | 3.5% | -8 | 8 |
| Developmental Disabilities, State Council on | 19 | 28.8% | 8 | No Goal Required |
| Developmental Services, Department of | 11 | 6.1% | -102 | 16 |
| Digital Innovation, Office of | No Data Submitted | 0% | -2 | 2 |

PWD = Persons with Disabilities

Table H Dev-Foo

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| Earthquake Authority, California | 0 | 9.6% | -6 | 3 |
| Education Audit Appeals Panel | No Data Submitted | 33.3% | 0 | No Goal Required |
| Education, Department of | 5 | 11.9% | -92 | 9 |
| Educational Facilities Authority, California | 0 | 33.3% | 0 | No Goal Required |
| Emergency Medical Services Authority | No Data Submitted | 1.6% | -144 | 0 |
| Emergency Services, California Governor's Office of | 10 | 8.6% | -99 | 4 |
| Employment Development Department | No Data Submitted | 11% | -589 | 590 |
| Employment Training Panel, California | 1 | 14.3% | -2 | No Goal Required |
| Energy Resources Conservation and Development Commission | 5 | 11.7% | -30 | 5 |
| Environmental Health Hazard Assessment, Office of | No Data Submitted | 6.1% | -14 | 2 |
| Environmental Protection Agency, California | 0 | 11.1% | -4 | 3 |
| Equalization, Board of | 3 | 24.8% | 10 | No Goal Required |
| Exposition and State Fair, California | 1 | 4.5% | -68 | 3 |
| Exposition Park Management, Governor's Office of | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Fair Employment and Housing, Department of | 1 | 12.7% | -9 | 2 |
| Fair Political Practices Commission | 0 | 10% | -5 | 4 |
| Finance, Department of | 2 | 10.8% | -23 | 5 |
| Financial Innovation and Protection, Department of | 6 | 8.9% | -48 | 10 |
| FI\$Cal | 2 | 8.1% | -22 | 22 |

PWD = Persons with Disabilities

Table H For-Ind

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| Fish and Wildlife, Department of | 10 | 8.8% | -183 | 15 |
| Food and Agriculture, Department of | 8 | 5.7% | -208 | 18 |
| Forestry and Fire Protection, Department of | 47 | 9.8% | 37 | No Data Submitted |
| Franchise Tax Board | 17 | 10.4% | -386 | 10 |
| Gambling Control Commission, California | 0 | 10.3% | -2 | 2 |
| General Services, Department of | No Data Submitted | 12.7% | -135 | 21 |
| Government Operations Agency | 0 | 0% | -2 | 2 |
| Health and Human Services Agency, California | No Data Submitted | 17.6% | 0 | No Goal Required |
| Health Benefit Exchange, California | 5 | 11.1% | -70 | 70 |
| Health Care Services, Department of | 30 | 11.8% | -178 | 55 |
| Health Facilities Financing Authority, California | 0 | 11.8% | -1 | 1 |
| Health Planning and Development, Office of Statewide | 3 | 23.1% | 27 | No Goal Required |
| High Speed Rail Authority, California | 7 | 12.2% | -11 | 13 |
| Highway Patrol, California | 18 | 6.5% | -107 | 30 |
| Horse Racing Board, California | 0 | 9.1% | -2 | 2 |
| Housing and Community Development, Department of | 28 | 15.8% | -7 | No Goal Required |
| Housing Finance Agency, California | 1 | 21.4% | 8 | No Goal Required |
| Human Resources, California Department of | 3 | 15.9% | -2 | No Goal Required |
| Independent Living Council, State | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Industrial Relations, Department of | 16 | 12% | -111 | 55 |

Table H Ins-Pea

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| Inspector General, Office of the | 1 | 20.2% | 2 | No Goal Required |
| Insurance, Department of | 4 | 11.2% | -19 | No Data Submitted |
| Justice, Department of | 19 | 8.5% | -287 | 18 |
| Labor and Workforce Development Agency | 1 | 7.1% | -2 | 1 |
| Law Revision Commission, California | 0 | 33.3% | 1 | No Goal Required |
| Legislative Counsel, Office of | 3 | 14.8% | -10 | No Goal Required |
| Library, California State | No Data Submitted | No Data Submitted | No Data Submitted | No Data Submitted |
| Little Hoover Commission | 0 | 0% | -2 | 0 |
| Lottery, California State | 7 | 17.1% | 3 | No Goal Required |
| Managed Health Care, Department of | 7 | 13.7% | -14 | No Goal Required |
| Mental Health Services Oversight and Accountability Commission | 9 | 22.5% | 2 | No Goal Required |
| Military Department | 7 | 17.6% | 2 | No Goal Required |
| Motor Vehicles, Department of | 0 | 13.1% | -332 | 19 |
| Native American Heritage Commission | 0 | 0% | 0 | 9 |
| Natural Resources Agency, California | 0 | 17% | 0 | No Goal Required |
| Osteopathic Medical Board of California | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Parks and Recreation, Department of | 18 | 2.6% | -551 | 15 |
| Peace Officer Standards and Training, Commission on | 4 | 14.7% | -3 | No Goal Required |

Table H Per-San

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| Personnel Board, State | 0 | 19.1% | 1 | No Goal Required |
| Pesticide Regulation, Department of | 3 | 11.2% | -22 | 5 |
| Pilot Commissioners, Board of | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Pollution Control Financing Authority, California | 0 | 4.3% | -3 | 3 |
| Prison Industry Authority, California | 4 | 3.9% | -78 | 6 |
| Public Defender, Office of the State | 0 | 17.4% | 0 | No Goal Required |
| Public Employees' Retirement System, California | 7 | 13.1% | -91 | 5 |
| Public Employment Relations Board | No Data Submitted | 23% | 3 | No Goal Required |
| Public Health, California Department of | 39 | 13.1% | -139 | 38 |
| Public Utilities Commission, California | 19 | 8.5% | -103 | 14 |
| Real Estate, Department of | 7 | 9.6% | -55 | 3 |
| Rehabilitation, Department of | 536 | 29.7% | 236 | No Goal Required |
| Resources Recycling and Recovery, Department of | 4 | 20.2% | 27 | No Goal Required |
| Sacramento-San Joaquin Delta Conservancy | 0 | 0% | -2 | 2 |
| San Diego River Conservancy | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| San Francisco Bay Conservation and Development Commission | 0 | 2.2% | -7 | 2 |
| San Gabriel Lower Los Angeles Rivers and Mountains Conservancy | 0 | 0% | -2 | 1 |

Table H San-Tax

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|---|----------------|----------------------------------|--------------------------------|-------------------------|
| San Joaquin River Conservancy | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Santa Monica Mountains Conservancy | 0 | 33.3% | -1 | No Goal Required |
| Scholarshare Investment Board | 0 | 0% | -2 | 2 |
| School Finance Authority, California | 1 | 7.7% | -2 | 2 |
| Science Center, California | 0 | 8.2% | -9 | 5 |
| Secretary of State | 9 | 11.7% | -26 | 5 |
| Secure Choice Retirement Savings Investment Board, California | 0 | 0% | -2 | 2 |
| Seismic Safety Commission | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Senior Legislature, California | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Sierra Nevada Conservancy | 0 | 5.7% | -4 | 4 |
| Social Services, Department of | 16 | 8.4% | -365 | 20 |
| State and Community Corrections, Board of | 0 | 15.6% | -1 | No Goal Required |
| State Hospitals, Department of | 42 | 7.7% | -316 | 19 |
| State Lands Commission | 0 | 23.6% | 13 | No Goal Required |
| State Mandates, Commission on | 0 | 23.1% | 0 | No Goal Required |
| Student Aid Commission, California | 13 | 11.5% | -6 | 10 |
| Summer School for the Arts | 0 | 0% | -1 | 0 |
| Systems Integration, Office of | 8 | 10.5% | -19 | 6 |
| Tahoe Conservancy, California | 0 | 9.8% | -3 | 1 |
| Tax and Fee Administration, California Department of | 11 | 19.4% | -4 | No Goal Required |
| Tax Appeals, Office of | 73 | 12.9% | 104 | 13 |

Table H Tax-Wor

Table H: State Civil Service Disability Representation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 PWD Hires | 2020 Adjusted PWD Representation | 2020 PWD Deficiency or Surplus | 2021 PWD Hiring Goal |
|--|-------------------|----------------------------------|--------------------------------|----------------------|
| Tax Credit Allocation Committee, California | 0 | 1.8% | -9 | 8 |
| Teacher Credentialing, Commission on | 1 | 22% | 8 | No Goal Required |
| Teachers' Retirement System, California State | 9 | 12.3% | -53 | 12 |
| Technology, Department of | 6 | 11.3% | -46 | 4 |
| Toxic Substances Control, Department of | 8 | 16.2% | -4 | No Goal Required |
| Transportation Agency, California State | 0 | 13.2% | -2 | 1 |
| Transportation Commission, California | 0 | 22.2% | 2 | No Goal Required |
| Transportation, Department of | 55 | 10.3% | -1,292 | 199 |
| Treasurer, Office of the State | 0 | 10.2% | -14 | 14 |
| Unemployment Insurance Appeals Board, California | 0 | 22.4% | 18 | No Goal Required |
| Veterans Affairs, California Department of | 23 | 7.9% | -264 | 12 |
| Victim Compensation Board, California | No Data Submitted | 17.3% | -4 | No Goal Required |
| Water Resources Control Board | 6 | 13.6% | -68 | No Goal Required |
| Water Resources, Department of | 6 | 9.6% | -226 | 12 |
| Wildlife Conservation Board, California | 1 | 12.9% | -2 | 2 |
| Women and Girls, Commission on the Status of | PWD Exemption | PWD Exemption | PWD Exemption | PWD Exemption |
| Workforce Development Board, California | 1 | 8.9% | -4 | 1 |

Appendix

Table I

State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency

Table I Agr-Chi

Table I: State Civil Service Upward Mobility Program
Participation and Hiring Goals by Agency

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|--|----------------------------|---------------------|---|------------------------------------|---------------------|
| 22nd District Agricultural Association | 2 | 0 | 29 | 29 | 0 |
| 32nd District Agricultural Association | 0 | 3 | 31 | 0 | 3 |
| Achieving a Better Life Experience Act Board, California | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Administrative Law, Office of | No Data Submitted | 1 | 2 | 0 | No Data Submitted |
| African-American Museum, California | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Aging, Commission on | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Aging, Department of | No Data Submitted | 0 | 10 | 0 | No Data Submitted |
| Agricultural Associations | 0 | 2 | 74 | 2 | 1 |
| Agricultural Labor Relations Board | 1 | 2 | 5 | 4 | 2 |
| Air Resources Board | 0 | 8 | 70 | 1 | 8 |
| Alcoholic Beverage Control Appeals Board | 0 | 0 | 1 | 1 | 0 |
| Alcoholic Beverage Control, Department of | 3 | 4 | 77 | 6 | 3 |
| Alternative Energy and Advanced Transportation Financing Authority | 0 | 1 | 4 | 0 | 2 |
| Arts Council, California | 0 | No Data Submitted | 1 | 1 | 3 |
| Audits, Bureau of State | 0 | 2 | 6 | 2 | 3 |
| Baldwin Hills Conservancy | UM Exemption | No Data Submitted | UM Exemption | UM Exemption | UM Exemption |
| Business and Economic Development, Governor's Office of | No Data Submitted | 2 | 7 | 0 | No Data Submitted |
| Business, Consumer Services, and Housing Agency | 1 | 1 | 2 | 2 | 2 |
| Child Support Services, Department of | 0 | 2 | 16 | 0 | 1 |

UM = Upward Mobility

Table I Chi-Dev

Table I: State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|--|----------------------------|---------------------|---|------------------------------------|---------------------|
| Children and Families First Commission | 1 | UM Exemption | 2 | 2 | 1 |
| Coachella Valley Mountains Conservancy | UM Exemption | No Data Submitted | UM Exemption | UM Exemption | UM Exemption |
| Coastal Commission, California | No Data Submitted | 2 | 11 | 1 | No Data Submitted |
| Coastal Conservancy, State | 0 | UM Exemption | 2 | 0 | 0 |
| Colorado River Board | 1 | 1 | 1 | 0 | 1 |
| Community Colleges, California | 11 | 2 | 2 | 2 | 3 |
| Community Services and Development, Department of | 0 | 20 | 9 | 4 | 2 |
| Compensation Insurance Fund, State | 17 | 20 | 449 | 17 | 19 |
| Conservation Corps, California | 0 | No Data Submitted | 58 | 0 | 2 |
| Conservation, Department of | 2 | 11 | 57 | 5 | 8 |
| Consumer Affairs, Department of | 44 | 18 | 784 | 18 | 18 |
| Controller, Office of the California State | 12 | 16 | 176 | 12 | 12 |
| Corrections and Rehabilitation, California Department of | 9 | 16 | 8,165 | 195 | 16 |
| Debt and Investment Advisory Commission, California | 0 | 1 | 2 | 0 | 1 |
| Debt Limit Allocation Committee, California | UM Exemption | 1 | UM Exemption | UM Exemption | UM Exemption |
| Delta Protection Commission | UM Exemption | No Data Submitted | UM Exemption | UM Exemption | UM Exemption |
| Delta Stewardship Council | No Data Submitted | No Data Submitted | 2 | 2 | No Data Submitted |
| Developmental Disabilities, State Council on | 2 | 0 | 13 | 0 | 2 |

UM = Upward Mobility

Table I Dev-Fai

Table I: State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|--|----------------------------|---------------------|---|------------------------------------|---------------------|
| Developmental Services, Department of | 0 | 1 | 462 | 5 | 1 |
| Digital Innovation, Office of | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Earthquake Authority, California | 1 | 1 | 3 | 2 | 2 |
| Education Audit Appeals Panel | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Education, Department of | 7 | 3 | 483 | 15 | 6 |
| Educational Facilities Authority, California | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Emergency Medical Services Authority | No Data Submitted | 1 | 32 | No Data Submitted | No Data Submitted |
| Emergency Services, California Governor's Office of | 0 | 3 | 241 | 6 | 1 |
| Employment Development Department | 0 | 10 | 1,482 | 10 | 10 |
| Employment Training Panel, California | 0 | UM Exemption | 10 | 0 | 0 |
| Energy Resources Conservation and Development Commission | 1 | 1 | 23 | 0 | 1 |
| Environmental Health Hazard Assessment, Office of | 0 | 0 | 4 | 0 | 0 |
| Environmental Protection Agency, California | 1 | 2 | 16 | 1 | 1 |
| Equalization, Board of | 0 | 1 | 9 | 2 | 1 |
| Exposition and State Fair, California | 0 | No Data Submitted | 395 | 3 | 1 |
| Exposition Park Management, Governor's Office of | UM Exemption | Exempt | UM Exemption | UM Exemption | UM Exemption |
| Fair Employment and Housing, Department of | 1 | 4 | 16 | 1 | No Data Submitted |

UM = Upward Mobility

Table I Fai-Hou

Table I: State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|--|----------------------------|---------------------|---|------------------------------------|---------------------|
| Fair Political Practices Commission | 4 | No Data Submitted | 3 | 3 | 5 |
| Finance, Department of | 0 | No Data Submitted | 13 | 1 | 1 |
| Financial Innovation and Protection, Department of | 2 | 2 | 29 | 5 | 2 |
| FI\$Cal | UM Exemption | No Data Submitted | 2 | 2 | No Data Submitted |
| Fish and Wildlife, Department of | 28 | 42 | 140 | 40 | 29 |
| Food and Agriculture, Department of | 4 | 7 | 76 | 15 | 7 |
| Forestry and Fire Protection, Department of | 2 | 26 | 715 | 1 | 1 |
| Franchise Tax Board | 0 | 1 | 1,368 | 12 | 2 |
| Gambling Control Commission, California | No Data Submitted | No Data Submitted | 2 | 0 | No Data Submitted |
| General Services, Department of | 0 | 5 | 1,782 | 20 | 7 |
| Government Operations Agency | 0 | UM Exemption | 1 | 1 | 1 |
| Health and Human Services Agency, California | 2 | 2 | 6 | 0 | 3 |
| Health Benefit Exchange, California | No Data Submitted | 2 | 626 | 2 | No Data Submitted |
| Health Care Services, Department of | 0 | 5 | 192 | 5 | 2 |
| Health Facilities Financing Authority, California | 1 | 1 | 1 | 0 | 1 |
| Health Planning and Development, Office of Statewide | 1 | 2 | 32 | 1 | 1 |
| High Speed Rail Authority, California | 0 | 0 | 2 | 0 | 0 |
| Highway Patrol, California | 0 | 2 | 2,148 | 3 | 3 |
| Horse Racing Board, California | 4 | 2 | 11 | 1 | 5 |
| Housing and Community Development, Department of | 2 | 3 | 76 | 5 | 4 |

UM = Upward Mobility

Table I Hou-Nat

Table I: State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|--|----------------------------|---------------------|---|------------------------------------|---------------------|
| Housing Finance Agency, California | 5 | 6 | 11 | 10 | 4 |
| Human Resources, California Department of | 12 | 0 | 19 | 0 | 1 |
| Independent Living Council, State | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Industrial Relations, Department of | 0 | 16 | 666 | 20 | 4 |
| Inspector General, Office of the | 1 | 1 | 5 | 1 | 1 |
| Insurance, Department of | No Data Submitted | 1 | 116 | 1 | No Data Submitted |
| Justice, Department of | 8 | 8 | 940 | 79 | 7 |
| Labor and Workforce Development Agency | 3 | 1 | 1 | 0 | 1 |
| Law Revision Commission, California | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Legislative Counsel, Office of | 2 | 8 | 77 | 30 | 7 |
| Library, California State | No Data Submitted | 0 | No Data Submitted | No Data Submitted | No Data Submitted |
| Little Hoover Commission | UM Exemption | UM Exemption | UM Exemption | Exempt | Exempt |
| Lottery, California State | 0 | 2 | 135 | 6 | 3 |
| Managed Health Care, Department of | 0 | 3 | 22 | 3 | 3 |
| Mental Health Services Oversight and Accountability Commission | UM Exemption | UM Exemption | UM Exemption | Exempt | UM Exemption |
| Military Department | No Data Submitted | No Data Submitted | 124 | 1 | No Data Submitted |
| Motor Vehicles, Department of | No Data Submitted | No Data Submitted | 6,146 | 0 | No Data Submitted |
| Native American Heritage Commission | 1 | No Data Submitted | No Data Submitted | No Data Submitted | 2 |
| Natural Resources Agency, California | No Data Submitted | UM Exemption | 1 | 0 | No Data Submitted |

UM = Upward Mobility

Table I Ost-San

Table I: State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|---|----------------------------|---------------------|---|------------------------------------|---------------------|
| Osteopathic Medical Board of California | Exempt | UM Exemption | UM Exemption | UM Exemption | Exempt |
| Parks and Recreation, Department of | No Data Submitted | No Data Submitted | 767 | 0 | No Data Submitted |
| Peace Officer Standards and Training, Commission on | 0 | 1 | 9 | 1 | 1 |
| Personnel Board, State | 4 | 2 | 2 | 0 | 2 |
| Pesticide Regulation, Department of | No Data Submitted | No Data Submitted | 19 | 0 | No Data Submitted |
| Pilot Commissioners, Board of | UM Exemption | UM Exemption | UM Exemption | UM Exemption | Exempt |
| Pollution Control Financing Authority, California | 1 | 2 | 5 | 3 | 2 |
| Prison Industry Authority, California | 0 | 2 | 783 | 3 | 1 |
| Public Defender, Office of the State | No Data Submitted | No Data Submitted | 3 | 0 | No Data Submitted |
| Public Employees' Retirement System, California | 6 | 6 | 107 | 20 | 5 |
| Public Employment Relations Board | 1 | No Data Submitted | 1 | 0 | 0 |
| Public Health, California Department of | 4 | 4 | 450 | 15 | 3 |
| Public Utilities Commission, California | 0 | 17 | 71 | 10 | 17 |
| Real Estate, Department of | 23 | 1 | 144 | 25 | 5 |
| Rehabilitation, Department of | 0 | 5 | 421 | 0 | 8 |
| Resources Recycling and Recovery, Department of | 1 | 3 | 47 | 1 | 3 |
| Sacramento-San Joaquin Delta Conservancy | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| San Diego River Conservancy | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |

UM = Upward Mobility

Table I San-Tah

Table I: State Civil Service Upward Mobility Program Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|--|----------------------------|---------------------|---|------------------------------------|---------------------|
| San Francisco Bay Conservation and Development Commission | 0 | 0 | 3 | 0 | 0 |
| San Gabriel Lower Los Angeles Rivers and Mountains Conservancy | No Data Submitted | No Data Submitted | 1 | 0 | No Data Submitted |
| San Joaquin River Conservancy | UM Exemption | UM Exemption | UM Exemption | Exempt | UM Exemption |
| Santa Monica Mountains Conservancy | 1 | UM Exemption | 1 | 1 | 1 |
| Scholarshare Investment Board | No Data Submitted | UM Exemption | 1 | 0 | No Data Submitted |
| School Finance Authority, California | 0 | 1 | 2 | 0 | 1 |
| Science Center, California | 0 | 2 | 60 | 0 | 0 |
| Secretary of State | 1 | 5 | 232 | 47 | 5 |
| Secure Choice Retirement Savings Investment Board, California | No Data Submitted | No Data Submitted | 1 | 0 | No Data Submitted |
| Seismic Safety Commission | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Senior Legislature, California | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Sierra Nevada Conservancy | 0 | 1 | 2 | 6 | 4 |
| Social Services, Department of | 1 | 5 | 571 | 10 | 5 |
| State and Community Corrections, Board of | 0 | 3 | 5 | 1 | 2 |
| State Hospitals, Department of | 0 | 3 | 1,993 | 0 | 3 |
| State Lands Commission | 0 | 1 | 21 | 2 | 2 |
| State Mandates, Commission on | 0 | No Data Submitted | 1 | 0 | 0 |
| Student Aid Commission, California | 3 | 5 | 13 | 13 | 4 |
| Summer School for the Arts | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Systems Integration, Office of | 0 | 0 | 11 | 0 | 0 |
| Tahoe Conservancy, California | 0 | 1 | 1 | 0 | 1 |

UM = Upward Mobility

Table I Tax-Wor

Table I: State Civil Service Upward Mobility Program
Participation and Hiring Goals by Agency (Continued)

| Agency Name | 2020 Upward Mobility Hires | 2020 UM Hiring Goal | Number of Employees in Low Paying Classifications | 2020 Employees Participating In UM | 2021 UM Hiring Goal |
|---|-------------------------------------|------------------------|--|---|------------------------|
| Tax and Fee Administration, California Department of | 5 | 10 | 650 | 61 | 8 |
| Tax Appeals, Office of | 2 | 3 | 6 | 3 | 3 |
| Tax Credit Allocation Committee, California | 1 | 1 | 3 | 0 | 0 |
| Teacher Credentialing, Commission on | 0 | 0 | 11 | 0 | 0 |
| Teachers' Retirement System, California State | No Data Submitted | No Data Submitted | 28 | 1 | No Data Submitted |
| Technology, Department of | 8 | 0 | 8 | 1 | 100 |
| Toxic Substances Control, Department of | 0 | 3 | 60 | 4 | 1 |
| Transportation Agency, California State | 0 | 4 | 4 | No Data Submitted | 2 |
| Transportation Commission, California | UM Exemption | UM Exemption | UM Exemption | UM Exemption | UM Exemption |
| Transportation, Department of | | 6 | 6,856 | 0 | 5 |
| Treasurer, Office of the State | 0 | 2 | 15 | 2 | 2 |
| Unemployment Insurance Appeals Board, California | 0 | 8 | 154 | 1 | 11 |
| Veterans Affairs, California Department of | 0 | 1 | 1,057 | 0 | 1 |
| Victim Compensation Board, California | 4 | 3 | 20 | 12 | 3 |
| Water Resources Control Board | 0 | 3 | 88 | 0 | 2 |
| Water Resources, Department of | 20 | 17 | 754 | 15 | 10 |
| Wildlife Conservation Board, California | No Data Submitted | No Data Submitted | 1 | 1 | No Data Submitted |
| Women and Girls, Commission on the Status of | UM Exemption | No Data Submitted | UM Exemption | UM Exemption | UM Exemption |
| Workforce Development Board, California | UM Exemption | No Data Submitted | UM Exemption | UM Exemption | UM Exemption |

UM = Upward Mobility

Appendix

Table J

State Civil Service Separations by Agency with 30 or More Separations

Table J: State Civil Service Separations by Agency with 30 or More Separations

Table J
Agr-Con

| Group Type | Agricultural Association, 22nd District | | Agricultural Associations | | Air Resources Board | | Alcoholic Beverage Control, Department of | | Child Support Services, Department of | | Compensation Insurance Fund, State | | Conservation Corps, California | |
|--------------------------------------|---|-------|---------------------------|-------|---------------------|-------|---|-------|---------------------------------------|-------|------------------------------------|-------|--------------------------------|-------|
| Women | 58 | 40.6% | 31 | 42.5% | 40 | 44.4% | 25 | 62.5% | 19 | 55.9% | 193 | 66.8% | 23 | 51.1% |
| Men | 85 | 59.4% | 42 | 57.5% | 50 | 55.6% | 15 | 37.5% | 15 | 44.1% | 96 | 33.2% | 22 | 48.9% |
| Persons with Disabilities | 3 | 2.1% | 4 | 5.5% | 10 | 11.1% | 2 | 5% | 4 | 11.8% | 77 | 26.6% | 5 | 11.1% |
| Veterans | 4 | 2.8% | 1 | 1.4% | 3 | 3.3% | 2 | 5% | 2 | 5.9% | 14 | 4.8% | 0 | 0% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 2 | 1.4% | 0 | 0% | 12 | 13.3% | 2 | 5% | 0 | 0% | 17 | 5.9% | 0 | 0% |
| Asian - Filipino | 1 | 0.7% | 1 | 1.4% | 2 | 2.2% | 2 | 5% | 0 | 0% | 40 | 13.8% | 0 | 0% |
| Asian - Indian | 1 | 0.7% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 8.8% | 7 | 2.4% | 0 | 0% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2.9% | 1 | 0.3% | 0 | 0% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2.5% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 0.7% | 0 | 0% | 2 | 2.2% | 0 | 0% | 0 | 0% | 4 | 1.4% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 1 | 1.4% | 1 | 1.1% | 3 | 7.5% | 0 | 0% | 6 | 2.1% | 0 | 0% |
| Black or African American | 8 | 5.6% | 3 | 4.1% | 5 | 5.6% | 4 | 10% | 3 | 8.8% | 33 | 11.4% | 3 | 6.7% |
| Hispanic or Latino | 59 | 41.3% | 25 | 34.2% | 12 | 13.3% | 11 | 27.5% | 4 | 11.8% | 53 | 18.3% | 4 | 8.9% |
| Native American or Alaska Native | 3 | 2.1% | 1 | 1.4% | 0 | 0% | 2 | 5% | 1 | 2.9% | 1 | 0.3% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 1.1% | 0 | 0% | 0 | 0% | 1 | 0.3% | 0 | 0% |
| White | 58 | 40.6% | 39 | 53.4% | 54 | 60% | 14 | 35% | 19 | 55.9% | 119 | 41.2% | 16 | 35.6% |
| Other or Multiple Race | 10 | 7% | 3 | 4.1% | 1 | 1.1% | 1 | 2.5% | 3 | 8.8% | 7 | 2.4% | 22 | 48.9% |
| Total | 143 | 0.7% | 73 | 0.3% | 90 | 0.4% | 40 | 0.2% | 34 | 0.2% | 289 | 1.3% | 45 | 0.2% |

Table J: State Civil Service Separations by Agency with 30 or More Separations
(Continued)

Table J
Con-Eme

| Group Type | Conservation, Department of | | Consumer Affairs, Department of | | Controller, Office of the California State | | Corrections & Rehabilitation, California Department of | | Developmental Services, Department of | | Education, Department of | | Emergency Services, California Governor's Office of | |
|--------------------------------------|-----------------------------|-------|---------------------------------|-------|--|-------|--|-------|---------------------------------------|-------|--------------------------|-------|---|-------|
| Women | 14 | 40% | 301 | 67.6% | 45 | 55.6% | 2,347 | 41% | 168 | 60.2% | 101 | 62% | 38 | 46.3% |
| Men | 21 | 60% | 144 | 32.4% | 36 | 44.4% | 3,383 | 59% | 111 | 39.8% | 62 | 38% | 44 | 53.7% |
| Persons with Disabilities | 6 | 17.1% | 58 | 13% | 16 | 19.8% | 293 | 5.1% | 33 | 11.8% | 21 | 12.9% | 8 | 9.8% |
| Veterans | 2 | 5.7% | 24 | 5.4% | 5 | 6.2% | 497 | 8.7% | 12 | 4.3% | 8 | 4.9% | 11 | 13.4% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0.1% | 1 | 0.4% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 0 | 0% | 11 | 2.5% | 4 | 4.9% | 43 | 0.8% | 3 | 1.1% | 6 | 3.7% | 2 | 2.4% |
| Asian - Filipino | 0 | 0% | 10 | 2.2% | 5 | 6.2% | 274 | 4.8% | 24 | 8.6% | 6 | 3.7% | 1 | 1.2% |
| Asian - Indian | 1 | 2.9% | 5 | 1.1% | 0 | 0% | 60 | 1% | 1 | 0.4% | 2 | 1.2% | 1 | 1.2% |
| Asian - Japanese | 0 | 0% | 4 | 0.9% | 2 | 2.5% | 30 | 0.5% | 2 | 0.7% | 3 | 1.8% | 0 | 0% |
| Asian - Korean | 1 | 2.9% | 2 | 0.4% | 0 | 0% | 14 | 0.2% | 1 | 0.4% | 1 | 0.6% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0.1% | 1 | 0.4% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 1 | 2.9% | 3 | 0.7% | 2 | 2.5% | 28 | 0.5% | 6 | 2.2% | 0 | 0% | 0 | 0% |
| Asian - Other or Multiple | 0 | 0% | 5 | 1.1% | 0 | 0% | 110 | 1.9% | 5 | 1.8% | 2 | 1.2% | 1 | 1.2% |
| Black or African American | 2 | 5.7% | 95 | 21.3% | 8 | 9.9% | 667 | 11.6% | 20 | 7.2% | 18 | 11% | 10 | 12.2% |
| Hispanic or Latino | 4 | 11.4% | 71 | 16% | 13 | 16% | 1,660 | 29% | 98 | 35.1% | 30 | 18.4% | 13 | 15.9% |
| Native American or Alaska Native | 0 | 0% | 5 | 1.1% | 1 | 1.2% | 39 | 0.7% | 1 | 0.4% | 1 | 0.6% | 1 | 1.2% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0.1% | 1 | 0.4% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 23 | 0.4% | 1 | 0.4% | 0 | 0% | 1 | 1.2% |
| White | 24 | 68.6% | 215 | 48.3% | 43 | 53.1% | 2,589 | 45.2% | 108 | 38.7% | 83 | 50.9% | 47 | 57.3% |
| Other or Multiple Race | 2 | 5.7% | 19 | 4.3% | 3 | 3.7% | 171 | 3% | 6 | 2.2% | 11 | 6.7% | 5 | 6.1% |
| Total | 35 | 0.2% | 445 | 2.1% | 81 | 0.4% | 5,730 | 26.4% | 279 | 1.3% | 163 | 0.8% | 82 | 0.4% |

Table J: State Civil Service Separations by Agency with 30 or More Separations
(Continued)

Table J
Emp-Gen

| Group Type | Employment Development Department | Energy Resources Conservation & Development Commission | Fish & Wildlife, Department of | Food & Agriculture, Department of | Forestry & Fire Protection, Department of | Franchise Tax Board | General Services, Department of |
|--------------------------------------|---|--|--------------------------------------|--|---|------------------------|--|
| Women | 705 64.6% | 11 31.4% | 110 40.7% | 165 40.7% | 232 7.9% | 317 65.1% | 84 31.3% |
| Men | 366 33.5% | 24 68.6% | 160 59.3% | 240 59.3% | 2,713 92.1% | 170 34.9% | 184 68.7% |
| Persons with Disabilities | 129 11.8% | 10 28.6% | 19 7% | 11 2.7% | 101 3.4% | 78 16% | 42 15.7% |
| Veterans | 42 3.8% | 2 5.7% | 6 2.2% | 7 1.7% | 47 1.6% | 24 4.9% | 16 6% |
| Asian - Cambodian | 4 0.4% | 0 0% | 0 0% | 1 0.2% | 1 <0.1% | 1 0.2% | 0 0% |
| Asian - Chinese | 41 3.8% | 2 5.7% | 5 1.9% | 7 1.7% | 16 0.5% | 29 6% | 10 3.7% |
| Asian - Filipino | 46 4.2% | 0 0% | 3 1.1% | 10 2.5% | 30 1% | 19 3.9% | 11 4.1% |
| Asian - Indian | 21 1.9% | 1 2.9% | 1 0.4% | 3 0.7% | 3 0.1% | 11 2.3% | 2 0.7% |
| Asian - Japanese | 10 0.9% | 1 2.9% | 1 0.4% | 2 0.5% | 11 0.4% | 4 0.8% | 6 2.2% |
| Asian - Korean | 7 0.6% | 0 0% | 0 0% | 2 0.5% | 5 0.2% | 4 0.8% | 1 0.4% |
| Asian - Laotian | 1 0.1% | 1 2.9% | 0 0% | 0 0% | 2 0.1% | 2 0.4% | 0 0% |
| Asian - Vietnamese | 17 1.6% | 2 5.7% | 4 1.5% | 4 1% | 4 0.1% | 9 1.8% | 2 0.7% |
| Asian - Other or Multiple | 25 2.3% | 2 5.7% | 4 1.5% | 10 2.5% | 15 0.5% | 26 5.3% | 6 2.2% |
| Black or African American | 174 15.9% | 1 2.9% | 6 2.2% | 18 4.4% | 49 1.7% | 58 11.9% | 48 17.9% |
| Hispanic or Latino | 263 24.1% | 4 11.4% | 32 11.9% | 136 33.6% | 624 21.2% | 94 19.3% | 79 29.5% |
| Native American or Alaska Native | 8 0.7% | 0 0% | 3 1.1% | 8 2% | 46 1.6% | 5 1% | 1 0.4% |
| Pacific Islander - Guamanian | 1 0.1% | 0 0% | 0 0% | 2 0.5% | 3 0.1% | 0 0% | 0 0% |
| Pacific Islander - Hawaiian | 0 0% | 0 0% | 0 0% | 0 0% | 7 0.2% | 0 0% | 0 0% |
| Pacific Islander - Samoan | 0 0% | 0 0% | 1 0.4% | 0 0% | 3 0.1% | 1 0.2% | 0 0% |
| Pacific Islander - Other or Multiple | 7 0.6% | 0 0% | 1 0.4% | 0 0% | 8 0.3% | 5 1% | 1 0.4% |
| White | 301 27.6% | 17 48.6% | 190 70.4% | 167 41.2% | 1,891 64.2% | 193 39.6% | 92 34.3% |
| Other or Multiple Race | 166 15.2% | 4 11.4% | 19 7% | 35 8.6% | 227 7.7% | 26 5.3% | 9 3.4% |
| Total | 1,092 5% | 35 0.2% | 270 1.2% | 405 1.9% | 2,945 13.6% | 487 2.2% | 268 1.2% |

Table J: State Civil Service Separations by Agency with 30 or More Separations (Continued)

Table J
Hea-Ins

| Group Type | Health Benefit Exchange, California | | Health Care Services, Department of | | Health Planning & Development, Office of Statewide | | Highway Patrol, California | | Housing & Community Development, Department of | | Industrial Relations, Department of | | Insurance, Department of | |
|--------------------------------------|-------------------------------------|-------|-------------------------------------|-------|--|-------|----------------------------|-------|--|-------|-------------------------------------|-------|--------------------------|-------|
| Women | 33 | 70.2% | 158 | 63.5% | 20 | 57.1% | 224 | 31.6% | 27 | 56.3% | 100 | 59.5% | 40 | 53.3% |
| Men | 14 | 29.8% | 91 | 36.5% | 15 | 42.9% | 485 | 68.4% | 21 | 43.8% | 68 | 40.5% | 35 | 46.7% |
| Persons with Disabilities | 9 | 19.1% | 43 | 17.3% | 11 | 31.4% | 67 | 9.4% | 9 | 18.8% | 24 | 14.3% | 13 | 17.3% |
| Veterans | 4 | 8.5% | 5 | 2% | 0 | 0% | 87 | 12.3% | 0 | 0% | 3 | 1.8% | 3 | 4% |
| Asian - Cambodian | 1 | 2.1% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 1 | 2.1% | 12 | 4.8% | 2 | 5.7% | 8 | 1.1% | 2 | 4.2% | 8 | 4.8% | 6 | 8% |
| Asian - Filipino | 1 | 2.1% | 18 | 7.2% | 0 | 0% | 15 | 2.1% | 1 | 2.1% | 18 | 10.7% | 8 | 10.7% |
| Asian - Indian | 0 | 0% | 7 | 2.8% | 2 | 5.7% | 8 | 1.1% | 1 | 2.1% | 2 | 1.2% | 0 | 0% |
| Asian - Japanese | 1 | 2.1% | 3 | 1.2% | 0 | 0% | 7 | 1% | 0 | 0% | 3 | 1.8% | 0 | 0% |
| Asian - Korean | 1 | 2.1% | 2 | 0.8% | 1 | 2.9% | 2 | 0.3% | 0 | 0% | 1 | 0.6% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 1 | 0.4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 6 | 2.4% | 0 | 0% | 3 | 0.4% | 0 | 0% | 2 | 1.2% | 1 | 1.3% |
| Asian - Other or Multiple | 2 | 4.3% | 11 | 4.4% | 1 | 2.9% | 8 | 1.1% | 1 | 2.1% | 8 | 4.8% | 2 | 2.7% |
| Black or African American | 5 | 10.6% | 31 | 12.4% | 6 | 17.1% | 50 | 7.1% | 5 | 10.4% | 12 | 7.1% | 4 | 5.3% |
| Hispanic or Latino | 10 | 21.3% | 43 | 17.3% | 1 | 2.9% | 174 | 24.5% | 8 | 16.7% | 38 | 22.6% | 14 | 18.7% |
| Native American or Alaska Native | 0 | 0% | 1 | 0.4% | 0 | 0% | 1 | 0.1% | 0 | 0% | 1 | 0.6% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.3% | 2 | 4.2% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | 0.4% | 0 | 0% | 2 | 0.3% | 0 | 0% | 2 | 1.2% | 0 | 0% |
| White | 24 | 51.1% | 102 | 4% | 22 | 62.9% | 412 | 58.1% | 23 | 47.9% | 69 | 41.1% | 37 | 49.3% |
| Other or Multiple Race | 1 | 2.1% | 11 | 4.4% | 0 | 0% | 16 | 2.3% | 4 | 8.3% | 4 | 2.4% | 3 | 4% |
| Total | 47 | 0.2% | 249 | 1.1% | 35 | 0.2% | 709 | 3.3% | 48 | 0.2% | 168 | 0.8% | 75 | 0.3% |

Table J: State Civil Service Separations by Agency with 30 or More Separations
(Continued)

| Group Type | Justice, Department of | Lottery, California State | Motor Vehicles, Department of | Parks & Recreation, Department of | Pesticide Regulation, Department of | Prison Industry Authority, California | Public Employees' Retirement System, California |
|--------------------------------------|------------------------------|---------------------------------|--|--|--|--|---|
| Women | 227 61% | 19 42.2% | 581 71.7% | 408 40.3% | 17 54.8% | 51 31.9% | 110 66.3% |
| Men | 145 39% | 26 57.8% | 229 28.3% | 605 59.7% | 14 45.2% | 109 68.1% | 56 33.7% |
| Persons with Disabilities | 31 8.3% | 14 31.1% | 113 14% | 21 2.1% | 6 19.4% | 6 3.8% | 31 18.7% |
| Veterans | 26 7% | 5 11.1% | 31 3.8% | 19 1.9% | 1 3.2% | 7 4.4% | 6 3.6% |
| Asian - Cambodian | 0 0% | 0 0% | 1 0.1% | 0 0% | 0 0% | 1 0.6% | 1 0.6% |
| Asian - Chinese | 20 5.4% | 0 0% | 24 3% | 4 0.4% | 1 3.2% | 1 0.6% | 10 6% |
| Asian - Filipino | 15 4% | 3 6.7% | 25 3.1% | 2 0.2% | 0 0% | 6 3.8% | 5 3% |
| Asian - Indian | 6 1.6% | 0 0% | 18 2.2% | 3 0.3% | 0 0% | 1 0.6% | 3 1.8% |
| Asian - Japanese | 6 1.6% | 2 4.4% | 4 0.5% | 4 0.4% | 0 0% | 0 0% | 2 1.2% |
| Asian - Korean | 2 0.5% | 0 0% | 0 0% | 1 0.1% | 1 3.2% | 0 0% | 0 0% |
| Asian - Laotian | 1 0.3% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% | 0 0% |
| Asian - Vietnamese | 5 1.3% | 0 0% | 11 1.4% | 1 0.1% | 0 0% | 0 0% | 1 0.6% |
| Asian - Other or Multiple | 14 3.8% | 0 0% | 16 2% | 15 1.5% | 0 0% | 1 0.6% | 6 3.6% |
| Black or African American | 36 9.7% | 2 4.4% | 159 19.6% | 22 2.2% | 0 0% | 16 10% | 25 15.1% |
| Hispanic or Latino | 81 21.8% | 12 26.7% | 293 36.2% | 169 16.7% | 7 22.6% | 50 31.3% | 33 19.9% |
| Native American or Alaska Native | 4 1.1% | 0 0% | 3 0.4% | 13 1.3% | 0 0% | 1 0.6% | 0 0% |
| Pacific Islander - Guamanian | 0 0% | 0 0% | 1 0.1% | 0 0% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Hawaiian | 2 0.5% | 0 0% | 0 0% | 3 0.3% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Samoan | 0 0% | 0 0% | 3 0.4% | 0 0% | 0 0% | 0 0% | 0 0% |
| Pacific Islander - Other or Multiple | 0 0% | 0 0% | 3 0.4% | 0 0% | 0 0% | 0 0% | 1 0.6% |
| White | 167 44.9% | 26 57.8% | 217 26.8% | 693 68.4% | 21 67.7% | 75 46.9% | 70 42.2% |
| Other or Multiple Race | 13 3.5% | 0 0% | 32 4% | 83 8.2% | 1 3.2% | 8 5% | 9 5.4% |
| Total | 372 1.7% | 45 0.2% | 810 3.7% | 1,013 4.7% | 31 0.1% | 160 0.7% | 166 0.8% |

Table J: State Civil Service Separations by Agency with 30 or More Separations
(Continued)

Table J
Pub-Soc

| Group Type | Public Health, California Department of | | Public Utilities Commission, California | | Rehabilitation, Department of | | Resources Recycling & Recovery, Department of | | Secretary of State | | Social Services, Department of | |
|--------------------------------------|---|-------|---|-------|-------------------------------|-------|---|-------|--------------------|-------|--------------------------------|-------|
| Women | 267 | 74.8% | 51 | 51.5% | 116 | 71.2% | 23 | 52.3% | 26 | 78.8% | 224 | 72.7% |
| Men | 90 | 25.2% | 48 | 48.5% | 47 | 28.8% | 21 | 47.7% | 7 | 21.2% | 84 | 27.3% |
| Persons with Disabilities | 74 | 20.7% | 17 | 17.2% | 44 | 27% | 16 | 36.4% | 6 | 18.2% | 37 | 12% |
| Veterans | 20 | 5.6% | 4 | 4% | 6 | 3.7% | 0 | 0% | 0 | 0% | 11 | 3.6% |
| Asian - Cambodian | 1 | 0.3% | 1 | 1% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 17 | 4.8% | 9 | 9.1% | 1 | 0.6% | 2 | 4.5% | 2 | 6.1% | 9 | 2.9% |
| Asian - Filipino | 37 | 10.4% | 6 | 6.1% | 5 | 3.1% | 0 | 0% | 1 | 3% | 10 | 3.2% |
| Asian - Indian | 9 | 2.5% | 6 | 6.1% | 3 | 1.8% | 0 | 0% | 0 | 0% | 7 | 2.3% |
| Asian - Japanese | 6 | 1.7% | 2 | 2% | 2 | 1.2% | 1 | 2.3% | 0 | 0% | 3 | 1% |
| Asian - Korean | 5 | 1.4% | 0 | 0% | 2 | 1.2% | 0 | 0% | 0 | 0% | 1 | 0.3% |
| Asian - Laotian | 1 | 0.3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% |
| Asian - Vietnamese | 2 | 0.6% | 1 | 1% | 1 | 0.6% | 1 | 2.3% | 0 | 0% | 2 | 0.6% |
| Asian - Other or Multiple | 6 | 1.7% | 5 | 5.1% | 6 | 3.7% | 1 | 2.3% | 1 | 3% | 8 | 2.6% |
| Black or African American | 49 | 13.7% | 8 | 8.1% | 23 | 14.1% | 2 | 4.5% | 6 | 18.2% | 55 | 17.9% |
| Hispanic or Latino | 50 | 14% | 14 | 14.1% | 40 | 24.5% | 5 | 11.4% | 7 | 21.2% | 69 | 22.4% |
| Native American or Alaska Native | 3 | 0.8% | 0 | 0% | 2 | 1.2% | 0 | 0% | 0 | 0% | 2 | 0.6% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 1 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 1% |
| White | 154 | 43.1% | 42 | 42.4% | 71 | 43.6% | 30 | 68.2% | 15 | 45.5% | 120 | 39% |
| Other or Multiple Race | 17 | 4.8% | 5 | 5.1% | 5 | 3.1% | 2 | 4.5% | 0 | 0% | 19 | 6.2% |
| Total | 357 | 1.6% | 99 | 0.5% | 163 | 0.8% | 44 | 0.2% | 33 | 0.2% | 308 | 1.4% |

Table J: State Civil Service Separations by Agency with 30 or More Separations
(Continued)

Table J
Sta-Tra

| Group Type | State Hospitals, Department of | | Tax & Fee Administration, Department of | | Teachers' Retirement System, California State | | Technology, Department of | | Toxic Substances Control, Department of | | Transportation, Department of | |
|--------------------------------------|-----------------------------------|-------|---|-------|--|-------|------------------------------|-------|---|-------|----------------------------------|-------|
| | | | | | | | | | | | | |
| Women | 553 | 60.3% | 115 | 52% | 31 | 52.5% | 20 | 43.5% | 36 | 54.5% | 359 | 22.4% |
| Men | 364 | 39.7% | 106 | 48% | 28 | 47.5% | 26 | 56.5% | 30 | 45.5% | 1,247 | 77.6% |
| Persons with Disabilities | 95 | 10.4% | 69 | 31.2% | 7 | 11.9% | 10 | 21.7% | 11 | 16.7% | 254 | 15.8% |
| Veterans | 31 | 3.4% | 10 | 4.5% | 1 | 1.7% | 7 | 15.2% | 2 | 3% | 81 | 5% |
| Asian - Cambodian | 1 | 0.1% | 1 | 0.5% | 1 | 1.7% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Asian - Chinese | 14 | 1.5% | 12 | 5.4% | 4 | 6.8% | 3 | 6.5% | 4 | 6.1% | 65 | 4% |
| Asian - Filipino | 104 | 11.3% | 12 | 5.4% | 4 | 6.8% | 0 | 0% | 6 | 9.1% | 62 | 3.9% |
| Asian - Indian | 24 | 2.6% | 5 | 2.3% | 0 | 0% | 0 | 0% | 2 | 3% | 31 | 1.9% |
| Asian - Japanese | 4 | 0.4% | 6 | 2.7% | 0 | 0% | 0 | 0% | 1 | 1.5% | 13 | 0.8% |
| Asian - Korean | 5 | 0.5% | 2 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 0.3% |
| Asian - Laotian | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Asian - Vietnamese | 8 | 0.9% | 8 | 3.6% | 0 | 0% | 3 | 6.5% | 1 | 1.5% | 24 | 1.5% |
| Asian - Other or Multiple | 22 | 2.4% | 3 | 1.4% | 3 | 5.1% | 3 | 6.5% | 1 | 1.5% | 46 | 2.9% |
| Black or African American | 140 | 15.3% | 21 | 9.5% | 8 | 13.6% | 8 | 17.4% | 8 | 12.1% | 125 | 7.8% |
| Hispanic or Latino | 194 | 21.2% | 50 | 22.6% | 8 | 13.6% | 0 | 0% | 7 | 10.6% | 279 | 17.4% |
| Native American or Alaska Native | 3 | 0.3% | 1 | 0.5% | 0 | 0% | 0 | 0% | 0 | 0% | 22 | 1.4% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 1 | 1.7% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 3 | 0.3% | 2 | 0.9% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.1% |
| White | 368 | 40.1% | 91 | 41.2% | 26 | 44.1% | 26 | 56.5% | 32 | 48.5% | 846 | 52.7% |
| Other or Multiple Race | 25 | 2.7% | 7 | 3.2% | 4 | 6.8% | 3 | 6.5% | 4 | 6.1% | 84 | 5.2% |
| Total | 917 | 4.2% | 221 | 1% | 59 | 0.3% | 46 | 0.2% | 66 | 0.3% | 1,606 | 7.4% |

Table J: State Civil Service Separations by Agency with 30 or More Separations
(Continued)

Table J
Une-Tot

| Group Type | Unemployment Insurance Appeals Board, California | | Veterans Affairs, California Department of | | Water Resources Control Board | | Water Resources, Department of | | Total of All Agencies | |
|--------------------------------------|--|-------|--|-------|-------------------------------|-------|--------------------------------|-------|-----------------------|-------|
| Women | 28 | 71.8% | 271 | 70.6% | 79 | 52% | 90 | 38% | 9,331 | 43% |
| Men | 11 | 28.2% | 113 | 29.4% | 73 | 48% | 147 | 62% | 12,338 | 56.9% |
| Persons with Disabilities | 11 | 28.2% | 29 | 7.6% | 33 | 21.7% | 36 | 15.2% | 2,077 | 9.6% |
| Veterans | 0 | 0% | 27 | 7% | 2 | 1.3% | 22 | 9.3% | 1,150 | 5.3% |
| Asian - Cambodian | 0 | 0% | 1 | 0.3% | 0 | 0% | 0 | 0% | 26 | 0.1% |
| Asian - Chinese | 2 | 5.1% | 1 | 0.3% | 7 | 4.6% | 7 | 3% | 470 | 2.2% |
| Asian - Filipino | 1 | 2.6% | 66 | 17.2% | 8 | 5.3% | 6 | 2.5% | 930 | 4.3% |
| Asian - Indian | 0 | 0% | 6 | 1.6% | 6 | 3.9% | 5 | 2.1% | 278 | 1.3% |
| Asian - Japanese | 1 | 2.6% | 3 | 0.8% | 0 | 0% | 3 | 1.3% | 155 | 0.7% |
| Asian - Korean | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.4% | 71 | 0.3% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 17 | 0.1% |
| Asian - Vietnamese | 0 | 0% | 2 | 0.5% | 2 | 1.3% | 4 | 1.7% | 178 | 0.8% |
| Asian - Other or Multiple | 0 | 0% | 1 | 0.3% | 3 | 2% | 10 | 4.2% | 426 | 2% |
| Black or African American | 1 | 2.6% | 80 | 20.8% | 8 | 5.3% | 11 | 4.6% | 2,159 | 10% |
| Hispanic or Latino | 6 | 15.4% | 91 | 23.7% | 21 | 13.8% | 38 | 16% | 5,101 | 23.5% |
| Native American or Alaska Native | 0 | 0% | 1 | 0.3% | 2 | 1.3% | 4 | 1.7% | 191 | 0.9% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 0.1% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 22 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 15 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 1 | 0.7% | 0 | 0% | 69 | 0.3% |
| White | 26 | 66.7% | 116 | 30.2% | 86 | 56.6% | 135 | 57% | 10,421 | 48% |
| Other or Multiple Race | 2 | 5.1% | 16 | 4.2% | 8 | 5.3% | 13 | 5.5% | 1,149 | 5.3% |
| Total | 39 | 0.2% | 384 | 1.8% | 152 | 0.7% | 237 | 1.1% | 21,690 | |

Appendix

Table K

State Civil Service Separations by Job Category

Table K: State Civil Service Separations by Job Category

Table K
Arc-Com

| Group Type | Architecture & Engineering Occupations | | Arts, Design, Entertainment, Sports & Media Occupations | | Building & Grounds Cleaning & Maintenance Occupations | | Business & Financial Operations Occupations | | Community & Social Service Occupations | | Computer & Mathematical Occupations | |
|--------------------------------------|--|-------|---|-------|---|-------|---|-------|--|-------|-------------------------------------|-------|
| Women | 164 | 18.7% | 41 | 64.1% | 118 | 32.2% | 1,981 | 70.8% | 393 | 56% | 243 | 43.6% |
| Men | 711 | 81.3% | 23 | 35.9% | 249 | 67.8% | 819 | 29.3% | 309 | 44% | 314 | 56.4% |
| Persons with Disabilities | 167 | 19.1% | 8 | 12.5% | 18 | 4.9% | 555 | 19.8% | 64 | 9.1% | 119 | 21.4% |
| Veterans | 37 | 4.2% | 4 | 6.3% | 8 | 2.2% | 133 | 4.8% | 58 | 8.3% | 50 | 9% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 1 | 0.3% | 3 | 0.1% | 0 | 0% | 0 | 0% |
| Asian - Chinese | 65 | 7.4% | 3 | 4.7% | 8 | 2.2% | 120 | 4.3% | 3 | 0.4% | 39 | 7% |
| Asian - Filipino | 45 | 5.1% | 0 | 0% | 8 | 2.2% | 157 | 5.6% | 16 | 2.3% | 23 | 4.1% |
| Asian - Indian | 33 | 3.8% | 0 | 0% | 1 | 0.3% | 47 | 1.7% | 6 | 0.9% | 22 | 3.9% |
| Asian - Japanese | 12 | 1.4% | 3 | 4.7% | 0 | 0% | 37 | 1.3% | 6 | 0.9% | 14 | 2.5% |
| Asian - Korean | 6 | 0.7% | 0 | 0% | 0 | 0% | 14 | 0.5% | 3 | 0.4% | 3 | 0.5% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.1% | 0 | 0% | 1 | 0.2% |
| Asian - Other or Multiple | 43 | 4.9% | 1 | 1.6% | 3 | 0.8% | 66 | 2.4% | 8 | 1.1% | 20 | 3.6% |
| Asian - Vietnamese | 26 | 3% | 0 | 0% | 1 | 0.3% | 25 | 0.9% | 2 | 0.3% | 16 | 2.9% |
| Black or African American | 33 | 3.8% | 3 | 4.7% | 79 | 21.5% | 319 | 11.4% | 116 | 16.5% | 50 | 9% |
| Hispanic or Latino | 106 | 12.1% | 7 | 10.9% | 158 | 43.1% | 524 | 18.7% | 196 | 27.9% | 66 | 11.8% |
| Native American or Alaska Native | 1 | 0.1% | 0 | 0% | 4 | 1.1% | 17 | 0.6% | 13 | 1.9% | 0 | 0% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.1% | 2 | 0.3% | 1 | 0.2% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 2 | 0.5% | 3 | 0.1% | 2 | 0.3% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 0.1% | 0 | 0% | 0 | 0% |
| Pacific Islander - Other or Multiple | 1 | 0.1% | 0 | 0% | 2 | 0.5% | 18 | 0.6% | 3 | 0.4% | 0 | 0% |
| White | 453 | 51.8% | 43 | 67.2% | 86 | 23.4% | 1,317 | 47% | 304 | 43.3% | 278 | 49.9% |
| Other or Multiple Race | 51 | 5.8% | 4 | 6.3% | 14 | 3.8% | 127 | 4.5% | 22 | 3.1% | 24 | 4.3% |
| Total | 875 | 3.9% | 64 | 0.3% | 367 | 1.6% | 2,800 | 12.6% | 702 | 3.1% | 557 | 2.5% |

Table K: State Civil Service Separations by Job Category (Continued)

Table K
Con-Hea

| Group Type | Construction & Extraction Occupations | | Education, Training, & Library Occupations | | Farming, Fishing, & Forestry Occupations | | Food Preparation & Serving Related Occupations | | Healthcare Practitioners & Technical Occupations | | Healthcare Support Occupations | |
|--------------------------------------|---------------------------------------|-------|--|-------|--|-------|--|-------|--|-------|--------------------------------|-------|
| Women | 39 | 6% | 109 | 54.2% | 119 | 37.9% | 125 | 49% | 1,172 | 67.4% | 247 | 88.2% |
| Men | 611 | 94% | 92 | 45.8% | 195 | 62.1% | 130 | 51% | 567 | 32.6% | 33 | 11.8% |
| Persons with Disabilities | 51 | 7.8% | 25 | 12.4% | 2 | 0.6% | 23 | 9% | 128 | 7.4% | 5 | 1.8% |
| Veterans | 36 | 5.5% | 20 | 10% | 5 | 1.6% | 19 | 7.5% | 65 | 3.7% | 3 | 1.1% |
| Asian - Cambodian | 0 | 0% | 1 | 0.5% | 0 | 0% | 0 | 0% | 2 | 0.1% | 2 | 0.7% |
| Asian - Chinese | 0 | 0% | 0 | 0% | 4 | 1.3% | 0 | 0% | 32 | 1.8% | 0 | 0% |
| Asian - Filipino | 14 | 2.2% | 2 | 1% | 7 | 2.2% | 23 | 9% | 293 | 16.8% | 43 | 15.4% |
| Asian - Indian | 1 | 0.2% | 1 | 0.5% | 2 | 0.6% | 5 | 2% | 59 | 3.4% | 4 | 1.4% |
| Asian - Japanese | 0 | 0% | 0 | 0% | 1 | 0.3% | 0 | 0% | 7 | 0.4% | 1 | 0.4% |
| Asian - Korean | 0 | 0% | 0 | 0% | 2 | 0.6% | 0 | 0% | 7 | 0.4% | 0 | 0% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 0.2% | 0 | 0% |
| Asian - Other or Multiple | 4 | 0.6% | 0 | 0% | 6 | 1.9% | 2 | 0.8% | 51 | 2.9% | 7 | 2.5% |
| Asian - Vietnamese | 0 | 0% | 0 | 0% | 4 | 1.3% | 0 | 0% | 28 | 1.6% | 2 | 0.7% |
| Black or African American | 50 | 7.7% | 28 | 13.9% | 9 | 2.9% | 40 | 15.7% | 265 | 15.2% | 67 | 23.9% |
| Hispanic or Latino | 152 | 23.4% | 27 | 13.4% | 117 | 37.3% | 93 | 36.5% | 294 | 16.9% | 78 | 27.9% |
| Native American or Alaska Native | 18 | 2.8% | 2 | 1% | 7 | 2.2% | 1 | 0.4% | 6 | 0.3% | 2 | 0.7% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 2 | 0.6% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 1 | 0.5% | 0 | 0% | 0 | 0% | 2 | 0.1% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 0.3% | 0 | 0% |
| White | 374 | 57.5% | 130 | 64.7% | 125 | 39.8% | 84 | 32.9% | 639 | 36.7% | 64 | 22.9% |
| Other or Multiple Race | 36 | 5.5% | 9 | 4.5% | 28 | 8.9% | 7 | 2.7% | 43 | 2.5% | 10 | 3.6% |
| Total | 650 | 2.9% | 201 | 0.9% | 314 | 1.4% | 255 | 1.1% | 1,739 | 7.8% | 280 | 1.3% |

Table K: State Civil Service Separations by Job Category (Continued)

Table K
Ins-Per

| Group Type | Installation, Maintenance, & Repair Occupations | | Legal Occupations | | Life, Physical & Social Science Occupations | | Management Occupations | | Office & Administrative Support Occupations | | Personal Care & Service Occupations | |
|--------------------------------------|---|-------|-------------------|-------|---|-------|------------------------|-------|---|-------|-------------------------------------|-------|
| Women | 57 | 12.8% | 139 | 53.7% | 491 | 53.4% | 348 | 43.7% | 2,475 | 74.8% | 23 | 60.5% |
| Men | 390 | 87.2% | 120 | 46.3% | 429 | 46.6% | 449 | 56.3% | 815 | 24.6% | 15 | 39.5% |
| Persons with Disabilities | 40 | 8.9% | 30 | 11.6% | 76 | 8.3% | 134 | 16.8% | 455 | 13.7% | 4 | 10.5% |
| Veterans | 45 | 10.1% | 10 | 3.9% | 14 | 1.5% | 63 | 7.9% | 114 | 3.4% | 0 | 0% |
| Asian - Cambodian | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 11 | 0.3% | 0 | 0% |
| Asian - Chinese | 3 | 0.7% | 6 | 2.3% | 39 | 4.2% | 20 | 2.5% | 78 | 2.4% | 1 | 2.6% |
| Asian - Filipino | 11 | 2.5% | 3 | 1.2% | 13 | 1.4% | 15 | 1.9% | 152 | 4.6% | 4 | 10.5% |
| Asian - Indian | 1 | 0.2% | 3 | 1.2% | 15 | 1.6% | 12 | 1.5% | 46 | 1.4% | 0 | 0% |
| Asian - Japanese | 2 | 0.4% | 3 | 1.2% | 6 | 0.7% | 12 | 1.5% | 18 | 0.5% | 0 | 0% |
| Asian - Korean | 0 | 0% | 1 | 0.4% | 7 | 0.8% | 3 | 0.4% | 15 | 0.5% | 1 | 2.6% |
| Asian - Laotian | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 6 | 0.2% | 0 | 0% |
| Asian - Other or Multiple | 3 | 0.7% | 5 | 1.9% | 23 | 2.5% | 17 | 2.1% | 77 | 2.3% | 0 | 0% |
| Asian - Vietnamese | 0 | 0% | 2 | 0.8% | 9 | 1% | 4 | 0.5% | 38 | 1.1% | 0 | 0% |
| Black or African American | 21 | 4.7% | 20 | 7.7% | 40 | 4.3% | 61 | 7.7% | 533 | 16.1% | 0 | 0% |
| Hispanic or Latino | 125 | 28% | 30 | 11.6% | 109 | 11.8% | 109 | 13.7% | 918 | 27.7% | 7 | 18.4% |
| Native American or Alaska Native | 5 | 1.1% | 3 | 1.2% | 5 | 0.5% | 5 | 0.6% | 28 | 0.8% | 3 | 7.9% |
| Pacific Islander - Guamanian | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Hawaiian | 0 | 0% | 0 | 0% | 2 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pacific Islander - Samoan | 0 | 0% | 0 | 0% | 1 | 0.1% | 0 | 0% | 3 | 0.1% | 0 | 0% |
| Pacific Islander - Other or Multiple | 0 | 0% | 1 | 0.4% | 3 | 0.3% | 1 | 0.1% | 19 | 0.6% | 0 | 0% |
| White | 238 | 53.2% | 173 | 66.8% | 563 | 61.2% | 514 | 64.5% | 1,124 | 34% | 20 | 52.6% |
| Other or Multiple Race | 38 | 8.5% | 9 | 3.5% | 83 | 9% | 24 | 3% | 244 | 7.4% | 2 | 5.3% |
| Total | 447 | 2% | 259 | 1.2% | 920 | 4.1% | 797 | 3.6% | 3,310 | 14.8% | 38 | 0.2% |

Table K: State Civil Service Separations by Job Category (Continued)

Table K
Pro-Total

| Group Type | Production Occupations | | Protective Service Occupations | | Sales & Related Occupations | | Transportation & Material Moving Occupations | | Unmapped Classes | | Total | |
|--------------------------------------|------------------------|-------------|--------------------------------|--------------|-----------------------------|-------------|--|-------------|------------------|------------|---------------|------------|
| | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage |
| Women | 19 | 12% | 612 | 11.1% | 46 | 52.3% | 79 | 20.2% | 652 | 41.8% | 9,692 | 43.5% |
| Men | 139 | 88% | 4,910 | 88.9% | 42 | 47.7% | 312 | 79.8% | 906 | 58.1% | 12,580 | 56.4% |
| Persons with Disabilities | 14 | 8.9% | 154 | 2.8% | 18 | 20.5% | 25 | 6.4% | 76 | 4.9% | 2,191 | 9.8% |
| Veterans | 31 | 19.6% | 432 | 7.8% | 1 | 1.1% | 21 | 5.4% | 13 | 0.8% | 1,182 | 5.3% |
| Asian - Cambodian | 0 | 0% | 1 | <0.1% | 0 | 0% | 0 | 0% | 4 | 0.3% | 26 | 0.1% |
| Asian - Chinese | 0 | 0% | 35 | 0.6% | 4 | 4.5% | 1 | 0.3% | 32 | 2.1% | 493 | 2.2% |
| Asian - Filipino | 10 | 6.3% | 85 | 1.5% | 4 | 4.5% | 9 | 2.3% | 11 | 0.7% | 948 | 4.3% |
| Asian - Indian | 1 | 0.6% | 6 | 0.1% | 3 | 3.4% | 3 | 0.8% | 25 | 1.6% | 296 | 1.3% |
| Asian - Japanese | 1 | 0.6% | 28 | 0.5% | 1 | 1.1% | 4 | 1% | 7 | 0.4% | 163 | 0.7% |
| Asian - Korean | 0 | 0% | 9 | 0.2% | 1 | 1.1% | 0 | 0% | 5 | 0.3% | 77 | 0.3% |
| Asian - Laotian | 0 | 0% | 3 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 17 | 0.1% |
| Asian - Other or Multiple | 2 | 1.3% | 62 | 1.1% | 1 | 1.1% | 6 | 1.5% | 32 | 2.1% | 439 | 2% |
| Asian - Vietnamese | 3 | 1.9% | 11 | 0.2% | 0 | 0% | 1 | 0.3% | 13 | 0.8% | 185 | 0.8% |
| Black or African American | 9 | 5.7% | 304 | 5.5% | 12 | 13.6% | 22 | 5.6% | 139 | 8.9% | 2,220 | 10% |
| Hispanic or Latino | 32 | 20.3% | 1,460 | 26.4% | 17 | 19.3% | 102 | 26.1% | 476 | 30.5% | 5,203 | 23.3% |
| Native American or Alaska Native | 2 | 1.3% | 58 | 1.1% | 0 | 0% | 3 | 0.8% | 12 | 0.8% | 195 | 0.9% |
| Pacific Islander - Guamanian | 0 | 0% | 5 | 0.1% | 0 | 0% | 0 | 0% | 0 | 0% | 12 | 0.1% |
| Pacific Islander - Hawaiian | 1 | 0.6% | 10 | 0.2% | 0 | 0% | 0 | 0% | 1 | 0.1% | 23 | 0.1% |
| Pacific Islander - Samoan | 0 | 0% | 5 | 0.1% | 0 | 0% | 0 | 0% | 1 | 0.1% | 15 | 0.1% |
| Pacific Islander - Other or Multiple | 0 | 0% | 14 | 0.3% | 0 | 0% | 0 | 0% | 4 | 0.3% | 72 | 0.3% |
| White | 94 | 59.5% | 3,142 | 56.9% | 44 | 50% | 210 | 53.7% | 718 | 46% | 10,737 | 48.2% |
| Other or Multiple Race | 3 | 1.9% | 284 | 5.1% | 1 | 1.1% | 30 | 7.7% | 80 | 5.1% | 1,173 | 5.3% |
| Total | 158 | 0.7% | 5,522 | 24.8% | 88 | 0.4% | 391 | 1.8% | 1,560 | 7% | 22,294 | |

Appendix

Table L

State Civil Service Appointments by Type

Table L: State Civil Service Appointments by Type

Table L

| Group Type | Intake: Outside Hires | | Intake: Hires From Other State Agencies | | Total Intake Hires | | Advancement | | Demotion | |
|--------------------------------------|-----------------------|------------|---|------------|--------------------|------------|-------------|------------|----------|------------|
| | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage | Count | Percentage |
| Women | 12,717 | 48.2% | 3,570 | 62.8% | 16,287 | 51.1% | 9,028 | 53.6% | 596 | 58.4% |
| Men | 13,475 | 51.1% | 2,114 | 37.2% | 15,589 | 48.9% | 7,809 | 46.4% | 425 | 41.6% |
| Persons with Disabilities | 399 | 1.5% | 572 | 10.1% | 971 | 3% | 1,306 | 7.8% | 99 | 9.7% |
| Veterans | 196 | 0.7% | 171 | 3% | 367 | 1.2% | 523 | 3.1% | 41 | 4% |
| Asian - Cambodian | 64 | 0.2% | 10 | 0.2% | 74 | 0.2% | 26 | 0.2% | 0 | 0% |
| Asian - Chinese | 730 | 2.8% | 333 | 5.9% | 1,063 | 3.3% | 763 | 4.5% | 60 | 5.9% |
| Asian - Filipino | 1,086 | 4.1% | 282 | 5% | 1,368 | 4.3% | 759 | 4.5% | 60 | 5.9% |
| Asian - Indian | 717 | 2.7% | 197 | 3.5% | 914 | 2.9% | 481 | 2.9% | 21 | 2.1% |
| Asian - Japanese | 110 | 0.4% | 42 | 0.7% | 152 | 0.5% | 120 | 0.7% | 8 | 0.8% |
| Asian - Korean | 180 | 0.7% | 45 | 0.8% | 225 | 0.7% | 101 | 0.6% | 14 | 1.4% |
| Asian - Laotian | 36 | 0.1% | 14 | 0.2% | 50 | 0.2% | 44 | 0.3% | 2 | 0.2% |
| Asian - Vietnamese | 466 | 1.8% | 197 | 3.5% | 663 | 2.1% | 424 | 2.5% | 16 | 1.6% |
| Asian - Other or Multiple | 1,274 | 4.8% | 317 | 5.6% | 1,591 | 5% | 729 | 4.3% | 44 | 4.3% |
| Black or African American | 2,440 | 9.2% | 636 | 11.2% | 3,076 | 9.6% | 1,323 | 7.9% | 104 | 10.2% |
| Hispanic or Latino | 6,314 | 23.9% | 1,202 | 21.1% | 7,516 | 23.6% | 3,887 | 23.1% | 247 | 24.2% |
| Native American or Alaska Native | 243 | 0.9% | 37 | 0.7% | 280 | 0.9% | 128 | 0.8% | 12 | 1.2% |
| Pacific Islander - Guamanian | 20 | 0.1% | 4 | 0.1% | 24 | 0.1% | 10 | 0.1% | 2 | 0.2% |
| Pacific Islander - Hawaiian | 29 | 0.1% | 4 | 0.1% | 33 | 0.1% | 21 | 0.1% | 2 | 0.2% |
| Pacific Islander - Samoan | 21 | 0.1% | 6 | 0.1% | 27 | 0.1% | 15 | 0.1% | 0 | 0% |
| Pacific Islander - Other or Multiple | 188 | 0.7% | 50 | 0.9% | 238 | 0.7% | 109 | 0.6% | 5 | 0.5% |
| White | 9,859 | 37.4% | 2,016 | 35.5% | 11,875 | 37.3% | 7,073 | 42% | 384 | 37.6% |
| Other or Multiple Race | 2,605 | 9.9% | 293 | 5.2% | 2,898 | 9.1% | 824 | 4.9% | 40 | 3.9% |
| Total | 26,192 | 82.2% | 5,684 | 17.8% | 31,876 | | 16,837 | | 1,021 | |

Appendix

Table M

State Civil Service Separations by Retirement Status

Table M: State Civil Service Separations by Retirement Status

| Group Type | Non-Disability Retirement | | Disability Retirement | | Non-Retirement Separations | | Total | |
|--------------------------------------|---------------------------|-------|-----------------------|-------|----------------------------|-------|--------|-------|
| Women | 4,114 | 45.5% | 157 | 38.3% | 5,421 | 42.2% | 9,692 | 43.5% |
| Men | 4,922 | 54.5% | 253 | 61.7% | 7,405 | 57.6% | 12,580 | 56.4% |
| Persons with Disabilities | 1,646 | 18.2% | 54 | 13.2% | 491 | 3.8% | 2,191 | 9.8% |
| Veterans | 858 | 9.5% | 43 | 10.5% | 281 | 2.2% | 1,182 | 5.3% |
| Asian - Cambodian | 1 | <0.1% | 0 | 0% | 25 | 0.2% | 26 | 0.1% |
| Asian - Chinese | 253 | 2.8% | 3 | 0.7% | 237 | 1.8% | 493 | 2.2% |
| Asian - Filipino | 535 | 5.9% | 24 | 5.9% | 389 | 3% | 948 | 4.3% |
| Asian - Indian | 85 | 0.9% | 3 | 0.7% | 208 | 1.6% | 296 | 1.3% |
| Asian - Japanese | 109 | 1.2% | 0 | 0% | 54 | 0.4% | 163 | 0.7% |
| Asian - Korean | 17 | 0.2% | 0 | 0% | 60 | 0.5% | 77 | 0.3% |
| Asian - Laotian | 4 | <0.1% | 0 | 0% | 13 | 0.1% | 17 | 0.1% |
| Asian - Vietnamese | 74 | 0.8% | 1 | 0.2% | 110 | 0.9% | 185 | 0.8% |
| Asian - Other or Multiple | 134 | 1.5% | 1 | 0.2% | 304 | 2.4% | 439 | 2% |
| Black or African American | 878 | 9.7% | 45 | 11% | 1,297 | 10.1% | 2,220 | 10% |
| Hispanic or Latino | 1,853 | 20.5% | 85 | 20.7% | 3,265 | 25.4% | 5,203 | 23.3% |
| Native American or Alaska Native | 55 | 0.6% | 6 | 1.5% | 134 | 1% | 195 | 0.9% |
| Pacific Islander - Guamanian | 4 | <0.1% | 1 | 0.2% | 7 | 0.1% | 12 | 0.1% |
| Pacific Islander - Hawaiian | 6 | 0.1% | 1 | 0.2% | 16 | 0.1% | 23 | 0.1% |
| Pacific Islander - Other or Multiple | 24 | 0.3% | 2 | 0.5% | 46 | 0.4% | 72 | 0.3% |
| Pacific Islander - Samoan | 5 | 0.1% | 0 | 0% | 10 | 0.1% | 15 | 0.1% |
| White | 4,738 | 52.4% | 225 | 54.9% | 5,774 | 44.9% | 10,737 | 48.2% |
| Other or Multiple Race | 261 | 2.9% | 13 | 3.2% | 899 | 7% | 1,173 | 5.3% |
| Total | 9,036 | 40.5% | 410 | 1.8% | 12,848 | 57.6% | 22,294 | |

California Department of Human Resources
Office of Civil Rights
1515 S Street, North Building, Suite 400
Sacramento, California 95811

