2016 Annual Census of Employees in State Civil Service

Report to the Governor and Legislature

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CAL HR
CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

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Annual Census of Employees in State Civil Service

2016

Richard Gillihan
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) and (i), 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, and upward mobility for state employees for the period January 1, 2016, through December 31, 2016, as well as contextual data from 2012 to 2016.[1] Civilian non-institutional California labor force[2] (state labor force) and California state population data are included for comparison. Except as otherwise cited, these are American Community Survey 2016 1-Year Estimates: Public Use Microdata Samples.

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

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, while the State Personnel Board (SPB) conducts compliance audits of agency efforts in personnel practices, including EEO.

Executive Summary

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

This report provides data on civil service employee demographics, and in some instances, on comparable California labor force and population demographics. It indicates how civil service composition changed between 2012 and 2016 and includes civil service hire and separation data as well as salary comparisons. Further, it includes agency hiring goals for persons with disabilities 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.

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.

[4] 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.

[5] 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."

State Departments and the Workforce Analysis Process

CalHR collects data annually from departments and asks departments to compare their workforce composition data to that of similar occupations in the labor force via the Workforce Analysis process. This requires an analysis and identification of non-job related barriers that may contribute to discriminatory hiring practices associated with particular groups. The analysis also includes goal-setting to improve representation of persons with disabilities and ensure upward mobility for civil service employees who are qualified to move from low-paying positions into entry-level technical, professional or administrative positions.

Report Updates

CalHR's new Veterans Opportunity in the Workforce and the State (VOWS) data system will enable collection and reporting of demographic information including veterans.[3] CalHR conducted a statewide employee survey in May 2017 which included veteran status, disability questions used by the Federal Census Bureau, and an option for employees to indicate if they identify with a multi-race group. This data was collected and imported into CalHR's new VOWS database system. The project was completed in 2017 and the data will be incorporated into the 2018 Annual Census of Employees in State Civil Service report.

[3] *Veteran's data is based on Veterans' Preference, an assistance program for military benefits who seek employment with the state. Preference can be applied to a veteran's eligibility for qualifying open and open non-promotional examinations.*

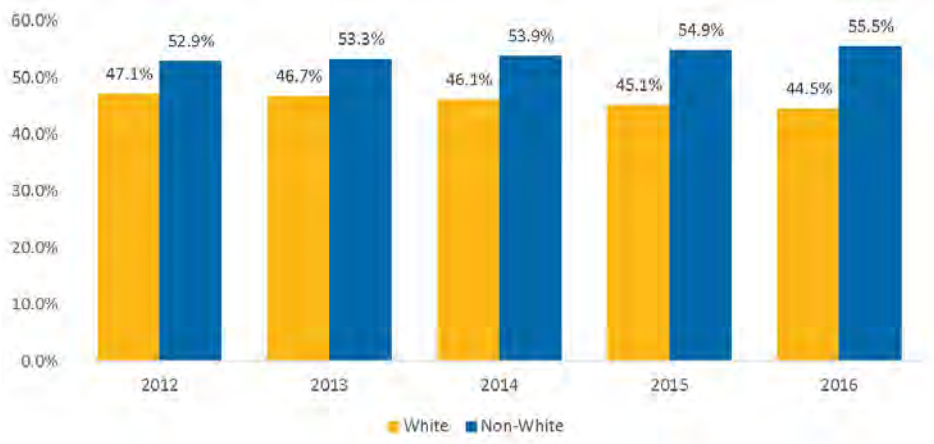
Summary of Civil Service Composition

In December 2016, the California labor force was approximately 19.1 million. Of the 19.1 million, approximately 18.1 million Californians were employed and approximately 957 thousand were unemployed.[4] Civil service as of December 2016 was comprised of 212,515 employees; accounting for 1.2 percent of California's employed. **(Appendix, Table A)**

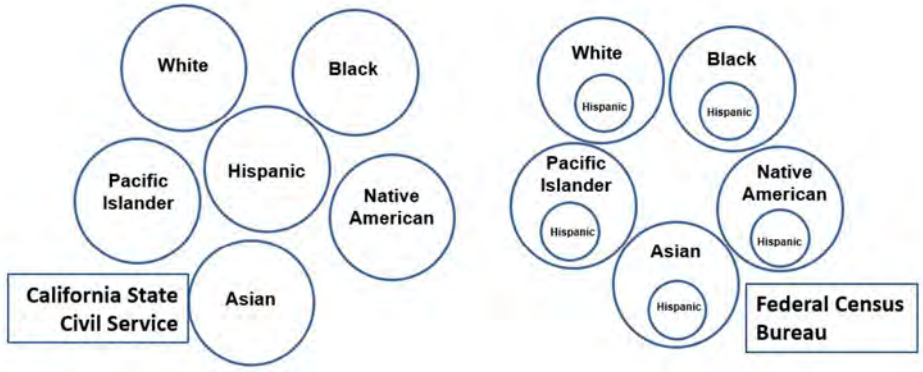
Race/Ethnicity

The number of persons that are White decreased 2.6 percent from 2012 to 2016, while the number of persons of all other races and ethnicities as a group, labeled Non-White, increased by 2.6 percent.

Five Year Civil Service Composition of White and Non-White



State Civil Service versus Federal Classification of Hispanic Persons



Overall, the civil service workforce increased by 181 persons from 212,334 in 2015 to 212,515 in 2016. **(Appendix, Table A)**

The U.S. Census Bureau collects race and Hispanic origin data based on the guidance of the U.S. Office of Management and Budget's 1997 *Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity*.

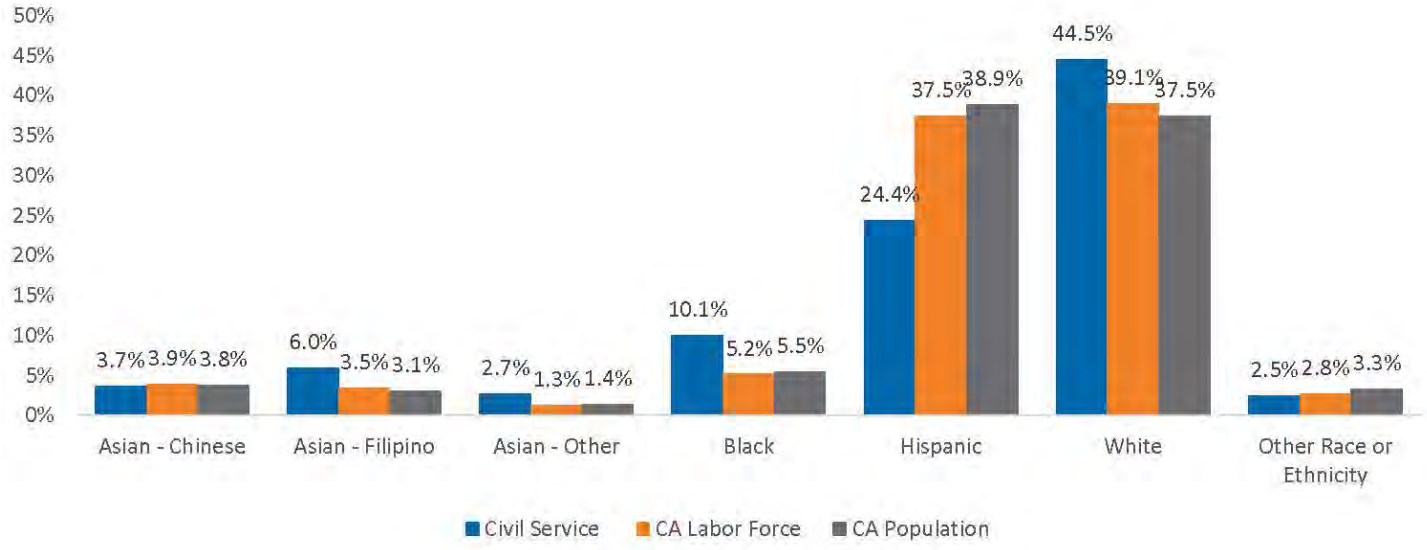
The standards consider Hispanic to be an ethnicity, but not a race; therefore, the Hispanic group can be included in any of the following six races: White, Black, Pacific Islander, Asian, and Native American.[5] Conversely, according to state of California definitions, "Hispanic" is considered its own race.

[4] *Report 400C: Monthly Labor Force Data for Counties, Employment Development Department, December 2016 – Revised. Note: Data from Report 400C may be rounded.*

[5] *Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity. Federal Register Notice, Office of Management and Budget, October 30, 1997.*

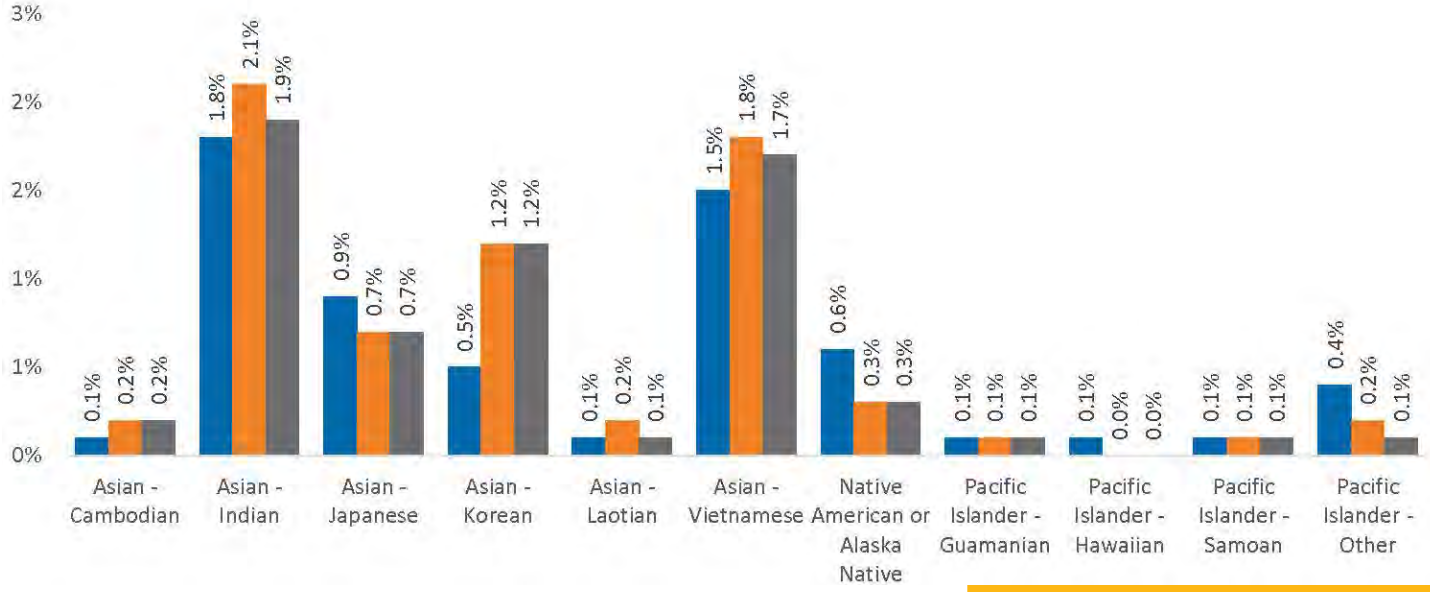
Comparing California's population with its labor force[6] and civil service yielded the following results: **(Appendix, Table G)**

Race and Ethnicity in California's Civil Service (for Groups Representation Over 2 Percent) vs. the California Labor Force, and California Population



**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/ethnicity.*

Race and Ethnicity in California's Civil Service (for Groups Representation Under 2 Percent) vs. the California Labor Force, and California Population



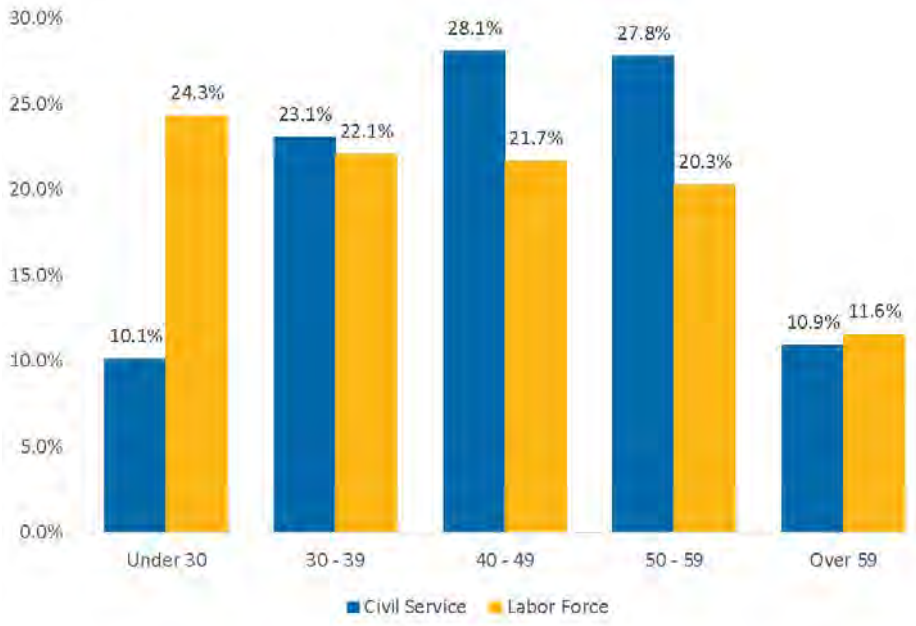
[6] American Community Survey 2016 1-Year Estimates: Public Use Microdata Samples.

Age

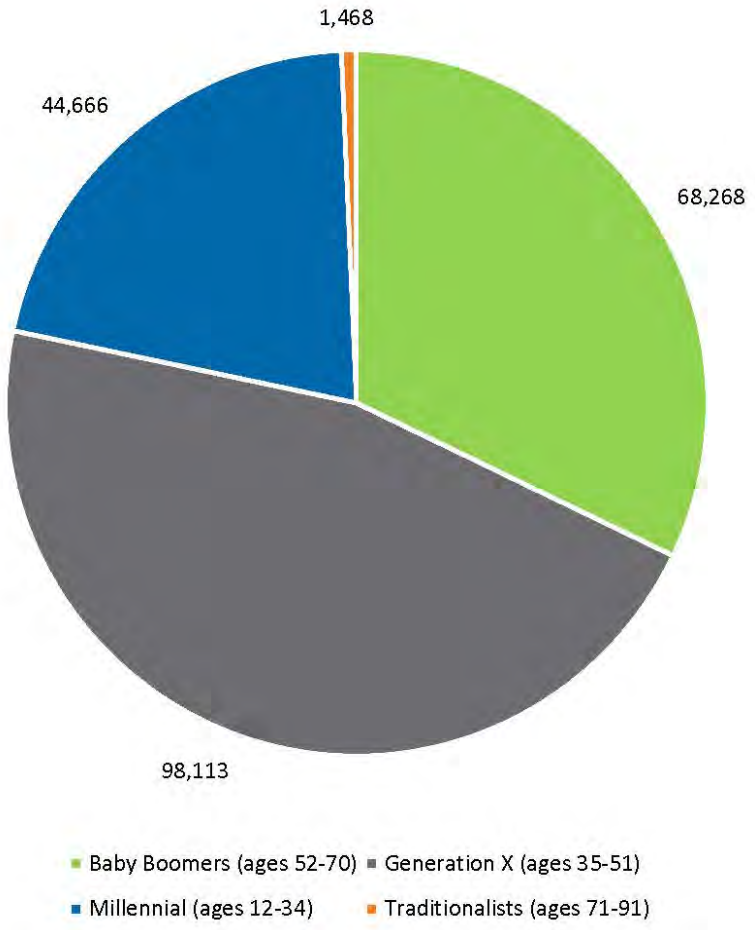
Civil service has a higher representation of employees compared to the state labor force[7] in ages ranging from 30 to 59. The percentage of representation for ages Under 30 is 14.2 percent higher in the labor force.

The **highest** age range in civil service was the **40 to 49** age range at **28.1 percent** and the **lowest** was the **Under 30** age range at **10.1 percent**.

Age Comparison between Civil Service and State Labor Force



2016 Generational Representation of Civil Service Employees



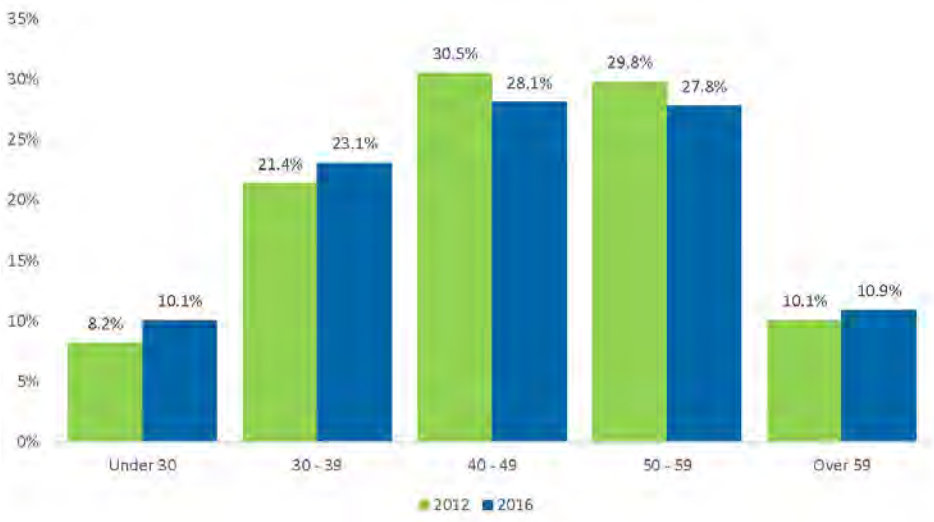
The pie chart at left shows the generational representation of civil service employees.

Although **Generation X** (ages 35 to 51) has the **highest** representation of civil service employees at **46.2 percent**, **Baby Boomers** (ages 52 to 70) also make up a high representation at **32.1 percent** (68,268).

[7] *Annual Social and Economic Supplement, Current Population Survey, U.S. Census Bureau, 2016. Percentages do not add to 100% due to rounding.*

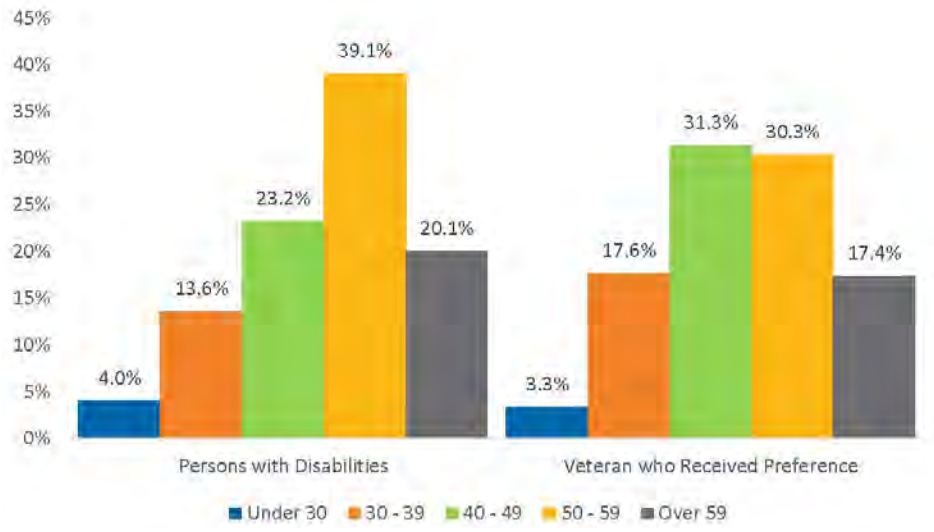
In civil service, although the age range with the lowest representation was the Under 30 group, it had the highest increase (1.9 percent) over the past five years. In addition, the 40-49 age range had the highest representation, but had the biggest decrease (2.4 percent) over the last five years. **(Appendix, Table C)**

Civil Service Composition by Age Range 2012 & 2016



A tabulation of civil service by age, disability, and veteran status shows the following results. There were more persons with disabilities in the 50 to 59 age range (39.1 percent). For veterans that received veterans' preference, the highest percentage was in the 40 to 49 age range (31.3 percent). The age range Under 25 had the lowest number people for both groups, 4.0 percent for persons with disabilities and 3.3 percent for veterans. **(Appendix, Table C)**

Civil Service Composition by Age & Disability/Veteran Status



Considering age by gender in civil service, there were **more Women** in the **50 to 54** age range than any other age range, and **more Men** in the **Under 25** age range than any other age range. **(Appendix, Table C)**

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

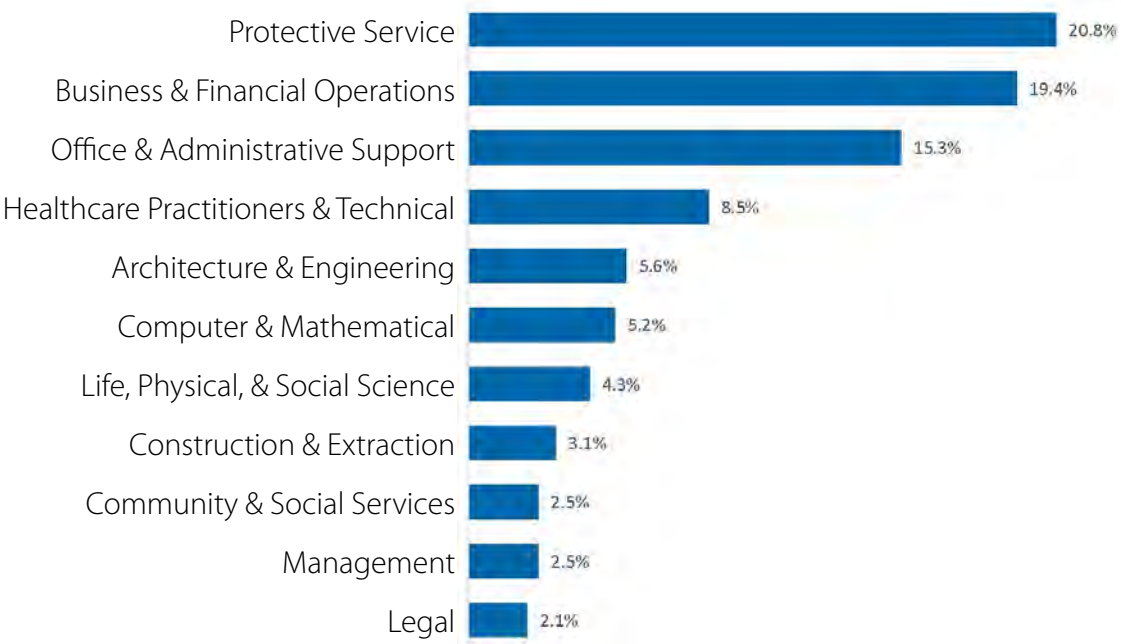
Gender Majority Age Comparison

Age	Men Majority	Women Majority
Under 25	✓	
25-29	✓	
30-34	✓	
35-39	✓	
40-44	✓	
45-49	✓	
50-54		✓
55-59		✓
60-64	✓	
Over 64	✓	

Job Category[8]

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

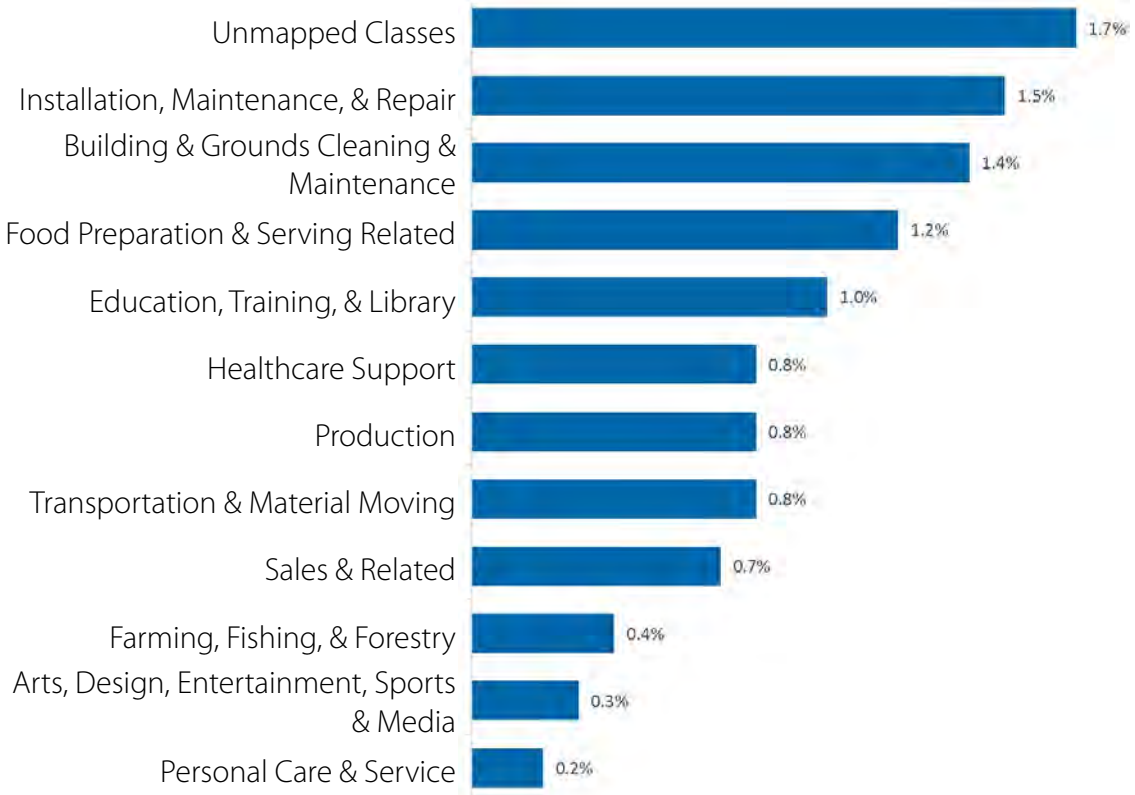
Civil Service Composition (Over 2 Percent Representation) by Job Category



The top three occupational categories in civil service were the Protective Services category, the Business and Financial Operations category, and Office and the Administrative Support category. **Together they represent over 55 percent of the civil service workforce.**

Civil Service Composition (Under 2 Percent Representation) by Job Category

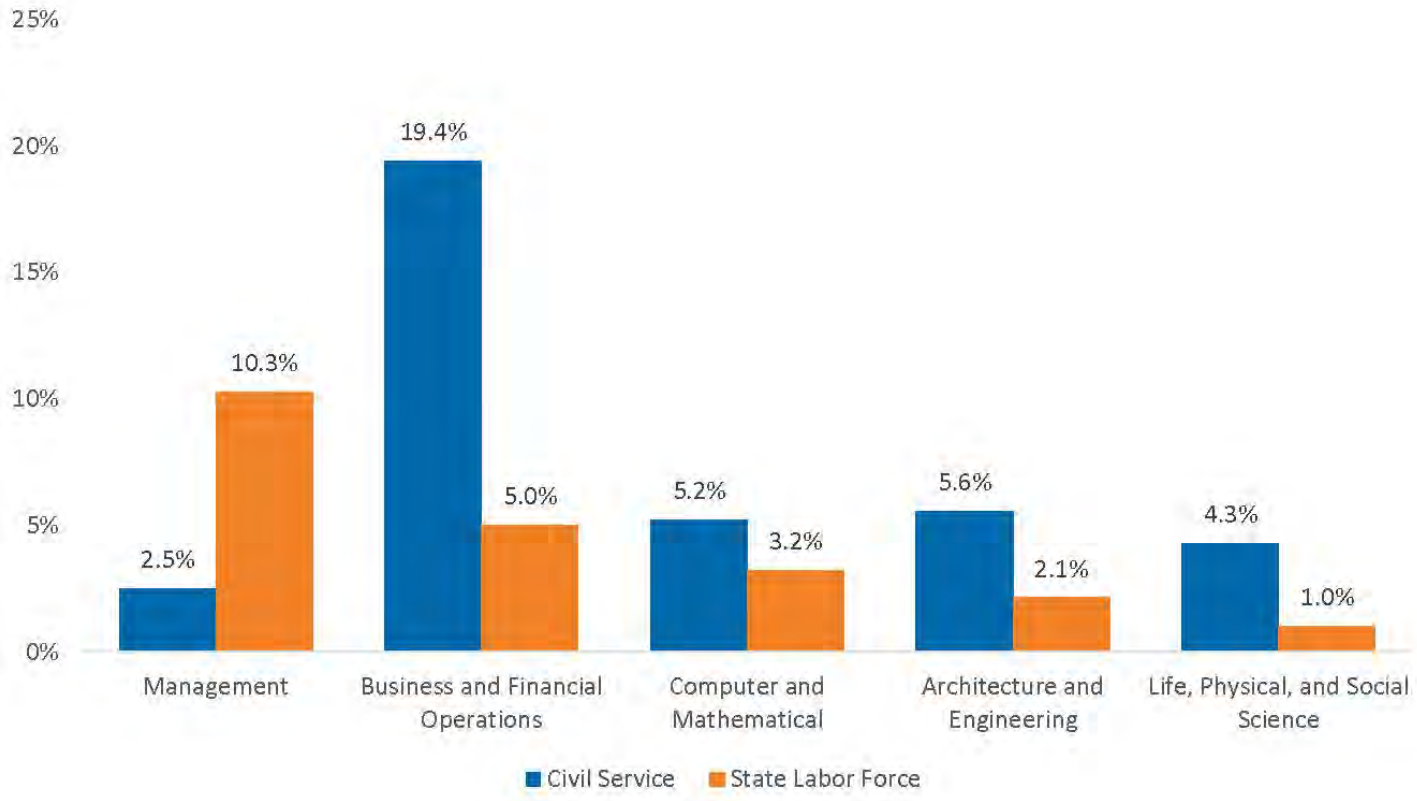
The occupational categories in the chart at right represent 1-2 percent of the state civil service workforce. The occupational categories with the least amount of civil service employees were the Personal Care and Services category, the Arts, Design, and Entertainment category, and the Farming, Fishing, and Forestry category. **These three categories combined equal less than 1 percent of the civil service workforce.**

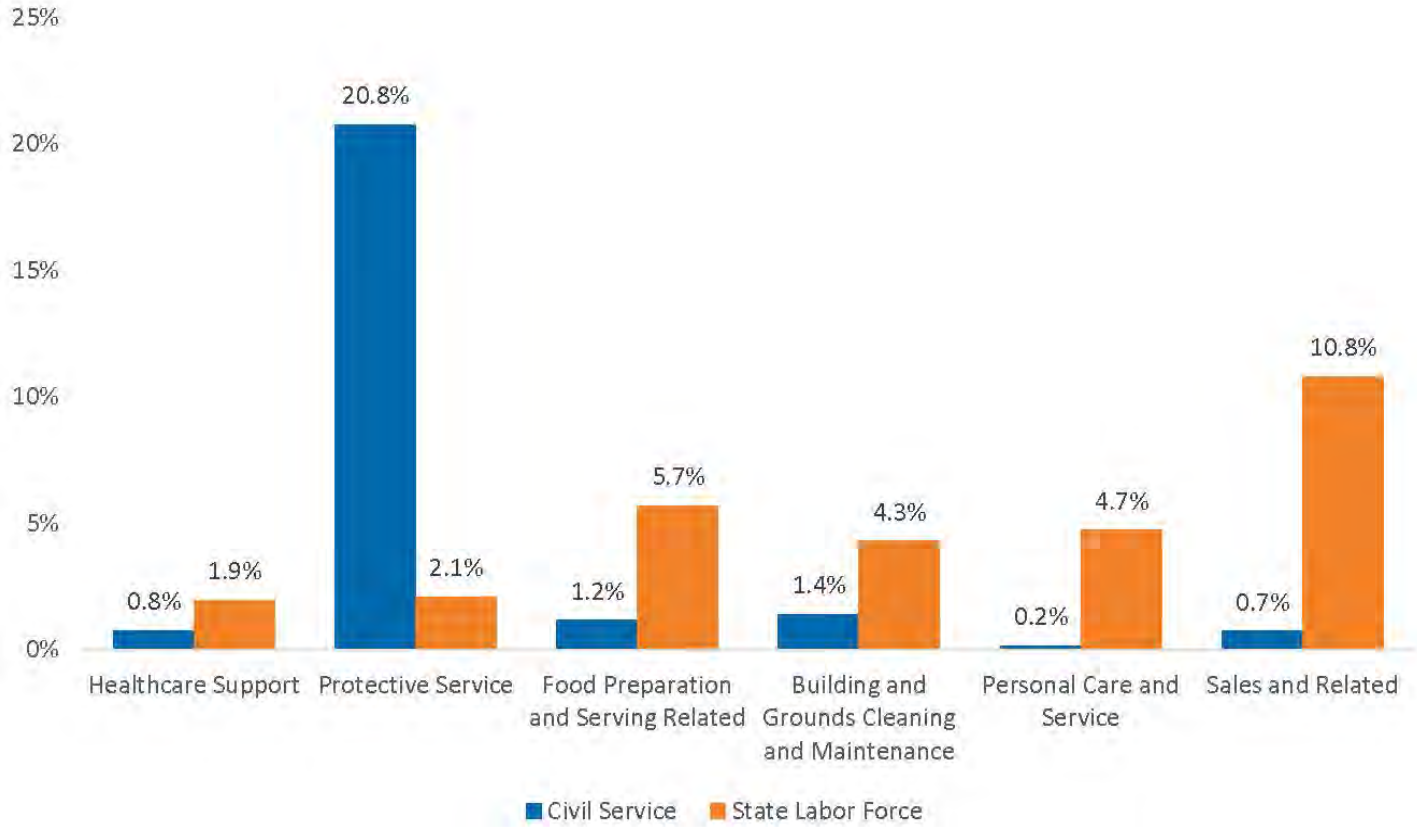


[8] *CalHR has adopted the Federal Bureau of Labor Statistics Standardized Occupational System groupings.*

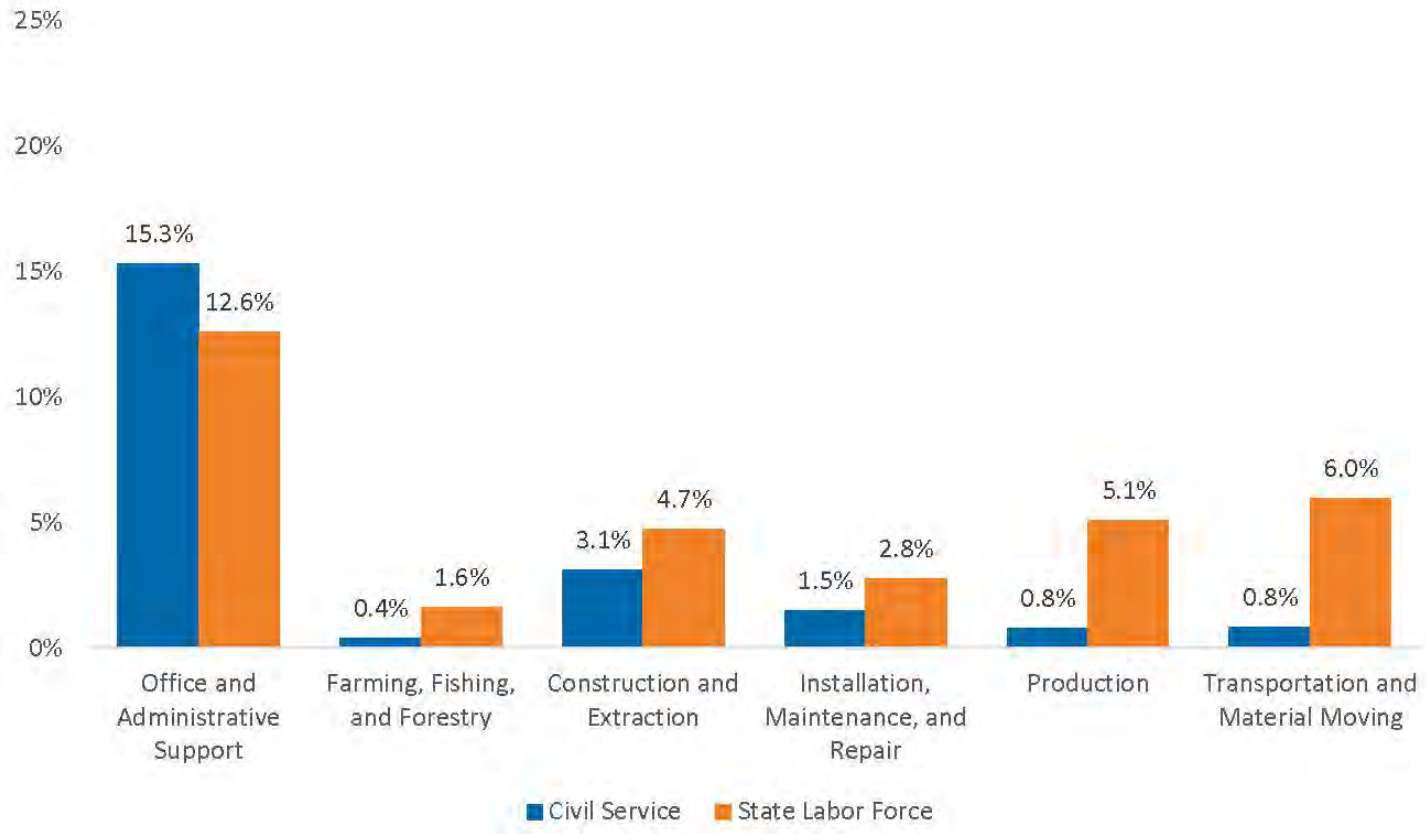
Civil Service and State Labor Force Job Category Distribution

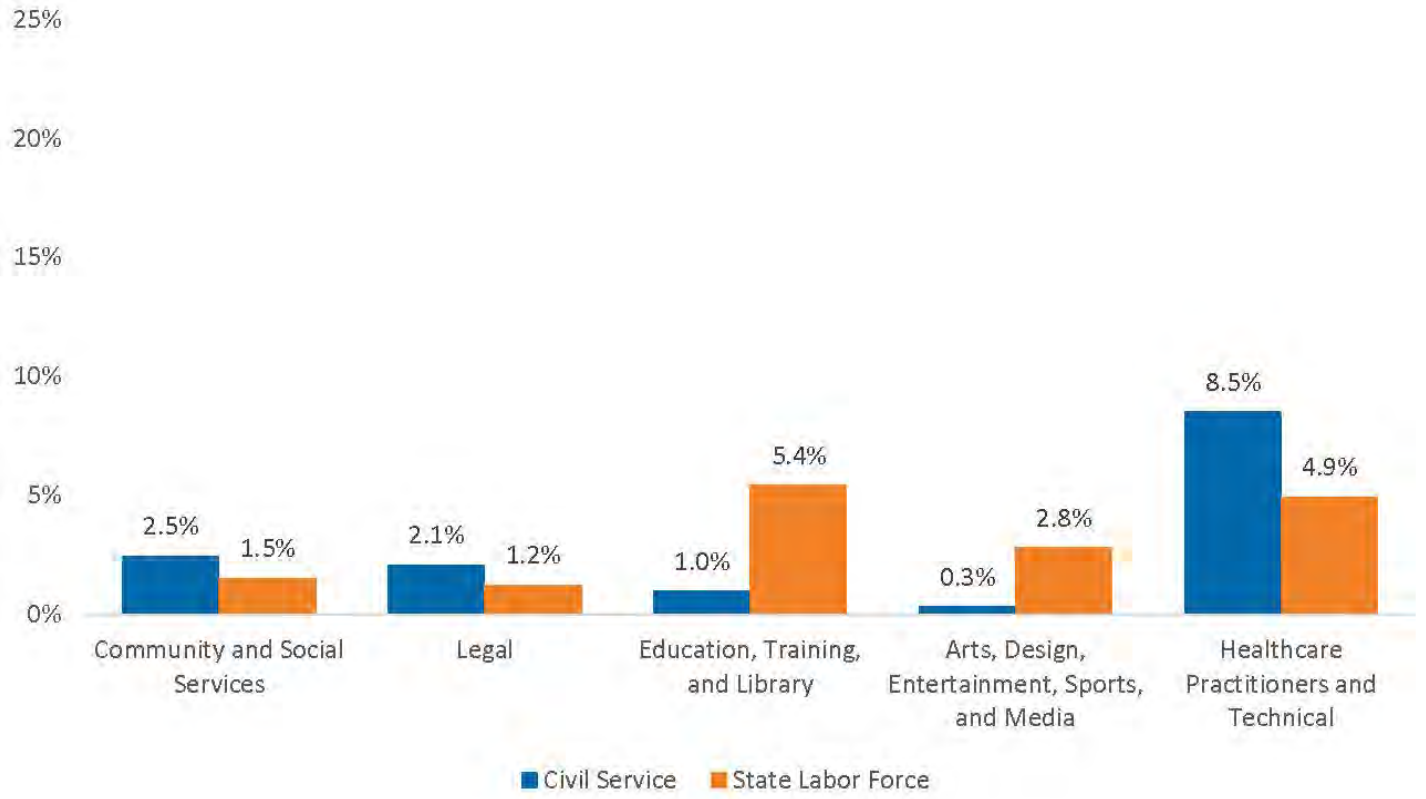
The top two occupational categories for the state labor force were the Office and Administrative Support category (12.6 percent) and the Sales and Related category (10.8 percent).



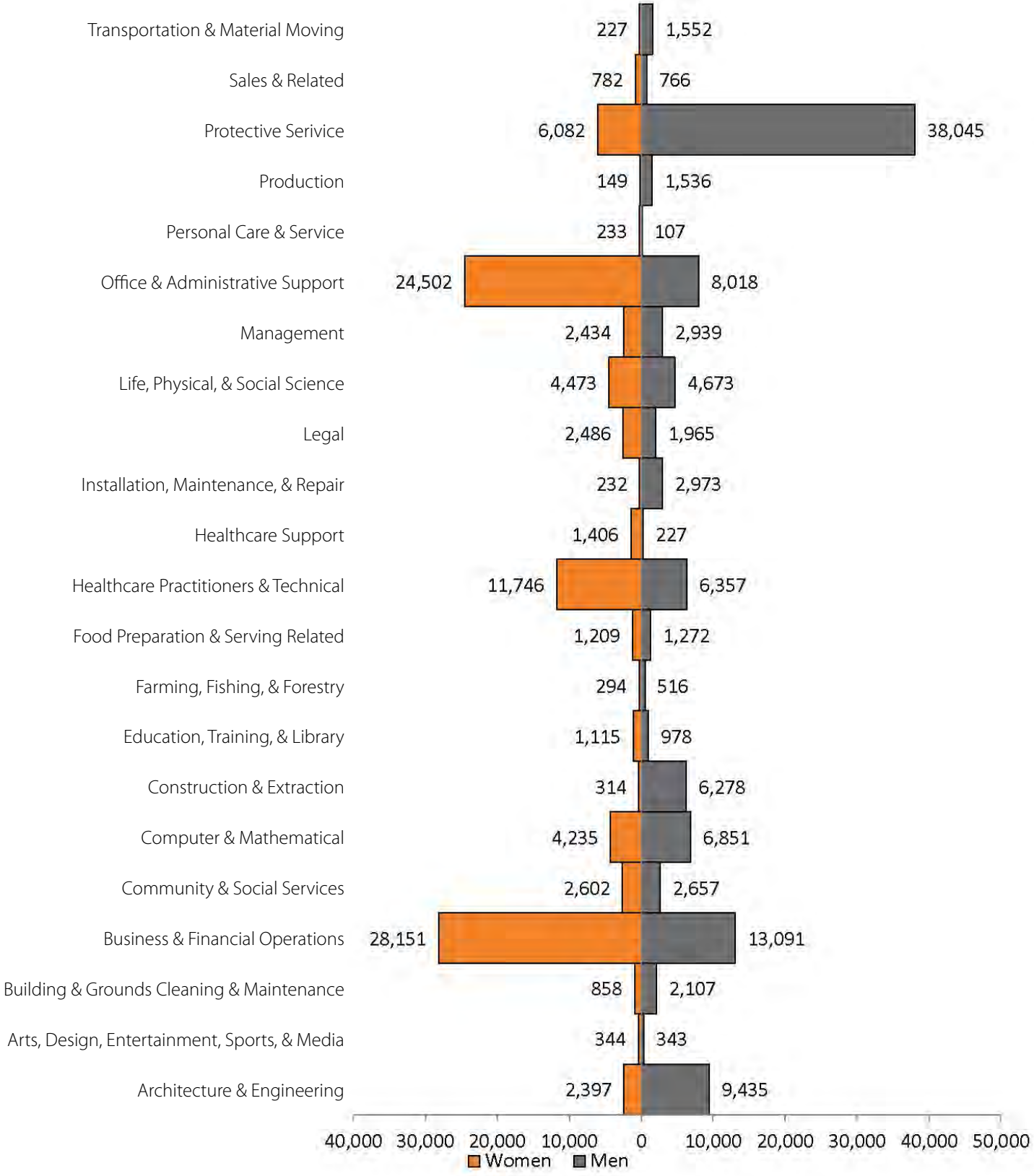


Civil Service and State Labor Force Job Category Distribution (Cont.)





Civil Service Composition Job Category by Gender



Among the 23 occupational groups, Men represented 70 percent or more in six occupational categories: **(Appendix, Table D)**

Occupational Categories Where Men Represented 70 Percent or More

Occupational Group	% Men
Architecture & Engineering	79.7%
Construction & Extraction	95.2%
Installation, Maintenance, & Repair	92.8%
Production	91.2%
Protective Service	86.2%
Transportation & Material Moving	87.2%

Women represented 70 percent or more in two occupational categories: **(Appendix, Table D)**

Occupational Categories Where Women Represented 70 Percent or More

Occupational Group	% Women
Healthcare Support	86.1%
Office & Administrative Support	75.3%

In civil service, the largest percentage of race/ethnicity groups worked in the following job categories: **(Appendix, Table D)**

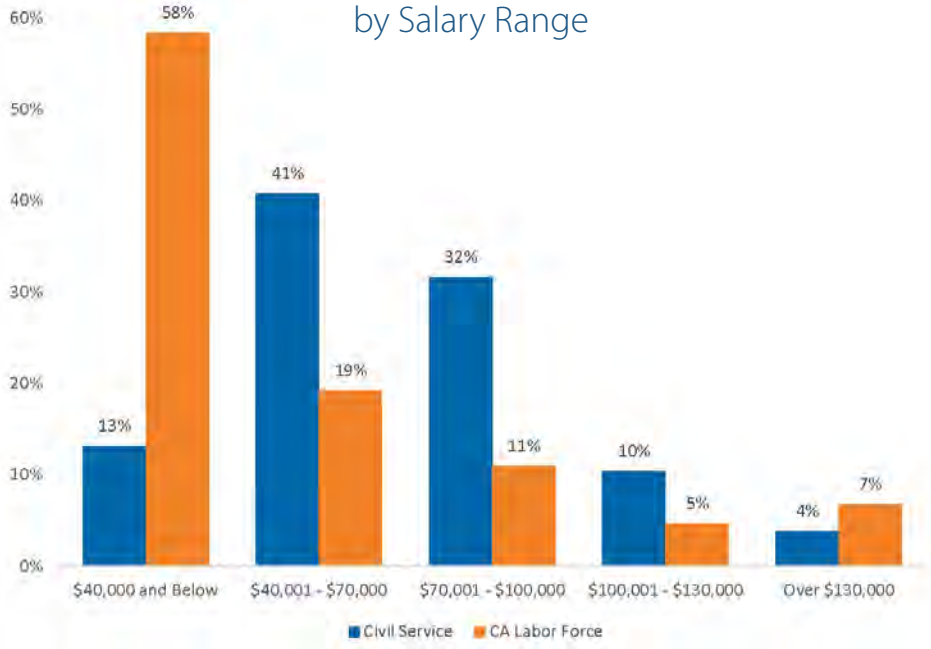
Civil Service Highest Representation of Race/Ethnicity by Job Category

Race/Ethnicity	Job Category	%
Asian - Cambodian	Office & Administrative Support	23.2%
Asian - Chinese	Business & Financial Operations	35.6%
Asian - Filipino	Healthcare Practitioners & Technical	28.9%
Asian - Indian	Business & Financial Operations	21.9%
Asian - Japanese	Business & Financial Operations	31.3%
Asian - Korean	Business & Financial Operations	28%
Asian - Laotian	Business & Financial Operations	29.7%
Asian - Vietnamese	Business & Financial Operations	30.3%
Asian - Other	Business & Financial Operations	25%
Black	Office & Administrative Support	23.6%
Hispanic	Protective Service	30.4%
Native American or Alaska Native	Office & Administrative Support	21.1%
Pacific Islander - Guamanian	Business & Financial Operations	23.3%
Pacific Islander - Hawaiian	Protective Service	22.8%
Pacific Islander - Samoan	Office & Administrative Support	44.8%
Pacific Islander - Other	Business & Financial Operations	30.2%
White	Protective Service	22.8%
Other Race or Ethnicity	Business & Financial Operations	24.5%

The largest number of **Persons with Disabilities** (6,721; 26.9 percent) work in **Business and Financial Operations,** and the lowest number (41; 0.2 percent) work in Farming, Fishing, and Forestry. **(Appendix, Table D)**

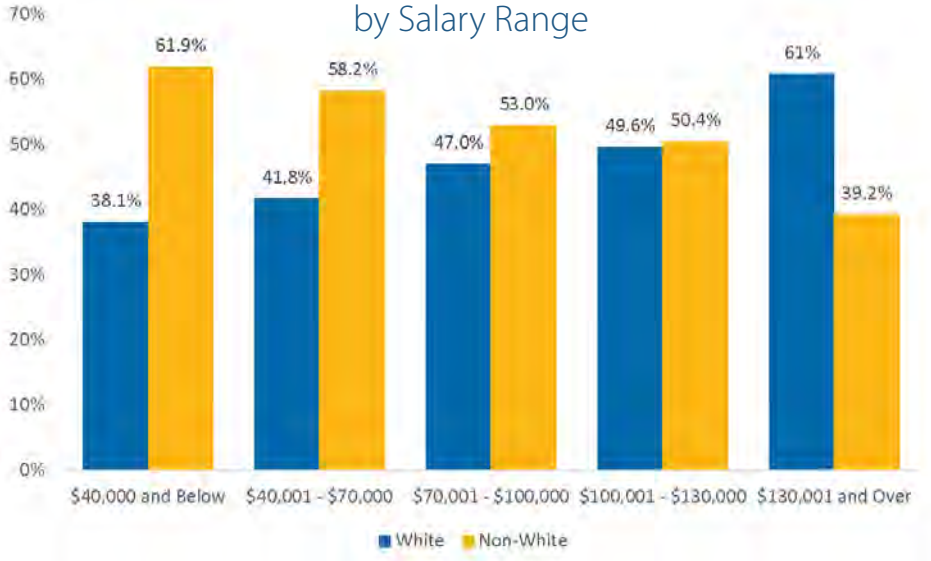
The largest number of **Veterans** work in **Protective Service** (4,416; 37.4 percent), and the lowest number (8; 0.1 percent) work in the Healthcare Support. **(Appendix, Table D)**

Civil Service & State Labor Force Composition Comparison by Salary Range



Civil Service Representation of Salary Ranges by Gender

Civil Service Representation of White & Non-White by Salary Range



Salary

When comparing civil service employees to the California labor force, civil service employees had the highest percentage of its employees (41 percent) in the $40,000 to $70,000 range and lowest (4 percent) in the "Over $130,000" range. The California labor force had the highest percentage of its employees (58 percent) in the "$40,000 and Below" range and had the lowest (5 percent) in the $100,001 to $130,000 range.

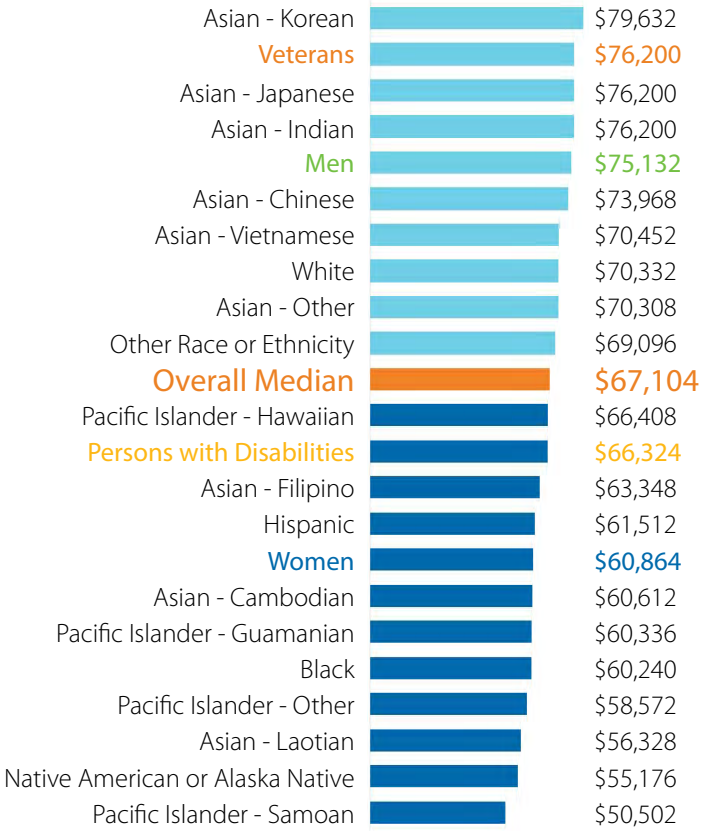
These comparisons do not take into account the relative proportions of full-time to non-full time employees in the two groups.

In civil service, Men represented 50 percent or more of employees in all salary ranges $70,001 and above, shown in the chart at left. The highest salary range for Men (69.6 percent) was in the $130,000 and Over range. Women represented 50 percent or more of employees in all salary ranges $70,000 and below. The highest salary range for Women (57.7 percent) was $40,001 and below. **(Appendix, Table E)**

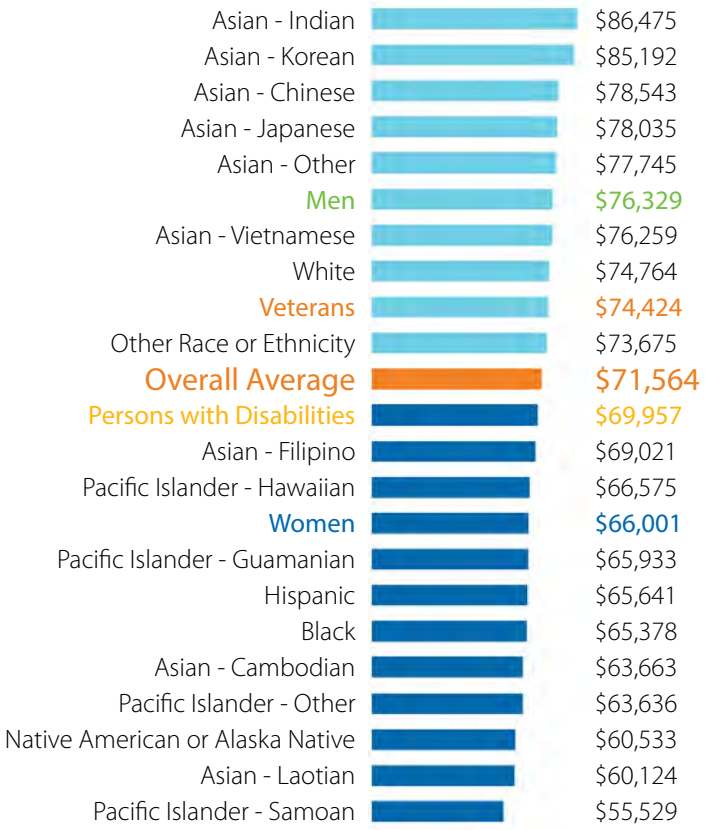
In civil service, the highest representation of Non-White was in the $40,000 and Below range and the highest representation of Whites was in the $130,000 and Over range.

The highest salary range for persons with disabilities was (13.4 percent) in the $40,000 to $70,000 range. The highest salary range for veterans was (7.7 percent) the $70,000 to $100,000 range.

Civil Service Overall Median Wage Compared to Civil Service Employee Groups



Civil Service Overall Average Wage Compared to Civil Service Employee Groups



All groups listed above are compared to the overall median and overall average base pay[9] of state employees.

The overall median salary for state employees was $67,104.

The overall average wage of civil service employees was $71,564. Of all groups, the two highest average wages were Asian - Indian employees at $86,475 and Asian - Korean employees at $85,192. The two lowest average wages were Pacific Islander - Samoan employees at $55,529 and Asian - Laotian employees at $60,124.

Of the larger (over 3.0 percent of state employees) race/ethnicity groups, the **highest** wage averages were **Chinese** employees at **$78,543** and **White** employees at **$74,764.** The two wage **lowest** averages were **Black** employees at **$65,378** and **Hispanic** employees at **$65,641.**

[9] Base pay is defined as the established salary rate for the employee's class and range. Does not include overtime, premium pay, or monthly variance in hours worked.

County Profile

Considering gender, race, disability and veteran status, there are 22 groups for which civil service representation was compared with county population representation. Races and ethnicities other than Hispanic were reported "alone and not in combination with" any other group. To match federal reporting, the group Hispanic was reported as "Hispanic alone or in combination with" any other race/ethnicity.[10]

Of the 58 counties in the State of California, the following three had the highest employment numbers in the civilian state labor force during 2016:

The three counties that had the greatest number of employees in civil service were:
(Appendix, Table G)

CA Labor Force	Civil Service
Los Angeles (5,310,940) 27.1%	*Sacramento* (69,721) 32.8%
Orange (1,767,221) 9%	*Los Angeles* (18,611) 8.8%
San Diego (1,714,934) 8.8%	*San Bernardino* (9,550) 4.5%

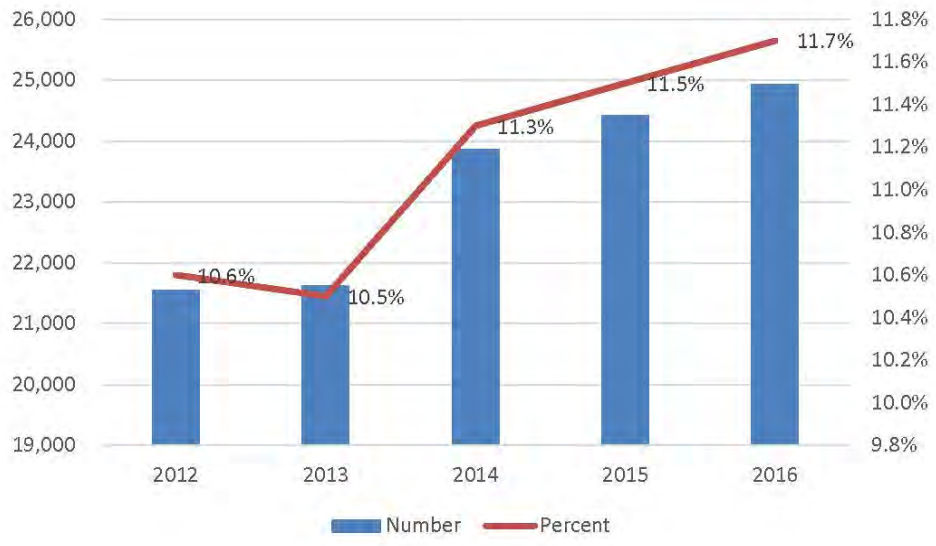
[10]*American Community Survey 2016 1-Year Estimates: Public Use Microdata Samples.*

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 as a person having a mental or physical disability or medical condition in accordance with Government Code 12926 that limits a major life activity. The data is provided in reports to Equal Employment Opportunity offices for identification of possible barriers to employment or discrimination.

In civil service, the number of persons with disabilities in 2016 increased by 518 (0.2 percent) from last year's total of 23,871 to 24,941. Civil service employees who have identified themselves as persons with disabilities now represent 11.7 percent of the civil service workforce, which has increased by 1.1 percent over the last five years. **(Appendix, Table A)**

Representation of Persons with Disabilities Over Five Years



An agency with a disability representation below 80 percent of the disability parity (16.6 percent) is required to set a hiring goal and develop an action plan to increase representation of Persons with Disabilities.

The following is information on persons with disabilities as reported by 148 agencies **(Appendix, Table H)**

Current Activities:

63
agencies met or exceeded California disability parity of 16.6 percent.

22
agencies' disability representation were at least 13.3 percent but less than 16.6 percent.

48
agencies' disability representation fell below 13.3 percent.

15
agencies met exemption criteria of having two or fewer employees in each job category or had no data available.

Future Plans:

48
agencies had disability representation below 13.3 percent, and provided an employment goal.

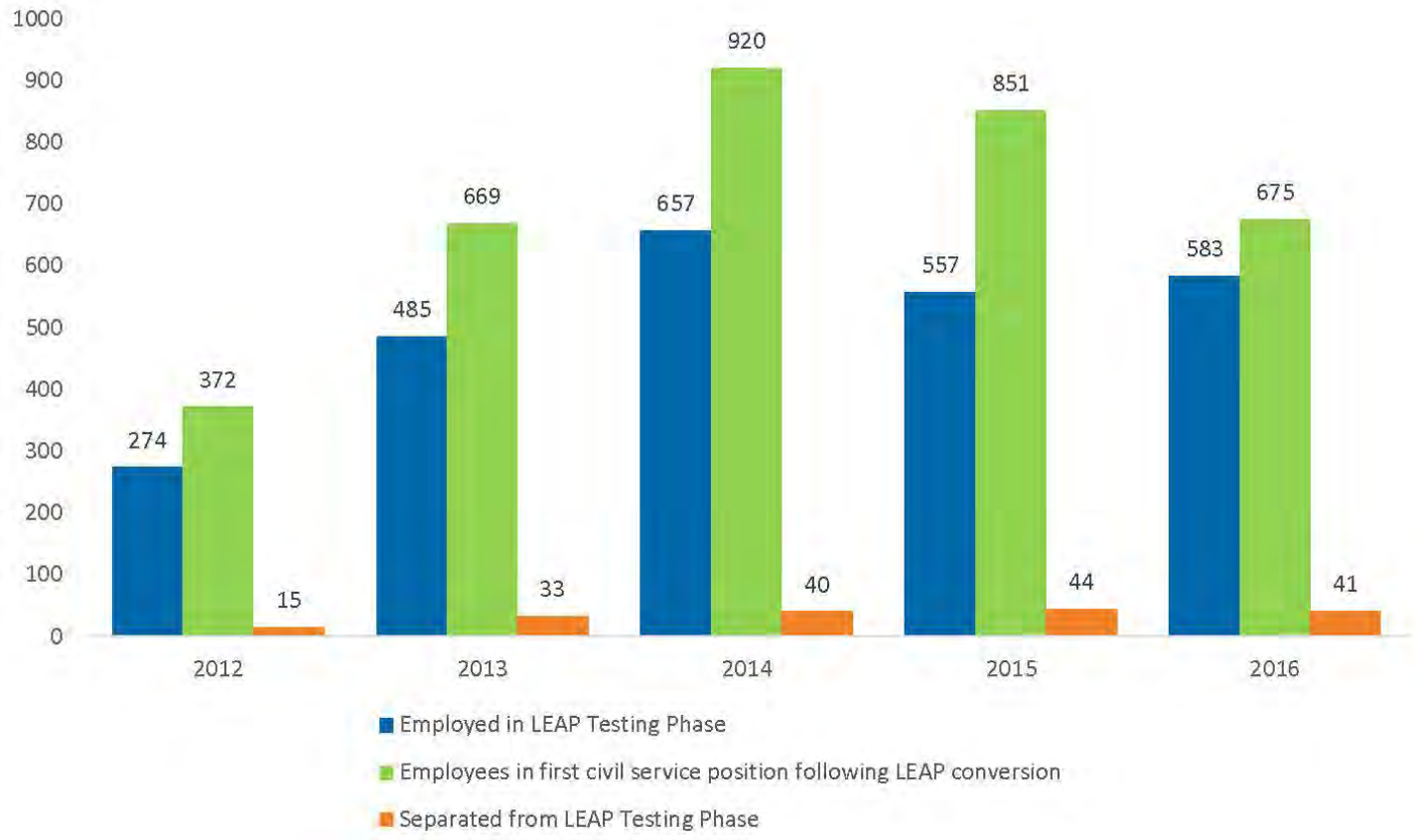
100
agencies were not required to provide an employment goal because they met exemption criteria or had a disability representation of 13.3 percent or more.

Limited Examination & Appointment Program LEAP

The Limited Examination and Appointment Program (LEAP) is an alternative 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 2016, 583 LEAP appointments were made compared to 274 in 2012. The graph below illustrates the appointment rate over a five-year period.[11]

LEAP Employment Statistics



[11] Information 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 Veterans[12]

As of December 31, 2016, California employed approximately 11,798 veterans who have documented their non-dishonorable discharge status. This represents 5.6 percent of the civil service. CalHR is now collecting veterans data regardless of preference which will be available in future reports. The Federal Census Bureau's American Community Survey 2016 1-year estimates state that veterans are 5.1 percent of state labor force and 5.0 percent of California's population. **(Appendix, Table G)**

In civil service, Veterans decreased by 416 during 2016, and the number of hires provided veteran preference during 2016 was 658 (3 percent) fewer than during 2015.

Almost three times as many Veterans retired in 2016 (686) from civil service than were hired (248).

[12] Only those veterans filing for preference while applying for initial hire into state civil service positions are documented in this data. CEA positions were not eligible to receive preference until 2015, so there may be some underreporting in some management classes for veterans. CalHR conducted a survey in 2017 to identify veterans who didn't apply for veteran's preference. Next year's report will provide a more complete profile.

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 program and provide annual goals for hiring employees from low-paying occupations into entry-level technical, professional, and administrative positions.

Participation in the upward mobility program decreased. In 2016, the participation of employees totaled 1,289, which was 37 (3.0 percent) fewer than the 1,326 participating in 2015.

Statewide, agencies have set goals totaling 1,297 new upward mobility hires for 2017. This was 385 (30 percent) more than the 912 goals set for 2016.

Following is information on upward mobility as reported by 148 agencies. **(Appendix, Table I)**

Current Activities:

115

agencies identified one or more upward mobility classifications.

64

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

Future Plans:

105

agencies provided an upward mobility hiring goal of 1 or more.

16

agencies met exemption criteria so were not required to set a goal.

18

agencies neither met exemption criteria nor provided a goal.

Civil Service Hires & Separations

Hires Overall

New hires and rehires into civil service during 2016 totaled 23,889. **(Appendix, Table L)** This is approximately 0.1 percent of the state labor force according to the Employment Development Department, Report 400C for 2016.

There were 3,306 transfers, 5,060 promotions, and 367 demotions in civil service during 2016. **(Appendix, Table L)**

Separations Overall

A separation from civil service may be due to retirement, layoff, a short- or long-term leave of absence, acceptance of an exempt appointment, resignation, rejection during probationary period, suspension, 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 33,792 separations[13] from civil service during 2016, which is 15.9 percent of the 212,515 employees at the end of the year.

During 2016, there were 18,172 (53.8 percent) Women who separated from state service, and 15,620 (46.2 percent) Men who separated.

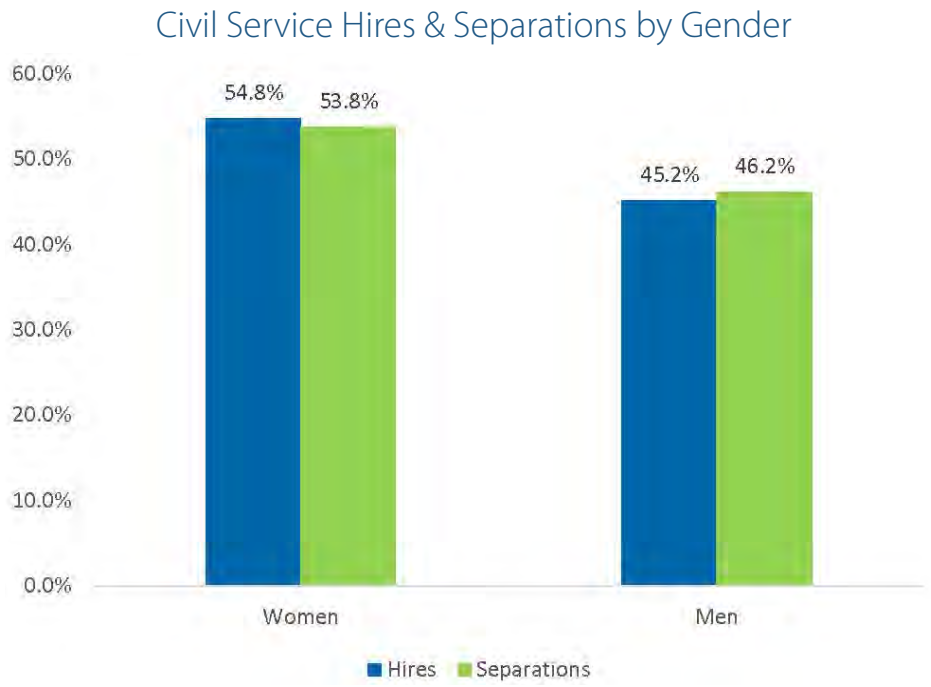
Of separations during 2016, 48.7 percent were White. The next highest numbers of separations were Hispanic (22.2 percent), Black (11.5 percent), and Filipino (4.7 percent), in the same sequence as their level of employment within the civil service. **(Appendix, Table K)**

Separations Due to Retirements in 2016

- 8,063 (23.9 percent) of total separations were due to retirement. **(Appendix, Table M)**
- Of race/ethnicity the highest retirements were White (55.8 percent) and Hispanic (18.5 percent).
- Women and men were almost equal at 50.1 percent retirements for women and 49.9 percent retirements for men.
- Persons with disabilities were 20.4 percent of total retirements.
- Veterans were 9.3 percent of total retirements.

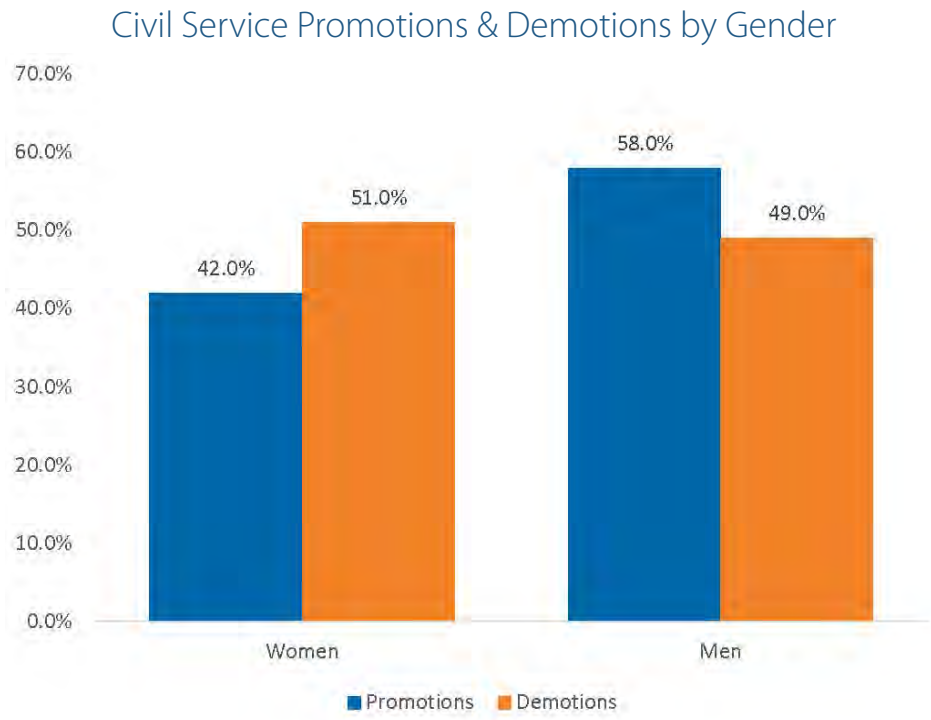
[13] *Includes retirements and disability retirements.*

Women were hired 1.0 percent more than they separated and Men separated 1.0 percent more than they were hired in 2016. **(Appendix, Table L)**



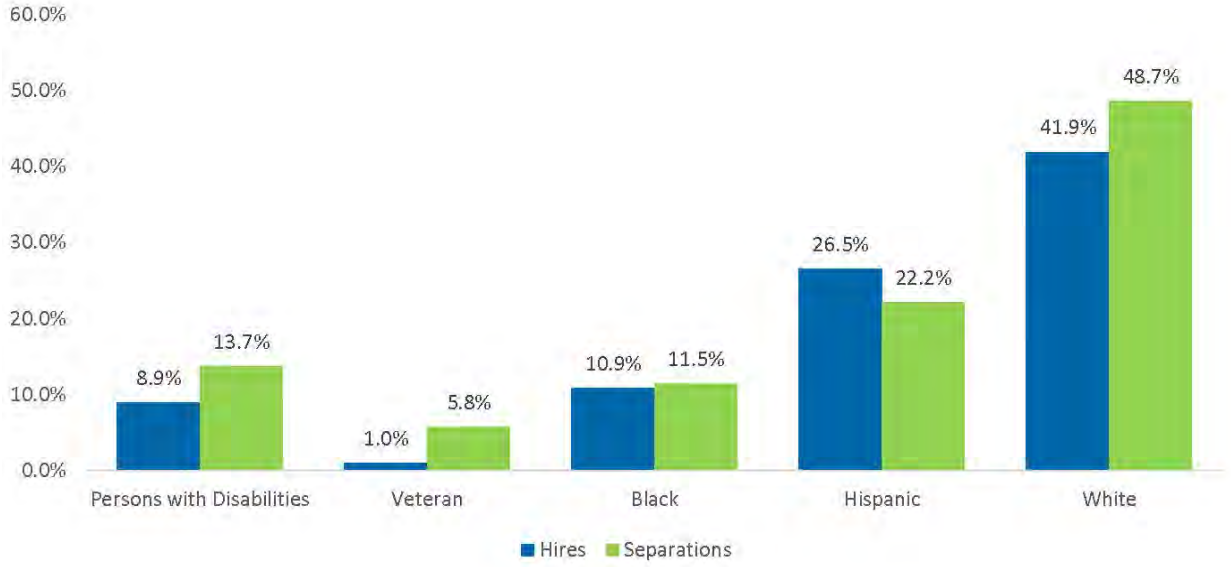
Of the 5,060 promotions in civil service, Women received 2,125 (42.0 percent) and Men received 2,935 (58.0 percent).

Of the 367 demotions in civil service, Women received 187 (51.0 percent) and Men received 180 (49.9 percent). **(Appendix, Table L)**



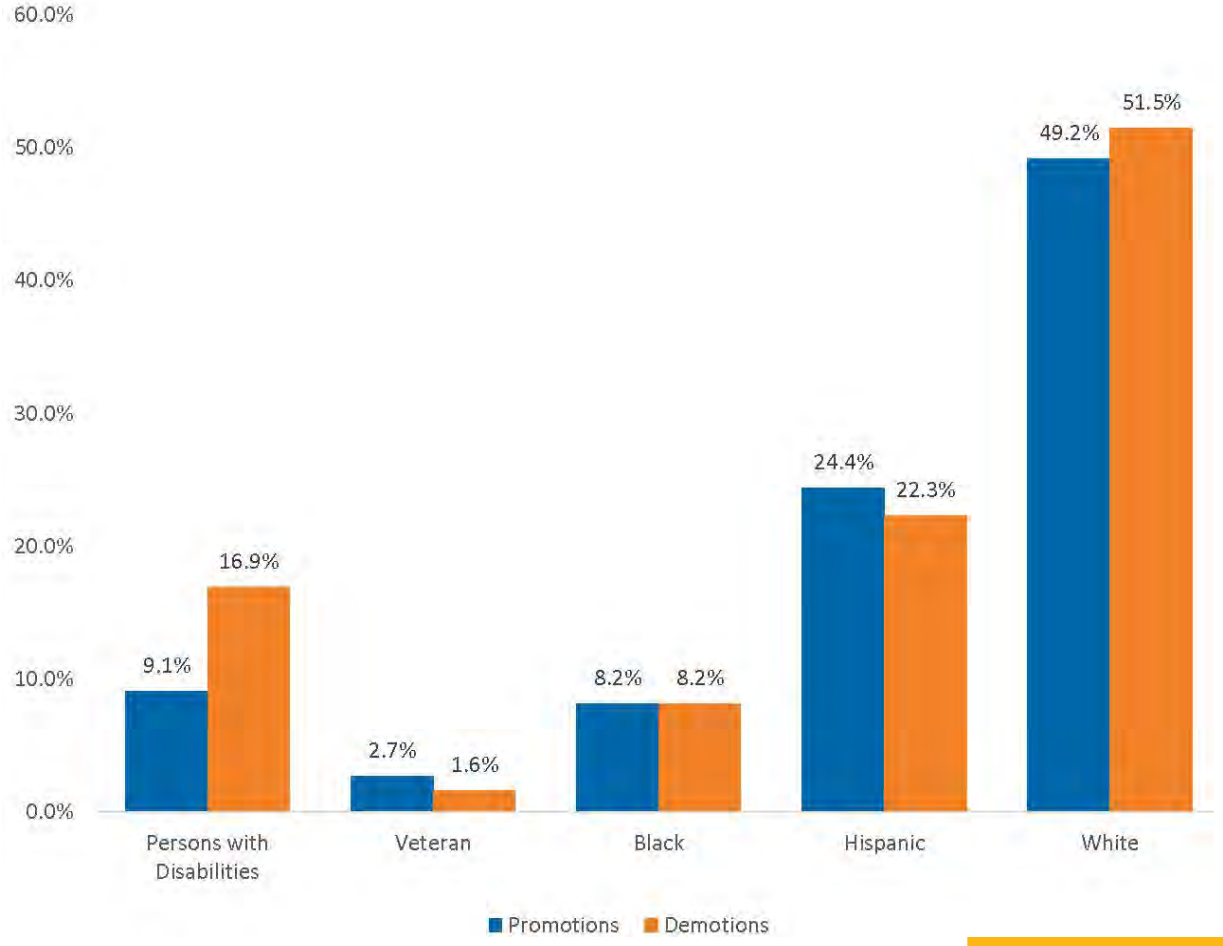
The larger civil service groups exceeded 5 percent of the total representation. Of the races, White and Black both separated at a higher percentage than they were hired. Persons with Disabilities and Veterans also separated at a 4.8 percent difference than they were hired.

Civil Service Groups (Representing Over 5 Percent) by Hires & Separations



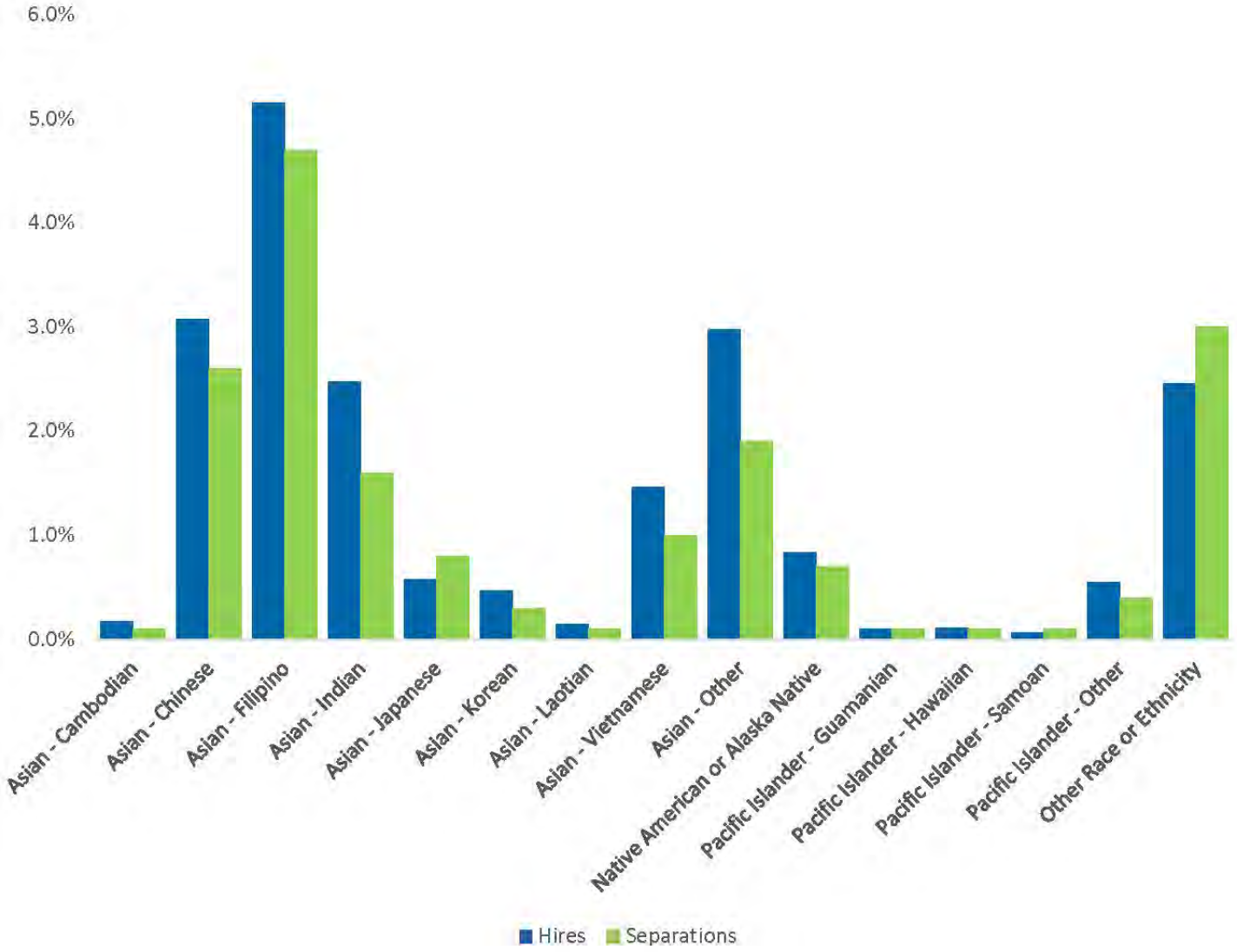
Of the civil service groups that exceeded 5 percent representation, Persons with Disabilities received 461 (9.1 percent) promotions and 62 (16.9 percent) demotions.

Civil Service Groups (Representing Over 5 Percent) by Promotions & Demotions



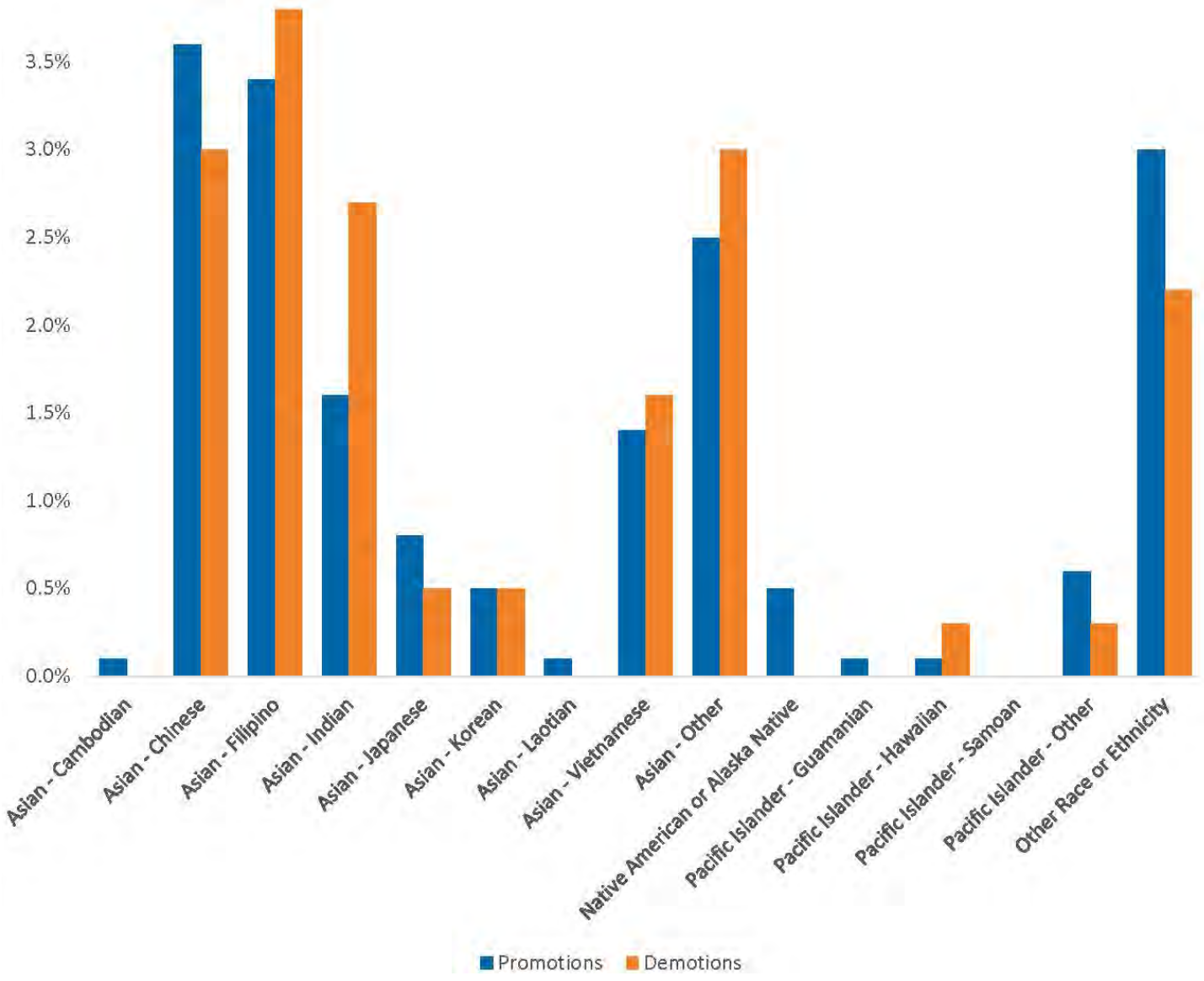
Of the civil service groups that represented 5 percent or less, Asian – Japanese and Other Race/Ethnicity were the only groups that separated at a higher percentage than they were hired.

Civil Service Groups (Representing 5 Percent or Less) by Hires & Separations

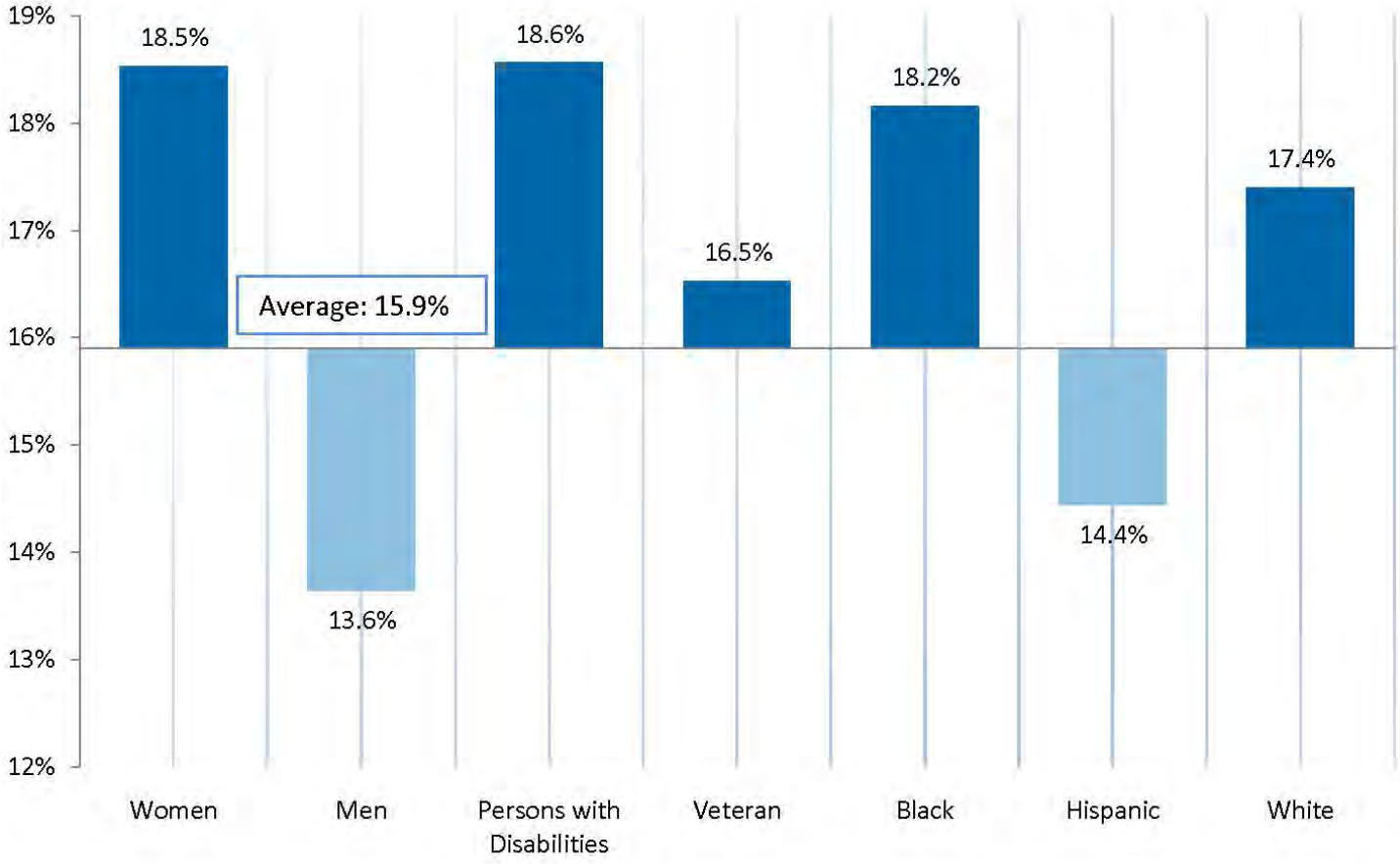


Of the civil service groups that represented 5 percent or less, two groups had the highest percent difference from promotion to demotion. Asian – Other demoted 0.5 percent more than they were promoted and Asian – Filipino also demoted at 0.4 percent less than their promotions.

Civil Service Groups (Representing 5 Percent or Less) by Promotions & Demotions

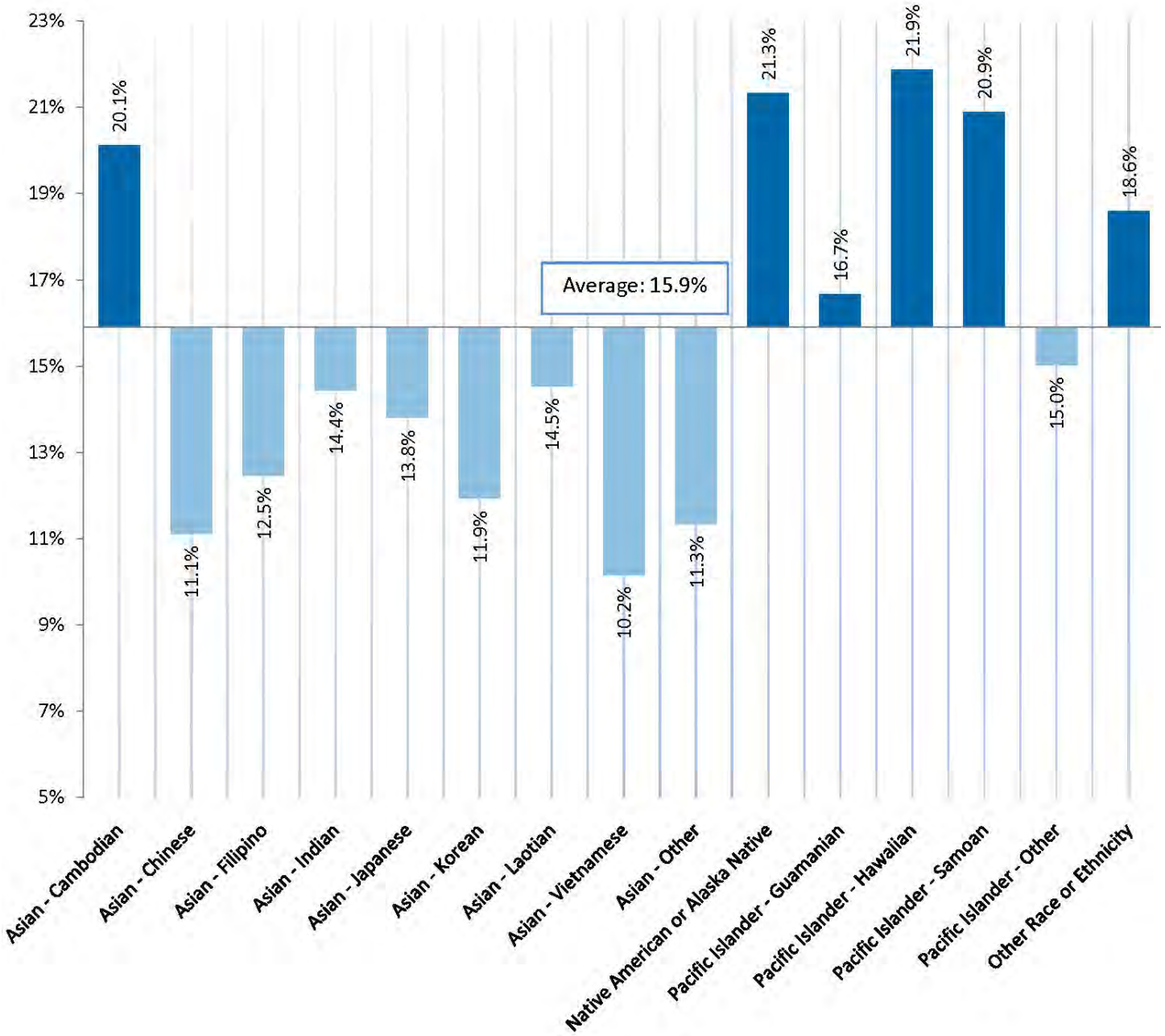


Civil Service (Representing Over 5 Percent) Separation Rate by Group Relative to Average



Comparing the average separation of groups representing over 5 percent of civil service, the top three separations were Women (18.5 percent), Persons with Disabilities (18.6 percent), and Black (18.2 percent).

Civil Service (Representing 5 Percent or Less) Separation Rate by Group Relative to Average



Comparing the average separation of groups representing 5 percent or less of civil service, the top three separations were Pacific Islander - Hawaiian (21.9 percent), Native American or Alaska Native (21.3 percent), and Pacific Islander - Samoan (20.9 percent).

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; and
- Table M: State Civil Service Separations by Retirement Status.

The data in the following tables were derived from agencies' workforce analysis submittals. The designation "NGR" signifies "No Goal Required." "NDA" signifies "No Data Available." "NDR" signifies "No Data Reported."

- Table H: State Civil Service Disability Representation and Hiring Goals by Agency; and
- Table I: State Civil Service Upward Mobility Classifications 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 2016 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 was provided by the California Employment Development Department in Report 400C: Monthly Labor Force Data for Counties December 2016 Revised March 3, 2017.

A listing of state classifications according to the Federal Standard Occupational Classification System is available on CalHR's website under Statewide Demographic Reports.

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

Appendix

Data Tables A - M

Appendix

Table A

Table A

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

Group Type	Women		Men		Total	
Persons with Disabilities	14,162	6.7%	10,779	5.1%	24,941	11.7%
Veterans	1,445	0.7%	10,353	4.9%	11,798	5.6%
Asian - Cambodian	89	<0.1%	75	<0.1%	164	0.1%
Asian - Chinese	4,237	2%	3,598	1.7%	7,835	3.7%
Asian - Filipino	7,227	3.4%	5,554	2.6%	12,781	6%
Asian - Indian	1,802	0.8%	1,937	0.9%	3,739	1.8%
Asian - Japanese	912	0.4%	935	0.4%	1,847	0.9%
Asian - Korean	471	0.2%	518	0.2%	989	0.5%
Asian - Laotian	92	<0.1%	80	<0.1%	172	0.1%
Asian - Vietnamese	1,615	0.8%	1,608	0.8%	3,223	1.5%
Asian - Other	2,565	1.2%	3,219	1.5%	5,784	2.7%
Black	12,301	5.8%	9,181	4.3%	21,482	10.1%
Hispanic	23,388	11%	28,486	13.4%	51,874	24.4%
Native American or Alaska Native	552	0.3%	634	0.3%	1,186	0.6%
Pacific Islander - Guamanian	98	<0.1%	82	<0.1%	180	0.1%
Pacific Islander - Hawaiian	112	0.1%	112	0.1%	224	0.1%
Pacific Islander - Samoan	87	<0.1%	47	<0.1%	134	0.1%
Pacific Islander - Other	438	0.2%	500	0.2%	938	0.4%
White	39,587	18.6%	54,987	25.9%	94,574	44.5%
Other Race or Ethnicity	2,483	1.2%	2,906	1.4%	5,389	2.5%
Total	98,056	46.1%	114,459	53.9%	212,515	100%

Appendix

Table B

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

Table B

Agi-Bus

Group Type	Aging, Department of		Agricultural Associations		Agricultural Labor Relations Board		Air Resources Board		Alcoholic Beverage Control, Department of		Business & Economic Development, Governor's Office of		Business Oversight, Department of	
Women	75	70.1%	198	41.8%	25	62.5%	624	42.8%	231	54.7%	36	56.3%	317	56.1%
Men	32	29.9%	276	58.2%	15	37.5%	834	57.2%	191	45.3%	28	43.8%	248	43.9%
Persons with Disabilities	25	23.4%	20	4.2%	2	5%	121	8.3%	35	8.3%	11	17.2%	65	11.5%
Veterans	7	6.5%	18	3.8%	0	0%	44	3%	27	6.4%	4	6.3%	15	2.7%
Asian - Cambodian	0	0%	1	0.2%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Chinese	6	5.6%	5	1.1%	0	0%	154	10.6%	14	3.3%	1	1.6%	79	14%
Asian - Filipino	3	2.8%	10	2.1%	1	2.5%	44	3%	33	7.8%	4	6.3%	52	9.2%
Asian - Indian	3	2.8%	1	0.2%	1	2.5%	57	3.9%	5	1.2%	1	1.6%	15	2.7%
Asian - Japanese	1	0.9%	0	0%	0	0%	23	1.6%	6	1.4%	1	1.6%	6	1.1%
Asian - Korean	0	0%	0	0%	0	0%	17	1.2%	0	0%	0	0%	21	3.7%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.9%	2	0.4%	0	0%	38	2.6%	4	0.9%	1	1.6%	19	3.4%
Asian - Other	3	2.8%	5	1.1%	1	2.5%	65	4.5%	8	1.9%	1	1.6%	26	4.6%
Black	9	8.4%	16	3.4%	1	2.5%	65	4.5%	23	5.5%	7	10.9%	52	9.2%
Hispanic	10	9.3%	139	29.3%	17	42.5%	192	13.2%	121	28.7%	6	9.4%	84	14.9%
Native American or Alaska Native	1	0.9%	5	1.1%	0	0%	4	0.3%	3	0.7%	0	0%	1	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	3	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	0.1%	2	0.5%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	1	0.2%	1	2.5%	16	1.1%	1	0.2%	1	1.6%	2	0.4%
White	67	62.6%	258	54.4%	18	45%	724	49.7%	193	45.7%	38	59.4%	193	34.2%
Other Race or Ethnicity	2	1.9%	30	6.3%	0	0%	54	3.7%	8	1.9%	3	4.7%	15	2.7%
Total	107	100%	474	100%	40	100%	1,458	100%	422	100%	64	100%	565	100%

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

Table B

Chi-Com

Group Type	Child Support Services, Department of		Children & Families First Commission		Coastal Commission, California		Coastal Conservancy, State		Community Colleges, California		Community Services & Development, Department of		Compensation Insurance Fund, State	
Women	335	61.7%	35	77.8%	101	63.9%	37	66.1%	79	60.3%	65	58%	2,775	65.4%
Men	208	38.3%	10	22.2%	57	36.1%	19	33.9%	52	39.7%	47	42%	1,465	34.6%
Persons with Disabilities	96	17.7%	7	15.6%	16	10.1%	14	25%	16	12.2%	19	17%	1,168	27.5%
Veterans	28	5.2%	0	0%	1	0.6%	1	1.8%	4	3.1%	5	4.5%	131	3.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	<0.1%
Asian - Chinese	34	6.3%	0	0%	8	5.1%	1	1.8%	8	6.1%	2	1.8%	264	6.2%
Asian - Filipino	22	4.1%	0	0%	8	5.1%	9	16.1%	3	2.3%	4	3.6%	604	14.2%
Asian - Indian	28	5.2%	1	2.2%	0	0%	1	1.8%	4	3.1%	4	3.6%	120	2.8%
Asian - Japanese	7	1.3%	1	2.2%	1	0.6%	0	0%	2	1.5%	1	0.9%	42	1.0%
Asian - Korean	6	1.1%	1	2.2%	0	0%	0	0%	0	0%	1	0.9%	16	0.4%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	0.1%
Asian - Vietnamese	10	1.8%	0	0%	1	0.6%	0	0%	2	1.5%	0	0%	65	1.5%
Asian - Other	14	2.6%	0	0%	1	0.6%	0	0%	3	2.3%	5	4.5%	72	1.7%
Black	43	7.9%	5	11.1%	9	5.7%	1	1.8%	10	7.6%	23	20.5%	391	9.2%
Hispanic	87	16%	8	17.8%	17	10.8%	4	7.1%	25	19.1%	20	17.9%	844	19.9%
Native American or Alaska Native	4	0.7%	0	0%	2	1.3%	0	0%	0	0%	0	0%	16	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	1	0.8%	0	0%	2	<0.1%
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%	0	0%	0	0%	6	0.1%
Pacific Islander - Other	4	0.7%	0	0%	1	0.6%	0	0%	2	1.5%	2	1.8%	6	0.1%
White	272	50.1%	28	62.2%	110	69.6%	39	69.6%	68	51.9%	48	42.9%	1,695	40%
Other Race or Ethnicity	12	2.2%	1	2.2%	0	0%	1	1.8%	3	2.3%	2	1.8%	87	2.1%
Total	543	100%	45	100%	158	100%	56	100%	131	100%	112	100%	4,240	100%

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

Table B
Con-Dev

Group Type	Conservation Corps, California		Conservation, Department of		Consumer Affairs, Department of		Controller, Office of the California State		Corrections & Rehabilitation, California Department of		Delta Stewardship Council		Developmental Disabilities, State Council on	
Women	142	44.5%	195	39.0%	2,135	58.9%	801	59.4%	21,225	37.3%	30	57.7%	50	78.1%
Men	177	55.5%	305	61%	1,488	41.1%	547	40.6%	35,648	62.7%	22	42.3%	14	21.9%
Persons with Disabilities	59	18.5%	87	17.4%	488	13.5%	219	16.2%	2,608	4.6%	4	7.7%	23	35.9%
Veterans	9	2.8%	25	5%	192	5.3%	51	3.8%	4,376	7.7%	1	1.9%	2	3.1%
Asian - Cambodian	0	0%	1	0.2%	2	0.1%	1	0.1%	33	0.1%	0	0%	0	0%
Asian - Chinese	5	1.6%	17	3.4%	128	3.5%	118	8.8%	494	0.9%	5	9.6%	2	3.1%
Asian - Filipino	6	1.9%	20	4.0%	159	4.4%	83	6.2%	2,713	4.8%	1	1.9%	4	6.3%
Asian - Indian	0	0%	8	1.6%	50	1.4%	32	2.4%	566	1%	2	3.8%	0	0%
Asian - Japanese	2	0.6%	6	1.2%	37	1%	28	2.1%	191	0.3%	0	0%	1	1.6%
Asian - Korean	3	0.9%	3	0.6%	14	0.4%	11	0.8%	133	0.2%	1	1.9%	0	0%
Asian - Laotian	0	0%	0	0%	3	0.1%	5	0.4%	31	0.1%	0	0%	0	0%
Asian - Vietnamese	1	0.3%	4	0.8%	37	1%	66	4.9%	257	0.5%	0	0%	0	0%
Asian - Other	3	0.9%	8	1.6%	82	2.3%	60	4.5%	1,318	2.3%	1	1.9%	0	0%
Black	13	4.1%	40	8%	437	12.1%	126	9.3%	6,217	10.9%	2	3.8%	6	9.4%
Hispanic	60	18.8%	37	7.4%	731	20.2%	229	17%	19,948	35.1%	5	9.6%	6	9.4%
Native American or Alaska Native	4	1.3%	5	1.0%	26	0.7%	6	0.4%	327	0.6%	0	0%	0	0%
Pacific Islander - Guamanian	1	0.3%	0	0%	0	0%	3	0.2%	32	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.6%	0	0%	1	<0.1%	0	0%	53	0.1%	0	0%	1	1.6%
Pacific Islander - Samoan	0	0%	0	0%	1	<0.1%	0	0%	28	<0.1%	0	0%	0	0%
Pacific Islander - Other	1	0.3%	3	0.6%	19	0.5%	8	0.6%	262	0.5%	0	0%	0	0%
White	166	52%	333	66.6%	1,800	49.7%	524	38.9%	23,079	40.6%	34	65.4%	42	65.6%
Other Race or Ethnicity	52	16.3%	15	3%	96	2.6%	48	3.6%	1,191	2.1%	1	1.9%	2	3.1%
Total	319	100%	500	100%	3,623	100%	1,348	100%	56,873	100%	52	100%	64	100%

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

Table B
Dev-Ene

Group Type	Developmental Services, Department of		Earthquake Authority, California		Education, Department of		Emergency Medical Services Authority		Emergency Services, California Governor's Office of		Employment Development Department		Energy Resources Conservation & Development Commission	
Women	2,319	60.1%	27	60%	1,262	64.1%	37	57.8%	347	42.5%	4,902	64.7%	264	44.1%
Men	1,542	39.9%	18	40%	708	35.9%	27	42.2%	470	57.5%	2,680	35.3%	335	55.9%
Persons with Disabilities	263	6.8%	9	20%	382	19.4%	12	18.8%	108	13.2%	1,519	20%	79	13.2%
Veterans	106	2.7%	4	8.9%	67	3.4%	5	7.8%	87	10.6%	523	6.9%	23	3.8%
Asian - Cambodian	10	0.3%	0	0%	0	0%	0	0%	0	0%	14	0.2%	1	0.2%
Asian - Chinese	59	1.5%	1	2.2%	93	4.7%	1	1.6%	33	4.0%	521	6.9%	47	7.8%
Asian - Filipino	698	18.1%	0	0%	97	4.9%	0	0%	26	3.2%	456	6.0%	22	3.7%
Asian - Indian	55	1.4%	1	2.2%	26	1.3%	0	0%	9	1.1%	134	1.8%	15	2.5%
Asian - Japanese	20	0.5%	0	0%	48	2.4%	0	0%	8	1%	74	1%	8	1.3%
Asian - Korean	13	0.3%	1	2.2%	9	0.5%	0	0%	1	0.1%	39	0.5%	3	0.5%
Asian - Laotian	4	0.1%	0	0%	3	0.2%	0	0%	0	0%	7	0.1%	1	0.2%
Asian - Vietnamese	88	2.3%	0	0%	23	1.2%	1	1.6%	14	1.7%	258	3.4%	7	1.2%
Asian - Other	86	2.2%	2	4.4%	51	2.6%	2	3.1%	17	2.1%	242	3.2%	17	2.8%
Black	270	7.0%	3	6.7%	179	9.1%	4	6.3%	53	6.5%	1,194	15.7%	30	5%
Hispanic	1,043	27.0%	5	11.1%	385	19.5%	14	21.9%	112	13.7%	2,252	29.7%	73	12.2%
Native American or Alaska Native	16	0.4%	1	2.2%	9	0.5%	1	1.6%	1	0.1%	27	0.4%	2	0.3%
Pacific Islander - Guamanian	1	<0.1%	0	0%	5	0.3%	0	0%	1	0.1%	5	0.1%	0	0%
Pacific Islander - Hawaiian	3	0.1%	0	0%	1	0.1%	0	0%	1	0.1%	6	0.1%	0	0%
Pacific Islander - Samoan	2	0.1%	0	0%	1	0.1%	0	0%	0	0%	11	0.1%	0	0%
Pacific Islander - Other	14	0.4%	0	0%	10	0.5%	0	0%	4	0.5%	43	0.6%	1	0.2%
White	1,416	36.7%	29	64.4%	971	49.3%	39	60.9%	504	61.7%	2,107	27.8%	351	58.6%
Other Race or Ethnicity	63	1.6%	2	4.4%	59	3%	2	3.1%	33	4%	192	2.5%	21	3.5%
Total	3,861	100%	45	100%	1,970	100%	64	100%	817	100%	7,582	100%	599	100%

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

Table B
Env-Fin

Group Type	Environmental Health Hazard Assessment, Office of		Environmental Protection Agency		Equalization, Board of		Exposition and State Fair, California		Fair Employment & Housing, Department of		Fair Political Practices Commission		Finance, Department of	
Women	75	60.5%	26	44.1%	2,532	60.2%	222	43.2%	136	75.6%	42	61.8%	211	54.1%
Men	49	39.5%	33	55.9%	1,675	39.8%	292	56.8%	44	24.4%	26	38.2%	179	45.9%
Persons with Disabilities	12	9.7%	11	18.6%	1,044	24.8%	31	6.0%	31	17.2%	12	17.6%	39	10%
Veterans	4	3.2%	1	1.7%	138	3.3%	17	3.3%	4	2.2%	1	1.5%	9	2.3%
Asian - Cambodian	0	0%	0	0%	3	0.1%	0	0%	1	0.6%	0	0%	0	0%
Asian - Chinese	20	16.1%	1	1.7%	356	8.5%	7	1.4%	7	3.9%	5	7.4%	41	10.5%
Asian - Filipino	5	4%	5	8.5%	234	5.6%	12	2.3%	6	3.3%	1	1.5%	14	3.6%
Asian - Indian	6	4.8%	0	0%	118	2.8%	2	0.4%	4	2.2%	1	1.5%	4	1%
Asian - Japanese	3	2.4%	0	0%	59	1.4%	7	1.4%	1	0.6%	2	2.9%	9	2.3%
Asian - Korean	1	0.8%	0	0%	59	1.4%	0	0%	4	2.2%	1	1.5%	1	0.3%
Asian - Laotian	0	0%	0	0%	7	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.6%	4	6.8%	126	3%	0	0%	0	0%	0	0%	12	3.1%
Asian - Other	5	4%	0	0%	140	3.3%	3	0.6%	5	2.8%	3	4.4%	25	6.4%
Black	6	4.8%	6	10.2%	411	9.8%	74	14.4%	43	23.9%	3	4.4%	26	6.7%
Hispanic	13	10.5%	8	13.6%	956	22.7%	78	15.2%	60	33.3%	9	13.2%	53	13.6%
Native American or Alaska Native	0	0%	0	0%	16	0.4%	6	1.2%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	3	0.1%	1	0.2%	1	0.6%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	1.7%	5	0.1%	1	0.2%	1	0.6%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	3	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	1	1.7%	27	0.6%	3	0.6%	0	0%	0	0%	3	0.8%
White	60	48.4%	29	49.2%	1,588	37.7%	305	59.3%	41	22.8%	41	60.3%	190	48.7%
Other Race or Ethnicity	3	2.4%	4	6.8%	96	2.3%	15	2.9%	6	3.3%	2	2.9%	12	3.1%
Total	124	100%	59	100%	4,207	100%	514	100%	180	100%	68	100%	390	100%

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

Table B
Fis-Hea

Group Type	FI$Cal		Fish & Wildlife, Department of		Food & Agriculture, Department of		Forestry & Fire Protection, Department of		Franchise Tax Board		General Services, Department of		Health & Human Services Agency	
Women	101	51.5%	1,209	41.6%	715	45.8%	868	14.7%	3,961	62%	1,264	36.9%	24	64.9%
Men	95	48.5%	1,697	58.4%	845	54.2%	5,044	85.3%	2,426	38%	2,166	63.1%	13	35.1%
Persons with Disabilities	22	11.2%	281	9.7%	112	7.2%	885	15%	843	13.2%	600	17.5%	8	21.6%
Veterans	11	5.6%	155	5.3%	54	3.5%	294	5%	266	4.2%	177	5.2%	1	2.7%
Asian - Cambodian	0	0%	2	0.1%	1	0.1%	2	<0.1%	10	0.2%	2	0.1%	0	0%
Asian - Chinese	10	5.1%	56	1.9%	62	4%	44	0.7%	499	7.8%	205	6%	0	0%
Asian - Filipino	6	3.1%	39	1.3%	61	3.9%	69	1.2%	326	5.1%	146	4.3%	4	10.8%
Asian - Indian	20	10.2%	11	0.4%	26	1.7%	10	0.2%	230	3.6%	49	1.4%	1	2.7%
Asian - Japanese	4	2%	37	1.3%	33	2.1%	40	0.7%	75	1.2%	50	1.5%	1	2.7%
Asian - Korean	2	1%	9	0.3%	11	0.7%	8	0.1%	46	0.7%	10	0.3%	0	0%
Asian - Laotian	0	0%	4	0.1%	4	0.3%	1	<0.1%	15	0.2%	3	0.1%	0	0%
Asian - Vietnamese	5	2.6%	18	0.6%	40	2.6%	14	0.2%	254	4%	60	1.7%	0	0%
Asian - Other	11	5.6%	57	2%	30	1.9%	31	0.5%	214	3.4%	76	2.2%	0	0%
Black	23	11.7%	55	1.9%	68	4.4%	105	1.8%	813	12.7%	567	16.5%	3	8.1%
Hispanic	27	13.8%	268	9.2%	380	24.4%	967	16.4%	1,241	19.4%	786	22.9%	6	16.2%
Native American or Alaska Native	3	1.5%	15	0.5%	9	0.6%	52	0.9%	34	0.5%	16	0.5%	0	0%
Pacific Islander - Guamanian	1	0.5%	2	0.1%	2	0.1%	5	0.1%	10	0.2%	5	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	2	0.1%	5	0.3%	10	0.2%	12	0.2%	4	0.1%	0	0%
Pacific Islander - Samoan	0	0%	1	<0.1%	1	0.1%	3	0.1%	6	0.1%	0	0%	0	0%
Pacific Islander - Other	0	0%	9	0.3%	12	0.8%	9	0.2%	61	1%	20	0.6%	1	2.7%
White	82	41.8%	2,206	75.9%	768	49.2%	4,417	74.7%	2,404	37.6%	1,335	38.9%	18	48.6%
Other Race or Ethnicity	2	1%	115	4%	47	3%	125	2.1%	137	2.1%	96	2.8%	3	8.1%
Total	196	100%	2,906	100%	1,560	100%	5,912	100%	6,387	100%	3,430	100%	37	100%

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

Table B
Hea-Hou

Group Type	Health Benefit Exchange, California		Health Care Services, Department of		Health Planning & Development, Office of Statewide		High Speed Rail Authority, California		Highway Patrol, California		Horse Racing Board, California		Housing & Community Development, Department of	
Women	659	63.7%	2,135	63.3%	192	44.1%	95	53.7%	2,318	21.9%	28	62.2%	272	54.1%
Men	375	36.3%	1,238	36.7%	243	55.9%	82	46.3%	8,263	78.1%	17	37.8%	231	45.9%
Persons with Disabilities	137	13.2%	541	16%	134	30.8%	34	19.2%	767	7.2%	4	8.9%	137	27.2%
Veterans	48	4.6%	120	3.6%	18	4.1%	4	2.3%	1,205	11.4%	2	4.4%	31	6.2%
Asian - Cambodian	5	0.5%	2	0.1%	1	0.2%	0	0%	1	<0.1%	0	0%	0	0%
Asian - Chinese	33	3.2%	308	9.1%	47	10.8%	13	7.3%	125	1.2%	1	2.2%	17	3.4%
Asian - Filipino	31	3%	267	7.9%	12	2.8%	11	6.2%	226	2.1%	0	0%	18	3.6%
Asian - Indian	18	1.7%	95	2.8%	16	3.7%	3	1.7%	44	0.4%	0	0%	7	1.4%
Asian - Japanese	9	0.9%	45	1.3%	4	0.9%	3	1.7%	84	0.8%	1	2.2%	5	1%
Asian - Korean	4	0.4%	24	0.7%	6	1.4%	1	0.6%	35	0.3%	0	0%	4	0.8%
Asian - Laotian	7	0.7%	7	0.2%	1	0.2%	0	0%	2	<0.1%	0	0%	2	0.4%
Asian - Vietnamese	21	2%	114	3.4%	5	1.1%	1	0.6%	46	0.4%	0	0%	11	2.2%
Asian - Other	33	3.2%	151	4.5%	20	4.6%	7	4%	86	0.8%	1	2.2%	9	1.8%
Black	116	11.2%	348	10.3%	38	8.7%	18	10.2%	496	4.7%	3	6.7%	59	11.7%
Hispanic	267	25.8%	552	16.4%	56	12.9%	30	16.9%	2,598	24.6%	16	35.6%	89	17.7%
Native American or Alaska Native	9	0.9%	13	0.4%	0	0%	1	0.6%	64	0.6%	0	0%	4	0.8%
Pacific Islander - Guamanian	0	0%	2	0.1%	0	0%	2	1.1%	8	0.1%	0	0%	1	0.2%
Pacific Islander - Hawaiian	1	0.1%	4	0.1%	0	0%	1	0.6%	19	0.2%	0	0%	2	0.4%
Pacific Islander - Samoan	0	0%	4	0.1%	0	0%	0	0%	9	0.1%	0	0%	0	0%
Pacific Islander - Other	7	0.7%	24	0.7%	3	0.7%	3	1.7%	22	0.2%	0	0%	3	0.6%
White	448	43.3%	1,286	38.1%	216	49.7%	75	42.4%	6,622	62.6%	22	48.9%	269	53.5%
Other Race or Ethnicity	25	2.4%	127	3.8%	10	2.3%	8	4.5%	94	0.9%	1	2.2%	3	0.6%
Total	1,034	100%	3,373	100%	435	100%	177	100%	10,581	100%	45	100%	503	100%

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

Table B

Hou-Leg

Group Type	Housing Finance Agency, California		Human Resources, California Department of		Industrial Relations, Department of		Inspector General, Office of the		Insurance, Department of		Justice, Department of		Legislative Counsel, Office of	
Women	152	68.8%	180	64.1%	1,600	61%	50	47.6%	664	55.8%	2,609	60.7%	219	41.9%
Men	69	31.2%	101	35.9%	1,025	39%	55	52.4%	526	44.2%	1,687	39.3%	304	58.1%
Persons with Disabilities	52	23.5%	60	21.4%	352	13.4%	40	38.1%	165	13.9%	452	10.5%	69	13.2%
Veterans	8	3.6%	11	3.9%	80	3%	3	2.9%	57	4.8%	156	3.6%	18	3.4%
Asian - Cambodian	0	0%	0	0%	1	<0.1%	0	0%	2	0.2%	2	<0.1%	1	0.2%
Asian - Chinese	13	5.9%	8	2.8%	183	7%	4	3.8%	136	11.4%	242	5.6%	25	4.8%
Asian - Filipino	8	3.6%	12	4.3%	320	12.2%	5	4.8%	123	10.3%	243	5.7%	19	3.6%
Asian - Indian	4	1.8%	4	1.4%	45	1.7%	3	2.9%	27	2.3%	70	1.6%	28	5.4%
Asian - Japanese	3	1.4%	5	1.8%	27	1%	1	1%	13	1.1%	72	1.7%	11	2.1%
Asian - Korean	0	0%	0	0%	28	1.1%	1	1%	12	1%	45	1%	4	0.8%
Asian - Laotian	1	0.5%	0	0%	2	0.1%	0	0%	0	0%	6	0.1%	1	0.2%
Asian - Vietnamese	5	2.3%	7	2.5%	45	1.7%	0	0%	20	1.7%	68	1.6%	15	2.9%
Asian - Other	6	2.7%	8	2.8%	76	2.9%	0	0%	46	3.9%	89	2.1%	29	5.5%
Black	27	12.2%	31	11%	218	8.3%	9	8.6%	125	10.5%	366	8.5%	58	11.1%
Hispanic	27	12.2%	45	16%	601	22.9%	19	18.1%	200	16.8%	790	18.4%	86	16.4%
Native American or Alaska Native	0	0%	4	1.4%	13	0.5%	1	1%	2	0.2%	16	0.4%	0	0%
Pacific Islander - Guamanian	1	0.5%	0	0%	2	0.1%	0	0%	1	0.1%	6	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	2	0.7%	2	0.1%	0	0%	0	0%	6	0.1%	1	0.2%
Pacific Islander - Samoan	0	0%	0	0%	1	<0.1%	0	0%	0	0%	2	<0.1%	0	0%
Pacific Islander - Other	1	0.5%	0	0%	11	0.4%	0	0%	5	0.4%	27	0.6%	2	0.4%
White	122	55.2%	144	51.2%	992	37.8%	61	58.1%	449	37.7%	2,156	50.2%	234	44.7%
Other Race or Ethnicity	3	1.4%	11	3.9%	58	2.2%	1	1%	29	2.4%	90	2.1%	9	1.7%
Total	221	100%	281	100%	2,625	100%	105	100%	1,190	100%	4,296	100%	523	100%

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

Table B

Lib-Pea

Group Type	Library, California State		Lottery, California State		Managed Health Care, Department of		Military Department		Motor Vehicles, Department of		Parks & Recreation, Department of		Peace Officer Standards & Training, Commission on	
Women	84	72.4%	304	42.5%	256	62.9%	84	33.7%	5,929	69.4%	1,987	39.6%	62	56.9%
Men	32	27.6%	411	57.5%	151	37.1%	165	66.3%	2,614	30.6%	3,037	60.4%	47	43.1%
Persons with Disabilities	21	18.1%	156	21.8%	67	16.5%	54	21.7%	1,445	16.9%	194	3.9%	26	23.9%
Veterans	5	4.3%	35	4.9%	13	3.2%	32	12.9%	331	3.9%	145	2.9%	8	7.3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	8	0.1%	0	0%	0	0%
Asian - Chinese	6	5.2%	30	4.2%	37	9.1%	3	1.2%	279	3.3%	47	0.9%	5	4.6%
Asian - Filipino	2	1.7%	34	4.8%	22	5.4%	10	4%	456	5.3%	68	1.4%	2	1.8%
Asian - Indian	0	0%	11	1.5%	16	3.9%	1	0.4%	150	1.8%	12	0.2%	1	0.9%
Asian - Japanese	1	0.9%	9	1.3%	3	0.7%	1	0.4%	77	0.9%	26	0.5%	2	1.8%
Asian - Korean	2	1.7%	5	0.7%	1	0.2%	0	0%	40	0.5%	5	0.1%	0	0%
Asian - Laotian	0	0%	1	0.1%	0	0%	0	0%	9	0.1%	0	0%	0	0%
Asian - Vietnamese	3	2.6%	9	1.3%	11	2.7%	2	0.8%	140	1.6%	22	0.4%	2	1.8%
Asian - Other	2	1.7%	27	3.8%	19	4.7%	0	0%	202	2.4%	32	0.6%	3	2.8%
Black	10	8.6%	68	9.5%	31	7.6%	23	9.2%	1,630	19.1%	103	2.1%	10	9.2%
Hispanic	13	11.2%	169	23.6%	52	12.8%	51	20.5%	3,015	35.3%	725	14.4%	11	10.1%
Native American or Alaska Native	0	0%	4	0.6%	1	0.2%	0	0%	57	0.7%	65	1.3%	0	0%
Pacific Islander - Guamanian	0	0%	1	0.1%	1	0.2%	0	0%	18	0.2%	3	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.1%	1	0.2%	1	0.4%	2	<0.1%	12	0.2%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.2%	0	0%	29	0.3%	3	0.1%	0	0%
Pacific Islander - Other	0	0%	2	0.3%	6	1.5%	1	0.4%	49	0.6%	10	0.2%	0	0%
White	72	62.1%	330	46.2%	192	47.2%	146	58.6%	2,204	25.8%	3,754	74.7%	71	65.1%
Other Race or Ethnicity	5	4.3%	14	2%	13	3.2%	10	4%	178	2.1%	137	2.7%	2	1.8%
Total	116	100%	715	100%	407	100%	249	100%	8,543	100%	5,024	100%	109	100%

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

Table B

Per-Pub

Group Type	Personnel Board, State		Pesticide Regulation, Department of		Pollution Control Financing Authority, California		Prison Industry Authority, California		Public Defender, Office of the State		Public Employees' Retirement System, California		Public Employment Relations Board	
Women	30	51.7%	200	55.1%	19	61.3%	280	32.9%	37	59.7%	1,593	58.4%	23	56.1%
Men	28	48.3%	163	44.9%	12	38.7%	571	67.1%	25	40.3%	1,134	41.6%	18	43.9%
Persons with Disabilities	15	25.9%	51	14%	1	3.2%	41	4.8%	5	8.1%	371	13.6%	13	31.7%
Veterans	8	13.8%	10	2.8%	1	3.2%	49	5.8%	1	1.6%	106	3.9%	1	2.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%
Asian - Chinese	2	3.4%	30	8.3%	0	0%	8	0.9%	0	0%	213	7.8%	2	4.9%
Asian - Filipino	2	3.4%	10	2.8%	0	0%	21	2.5%	1	1.6%	129	4.7%	1	2.4%
Asian - Indian	1	1.7%	12	3.3%	2	6.5%	6	0.7%	0	0%	105	3.9%	0	0%
Asian - Japanese	1	1.7%	9	2.5%	0	0%	1	0.1%	0	0%	63	2.3%	2	4.9%
Asian - Korean	0	0%	3	0.8%	0	0%	2	0.2%	0	0%	14	0.5%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	1	<0.1%	0	0%
Asian - Vietnamese	0	0%	3	0.8%	0	0%	3	0.4%	0	0%	80	2.9%	0	0%
Asian - Other	3	5.2%	16	4.4%	1	3.2%	17	2%	0	0%	118	4.3%	3	7.3%
Black	2	3.4%	16	4.4%	4	12.9%	75	8.8%	7	11.3%	255	9.4%	3	7.3%
Hispanic	8	13.8%	37	10.2%	5	16.1%	259	30.4%	10	16.1%	405	14.9%	5	12.2%
Native American or Alaska Native	0	0%	2	0.6%	0	0%	6	0.7%	0	0%	6	0.2%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	2	0.2%	0	0%	4	0.1%	0	0%
Pacific Islander - Hawaiian	1	1.7%	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%
Pacific Islander - Samoan	0	0%	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	1	0.3%	0	0%	2	0.2%	0	0%	24	0.9%	0	0%
White	35	60.3%	208	57.3%	18	58.1%	428	50.3%	43	69.4%	1,220	44.7%	24	58.5%
Other Race or Ethnicity	3	5.2%	15	4.1%	1	3.2%	21	2.5%	1	1.6%	86	3.2%	1	2.4%
Total	58	100%	363	100%	31	100%	851	100%	62	100%	2,727	100%	41	100%

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

Table B

Pub-Sec

Group Type	Public Health, California Department of		Public Utilities Commission, California		Rehabilitation, Department of		Resources Recycling & Recovery, Department of		San Francisco Bay Conservation & Development Commission		Science Center, California		Secretary of State	
Women	2,322	67.4%	453	47.5%	1,361	72.6%	392	54.7%	23	57.5%	32	28.1%	295	62.1%
Men	1,124	32.6%	500	52.5%	514	27.4%	324	45.3%	17	42.5%	82	71.9%	180	37.9%
Persons with Disabilities	559	16.2%	91	9.5%	574	30.6%	203	28.4%	1	2.5%	9	7.9%	64	13.5%
Veterans	132	3.8%	28	2.9%	56	3%	29	4.1%	0	0%	4	3.5%	23	4.8%
Asian - Cambodian	1	<0.1%	1	0.1%	5	0.3%	1	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	237	6.9%	152	15.9%	65	3.5%	41	5.7%	4	10%	1	0.9%	28	5.9%
Asian - Filipino	320	9.3%	67	7%	96	5.1%	28	3.9%	1	2.5%	4	3.5%	29	6.1%
Asian - Indian	72	2.1%	23	2.4%	28	1.5%	17	2.4%	0	0%	2	1.8%	3	0.6%
Asian - Japanese	57	1.7%	14	1.5%	14	0.7%	9	1.3%	0	0%	1	0.9%	12	2.5%
Asian - Korean	20	0.6%	11	1.2%	14	0.7%	2	0.3%	0	0%	2	1.8%	2	0.4%
Asian - Laotian	4	0.1%	2	0.2%	0	0%	0	0%	0	0%	0	0%	1	0.2%
Asian - Vietnamese	65	1.9%	9	0.9%	23	1.2%	6	0.8%	0	0%	1	0.9%	4	0.8%
Asian - Other	108	3.1%	47	4.9%	61	3.3%	33	4.6%	2	5%	2	1.8%	17	3.6%
Black	417	12.1%	90	9.4%	245	13.1%	48	6.7%	2	5%	32	28.1%	63	13.3%
Hispanic	511	14.8%	107	11.2%	491	26.2%	107	14.9%	6	15%	48	42.1%	78	16.4%
Native American or Alaska Native	11	0.3%	1	0.1%	14	0.7%	1	0.1%	0	0%	1	0.9%	0	0%
Pacific Islander - Guamanian	4	0.1%	0	0%	3	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	4	0.1%	0	0%	3	0.2%	0	0%	0	0%	0	0%	1	0.2%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%
Pacific Islander - Other	10	0.3%	3	0.3%	3	0.2%	4	0.6%	0	0%	0	0%	1	0.2%
White	1,502	43.6%	402	42.2%	762	40.6%	398	55.6%	24	60%	17	14.9%	225	47.4%
Other Race or Ethnicity	102	3%	24	2.5%	48	2.6%	21	2.9%	1	2.5%	3	2.6%	10	2.1%
Total	3,446	100%	953	100%	1,875	100%	716	100%	40	100%	114	100%	475	100%

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

Table B

Sie-Stu

Group Type	Sierra Nevada Conservancy		Social Services, Department of		State and Community Corrections, Board of		State Audits, Bureau of		State Hospitals, Department of		State Lands Commission		Student Aid Commission, California	
Women	26	74.3%	2,826	70.7%	50	62.5%	85	50.3%	6,640	56.8%	89	43.6%	55	57.9%
Men	9	25.7%	1,173	29.3%	30	37.5%	84	49.7%	5,059	43.2%	115	56.4%	40	42.1%
Persons with Disabilities	4	11.4%	432	10.8%	16	20%	35	20.7%	1,273	10.9%	52	25.5%	9	9.5%
Veterans	0	0%	115	2.9%	6	7.5%	2	1.2%	450	3.8%	19	9.3%	6	6.3%
Asian - Cambodian	0	0%	7	0.2%	0	0%	0	0%	12	0.1%	0	0%	1	1.1%
Asian - Chinese	0	0%	182	4.6%	2	2.5%	8	4.7%	179	1.5%	8	3.9%	4	4.2%
Asian - Filipino	0	0%	253	6.3%	4	5%	3	1.8%	2,017	17.2%	11	5.4%	3	3.2%
Asian - Indian	0	0%	73	1.8%	1	1.3%	6	3.6%	280	2.4%	5	2.5%	4	4.2%
Asian - Japanese	0	0%	46	1.2%	0	0%	0	0%	52	0.4%	3	1.5%	1	1.1%
Asian - Korean	0	0%	25	0.6%	0	0%	2	1.2%	72	0.6%	1	0.5%	1	1.1%
Asian - Laotian	0	0%	3	0.1%	0	0%	0	0%	7	0.1%	0	0%	0	0%
Asian - Vietnamese	0	0%	39	1.0%	0	0%	3	1.8%	160	1.4%	0	0%	1	1.1%
Asian - Other	0	0%	179	4.5%	1	1.3%	3	1.8%	327	2.8%	3	1.5%	7	7.4%
Black	0	0%	602	15.1%	8	10%	4	2.4%	1,809	15.5%	11	5.4%	9	9.5%
Hispanic	4	11.4%	821	20.5%	11	13.8%	15	8.9%	2,480	21.2%	29	14.2%	26	27.4%
Native American or Alaska Native	1	2.9%	9	0.2%	2	2.5%	0	0%	45	0.4%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	<0.1%	0	0%	0	0%	8	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	<0.1%	0	0%	0	0%	7	0.1%	3	1.5%	1	1.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	3	<0.1%	0	0%	0	0%
Pacific Islander - Other	0	0%	10	0.3%	0	0%	2	1.2%	32	0.3%	1	0.5%	1	1.1%
White	29	82.9%	1,431	35.8%	48	60%	121	71.6%	4,048	34.6%	128	62.7%	33	34.7%
Other Race or Ethnicity	1	2.9%	317	7.9%	3	3.8%	2	1.2%	161	1.4%	1	0.5%	3	3.2%
Total	35	100%	3,999	100%	80	100%	169	100%	11,699	100%	204	100%	95	100%

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

Table B
Sys-Tox

Group Type	Systems Integration, Office of		Tahoe Conservancy, California		Tax Credit Allocation Committee, California		Teacher Credentialing, Commission on		Teachers' Retirement System, California State		Technology, Department of		Toxic Substances Control, Department of	
Women	154	56.2%	13	39.4%	21	50%	97	66%	634	59.6%	380	44.4%	459	49.7%
Men	120	43.8%	20	60.6%	21	50%	50	34%	429	40.4%	476	55.6%	465	50.3%
Persons with Disabilities	39	14.2%	4	12.1%	3	7.1%	37	25.2%	154	14.5%	122	14.3%	174	18.8%
Veterans	11	4%	0	0%	2	4.8%	8	5.4%	28	2.6%	60	7%	37	4%
Asian - Cambodian	1	0.4%	0	0%	0	0%	1	0.7%	1	0.1%	1	0.1%	0	0%
Asian - Chinese	18	6.6%	0	0%	4	9.5%	6	4.1%	74	7%	69	8.1%	63	6.8%
Asian - Filipino	8	2.9%	1	3%	2	4.8%	6	4.1%	50	4.7%	26	3%	41	4.4%
Asian - Indian	19	6.9%	0	0%	1	2.4%	1	0.7%	30	2.8%	33	3.9%	30	3.2%
Asian - Japanese	8	2.9%	0	0%	0	0%	5	3.4%	27	2.5%	31	3.6%	18	1.9%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	7	0.7%	2	0.2%	7	0.8%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	2	0.2%	2	0.2%	1	0.1%
Asian - Vietnamese	8	2.9%	0	0%	2	4.8%	1	0.7%	29	2.7%	19	2.2%	16	1.7%
Asian - Other	6	2.2%	0	0%	5	11.9%	3	2%	44	4.1%	35	4.1%	44	4.8%
Black	23	8.4%	0	0%	3	7.1%	18	12.2%	85	8%	79	9.2%	67	7.3%
Hispanic	38	13.9%	1	3%	14	33.3%	26	17.7%	164	15.4%	117	13.7%	126	13.6%
Native American or Alaska Native	2	0.7%	0	0%	1	2.4%	0	0%	6	0.6%	2	0.2%	3	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	2	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.7%	0	0%	0	0%	0	0%	1	0.1%	2	0.2%	1	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%	3	2.0%	5	0.5%	2	0.2%	3	0.3%
White	127	46.4%	29	87.9%	9	21.4%	74	50.3%	510	48%	401	46.8%	457	49.5%
Other Race or Ethnicity	14	5.1%	2	6.1%	1	2.4%	3	2%	26	2.4%	35	4.1%	47	5.1%
Total	274	100%	33	100%	42	100%	147	100%	1,063	100%	856	100%	924	100%

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

Group Type	Transportation Agency, California State		Transportation, Department of		Treasurer, Office of the State		Unemployment Insurance Appeals Board, California	
Women	24	58.5%	4,763	24.9%	130	58.6%	237	63.5%
Men	17	41.5%	14,390	75.1%	92	41.4%	136	36.5%
Persons with Disabilities	7	17.1%	2,953	15.4%	29	13.1%	99	26.5%
Veterans	0	0%	901	4.7%	11	5%	5	1.3%
Asian - Cambodian	0	0%	18	0.1%	0	0%	0	0%
Asian - Chinese	0	0%	1,071	5.6%	26	11.7%	11	2.9%
Asian - Filipino	3	7.3%	896	4.7%	17	7.7%	21	5.6%
Asian - Indian	0	0%	585	3.1%	7	3.2%	1	0.3%
Asian - Japanese	1	2.4%	144	0.8%	5	2.3%	5	1.3%
Asian - Korean	0	0%	100	0.5%	4	1.8%	1	0.3%
Asian - Laotian	0	0%	16	0.1%	0	0%	0	0%
Asian - Vietnamese	2	4.9%	664	3.5%	9	4.1%	7	1.9%
Asian - Other	1	2.4%	889	4.6%	14	6.3%	2	0.5%
Black	5	12.2%	1,544	8.1%	22	9.9%	37	9.9%
Hispanic	8	19.5%	3,594	18.8%	27	12.2%	94	25.2%
Native American or Alaska Native	0	0%	150	0.8%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	14	0.1%	0	0%	2	0.5%
Pacific Islander - Hawaiian	0	0%	18	0.1%	1	0.5%	0	0%
Pacific Islander - Samoan	0	0%	12	0.1%	0	0%	0	0%
Pacific Islander - Other	0	0%	75	0.4%	1	0.5%	1	0.3%
White	18	43.9%	8,686	45.4%	82	36.9%	183	49.1%
Other Race or Ethnicity	3	7.3%	677	3.5%	7	3.2%	8	2.1%
Total	107	100%	474	100%	40	100%	1,458	100%

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

Group Type	Veterans Affairs, California Department of		Victim Compensation Board, California		Water Resources Control Board		Water Resources, Department of	
Women	1,898	66.3%	162	72%	1,009	48.7%	1,067	33.5%
Men	963	33.7%	63	28%	1,062	51.3%	2,120	66.5%
Persons with Disabilities	295	10.3%	37	16.4%	423	20.4%	369	11.6%
Veterans	181	6.3%	9	4%	55	2.7%	216	6.8%
Asian - Cambodian	1	<0.1%	0	0%	1	<0.1%	0	0%
Asian - Chinese	31	1.1%	8	3.6%	131	6.3%	173	5.4%
Asian - Filipino	634	22.2%	7	3.1%	72	3.5%	87	2.7%
Asian - Indian	55	1.9%	7	3.1%	55	2.7%	95	3%
Asian - Japanese	18	0.6%	3	1.3%	18	0.9%	38	1.2%
Asian - Korean	10	0.3%	1	0.4%	14	0.7%	10	0.3%
Asian - Laotian	1	<0.1%	0	0%	0	0%	1	<0.1%
Asian - Vietnamese	20	0.7%	3	1.3%	29	1.4%	31	1%
Asian - Other	50	1.7%	5	2.2%	66	3.2%	128	4%
Black	391	13.7%	25	11.1%	96	4.6%	138	4.3%
Hispanic	667	23.3%	46	20.4%	223	10.8%	465	14.6%
Native American or Alaska Native	15	0.5%	0	0%	8	0.4%	29	0.9%
Pacific Islander - Guamanian	2	0.1%	0	0%	2	0.1%	6	0.2%
Pacific Islander - Hawaiian	2	0.1%	0	0%	1	<0.1%	1	<0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	1	<0.1%	1	<0.1%
Pacific Islander - Other	6	0.2%	1	0.4%	6	0.3%	17	0.5%
White	910	31.8%	113	50.2%	1,259	60.8%	1,869	58.6%
Other Race or Ethnicity	47	1.6%	6	2.7%	89	4.3%	98	3.1%
Total	107	100%	474	100%	40	100%	1,458	100%

Appendix

Table C

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	140	2.5%	121	2.2%	470	3%	279	1.8%	864	3.7%	650	2.8%
Veterans	5	0.1%	31	0.6%	48	0.3%	310	1.9%	111	0.5%	743	3.2%
Asian - Cambodian	1	<0.1%	3	0.1%	15	0.1%	11	0.1%	20	0.1%	15	0.1%
Asian - Chinese	86	1.5%	86	1.5%	300	1.9%	304	1.9%	433	1.9%	411	1.8%
Asian - Filipino	80	1.4%	76	1.4%	346	2.2%	366	2.3%	517	2.2%	582	2.5%
Asian - Indian	35	0.6%	36	0.6%	153	1%	130	0.8%	241	1%	212	0.9%
Asian - Japanese	19	0.3%	23	0.4%	41	0.3%	56	0.4%	79	0.3%	84	0.4%
Asian - Korean	5	0.1%	8	0.1%	26	0.2%	31	0.2%	57	0.2%	64	0.3%
Asian - Laotian	4	0.1%	2	<0.1%	9	0.1%	8	0.1%	26	0.1%	13	0.1%
Asian - Vietnamese	35	0.6%	39	0.7%	154	1%	129	0.8%	242	1%	224	1%
Asian - Other	61	1.1%	88	1.6%	290	1.8%	318	2%	407	1.8%	485	2.1%
Black	236	4.2%	171	3.1%	678	4.3%	522	3.3%	1,034	4.5%	817	3.5%
Hispanic	754	13.5%	1,090	19.6%	2,127	13.4%	2,962	18.6%	2,815	12.1%	3,799	16.4%
Native American or Alaska Native	20	0.4%	35	0.6%	65	0.4%	59	0.4%	64	0.3%	73	0.3%
Pacific Islander - Guamanian	0	0%	4	0.1%	7	<0.1%	5	<0.1%	13	0.1%	10	<0.1%
Pacific Islander - Hawaiian	6	0.1%	2	<0.1%	7	<0.1%	5	<0.1%	8	<0.1%	8	<0.1%
Pacific Islander - Samoan	5	0.1%	0	0%	7	<0.1%	3	<0.1%	17	0.1%	5	<0.1%
Pacific Islander - Other	12	0.2%	24	0.4%	41	0.3%	56	0.4%	55	0.2%	82	0.4%
White	908	16.3%	1,443	25.9%	2,566	16.1%	3,647	22.9%	3,724	16.1%	5,919	25.5%
Other Race or Ethnicity	79	1.4%	92	1.7%	243	1.5%	242	1.5%	314	1.4%	300	1.3%
Total	2,346	42.1%	3,222	57.9%	7,075	44.4%	8,854	55.6%	10,066	43.4%	13,103	56.6%

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

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	1,122	4.3%	761	2.9%	1,291	4.7%	976	3.5%	2,060	6.4%	1,458	4.6%
Veterans	119	0.5%	1,108	4.3%	143	0.5%	1,466	5.3%	226	0.7%	1,863	5.8%
Asian - Cambodian	26	0.1%	13	0.1%	14	0.1%	14	0.1%	10	<0.1%	8	<0.1%
Asian - Chinese	510	2%	434	1.7%	566	2%	458	1.7%	706	2.2%	458	1.4%
Asian - Filipino	719	2.8%	708	2.7%	939	3.4%	764	2.8%	1,156	3.6%	852	2.7%
Asian - Indian	347	1.3%	227	0.9%	299	1.1%	297	1.1%	254	0.8%	233	0.7%
Asian - Japanese	92	0.4%	92	0.4%	109	0.4%	103	0.4%	136	0.4%	127	0.4%
Asian - Korean	76	0.3%	74	0.3%	79	0.3%	91	0.3%	97	0.3%	119	0.4%
Asian - Laotian	17	0.1%	16	0.1%	16	0.1%	12	<0.1%	15	<0.1%	20	0.1%
Asian - Vietnamese	215	0.8%	168	0.7%	301	1.1%	276	1%	267	0.8%	312	1%
Asian - Other	361	1.4%	365	1.4%	334	1.2%	372	1.3%	341	1.1%	438	1.4%
Black	1,215	4.7%	962	3.7%	1,487	5.4%	1,117	4%	2,103	6.6%	1,548	4.8%
Hispanic	3,192	12.4%	4,276	16.6%	3,359	12.2%	4,495	16.3%	3,564	11.1%	4,347	13.6%
Native American or Alaska Native	76	0.3%	87	0.3%	71	0.3%	89	0.3%	82	0.3%	81	0.3%
Pacific Islander - Guamanian	9	<0.1%	13	0.1%	19	0.1%	6	0%	12	<0.1%	17	0.1%
Pacific Islander - Hawaiian	10	<0.1%	17	0.1%	21	0.1%	15	0.1%	19	0.1%	12	<0.1%
Pacific Islander - Samoan	9	<0.1%	4	<0.1%	11	<0.1%	10	<0.1%	15	<0.1%	11	<0.1%
Pacific Islander - Other	81	0.3%	79	0.3%	46	0.2%	69	0.2%	63	0.2%	61	0.2%
White	4,007	15.5%	6,638	25.7%	4,092	14.8%	6,960	25.2%	5,468	17.1%	8,340	26%
Other Race or Ethnicity	340	1.3%	353	1.4%	346	1.3%	389	1.4%	335	1%	409	1.3%
Total	11,302	43.8%	3,222	57.9%	7,075	44.4%	8,854	55.6%	10,066	43.4%	13,103	56.6%

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

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	2,819	8.8%	1,865	5.9%	2,850	10.5%	2,210	8.1%	1,761	11.1%	1,617	10.2%
Veterans	286	0.9%	1,658	5.2%	252	0.9%	1,382	5.1%	182	1.1%	1,038	6.5%
Asian - Cambodian	3	<0.1%	8	<0.1%	0	0%	1	<0.1%	0	0%	2	<0.1%
Asian - Chinese	721	2.3%	508	1.6%	497	1.8%	462	1.7%	298	1.9%	288	1.8%
Asian - Filipino	1,231	3.9%	781	2.4%	1,111	4.1%	703	2.6%	804	5.1%	502	3.2%
Asian - Indian	205	0.6%	262	0.8%	146	0.5%	223	0.8%	84	0.5%	161	1%
Asian - Japanese	158	0.5%	166	0.5%	166	0.6%	169	0.6%	72	0.5%	80	0.5%
Asian - Korean	48	0.2%	50	0.2%	45	0.2%	39	0.1%	33	0.2%	21	0.1%
Asian - Laotian	5	<0.1%	5	<0.1%	0	0%	2	<0.1%	0	0%	1	<0.1%
Asian - Vietnamese	202	0.6%	194	0.6%	112	0.4%	141	0.5%	66	0.4%	72	0.5%
Asian - Other	350	1.1%	401	1.3%	236	0.9%	370	1.4%	133	0.8%	235	1.5%
Black	2,360	7.4%	1,625	5.1%	1,974	7.2%	1,342	4.9%	893	5.6%	774	4.9%
Hispanic	3,557	11.2%	3,498	11%	2,532	9.3%	2,397	8.8%	1,171	7.4%	1,204	7.6%
Native American or Alaska Native	71	0.2%	87	0.3%	65	0.2%	65	0.2%	24	0.2%	39	0.2%
Pacific Islander - Guamanian	20	0.1%	9	0%	12	<0.1%	8	<0.1%	6	<0.1%	9	0.1%
Pacific Islander - Hawaiian	12	<0.1%	23	0.1%	16	0.1%	20	0.1%	8	0.1%	7	<0.1%
Pacific Islander - Samoan	11	<0.1%	6	<0.1%	11	<0.1%	4	<0.1%	1	<0.1%	3	<0.1%
Pacific Islander - Other	68	0.2%	56	0.2%	40	0.1%	39	0.1%	28	0.2%	25	0.2%
White	6,718	21.1%	7,779	24.4%	6,414	23.5%	7,237	26.6%	3,920	24.7%	4,519	28.5%
Other Race or Ethnicity	301	0.9%	381	1.2%	285	1%	353	1.3%	169	1.1%	231	1.5%
Total	10,066	43.4%	13,103	56.6%	11,302	43.8%	14,526	56.2%	7,710	48.5%	8,173	51.5%

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

Table C
Age >64-Total

Group Type	Women Over 64		Men Over 64		Women Total		Men Total		Total	
Persons with Disabilities	785	10.7%	842	11.5%	14,162	6.7%	10,779	5.1%	24,941	11.7%
Veterans	73	1%	754	10.3%	1,445	0.7%	10,353	4.9%	11,798	5.6%
Asian - Cambodian	0	0%	0	0%	89	<0.1%	75	<0.1%	164	0.1%
Asian - Chinese	120	1.6%	189	2.6%	4,237	2%	3,598	1.7%	7,835	3.7%
Asian - Filipino	324	4.4%	220	3%	7,227	3.4%	5,554	2.6%	12,781	6%
Asian - Indian	38	0.5%	156	2.1%	1,802	0.8%	1,937	0.9%	3,739	1.8%
Asian - Japanese	40	0.5%	35	0.5%	912	0.4%	935	0.4%	1,847	0.9%
Asian - Korean	5	0.1%	21	0.3%	471	0.2%	518	0.2%	989	0.5%
Asian - Laotian	0	0%	1	<0.1%	92	<0.1%	80	<0.1%	172	0.1%
Asian - Vietnamese	21	0.3%	53	0.7%	1,615	0.8%	1,608	0.8%	3,223	1.5%
Asian - Other	52	0.7%	147	2%	2,565	1.2%	3,219	1.5%	5,784	2.7%
Black	321	4.4%	303	4.1%	12,301	5.8%	9,181	4.3%	21,482	10.1%
Hispanic	317	4.3%	418	5.7%	23,388	11%	28,486	13.4%	51,874	24.4%
Native American or Alaska Native	14	0.2%	19	0.3%	552	0.3%	634	0.3%	1,186	0.6%
Pacific Islander - Guamanian	0	0%	1	<0.1%	98	<0.1%	82	<0.1%	180	0.1%
Pacific Islander - Hawaiian	5	0.1%	3	<0.1%	112	0.1%	112	0.1%	224	0.1%
Pacific Islander - Samoan	0	0%	1	<0.1%	87	<0.1%	47	<0.1%	134	0.1%
Pacific Islander - Other	4	0.1%	9	0.1%	438	0.2%	500	0.2%	938	0.4%
White	1,770	24.1%	2,505	34.1%	39,587	18.6%	54,987	25.9%	94,574	44.5%
Other Race or Ethnicity	71	1%	156	2.1%	2,483	1.2%	2,906	1.4%	5,389	2.5%
Total	3,102	42.3%	4,237	57.7%	98,056	46.1%	114,459	53.9%	212,515	100%

Appendix

Table D

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 Services Occupations		Computer & Mathematical Occupations		Construction & Extraction Occupations	
Women	2,397	20.3%	344	50.1%	858	28.9%	28,151	68.3%	2,602	49.5%	4,235	38.2%	314	4.8%
Men	9,435	79.7%	343	49.9%	2,107	71.1%	13,091	31.7%	2,657	50.5%	6,851	61.8%	6,278	95.2%
Persons with Disabilities	1,794	15.2%	107	15.6%	282	9.5%	6,721	16.3%	573	10.9%	1,525	13.8%	665	10.1%
Veterans	371	3.1%	31	4.5%	96	3.2%	1,528	3.7%	348	6.6%	772	7.0%	524	7.9%
Asian - Cambodian	15	0.1%	0	0%	2	0.1%	33	0.1%	6	0.1%	12	0.1%	0	0%
Asian - Chinese	1,121	9.5%	20	2.9%	58	2.0%	2,789	6.8%	63	1.2%	1,110	10.0%	16	0.2%
Asian - Filipino	627	5.3%	27	3.9%	192	6.5%	2,581	6.3%	130	2.5%	634	5.7%	135	2.0%
Asian - Indian	616	5.2%	2	0.3%	21	0.7%	819	2.0%	40	0.8%	608	5.5%	13	0.2%
Asian - Japanese	132	1.1%	4	0.6%	9	0.3%	578	1.4%	25	0.5%	220	2.0%	11	0.2%
Asian - Korean	113	1.0%	2	0.3%	1	<0.1%	277	0.7%	35	0.7%	53	0.5%	6	0.1%
Asian - Laotian	7	0.1%	0	0%	0	0.0%	51	0.1%	4	0.1%	17	0.2%	3	<0.1%
Asian - Vietnamese	620	5.2%	3	0.4%	8	0.3%	976	2.4%	28	0.5%	392	3.5%	20	0.3%
Asian - Other	892	7.5%	13	1.9%	33	1.1%	1,448	3.5%	102	1.9%	538	4.9%	25	0.4%
Black	486	4.1%	46	6.7%	632	21.3%	4,312	10.5%	904	17.2%	798	7.2%	592	9.0%
Hispanic	1,410	11.9%	108	15.7%	1,224	41.3%	8,402	20.4%	1,581	30.1%	1,393	12.6%	1,807	27.4%
Native American or Alaska Native	31	0.3%	2	0.3%	28	0.9%	163	0.4%	40	0.8%	51	0.5%	85	1.3%
Pacific Islander - Guamanian	7	0.1%	0	0%	1	<0.1%	42	0.1%	5	0.1%	17	0.2%	8	0.1%
Pacific Islander - Hawaiian	2	<0.1%	1	0.1%	4	0.1%	46	0.1%	6	0.1%	12	0.1%	11	0.2%
Pacific Islander - Samoan	2	<0.1%	0	0%	3	0.1%	17	<0.1%	5	0.1%	3	<0.1%	4	0.1%
Pacific Islander - Other	33	0.3%	1	0.1%	17	0.6%	283	0.7%	16	0.3%	68	0.6%	30	0.5%
White	5,167	43.7%	437	63.6%	669	22.6%	17,106	41.5%	2,121	40.3%	4,811	43.4%	3,685	55.9%
Other Race or Ethnicity	551	4.7%	21	3.1%	63	2.1%	1,319	3.2%	148	2.8%	349	3.1%	141	2.1%
Total	11,832	5.6%	687	0.3%	2,965	1.4%	41,242	19.4%	5,259	2.5%	11,086	5.2%	6,592	3.1%

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

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	1,115	53.3%	294	36.3%	1,209	48.7%	11,746	64.9%	1,406	86.1%	232	7.2%	2,486	55.9%
Men	978	46.7%	516	63.7%	1,272	51.3%	6,357	35.1%	227	13.9%	2,973	92.8%	1,965	44.1%
Persons with Disabilities	243	11.6%	41	5.1%	197	7.9%	1,332	7.4%	62	3.8%	318	9.9%	507	11.4%
Veterans	120	5.7%	40	4.9%	182	7.3%	493	2.7%	8	0.5%	306	9.5%	116	2.6%
Asian - Cambodian	2	0.1%	1	0.1%	3	0.1%	21	0.1%	3	0.2%	1	<0.1%	2	<0.1%
Asian - Chinese	19	0.9%	11	1.4%	33	1.3%	397	2.2%	7	0.4%	24	0.7%	203	4.6%
Asian - Filipino	37	1.8%	24	3.0%	359	14.5%	3,699	20.4%	339	20.8%	84	2.6%	115	2.6%
Asian - Indian	20	1.0%	4	0.5%	40	1.6%	595	3.3%	53	3.2%	13	0.4%	65	1.5%
Asian - Japanese	11	0.5%	9	1.1%	5	0.2%	85	0.5%	4	0.2%	17	0.5%	61	1.4%
Asian - Korean	5	0.2%	4	0.5%	7	0.3%	119	0.7%	4	0.2%	4	0.1%	92	2.1%
Asian - Laotian	2	0.1%	3	0.4%	0	0%	15	0.1%	0	0%	0	0.0%	0	0%
Asian - Vietnamese	4	0.2%	20	2.5%	21	0.8%	322	1.8%	3	0.2%	17	0.5%	48	1.1%
Asian - Other	28	1.3%	8	1.0%	31	1.2%	651	3.6%	38	2.3%	14	0.4%	69	1.6%
Black	182	8.7%	22	2.7%	296	11.9%	2,785	15.4%	313	19.2%	127	4.0%	279	6.3%
Hispanic	375	17.9%	223	27.5%	882	35.6%	3,267	18.0%	448	27.4%	740	23.1%	454	10.2%
Native American or Alaska Native	13	0.6%	5	0.6%	15	0.6%	59	0.3%	16	1.0%	38	1.2%	16	0.4%
Pacific Islander - Guamanian	0	0%	2	0.2%	0	0%	11	0.1%	1	0.1%	2	0.1%	1	<0.1%
Pacific Islander - Hawaiian	3	0.1%	3	0.4%	2	0.1%	11	0.1%	1	0.1%	5	0.2%	3	0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%	9	<0.1%	0	0.0%	1	0%	1	<0.1%
Pacific Islander - Other	1	<0.1%	3	0.4%	11	0.4%	64	0.4%	11	0.7%	4	0.1%	10	0.2%
White	1,330	63.5%	443	54.7%	743	29.9%	5,699	31.5%	367	22.5%	2,018	63.0%	2,916	65.5%
Other Race or Ethnicity	60	2.9%	25	3.1%	33	1.3%	294	1.6%	25	1.5%	96	3.0%	116	2.6%
Total	2,093	1.0%	810	0.4%	2,481	1.2%	18,103	8.5%	1,633	0.8%	3,205	1.5%	4,451	2.1%

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

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	4,473	48.9%	2,434	45.3%	24,502	75.3%	233	68.5%	149	8.8%	6,082	13.8%
Men	4,673	51.1%	2,939	54.7%	8,018	24.7%	107	31.5%	1,536	91.2%	38,045	86.2%
Persons with Disabilities	1,133	12.4%	793	14.8%	5,899	18.1%	52	15.3%	171	10.1%	1,568	3.6%
Veterans	238	2.6%	245	4.6%	1,386	4.3%	11	3.2%	279	16.6%	4,416	10.0%
Asian - Cambodian	5	0.1%	1	<0.1%	38	0.1%	0	0%	0	0%	17	<0.1%
Asian - Chinese	413	4.5%	195	3.6%	942	2.9%	4	1.2%	10	0.6%	193	0.4%
Asian - Filipino	163	1.8%	128	2.4%	2,137	6.6%	20	5.9%	72	4.3%	1,006	2.3%
Asian - Indian	162	1.8%	97	1.8%	340	1.0%	1	0.3%	21	1.2%	75	0.2%
Asian - Japanese	127	1.4%	91	1.7%	234	0.7%	1	0.3%	5	0.3%	175	0.4%
Asian - Korean	57	0.6%	18	0.3%	93	0.3%	0	0%	3	0.2%	72	0.2%
Asian - Laotian	6	0.1%	1	0.0%	39	0.1%	0	0%	0	0%	17	<0.1%
Asian - Vietnamese	77	0.8%	29	0.5%	459	1.4%	2	0.6%	16	0.9%	97	0.2%
Asian - Other	253	2.8%	123	2.3%	613	1.9%	3	0.9%	22	1.3%	758	1.7%
Black	369	4.0%	385	7.2%	5,069	15.6%	40	11.8%	109	6.5%	3,077	7.0%
Hispanic	864	9.4%	733	13.6%	10,002	30.8%	62	18.2%	420	24.9%	15,786	35.8%
Native American or Alaska Native	50	0.5%	13	0.2%	250	0.8%	7	2.1%	16	0.9%	236	0.5%
Pacific Islander - Guamanian	4	<0.1%	2	<0.1%	39	0.1%	1	0.3%	7	0.4%	25	0.1%
Pacific Islander - Hawaiian	7	0.1%	6	0.1%	38	0.1%	0	0%	1	0.1%	51	0.1%
Pacific Islander - Samoan	2	<0.1%	2	<0.1%	60	0.2%	0	0%	0	0%	21	<0.1%
Pacific Islander - Other	19	0.2%	11	0.2%	160	0.5%	0	0%	3	0.2%	161	0.4%
White	6,190	67.7%	3,405	63.4%	11,339	34.9%	190	55.9%	935	55.5%	21,594	48.9%
Other Race or Ethnicity	378	4.1%	133	2.5%	668	2.1%	9	2.6%	45	2.7%	766	1.7%
Total	9,146	4.3%	5,373	2.5%	32,520	15.3%	340	0.2%	1,685	0.8%	44,127	20.8%

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

Table D
Sal-Total

Group Type	Sales & Related Occupations		Transportation & Material Moving Occupations		Unmapped Classes		Total	
Women	782	50.5%	227	12.8%	1,785	50.2%	98,056	46.1%
Men	766	49.5%	1,552	87.2%	1,773	49.8%	114,459	53.9%
Persons with Disabilities	283	18.3%	161	9.1%	514	14.4%	24,941	11.7%
Veterans	49	3.2%	196	11%	43	1.2%	11,798	5.6%
Asian - Cambodian	1	0.1%	0	0%	1	0%	164	0.1%
Asian - Chinese	103	6.7%	20	1.1%	84	2.4%	7,835	3.7%
Asian - Filipino	142	9.2%	58	3.3%	72	2.0%	12,781	6%
Asian - Indian	75	4.8%	15	0.8%	44	1.2%	3,739	1.8%
Asian - Japanese	11	0.7%	11	0.6%	21	0.6%	1,847	0.9%
Asian - Korean	12	0.8%	2	0.1%	10	0.3%	989	0.5%
Asian - Laotian	0	0%	0	0%	7	0.2%	172	0.1%
Asian - Vietnamese	17	1.1%	7	0.4%	37	1.0%	3,223	1.5%
Asian - Other	50	3.2%	11	0.6%	61	1.7%	5,784	2.7%
Black	214	13.8%	122	6.9%	323	9.1%	21,482	10.1%
Hispanic	299	19.3%	526	29.6%	868	24.4%	51,874	24.4%
Native American or Alaska Native	3	0.2%	18	1%	31	0.9%	1,186	0.6%
Pacific Islander - Guamanian	1	0.1%	2	0.1%	2	0.1%	180	0.1%
Pacific Islander - Hawaiian	1	0.1%	3	0.2%	7	0.2%	224	0.1%
Pacific Islander - Samoan	0	0%	0	0%	3	0.1%	134	0.1%
Pacific Islander - Other	8	0.5%	7	0.4%	17	0.5%	938	0.4%
White	573	37%	942	53%	1,894	53.2%	94,574	44.5%
Other Race or Ethnicity	38	2.5%	35	2%	76	2.1%	5,389	2.5%
Total	1,548	0.7%	1,779	0.8%	3,558	1.7%	212,515	100%

Appendix

Table E

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	5	16.7%	5	41.7%	3,958	53.8%	12,197	59.2%	16,270	57.7%	14,374	47.9%	15,589	54.5%	9,013	49.8%
Men	25	83.3%	7	58.3%	3,398	46.2%	8,412	40.8%	11,906	42.3%	15,628	52.1%	13,014	45.5%	9,100	50.2%
Persons with Disabilities	0	0%	0	0%	486	6.6%	2,355	11.4%	4,044	14.4%	3,618	12.1%	3,998	14%	2,790	15.4%
Veterans	0	0%	0	0%	108	1.5%	720	3.5%	1,339	4.8%	1,658	5.5%	1,458	5.1%	1,042	5.8%
Asian - Cambodian	0	0%	0	0%	12	0.2%	29	0.1%	21	0.1%	19	0.1%	23	0.1%	7	<0.1%
Asian - Chinese	0	0%	0	0%	179	2.4%	587	2.9%	813	2.9%	835	2.8%	1,059	3.7%	1,040	5.7%
Asian - Filipino	0	0%	0	0%	333	4.5%	1,830	8.9%	1,716	6.1%	1,669	5.6%	1,921	6.7%	1,011	5.6%
Asian - Indian	0	0%	0	0%	92	1.3%	317	1.5%	377	1.3%	395	1.3%	473	1.7%	346	1.9%
Asian - Japanese	0	0%	0	0%	42	0.6%	128	0.6%	192	0.7%	176	0.6%	271	1%	198	1.1%
Asian - Korean	0	0%	0	0%	21	0.3%	64	0.3%	83	0.3%	113	0.4%	117	0.4%	101	0.6%
Asian - Laotian	0	0%	0	0%	9	0.1%	30	0.2%	33	0.1%	21	0.1%	26	0.1%	10	0.1%
Asian - Vietnamese	0	0%	0	0%	82	1.1%	300	1.5%	353	1.3%	402	1.3%	458	1.6%	328	1.8%
Asian - Other	1	3.3%	0	0%	144	2%	485	2.4%	610	2.2%	826	2.8%	799	2.8%	527	2.9%
Black	1	3.3%	3	25%	894	12.2%	2,841	13.8%	3,417	12.1%	3,280	10.9%	3,066	10.7%	1,553	8.6%
Hispanic	3	10%	1	8.3%	1,801	24.5%	5,892	28.6%	8,057	28.6%	8,832	29.4%	6,727	23.5%	3,542	19.6%
Native American or Alaska Native	1	3.3%	0	0%	75	1%	206	1%	197	0.7%	211	0.7%	141	0.5%	75	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	3	<0.1%	27	0.1%	30	0.1%	28	0.1%	20	0.1%	16	0.1%
Pacific Islander - Hawaiian	1	3.3%	0	0%	12	0.2%	26	0.1%	25	0.1%	28	0.1%	40	0.1%	12	0.1%
Pacific Islander - Samoan	0	0%	0	0%	4	0.1%	32	0.2%	30	0.1%	21	0.1%	15	0.1%	4	<0.1%
Pacific Islander - Other	0	0%	0	0%	38	0.5%	136	0.7%	137	0.5%	165	0.6%	137	0.5%	91	0.5%
White	23	76.7%	7	58.3%	3,364	45.7%	7,284	35.3%	11,376	40.4%	12,367	41.2%	12,491	43.7%	8,716	48.1%
Other Race or Ethnicity	0	0%	1	8.3%	251	3.4%	395	1.9%	709	2.5%	614	2.1%	819	2.9%	536	3%
Total	30	<0.1%	12	<0.1%	7,356	3.5%	20,609	9.7%	28,176	13.3%	30,002	14.1%	28,603	13.5%	18,113	8.5%

Table E: State Civil Service Composition by Salary (Cont.)

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	10,191	33.1%	5,372	29.1%	4,548	43.9%	2,358	28.8%	1,678	46.7%	2,498	30.4%	98,056	46.1%
Men	20,611	66.9%	13,073	70.9%	5,808	56.1%	5,837	71.2%	1,916	53.3%	5,724	69.6%	114,459	53.9%
Persons with Disabilities	2,576	8.4%	1,735	9.4%	888	8.6%	999	12.2%	387	10.8%	1,065	13.0%	24,941	11.7%
Veterans	2,550	8.3%	1,583	8.6%	601	5.8%	326	4.0%	163	4.5%	250	3.0%	11,798	5.6%
Asian - Cambodian	22	0.1%	19	0.1%	5	0.1%	5	0.1%	1	<0.1%	1	<0.1%	164	0.1%
Asian - Chinese	907	2.9%	727	3.9%	396	3.8%	586	7.2%	155	4.3%	551	6.7%	7,835	3.7%
Asian - Filipino	1,289	4.2%	849	4.6%	1,377	13.3%	369	4.5%	180	5.0%	237	2.9%	12,781	6.0%
Asian - Indian	312	1.0%	389	2.1%	282	2.7%	297	3.6%	81	2.3%	378	4.6%	3,739	1.8%
Asian - Japanese	273	0.9%	219	1.2%	99	1.0%	90	1.1%	47	1.3%	112	1.4%	1,847	0.9%
Asian - Korean	98	0.3%	101	0.6%	80	0.8%	91	1.1%	37	1.0%	83	1.0%	989	0.5%
Asian - Laotian	23	0.1%	12	0.1%	4	<0.1%	4	0.1%	0	0%	0	0.0%	172	0.1%
Asian - Vietnamese	284	0.9%	390	2.1%	111	1.1%	306	3.7%	89	2.5%	120	1.5%	3,223	1.5%
Asian - Other	674	2.2%	528	2.9%	294	2.8%	432	5.3%	100	2.8%	364	4.4%	5,784	2.7%
Black	2,933	9.5%	1,382	7.5%	1,025	9.9%	428	5.2%	273	7.6%	386	4.7%	21,482	10.1%
Hispanic	9,436	30.6%	3,725	20.2%	1,737	16.8%	1,038	12.7%	412	11.5%	671	8.2%	51,874	24.4%
Native American or Alaska Native	115	0.4%	86	0.5%	31	0.3%	21	0.3%	10	0.3%	17	0.2%	1,186	0.6%
Pacific Islander - Guamanian	24	0.1%	15	0.1%	10	0.1%	2	<0.1%	2	0.1%	3	<0.1%	180	0.1%
Pacific Islander - Hawaiian	42	0.1%	20	0.1%	10	0.1%	2	<0.1%	1	<0.1%	5	0.1%	224	0.1%
Pacific Islander - Samoan	18	0.1%	9	0.1%	1	<0.1%	0	0%	0	0%	0	0%	134	0.1%
Pacific Islander - Other	116	0.4%	58	0.3%	26	0.3%	17	0.2%	3	0.1%	14	0.2%	938	0.4%
White	13,478	43.8%	9,491	51.5%	4,631	44.7%	4,229	51.6%	2,117	58.9%	5,000	60.8%	94,574	44.5%
Other Race or Ethnicity	758	2.5%	425	2.3%	237	2.3%	278	3.4%	86	2.4%	280	3.4%	5,389	2.5%
Total	30,802	14.5%	18,445	8.7%	10,356	4.9%	8,195	3.9%	3,594	1.7%	8,222	3.9%	212,515	100%

Appendix

Table F

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		$80,001 - $90,000	
Women	20	38.5%	25	37.3%	13	25%	57	32.8%	221	27.5%	89	30.9%	65	24.3%
Men	32	61.5%	42	62.7%	39	75%	117	67.2%	582	72.5%	199	69.1%	202	75.7%
Persons with Disabilities	2	3.8%	5	7.5%	9	17.3%	28	16.1%	153	19.1%	45	15.6%	17	6.4%
Veterans	0	0%	1	1.5%	2	3.8%	16	9.2%	46	5.7%	14	4.9%	16	6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%
Asian - Chinese	2	3.8%	4	6%	0	0%	14	8.0%	41	5.1%	20	6.9%	27	10.1%
Asian - Filipino	1	1.9%	2	3%	5	9.6%	10	5.7%	58	7.2%	20	6.9%	7	2.6%
Asian - Indian	1	1.9%	4	6%	1	1.9%	9	5.2%	36	4.5%	12	4.2%	11	4.1%
Asian - Japanese	0	0%	1	1.5%	0	0%	4	2.3%	4	0.5%	1	0.3%	3	1.1%
Asian - Korean	1	1.9%	0	0%	1	1.9%	2	1.1%	1	0.1%	0	0%	2	0.7%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%
Asian - Vietnamese	2	3.8%	1	1.5%	4	7.7%	6	3.4%	40	5%	7	2.4%	5	1.9%
Asian - Other	0	0%	4	6%	2	3.8%	9	5.2%	47	5.9%	20	6.9%	16	6%
Black	0	0%	4	6%	2	3.8%	12	6.9%	50	6.2%	13	4.5%	6	2.2%
Hispanic	14	26.9%	16	23.9%	14	26.9%	31	17.8%	134	16.7%	41	14.2%	42	15.7%
Native American or Alaska Native	0	0%	1	1.5%	0	0%	0	0%	4	0.5%	2	0.7%	2	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.6%	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%	1	0.6%	0	0%	0	0%	0	0%
Pacific Islander - Other	1	1.9%	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%
White	27	51.9%	26	38.8%	22	42.3%	65	37.4%	358	44.6%	141	49%	136	50.9%
Other Race or Ethnicity	3	5.8%	4	6%	1	1.9%	10	5.7%	29	3.6%	11	3.8%	8	3%
Total	52		67		52		174		803		288		267	

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

Architecture & Engineering Occupations (Cont.)

Table F
Architects & Engineers

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	541	21.9%	147	24.1%	712	17.2%	73	23.2%	434	16.6%
Men	1,929	78.1%	462	75.9%	3,416	82.8%	241	76.8%	2,174	83.4%
Persons with Disabilities	381	15.4%	63	10.3%	603	14.6%	45	14.3%	443	17%
Veterans	66	2.7%	18	3%	107	2.6%	17	5.4%	68	2.6%
Asian - Cambodian	10	0.4%	0	0%	3	0.1%	0	0%	1	<0.1%
Asian - Chinese	160	6.5%	65	10.7%	474	11.5%	31	9.9%	283	10.9%
Asian - Filipino	192	7.8%	31	5.1%	206	5%	13	4.1%	82	3.1%
Asian - Indian	119	4.8%	41	6.7%	243	5.9%	16	5.1%	123	4.7%
Asian - Japanese	23	0.9%	7	1.1%	43	1%	5	1.6%	41	1.6%
Asian - Korean	14	0.6%	10	1.6%	54	1.3%	3	1%	25	1%
Asian - Laotian	3	0.1%	0	0%	3	0.1%	0	0%	0	0%
Asian - Vietnamese	220	8.9%	18	3%	280	6.8%	3	1%	34	1.3%
Asian - Other	217	8.8%	36	5.9%	360	8.7%	17	5.4%	164	6.3%
Black	154	6.2%	35	5.7%	133	3.2%	11	3.5%	66	2.5%
Hispanic	358	14.5%	86	14.1%	423	10.2%	31	9.9%	220	8.4%
Native American or Alaska Native	6	0.2%	2	0.3%	8	0.2%	1	0.3%	5	0.2%
Pacific Islander - Guamanian	3	0.1%	0	0%	2	<0.1%	0	0%	1	<0.1%
Pacific Islander - Hawaiian	0	0%	1	0.2%	0	0%	0	0%	1	<0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	11	0.4%	2	0.3%	12	0.3%	1	0.3%	5	0.2%
White	840	34%	252	41.4%	1,685	40.8%	170	54.1%	1,445	55.4%
Other Race or Ethnicity	139	5.6%	23	3.8%	199	4.8%	12	3.8%	112	4.3%
Total	52		67		52		174		803	

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

Arts, Design, Entertainment, Sports, & Media Occupations

Table F

Arts & Media

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		$80,001 - $90,000		$90,001 - $100,000	
Women	0	0.0%	12	92.3%	39	69.6%	73	44%	133	45.9%	36	49.3%	50	57.5%	1	100%
Men	1	100%	1	7.7%	17	30.4%	93	56%	157	54.1%	37	50.7%	37	42.5%	0	0%
Persons with Disabilities	0	0%	0	0%	10	17.9%	23	13.9%	41	14.1%	13	17.8%	20	23%	0	0%
Veterans	0	0%	0	0%	1	1.8%	9	5.4%	16	5.5%	5	6.8%	0	0%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	6	3.6%	8	2.8%	3	4.1%	3	3.4%	0	0%
Asian - Filipino	0	0%	0	0%	3	5.4%	9	5.4%	10	3.4%	3	4.1%	2	2.3%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	2	1.2%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	1	1.8%	0	0%	1	0.3%	0	0%	2	2.3%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	1	0.3%	0	0%	1	1.1%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	1.8%	0	0%	0	0%	1	1.4%	1	1.1%	0	0%
Asian - Other	0	0%	0	0%	0	0%	5	3%	5	1.7%	0	0%	3	3.4%	0	0%
Black	0	0%	3	23.1%	5	8.9%	13	7.8%	21	7.2%	0	0%	4	4.6%	0	0%
Hispanic	0	0%	0	0%	11	19.6%	34	20.5%	50	17.2%	7	9.6%	6	6.9%	0	0%
Native American or Alaska Native	0	0%	1	7.7%	0	0%	1	0.6%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	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%	1	0.3%	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%
Pacific Islander - Other	0	0%	0	0%	0	0%	0	0%	1	0.3%	0	0%	0	0%	0	0%
White	1	100%	9	69.2%	32	57.1%	93	56%	182	62.8%	56	76.7%	63	72.4%	1	100%
Other Race or Ethnicity	0	0%	0	0%	3	5.4%	3	1.8%	10	3.4%	3	4.1%	2	2.3%	0	0%
Total	1		13		56		166		290		73		87		1	

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

Building & Grounds Cleaning & Maintenance Occupations

Table F

Building Maint.

Group Type	$20,001 - $30,000		$30,001 - $40,000		$40,001 - $50,000		$50,001 - $60,000		$60,001 - $70,000	
Women	174	29.2%	636	31.7%	38	13.4%	8	11.4%	2	16.7%
Men	421	70.8%	1,368	68.3%	246	86.6%	62	88.6%	10	83.3%
Persons with Disabilities	24	4%	223	11.1%	27	9.5%	7	10%	1	8.3%
Veterans	10	1.7%	67	3.3%	12	4.2%	6	8.6%	1	8.3%
Asian - Cambodian	2	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	56	2.8%	2	0.7%	0	0%	0	0%
Asian - Filipino	26	4.4%	151	7.5%	13	4.6%	1	1.4%	1	8.3%
Asian - Indian	3	0.5%	17	0.8%	1	0.4%	0	0%	0	0%
Asian - Japanese	1	0.2%	5	0.2%	1	0.4%	1	1.4%	1	8.3%
Asian - Korean	0	0%	1	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.2%	6	0.3%	0	0%	1	1.4%	0	0%
Asian - Other	7	1.2%	24	1.2%	1	0.4%	1	1.4%	0	0%
Black	132	22.2%	444	22.2%	54	19%	2	2.9%	0	0%
Hispanic	252	42.4%	840	41.9%	105	37%	23	32.9%	4	33.3%
Native American or Alaska Native	10	1.7%	17	0.8%	1	0.4%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	<0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	2	0.1%	1	0.4%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	2	0.1%	1	0.4%	0	0%	0	0%
Pacific Islander - Other	6	1%	8	0.4%	2	0.7%	1	1.4%	0	0%
White	142	23.9%	389	19.4%	94	33.1%	38	54.3%	6	50%
Other Race or Ethnicity	12	2%	41	2.0%	8	2.8%	2	2.9%	0	0%
Total	52		67		52		174		803	

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

Business & Financial Operations Occupations

Table F

Business & Finance

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		$90,001 - $100,000	
Women	829	64.8%	3,384	65.6%	6,003	69.7%	8,819	71.5%	4,372	65.8%	3,903	69.8%	662	55.4%
Men	450	35.2%	1,777	34.4%	2,604	30.3%	3,520	28.5%	2,271	34.2%	1,689	30.2%	533	44.6%
Persons with Disabilities	76	5.9%	590	11.4%	1,241	14.4%	2,233	18.1%	1,215	18.3%	1,102	19.7%	212	17.7%
Veterans	30	2.3%	181	3.5%	314	3.6%	489	4%	261	3.9%	200	3.6%	44	3.7%
Asian - Cambodian	1	0.1%	6	0.1%	9	0.1%	7	0.1%	4	0.1%	5	0.1%	1	0.1%
Asian - Chinese	126	9.9%	375	7.3%	458	5.3%	725	5.9%	597	9.0%	357	6.4%	119	10%
Asian - Filipino	69	5.4%	282	5.5%	520	6%	791	6.4%	498	7.5%	347	6.2%	57	4.8%
Asian - Indian	62	4.8%	125	2.4%	203	2.4%	199	1.6%	126	1.9%	77	1.4%	19	1.6%
Asian - Japanese	8	0.6%	52	1%	91	1.1%	192	1.6%	99	1.5%	96	1.7%	29	2.4%
Asian - Korean	8	0.6%	27	0.5%	61	0.7%	71	0.6%	53	0.8%	35	0.6%	16	1.3%
Asian - Laotian	2	0.2%	18	0.3%	8	0.1%	13	0.1%	6	0.1%	4	0.1%	0	0%
Asian - Vietnamese	64	5%	162	3.1%	193	2.2%	253	2.1%	191	2.9%	91	1.6%	18	1.5%
Asian - Other	76	5.9%	264	5.1%	329	3.8%	374	3%	218	3.3%	135	2.4%	33	2.8%
Black	139	10.9%	565	10.9%	922	10.7%	1,354	11%	649	9.8%	559	10%	96	8%
Hispanic	231	18.1%	1,175	22.8%	1,976	23%	2,495	20.2%	1,248	18.8%	1,028	18.4%	208	17.4%
Native American or Alaska Native	12	0.9%	33	0.6%	44	0.5%	41	0.3%	22	0.3%	10	0.2%	1	0.1%
Pacific Islander - Guamanian	1	0.1%	9	0.2%	9	0.1%	9	0.1%	9	0.1%	5	0.1%	0	0%
Pacific Islander - Hawaiian	3	0.2%	3	0.1%	6	0.1%	18	0.1%	7	0.1%	7	0.1%	2	0.2%
Pacific Islander - Samoan	1	0.1%	1	<0.1%	7	0.1%	6	<0.1%	1	<0.1%	1	<0.1%	0	0%
Pacific Islander - Other	28	2.2%	37	0.7%	64	0.7%	81	0.7%	45	0.7%	21	0.4%	7	0.6%
White	426	33.3%	1,859	36%	3,445	40%	5,226	42.4%	2,676	40.3%	2,661	47.6%	562	47%
Other Race or Ethnicity	22	1.7%	168	3.3%	262	3%	484	3.9%	194	2.9%	153	2.7%	27	2.3%
Total	1,279		5,161		8,607		12,339		6,643		5,592		1,195	

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

Group Type	$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	113	43.6%	43	44.3%	20	46.5%	17	34.7%
Men	146	56.4%	54	55.7%	23	53.5%	32	65.3%
Persons with Disabilities	39	15.1%	11	11.3%	3	7%	2	4.1%
Veterans	3	1.2%	2	2.1%	2	4.7%	2	4.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	19	7.3%	11	11.3%	6	14.0%	2	4.1%
Asian - Filipino	12	4.6%	3	3.1%	1	2.3%	2	4.1%
Asian - Indian	3	1.2%	5	5.2%	0	0%	0	0%
Asian - Japanese	6	2.3%	4	4.1%	0	0%	2	4.1%
Asian - Korean	5	1.9%	0	0%	1	2.3%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	4	1.5%	0	0%	0	0%	0	0%
Asian - Other	8	3.1%	9	9.3%	0	0%	4	8.2%
Black	8	3.1%	9	9.3%	4	9.3%	7	14.3%
Hispanic	34	13.1%	2	2.1%	4	9.3%	1	2%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	1	0.4%	0	0%	0	0%	0	0%
White	155	59.8%	53	54.6%	24	55.8%	30	61.2%
Other Race or Ethnicity	4	1.5%	1	1%	3	7%	1	2%
Total	259		97		43		49	

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

Community & Social Service Occupations

Table F
Community Services

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		$90,001 - $100,000	
Women	40	64.5%	100	63.3%	169	56.5%	512	64.2%	321	75.7%	375	54.4%	354	46.6%
Men	22	35.5%	58	36.7%	130	43.5%	286	35.8%	103	24.3%	314	45.6%	406	53.4%
Persons with Disabilities	17	27.4%	67	42.4%	59	19.7%	231	28.9%	45	10.6%	62	9%	41	5.4%
Veterans	5	8.1%	4	2.5%	10	3.3%	22	2.8%	14	3.3%	41	6%	60	7.9%
Asian - Cambodian	0	0%	1	0.6%	0	0%	2	0.3%	0	0%	0	0%	1	0.1%
Asian - Chinese	1	1.6%	4	2.5%	4	1.3%	16	2%	4	0.9%	11	1.6%	5	0.7%
Asian - Filipino	0	0%	5	3.2%	8	2.7%	14	1.8%	20	4.7%	22	3.2%	22	2.9%
Asian - Indian	1	1.6%	0	0%	5	1.7%	12	1.5%	5	1.2%	4	0.6%	6	0.8%
Asian - Japanese	0	0%	0	0%	0	0%	4	0.5%	0	0%	4	0.6%	6	0.8%
Asian - Korean	0	0%	0	0%	3	1.0%	11	1.4%	2	0.5%	6	0.9%	6	0.8%
Asian - Laotian	0	0%	0	0%	1	0.3%	0	0%	1	0.2%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	0.6%	1	0.3%	4	0.5%	3	0.7%	5	0.7%	4	0.5%
Asian - Other	1	1.6%	8	5.1%	10	3.3%	30	3.8%	10	2.4%	10	1.5%	11	1.4%
Black	4	6.5%	17	10.8%	48	16.1%	106	13.3%	79	18.6%	104	15.1%	140	18.4%
Hispanic	27	43.5%	38	24.1%	73	24.4%	191	23.9%	123	29%	211	30.6%	224	29.5%
Native American or Alaska Native	1	1.6%	2	1.3%	9	3%	12	1.5%	0	0%	4	0.6%	7	0.9%
Pacific Islander - Guamanian	1	1.6%	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.3%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	1	1.6%	0	0%	0	0%	0	0%	2	0.5%	1	0.1%	1	0.1%
Pacific Islander - Other	0	0%	2	1.3%	0	0%	0	0%	3	0.7%	4	0.6%	3	0.4%
White	22	35.5%	79	50%	132	44.1%	365	45.7%	154	36.3%	278	40.3%	300	39.5%
Other Race or Ethnicity	3	4.8%	1	0.6%	4	1.3%	30	3.8%	18	4.2%	24	3.5%	24	3.2%
Total	62		158		299		798		424		689		760	

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

Table F
Community Services

Group Type	$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000	
Women	485	32.8%	180	38.8%	66	52.4%
Men	994	67.2%	284	61.2%	60	47.6%
Persons with Disabilities	36	2.4%	13	2.8%	2	1.6%
Veterans	151	10.2%	32	6.9%	9	7.1%
Asian - Cambodian	2	0.1%	0	0%	0	0%
Asian - Chinese	10	0.7%	7	1.5%	1	0.8%
Asian - Filipino	28	1.9%	9	1.9%	2	1.6%
Asian - Indian	5	0.3%	2	0.4%	0	0%
Asian - Japanese	8	0.5%	3	0.6%	0	0%
Asian - Korean	4	0.3%	2	0.4%	1	0.8%
Asian - Laotian	1	0.1%	1	0.2%	0	0%
Asian - Vietnamese	8	0.5%	2	0.4%	0	0%
Asian - Other	21	1.4%	1	0.2%	0	0%
Black	306	20.7%	81	17.5%	19	15.1%
Hispanic	519	35.1%	143	30.8%	32	25.4%
Native American or Alaska Native	2	0.1%	2	0.4%	1	0.8%
Pacific Islander - Guamanian	3	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.2%	0	0%	1	0.8%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	3	0.2%	1	0.2%	0	0%
White	525	35.5%	201	43.3%	65	51.6%
Other Race or Ethnicity	31	2.1%	9	1.9%	4	3.2%
Total	1,479		464		126	

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

Computer & Mathematical Occupations

Table F

Computer & Math

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		$90,001 - $100,000	
Women	22	36.1%	66	31.3%	158	30.4%	543	35.2%	1,041	41.2%	1,200	41%	1,037	40.4%
Men	39	63.9%	145	68.7%	362	69.6%	998	64.8%	1,486	58.8%	1,725	59%	1,528	59.6%
Persons with Disabilities	3	4.9%	15	7.1%	45	8.7%	165	10.7%	401	15.9%	473	16.2%	335	13.1%
Veterans	4	6.6%	11	5.2%	28	5.4%	106	6.9%	189	7.5%	224	7.7%	166	6.5%
Asian - Cambodian	0	0%	2	0.9%	2	0.4%	2	0.1%	0	0%	2	0.1%	3	0.1%
Asian - Chinese	8	13.1%	12	5.7%	41	7.9%	127	8.2%	244	9.7%	297	10.2%	275	10.7%
Asian - Filipino	3	4.9%	15	7.1%	31	6%	88	5.7%	175	6.9%	167	5.7%	122	4.8%
Asian - Indian	3	4.9%	11	5.2%	39	7.5%	117	7.6%	115	4.6%	125	4.3%	131	5.1%
Asian - Japanese	0	0%	4	1.9%	8	1.5%	20	1.3%	35	1.4%	74	2.5%	60	2.3%
Asian - Korean	0	0%	0	0%	6	1.2%	8	0.5%	7	0.3%	10	0.3%	15	0.6%
Asian - Laotian	1	1.6%	2	0.9%	0	0%	4	0.3%	2	0.1%	3	0.1%	5	0.2%
Asian - Vietnamese	4	6.6%	8	3.8%	14	2.7%	56	3.6%	74	2.9%	118	4%	100	3.9%
Asian - Other	3	4.9%	15	7.1%	28	5.4%	81	5.3%	109	4.3%	145	5%	116	4.5%
Black	6	9.8%	14	6.6%	39	7.5%	107	6.9%	200	7.9%	232	7.9%	172	6.7%
Hispanic	10	16.4%	28	13.3%	83	16%	234	15.2%	342	13.5%	354	12.1%	299	11.7%
Native American or Alaska Native	1	1.6%	0	0%	4	0.8%	7	0.5%	10	0.4%	17	0.6%	12	0.5%
Pacific Islander - Guamanian	1	1.6%	2	0.9%	0	0%	0	0%	4	0.2%	7	0.2%	3	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	3	0.2%	0	0%	6	0.2%	2	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.1%	1	0%	1	<0.1%	0	0%
Pacific Islander - Other	1	1.6%	1	0.5%	8	1.5%	17	1.1%	14	0.6%	16	0.5%	7	0.3%
White	19	31.1%	84	39.8%	203	39%	621	40.3%	1,107	43.8%	1,258	43%	1,176	45.8%
Other Race or Ethnicity	1	1.6%	13	6.2%	14	2.7%	48	3.1%	88	3.5%	93	3.2%	67	2.6%
Total	61		211		520		1,541		2,527		2,925		2,565	

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

Table F
Computer & Math

Group Type	$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	150	21.7%	5	41.7%	7	35%	6	50%
Men	542	78.3%	7	58.3%	13	65%	6	50%
Persons with Disabilities	81	11.7%	2	16.7%	1	5%	4	33.3%
Veterans	43	6.2%	0	0%	0	0%	1	8.3%
Asian - Cambodian	1	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	93	13.4%	2	16.7%	7	35%	4	33.3%
Asian - Filipino	32	4.6%	1	8.3%	0	0%	0	0%
Asian - Indian	66	9.5%	1	8.3%	0	0%	0	0%
Asian - Japanese	19	2.7%	0	0%	0	0%	0	0%
Asian - Korean	7	1%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	18	2.6%	0	0%	0	0%	0	0%
Asian - Other	39	5.6%	0	0%	2	10%	0	0%
Black	28	4%	0	0%	0	0%	0	0%
Hispanic	42	6.1%	0	0%	1	5%	0	0%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	4	0.6%	0	0%	0	0%	0	0%
White	317	45.8%	8	66.7%	10	50%	8	66.7%
Other Race or Ethnicity	25	3.6%	0	0%	0	0%	0	0%
Total	692		12		20		12	

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		$90,001 - $100,000	
Women	49	6.2%	95	5.7%	71	2.6%	46	4.9%	36	11.4%	7	10.8%	3	10%
Men	739	93.8%	1,562	94.3%	2,613	97.4%	901	95.1%	280	88.6%	58	89.2%	27	90%
Persons with Disabilities	12	1.5%	110	6.6%	297	11.1%	144	15.2%	65	20.6%	14	21.5%	6	20%
Veterans	31	3.9%	129	7.8%	239	8.9%	92	9.7%	24	7.6%	3	4.6%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	3	0.4%	1	0.1%	8	0.3%	0	0%	1	0.3%	0	0%	0	0%
Asian - Filipino	19	2.4%	37	2.2%	49	1.8%	21	2.2%	6	1.9%	0	0%	2	6.7%
Asian - Indian	1	0.1%	1	0.1%	7	0.3%	3	0.3%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	2	0.1%	4	0.1%	2	0.2%	1	0.3%	0	0%	2	6.7%
Asian - Korean	3	0.4%	1	0.1%	2	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	1	0.1%	1	0.1%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.1%	2	0.1%	14	0.5%	3	0.3%	0	0%	0	0%	0	0%
Asian - Other	5	0.6%	4	0.2%	12	0.4%	0	0%	4	1.3%	0	0%	0	0%
Black	110	14%	186	11.2%	228	8.5%	49	5.2%	12	3.8%	1	1.5%	2	6.7%
Hispanic	286	36.3%	438	26.4%	714	26.6%	255	26.9%	84	26.6%	20	30.8%	4	13.3%
Native American or Alaska Native	20	2.5%	25	1.5%	34	1.3%	5	0.5%	1	0.3%	0	0%	0	0%
Pacific Islander - Guamanian	2	0.3%	1	0.1%	2	0.1%	3	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	4	0.1%	5	0.5%	1	0.3%	1	1.5%	0	0%
Pacific Islander - Samoan	1	0.1%	1	0.1%	2	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	6	0.8%	8	0.5%	12	0.4%	3	0.3%	1	0.3%	0	0%	0	0%
White	304	38.6%	910	54.9%	1,544	57.5%	580	61.2%	197	62.3%	41	63.1%	19	63.3%
Other Race or Ethnicity	26	3.3%	39	2.4%	47	1.8%	18	1.9%	8	2.5%	2	3.1%	1	3.3%
Total	788		1,657		2,684		947		316		65		30	

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

Table F
Construction

Group Type	$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	0	0%	0	0%	3	6.5%	4	22.2%
Men	23	100%	17	100%	43	93.5%	14	77.8%
Persons with Disabilities	3	13%	1	5.9%	6	13%	7	38.9%
Veterans	2	8.7%	2	11.8%	1	2.2%	1	5.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	1	2.2%	2	11.1%
Asian - Filipino	0	0%	0	0%	1	2.2%	0	0%
Asian - Indian	0	0%	0	0%	1	2.2%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%
Asian - Other	0	0%	0	0%	0	0%	0	0%
Black	0	0%	2	11.8%	2	4.3%	0	0%
Hispanic	0	0%	1	5.9%	5	10.9%	0	0%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%	0	0%
White	23	100%	14	82.4%	36	78.3%	16	88.9%
Other Race or Ethnicity	0	0%	0	0%	0	0%	0	0%
Total	23		17		46		18	

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

Table F
Education

Group Type	Under $10,000		$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	3	75%	10	71.4%	103	70.1%	68	78.2%	64	56.6%	127	49.4%	85	50%
Men	1	25%	4	28.6%	44	29.9%	19	21.8%	49	43.4%	130	50.6%	85	50%
Persons with Disabilities	0	0%	4	28.6%	28	19%	14	16.1%	11	9.7%	28	10.9%	22	12.9%
Veterans	0	0%	1	7.1%	0	0%	4	4.6%	6	5.3%	17	6.6%	14	8.2%
Asian - Cambodian	0	0%	0	0%	1	0.7%	0	0%	0	0%	1	0.4%	0	0%
Asian - Chinese	0	0%	0	0%	2	1.4%	1	1.1%	3	2.7%	0	0%	4	2.4%
Asian - Filipino	0	0%	0	0%	4	2.7%	1	1.1%	2	1.8%	6	2.3%	2	1.2%
Asian - Indian	0	0%	1	7.1%	0	0%	0	0%	1	0.9%	1	0.4%	1	0.6%
Asian - Japanese	0	0%	0	0%	1	0.7%	1	1.1%	2	1.8%	0	0%	1	0.6%
Asian - Korean	0	0%	0	0%	1	0.7%	1	1.1%	0	0%	1	0.4%	1	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.7%	0	0%	1	0.9%	0	0%	0	0%
Asian - Other	0	0%	0	0%	1	0.7%	1	1.1%	1	0.9%	4	1.6%	3	1.8%
Black	1	25%	2	14.3%	15	10.2%	12	13.8%	8	7.1%	25	9.7%	11	6.5%
Hispanic	1	25%	3	21.4%	45	30.6%	20	23.0%	14	12.4%	54	21.0%	24	14.1%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%	2	1.8%	4	1.6%	1	0.6%
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%	1	0.6%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%
Pacific Islander - Other	0	0%	0	0%	1	0.7%	0	0%	0	0%	0	0%	0	0%
White	2	50%	8	57.1%	70	47.6%	48	55.2%	78	69%	150	58.4%	115	67.6%
Other Race or Ethnicity	0	0%	0	0%	5	3.4%	2	2.3%	1	0.9%	9	3.5%	6	3.5%
Total	4		14		147		87		113		257		170	

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

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	
Women	238	55.9%	154	47.4%	238	47.6%	24	50%	1	50%
Men	188	44.1%	171	52.6%	262	52.4%	24	50%	1	50%
Persons with Disabilities	32	7.5%	42	12.9%	60	12%	2	4.2%	0	0%
Veterans	20	4.7%	24	7.4%	31	6.2%	3	6.3%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	6	1.4%	1	0.3%	2	0.4%	0	0%	0	0%
Asian - Filipino	7	1.6%	3	0.9%	9	1.8%	3	6.3%	0	0%
Asian - Indian	8	1.9%	0	0%	7	1.4%	0	0%	1	50%
Asian - Japanese	1	0.2%	3	0.9%	2	0.4%	0	0%	0	0%
Asian - Korean	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	2	0.4%	0	0%	0	0%
Asian - Other	7	1.6%	5	1.5%	4	0.8%	2	4.2%	0	0%
Black	37	8.7%	22	6.8%	43	8.6%	6	12.5%	0	0%
Hispanic	63	14.8%	60	18.5%	85	17%	6	12.5%	0	0%
Native American or Alaska Native	1	0.2%	3	0.9%	2	0.4%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	2	0.6%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%	0	0%	0	0%
White	277	65%	217	66.8%	333	66.6%	31	64.6%	1	50%
Other Race or Ethnicity	18	4.2%	9	2.8%	10	2.0%	0	0%	0	0%
Total	426		325		500		48		2	

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

Farming, Fishing, & Forestry Occupations

Table F
Farming

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	
Women	1	33.3%	119	37.4%	106	39.6%	34	34.7%	20	26.3%	12	29.3%	1	33.3%	1	33.3%
Men	2	66.7%	199	62.6%	162	60.4%	64	65.3%	56	73.7%	29	70.7%	2	66.7%	2	66.7%
Persons with Disabilities	0	0%	4	1.3%	13	4.9%	7	7.1%	10	13.2%	5	12.2%	1	33.3%	1	33.3%
Veterans	0	0%	11	3.5%	7	2.6%	6	6.1%	8	10.5%	5	12.2%	1	33.3%	2	66.7%
Asian - Cambodian	0	0%	0	0%	1	0.4%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	7	2.2%	3	1.1%	0	0%	0	0%	1	2.4%	0	0%	0	0%
Asian - Filipino	0	0%	10	3.1%	13	4.9%	0	0%	1	1.3%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	2	0.6%	1	0.4%	0	0%	1	1.3%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	2	0.6%	7	2.6%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	4	1.5%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	1	0.3%	2	0.7%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	5	1.6%	14	5.2%	1	1%	0	0%	0	0%	0	0%	0	0%
Asian - Other	0	0%	4	1.3%	4	1.5%	0	0%	0	0%	0	0%	0	0%	0	0%
Black	0	0%	12	3.8%	4	1.5%	3	3.1%	0	0%	2	4.9%	1	33.3%	0	0%
Hispanic	0	0%	68	21.4%	103	38.4%	31	31.6%	16	21.1%	5	12.2%	0	0%	0	0%
Native American or Alaska Native	0	0%	1	0.3%	1	0.4%	2	2%	1	1.3%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	0.3%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.3%	2	0.7%	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%
Pacific Islander - Other	0	0%	1	0.3%	1	0.4%	1	1%	0	0%	0	0%	0	0%	0	2%
White	3	100%	188	59.1%	104	38.8%	56	57.1%	55	72.4%	32	78.0%	2	66.7%	3	100%
Other Race or Ethnicity	0	0%	15	4.7%	4	1.5%	3	3.1%	2	2.6%	1	2.4%	0	0%	0	0%
Total	3		318		268		98		76		41		3		3	

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

Food Preparation & Serving Related Occupations

Table F

Food Prep. & Serving

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		$80,001 - $90,000	
Women	239	62.2%	630	59.8%	261	32.2%	53	37.1%	17	35.4%	8	27.6%	1	8.3%
Men	145	37.8%	424	40.2%	550	67.8%	90	62.9%	31	64.6%	21	72.4%	11	91.7%
Persons with Disabilities	10	2.6%	95	9%	51	6.3%	21	14.7%	10	20.8%	8	27.6%	2	16.7%
Veterans	8	2.1%	43	4.1%	89	11%	22	15.4%	11	22.9%	6	20.7%	3	25%
Asian - Cambodian	2	0.5%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	9	2.3%	16	1.5%	7	0.9%	1	0.7%	0	0%	0	0%	0	0%
Asian - Filipino	51	13.3%	235	22.3%	59	7.3%	8	5.6%	0	0%	6	20.7%	0	0%
Asian - Indian	5	1.3%	27	2.6%	7	0.9%	1	0.7%	0	0%	0	0%	0	0%
Asian - Japanese	2	0.5%	3	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	1	0.3%	2	0.2%	4	0.5%	0	0%	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	0.3%	12	1.1%	6	0.7%	2	1.4%	0	0%	0	0%	0	0%
Asian - Other	1	0.3%	17	1.6%	11	1.4%	0	0%	1	2.1%	1	3.4%	0	0%
Black	64	16.7%	106	10.1%	87	10.7%	24	16.8%	8	16.7%	1	3.4%	6	50%
Hispanic	138	35.9%	345	32.7%	328	40.4%	48	33.6%	12	25%	10	34.5%	1	8.3%
Native American or Alaska Native	2	0.5%	8	0.8%	3	0.4%	2	1.4%	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	0	0%	0	0%	1	0.1%	1	0.7%	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	2	0.5%	3	0.3%	5	0.6%	1	0.7%	0	0%	0	0%	0	0%
White	103	26.8%	266	25.2%	278	34.3%	54	37.8%	27	56.3%	11	37.9%	4	33.3%
Other Race or Ethnicity	3	0.8%	14	1.3%	14	1.7%	1	0.7%	0	0%	0	0%	1	8.3%
Total	384		1,054		811		143		48		29		12	

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

Healthcare Practitioners & Technical Occupations

Table F

Healthcare Practitioner

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		$80,001 - $90,000	
Women	25	59.5%	750	67.3%	757	82.6%	1,714	72.9%	2,882	60.6%	561	69.3%	721	67.3%
Men	17	40.5%	365	32.7%	159	17.4%	637	27.1%	1,872	39.4%	249	30.7%	350	32.7%
Persons with Disabilities	1	2.4%	40	3.6%	82	9%	103	4.4%	355	7.5%	98	12.1%	121	11.3%
Veterans	1	2.4%	16	1.4%	28	3.1%	41	1.7%	148	3.1%	15	1.9%	34	3.2%
Asian - Cambodian	0	0%	3	0.3%	1	0.1%	1	<0.1%	10	0.2%	1	0.1%	1	0.1%
Asian - Chinese	1	2.4%	10	0.9%	7	0.8%	21	0.9%	41	0.9%	21	2.6%	36	3.4%
Asian - Filipino	2	4.8%	374	33.5%	144	15.7%	443	18.8%	672	14.1%	64	7.9%	236	22%
Asian - Indian	0	0%	15	1.3%	28	3.1%	56	2.4%	49	1%	12	1.5%	16	1.5%
Asian - Japanese	0	0%	1	0.1%	0	0%	5	0.2%	15	0.3%	11	1.4%	13	1.2%
Asian - Korean	0	0%	2	0.2%	0	0%	7	0.3%	12	0.3%	10	1.2%	8	0.7%
Asian - Laotian	0	0%	2	0.2%	2	0.2%	4	0.2%	2	0%	0	0%	2	0.2%
Asian - Vietnamese	0	0%	10	0.9%	15	1.6%	18	0.8%	63	1.3%	5	0.6%	14	1.3%
Asian - Other	1	2.4%	27	2.4%	26	2.8%	77	3.3%	134	2.8%	17	2.1%	29	2.7%
Black	10	23.8%	164	14.7%	119	13%	536	22.8%	883	18.6%	117	14.4%	132	12.3%
Hispanic	11	26.2%	303	27.2%	263	28.7%	518	22.0%	1,229	25.9%	117	14.4%	144	13.4%
Native American or Alaska Native	0	0%	3	0.3%	2	0.2%	14	0.6%	18	0.4%	3	0.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	3	0.1%	2	<0.1%	1	0.1%	1	0.1%
Pacific Islander - Hawaiian	0	0%	1	0.1%	2	0.2%	2	0.1%	3	0.1%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	1	0.1%	0	0%	4	0.2%	3	0.1%	0	0%	0	0%
Pacific Islander - Other	0	0%	4	0.4%	2	0.2%	17	0.7%	10	0.2%	5	0.6%	3	0.3%
White	17	40.5%	189	17.0%	281	30.7%	600	25.5%	1,554	32.7%	405	50%	419	39.1%
Other Race or Ethnicity	0	0%	6	0.5%	23	2.5%	25	1.1%	54	1.1%	20	2.5%	17	1.6%
Total	42		1,115		916		2,351		4,754		810		1,071	

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

Healthcare Practitioners & Technical Occupations (Cont.)

Table F

Healthcare Practitioner

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	837	67.7%	2,172	71.8%	263	68.8%	516	66.8%	548	33.7%
Men	400	32.3%	854	28.2%	119	31.2%	257	33.2%	1,078	66.3%
Persons with Disabilities	85	6.9%	209	6.9%	43	11.3%	72	9.3%	123	7.6%
Veterans	49	4%	79	2.6%	18	4.7%	29	3.8%	35	2.2%
Asian - Cambodian	1	0.1%	0	0%	2	0.5%	1	0.1%	0	0%
Asian - Chinese	32	2.6%	66	2.2%	18	4.7%	32	4.1%	112	6.9%
Asian - Filipino	262	21.2%	1,185	39.2%	97	25.4%	119	15.4%	101	6.2%
Asian - Indian	76	6.1%	113	3.7%	7	1.8%	28	3.6%	195	12%
Asian - Japanese	9	0.7%	12	0.4%	4	1%	1	0.1%	14	0.9%
Asian - Korean	12	1%	28	0.9%	5	1.3%	5	0.6%	30	1.8%
Asian - Laotian	1	0.1%	2	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	15	1.2%	41	1.4%	11	2.9%	65	8.4%	65	4%
Asian - Other	51	4.1%	116	3.8%	14	3.7%	38	4.9%	121	7.4%
Black	212	17.1%	348	11.5%	44	11.5%	93	12%	127	7.8%
Hispanic	163	13.2%	304	10%	38	9.9%	78	10.1%	99	6.1%
Native American or Alaska Native	3	0.2%	7	0.2%	2	0.5%	3	0.4%	4	0.2%
Pacific Islander - Guamanian	1	0.1%	2	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	1	<0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other	8	0.6%	7	0.2%	2	0.5%	0	0%	6	0.4%
White	377	30.5%	753	24.9%	136	35.6%	287	37.1%	681	41.9%
Other Race or Ethnicity	12	1%	41	1.4%	2	0.5%	23	3%	71	4.4%
Total	1,237		3,026		382		773		1,626	

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

Healthcare Support Occupations

Table F

Healthcare Support

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	121	79.1%	388	81.5%	122	93.1%	320	94.4%	66	95.7%	26	100%
Men	32	20.9%	88	18.5%	9	6.9%	19	5.6%	3	4.3%	0	0.0%
Persons with Disabilities	0	0%	24	5%	8	6.1%	17	5%	1	1.4%	2	7.7%
Veterans	0	0%	4	0.8%	0	0%	3	0.9%	1	1.4%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	3	0.9%	0	0%	0	0%
Asian - Filipino	50	32.7%	187	39.3%	5	3.8%	17	5%	1	1.4%	1	3.8%
Asian - Indian	7	4.6%	7	1.5%	1	0.8%	0	0%	0	0%	0	0%
Asian - Japanese	1	0.7%	1	0.2%	0	0%	0	0%	2	2.9%	0	0%
Asian - Korean	0	0%	3	0.6%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.7%	1	0.2%	1	0.8%	0	0%	0	0%	0	0%
Asian - Other	5	3.3%	10	2.1%	3	2.3%	2	0.6%	0	0%	0	0%
Black	43	28.1%	69	14.5%	14	10.7%	27	8.0%	8	11.6%	3	11.5%
Hispanic	28	18.3%	113	23.7%	36	27.5%	144	42.5%	34	49.3%	6	23.1%
Native American or Alaska Native	3	2%	3	0.6%	1	0.8%	2	0.6%	1	1.4%	1	3.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.8%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%	0	0%	1	1.4%	0	0%
White	14	9.2%	76	16.0%	68	51.9%	135	39.8%	19	27.5%	14	53.8%
Other Race or Ethnicity	1	0.7%	6	1.3%	1	0.8%	9	2.7%	3	4.3%	1	3.8%
Total	153		476		131		339		69		26	

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		$80,001 - $90,000	
Women	121	30.3%	4	3%	43	6.3%	21	1.9%	15	5.3%	13	3.7%	9	5.8%
Men	278	69.7%	131	97%	643	93.7%	1,074	98.1%	269	94.7%	337	96.3%	145	94.2%
Persons with Disabilities	8	2%	11	8.1%	43	6.3%	148	13.5%	30	10.6%	43	12.3%	24	15.6%
Veterans	10	2.5%	5	3.7%	54	7.9%	128	11.7%	32	11.3%	43	12.3%	17	11%
Asian - Cambodian	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	3	0.8%	0	0%	8	1.2%	9	0.8%	2	0.7%	2	0.6%	0	0%
Asian - Filipino	12	3.0%	4	3%	29	4.2%	19	1.7%	6	2.1%	12	3.4%	1	0.6%
Asian - Indian	2	0.5%	0	0%	4	0.6%	1	0.1%	3	1.1%	3	0.9%	0	0%
Asian - Japanese	0	0%	0	0%	6	0.9%	6	0.5%	1	0.4%	1	0.3%	2	1.3%
Asian - Korean	0	0%	0	0%	3	0.4%	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%	7	1%	6	0.5%	2	0.7%	1	0.3%	0	0%
Asian - Other	2	0.5%	0	0%	4	0.6%	6	0.5%	1	0.4%	1	0.3%	0	0%
Black	16	4.0%	8	5.9%	22	3.2%	37	3.4%	21	7.4%	12	3.4%	8	5.2%
Hispanic	121	30.3%	46	34.1%	184	26.8%	248	22.6%	38	13.4%	60	17.1%	23	14.9%
Native American or Alaska Native	6	1.5%	1	0.7%	6	0.9%	14	1.3%	2	0.7%	4	1.1%	2	1.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%	1	0.6%
Pacific Islander - Hawaiian	0	0%	1	0.7%	2	0.3%	2	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	1	0.7%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	1	0.1%	1	0.1%	0	0%	1	0.3%	0	0%
White	195	48.9%	73	54.1%	394	57.4%	719	65.7%	202	71.1%	248	70.9%	116	75.3%
Other Race or Ethnicity	41	10.3%	1	0.7%	16	2.3%	26	2.4%	5	1.8%	5	1.4%	1	0.6%
Total	399		135		686		1,095		284		350		154	

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

Table F
Installation/ Maintenance

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000	
Women	3	4.7%	3	13.6%	0	0.0%	0	0.0%
Men	61	95.3%	19	86.4%	6	100%	10	100%
Persons with Disabilities	9	14.1%	1	4.5%	1	16.7%	0	0%
Veterans	11	17.2%	2	9.1%	3	50%	1	10%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%
Asian - Filipino	1	1.6%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	1	1.6%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	1.6%	0	0%	0	0%	0	0%
Asian - Other	0	0%	0	0%	0	0%	0	0%
Black	2	3.1%	1	4.5%	0	0%	0	0%
Hispanic	10	15.6%	5	22.7%	1	16.7%	4	40%
Native American or Alaska Native	3	4.7%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	1	1.6%	0	0%	0	0%	0	0%
White	44	68.8%	16	72.7%	5	83.3%	6	60%
Other Race or Ethnicity	1	1.6%	0	0%	0	0%	0	0%
Total	64		22		6		10	

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		$90,001 - $100,000	
Women	1	50%	32	66.7%	97	79.5%	238	70.4%	293	70.3%	119	56.4%	88	58.7%
Men	1	50%	16	33.3%	25	20.5%	100	29.6%	124	29.7%	92	43.6%	62	41.3%
Persons with Disabilities	0	0%	5	10.4%	13	10.7%	34	10.1%	43	10.3%	17	8.1%	10	6.7%
Veterans	0	0%	2	4.2%	2	1.6%	12	3.6%	6	1.4%	1	0.5%	4	2.7%
Asian - Cambodian	0	0%	1	2.1%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Chinese	0	0%	1	2.1%	4	3.3%	11	3.3%	12	2.9%	11	5.2%	14	9.3%
Asian - Filipino	0	0%	2	4.2%	9	7.4%	19	5.6%	15	3.6%	9	4.3%	2	1.3%
Asian - Indian	0	0%	3	6.3%	1	0.8%	9	2.7%	4	1%	6	2.8%	4	2.7%
Asian - Japanese	0	0%	1	2.1%	0	0.0%	5	1.5%	3	0.7%	4	1.9%	2	1.3%
Asian - Korean	0	0%	1	2.1%	1	0.8%	4	1.2%	13	3.1%	5	2.4%	4	2.7%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	5	1.5%	2	0.5%	4	1.9%	4	2.7%
Asian - Other	0	0%	2	4.2%	3	2.5%	5	1.5%	11	2.6%	6	2.8%	4	2.7%
Black	0	0%	0	0%	21	17.2%	58	17.2%	36	8.6%	12	5.7%	6	4%
Hispanic	0	0%	11	22.9%	24	19.7%	72	21.3%	64	15.3%	19	9%	15	10%
Native American or Alaska Native	0	0%	0	0%	1	0.8%	2	0.6%	1	0.2%	2	0.9%	1	0.7%
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%	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	1	2.1%	0	0%	3	0.9%	1	0.2%	0	0%	0	0%
White	2	100%	23	47.9%	55	45.1%	135	39.9%	245	58.8%	125	59.2%	87	58%
Other Race or Ethnicity	0	0%	2	4.2%	3	2.5%	9	2.7%	8	1.9%	8	3.8%	7	4.7%
Total	2		48		122		338		417		211		150	

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

Group Type	$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	220	57%	190	51.5%	497	50.7%	730	49.8%
Men	166	43.0%	179	48.5%	483	49.3%	737	50.2%
Persons with Disabilities	39	10.1%	51	13.8%	119	12.1%	188	12.8%
Veterans	10	2.6%	8	2.2%	34	3.5%	41	2.8%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	25	6.5%	20	5.4%	47	4.8%	59	4%
Asian - Filipino	8	2.1%	9	2.4%	23	2.3%	20	1.4%
Asian - Indian	6	1.6%	9	2.4%	15	1.5%	8	0.5%
Asian - Japanese	4	1.0%	8	2.2%	15	1.5%	19	1.3%
Asian - Korean	12	3.1%	10	2.7%	20	2%	22	1.5%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	5	1.3%	6	1.6%	13	1.3%	9	0.6%
Asian - Other	4	1.0%	7	1.9%	12	1.2%	15	1%
Black	13	3.4%	9	2.4%	52	5.3%	73	5%
Hispanic	33	8.5%	31	8.4%	76	7.8%	114	7.8%
Native American or Alaska Native	1	0.3%	1	0.3%	4	0.4%	3	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Hawaiian	1	0.3%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	3	0.8%	0	0%	1	0.1%	1	0.1%
White	255	66.1%	246	66.7%	686	70.0%	1,085	74%
Other Race or Ethnicity	16	4.1%	13	3.5%	15	1.5%	37	2.5%
Total	386		369		980		1,467	

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

Life, Physical, & Social Science Occupations

Table F
Life Science

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		$80,001 - $90,000	
Women	413	50.4%	116	45.1%	209	39.6%	188	43.9%	431	52.6%	918	51.6%	644	50.6%
Men	407	49.6%	141	54.9%	319	60.4%	240	56.1%	388	47.4%	861	48.4%	628	49.4%
Persons with Disabilities	39	4.8%	7	2.7%	25	4.7%	44	10.3%	94	11.5%	341	19.2%	206	16.2%
Veterans	8	1%	9	3.5%	32	6.1%	10	2.3%	21	2.6%	56	3.1%	24	1.9%
Asian - Cambodian	0	0%	0	0%	0	0%	1	0.2%	1	0.1%	0	0%	2	0.2%
Asian - Chinese	23	2.8%	9	3.5%	14	2.7%	25	5.8%	41	5.0%	67	3.8%	82	6.4%
Asian - Filipino	11	1.3%	4	1.6%	9	1.7%	7	1.6%	16	2.0%	46	2.6%	21	1.7%
Asian - Indian	5	0.6%	2	0.8%	6	1.1%	6	1.4%	22	2.7%	36	2%	32	2.5%
Asian - Japanese	8	1%	2	0.8%	8	1.5%	4	0.9%	7	0.9%	28	1.6%	24	1.9%
Asian - Korean	5	0.6%	0	0%	6	1.1%	2	0.5%	1	0.1%	9	0.5%	9	0.7%
Asian - Laotian	2	0%	0	0%	0	0%	0	0%	1	0.1%	1	0.1%	2	0.2%
Asian - Vietnamese	8	1.0%	3	1.2%	4	0.8%	7	1.6%	11	1.3%	17	1%	7	0.6%
Asian - Other	19	2.3%	5	1.9%	10	1.9%	13	3.0%	21	2.6%	46	2.6%	39	3.1%
Black	5	0.6%	12	4.7%	22	4.2%	12	2.8%	25	3.1%	77	4.3%	59	4.6%
Hispanic	60	7.3%	43	16.7%	81	15.3%	70	16.4%	87	10.6%	172	9.7%	92	7.2%
Native American or Alaska Native	4	0.5%	0	0%	5	0.9%	3	0.7%	9	1.1%	9	0.5%	5	0.4%
Pacific Islander - Guamanian	0	0%	1	0.4%	0	0%	0	0%	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.4%	0	0%	1	0.2%	3	0.4%	0	0%	2	0.2%
Pacific Islander - Samoan	0	0%	0	0%	1	0.2%	1	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	2	0.8%	1	0.2%	4	0.9%	2	0.2%	6	0.3%	2	0.2%
White	609	74.3%	149	58%	329	62.3%	252	58.9%	544	66.4%	1,185	66.6%	849	66.7%
Other Race or Ethnicity	61	7.4%	24	9.3%	32	6.1%	20	4.7%	27	3.3%	80	4.5%	45	3.5%
Total	820		257		528		428		819		1,779		1,272	

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

Table F
Life Science

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	269	48.6%	388	48.9%	554	50.9%	256	44.1%	87	38.2%
Men	285	51.4%	406	51.1%	534	49.1%	325	55.9%	141	61.8%
Persons with Disabilities	55	9.9%	85	10.7%	140	12.9%	68	11.7%	29	12.7%
Veterans	18	3.2%	20	2.5%	16	1.5%	17	2.9%	7	3.1%
Asian - Cambodian	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	41	7.4%	62	7.8%	30	2.8%	12	2.1%	8	3.5%
Asian - Filipino	11	2%	16	2%	11	1.0%	7	1.2%	4	1.8%
Asian - Indian	10	1.8%	14	1.8%	19	1.7%	8	1.4%	2	0.9%
Asian - Japanese	8	1.4%	12	1.5%	7	0.6%	15	2.6%	4	1.8%
Asian - Korean	5	0.9%	5	0.6%	12	1.1%	3	0.5%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.4%	8	1.0%	6	0.6%	3	0.5%	1	0.4%
Asian - Other	25	4.5%	34	4.3%	23	2.1%	13	2.2%	5	2.2%
Black	28	5.1%	48	6%	50	4.6%	28	4.8%	3	1.3%
Hispanic	44	7.9%	66	8.3%	82	7.5%	52	9%	15	6.6%
Native American or Alaska Native	5	0.9%	4	0.5%	5	0.5%	0	0%	1	0.4%
Pacific Islander - Guamanian	0	0%	2	0.3%	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	0	0%	2	0.3%	0	0%	0	0%	0	0%
White	362	65.3%	491	61.8%	810	74.4%	428	73.7%	183	80.3%
Other Race or Ethnicity	12	2.2%	30	3.8%	33	3.0%	12	2.1%	2	0.9%
Total	554		794		1,088		581		228	

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

Management Occupations

Table F

Management

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		$120,001 - $130,000		Over $130,000	
Women	0	0%	35	55.6%	130	67%	699	64.1%	462	48.2%	282	45.6%	202	37.8%	644	32.7%
Men	1	100%	28	44.4%	64	33%	392	35.9%	497	51.8%	337	54.4%	332	62.2%	1,323	67.3%
Persons with Disabilities	0	0%	10	15.9%	21	10.8%	204	18.7%	159	16.6%	76	12.3%	67	12.5%	259	13.2%
Veterans	1	100%	5	7.9%	10	5.2%	42	3.8%	43	4.5%	32	5.2%	41	7.7%	71	3.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	1.6%	3	1.5%	43	3.9%	46	4.8%	14	2.3%	13	2.4%	78	4%
Asian - Filipino	0	0%	1	1.6%	5	2.6%	40	3.7%	33	3.4%	14	2.3%	11	2.1%	24	1.2%
Asian - Indian	0	0%	0	0%	0	0%	10	0.9%	26	2.7%	6	1%	11	2.1%	50	2.5%
Asian - Japanese	0	0%	0	0%	3	1.5%	17	1.6%	20	2.1%	11	1.8%	9	1.7%	31	1.6%
Asian - Korean	0	0%	0	0%	1	0.5%	2	0.2%	4	0.4%	2	0.3%	3	0.6%	6	0.3%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	4	2.1%	4	0.4%	6	0.6%	0	0%	5	0.9%	11	0.6%
Asian - Other	0	0%	2	3.2%	1	0.5%	22	2%	25	2.6%	8	1.3%	14	2.6%	53	2.7%
Black	0	0%	3	4.8%	14	7.2%	114	10.4%	84	8.8%	36	5.8%	35	6.6%	101	5.1%
Hispanic	0	0%	16	25.4%	41	21.1%	176	16.1%	120	12.5%	112	18.1%	83	15.5%	188	9.6%
Native American or Alaska Native	0	0%	0	0%	1	0.5%	3	0.3%	4	0.4%	1	0.2%	1	0.2%	3	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.5%	0	0%	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.5%	2	0.2%	1	0.1%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	2	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%	4	0.4%	3	0.3%	1	0.2%	1	0.2%	2	0.1%
White	1	100%	39	61.9%	112	57.7%	628	57.6%	566	59%	400	64.6%	334	62.5%	1,362	69.2%
Other Race or Ethnicity	0	0%	1	1.6%	7	3.6%	23	2.1%	20	2.1%	14	2.3%	14	2.6%	54	2.7%
Total	1		63		194		1,091		959		619		534		1,967	

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

Office and Administrative Support Occupations

Table F

Office Support

Group Type	$20,001 - $30,000		$30,001 - $40,000		$40,001 - $50,000		$50,001 - $60,000		$60,001 - $70,000	
Women	1,069	73.1%	7,512	72.4%	10,469	77.5%	4,002	75.9%	977	77.5%
Men	393	26.9%	2,858	27.6%	3,036	22.5%	1,270	24.1%	284	22.5%
Persons with Disabilities	106	7.3%	1,524	14.7%	2,715	20.1%	1,184	22.5%	209	16.6%
Veterans	17	1.2%	432	4.2%	550	4.1%	299	5.7%	57	4.5%
Asian - Cambodian	6	0.4%	19	0.2%	8	0.1%	5	0.1%	0	0%
Asian - Chinese	62	4.2%	332	3.2%	331	2.5%	190	3.6%	5	0.4%
Asian - Filipino	90	6.2%	643	6.2%	1,002	7.4%	341	6.5%	40	3.2%
Asian - Indian	33	2.3%	117	1.1%	134	1%	44	0.8%	4	0.3%
Asian - Japanese	8	0.5%	85	0.8%	100	0.7%	28	0.5%	6	0.5%
Asian - Korean	5	0.3%	38	0.4%	32	0.2%	16	0.3%	2	0.2%
Asian - Laotian	2	0.1%	21	0.2%	10	0.1%	5	0.1%	1	0.1%
Asian - Vietnamese	27	1.8%	169	1.6%	130	1%	115	2.2%	8	0.6%
Asian - Other	50	3.4%	267	2.6%	191	1.4%	83	1.6%	8	0.6%
Black	324	22.2%	1,432	13.8%	2,088	15.5%	948	18%	145	11.5%
Hispanic	368	25.2%	3,034	29.3%	4,296	31.8%	1,752	33.2%	329	26.1%
Native American or Alaska Native	17	1.2%	107	1%	80	0.6%	33	0.6%	8	0.6%
Pacific Islander - Guamanian	0	0%	16	0.2%	13	0.1%	9	0.2%	1	0.1%
Pacific Islander - Hawaiian	5	0.3%	13	0.1%	12	0.1%	5	0.1%	3	0.2%
Pacific Islander - Samoan	2	0.1%	23	0.2%	25	0.2%	6	0.1%	3	0.2%
Pacific Islander - Other	12	0.8%	66	0.6%	61	0.5%	15	0.3%	2	0.2%
White	414	28.3%	3,810	36.7%	4,675	34.6%	1,579	30%	670	53.1%
Other Race or Ethnicity	37	2.5%	178	1.7%	317	2.3%	98	1.9%	26	2.1%
Total	1,462		10,370		13,505		5,272		1,261	

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

Table F
Office Support

Group Type	$70,001 - $80,000		$80,001 - $90,000		$90,001 - $100,000		$100,001 - $110,000	
Women	398	75.2%	74	67.9%	1	16.7%	0	0%
Men	131	24.8%	35	32.1%	5	83.3%	6	100%
Persons with Disabilities	135	25.5%	26	23.9%	0	0%	0	0%
Veterans	29	5.5%	1	0.9%	1	16.7%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	18	3.4%	4	3.7%	0	0%	0	0%
Asian - Filipino	16	3.0%	4	3.7%	0	0%	1	16.7%
Asian - Indian	8	1.5%	0	0%	0	0%	0	0%
Asian - Japanese	6	1.1%	1	0.9%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	8	1.5%	2	1.8%	0	0%	0	0%
Asian - Other	13	2.5%	1	0.9%	0	0%	0	0%
Black	103	19.5%	29	26.6%	0	0%	0	0%
Hispanic	182	34.4%	37	33.9%	2	33.3%	2	33.3%
Native American or Alaska Native	4	0.8%	1	0.9%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	1	0.9%	0	0%	0	0%
Pacific Islander - Other	4	0.8%	0	0%	0	0%	0	0%
White	155	29.3%	29	26.6%	4	66.7%	3	50%
Other Race or Ethnicity	12	2.3%	0	0%	0	0%	0	0%
Total	153		476		131		339	

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

Personal Care & Service Occupations

Table F

Personal Care

Group Type	$20,001 - $30,000		$30,001 - $40,000		$40,001 - $50,000		$50,001 - $60,000		$60,001 - $70,000	
Women	55	73.3%	95	70.4%	72	64.9%	11	68.8%	0	0%
Men	20	26.7%	40	29.6%	39	35.1%	5	31.3%	3	100%
Persons with Disabilities	8	10.7%	29	21.5%	10	9%	2	12.5%	3	100%
Veterans	3	4%	4	3%	4	3.6%	0	0%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	1.3%	3	2.2%	0	0%	0	0%	0	0%
Asian - Filipino	7	9.3%	6	4.4%	7	6.3%	0	0%	0	0%
Asian - Indian	0	0%	1	0.7%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	1	0.9%	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	1	1.3%	1	0.7%	0	0%	0	0%	0	0%
Asian - Other	1	1.3%	0	0%	2	1.8%	0	0%	0	0%
Black	15	20%	13	9.6%	9	8.1%	3	18.8%	0	0%
Hispanic	19	25.3%	28	20.7%	14	12.6%	1	6.3%	0	0%
Native American or Alaska Native	2	2.7%	3	2.2%	2	1.8%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	6.3%	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	0	0%	0	0%	0	0%	0	0%	0	0%
White	27	36%	75	55.6%	74	66.7%	11	68.8%	3	100%
Other Race or Ethnicity	2	2.7%	5	3.7%	2	1.8%	0	0%	0	0%
Total	75		135		111		16		3	

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		$80,001 - $90,000	
Women	1	14.3%	29	41.4%	31	20.4%	17	13.1%	21	4.1%	26	4.7%	10	15.9%
Men	6	85.7%	41	58.6%	121	79.6%	113	86.9%	495	95.9%	527	95.3%	53	84.1%
Persons with Disabilities	0	0%	12	17.1%	17	11.2%	17	13.1%	52	10.1%	44	8%	9	14.3%
Veterans	0	0%	5	7.1%	12	7.9%	11	8.5%	97	18.8%	98	17.7%	12	19%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	2	1.3%	2	1.5%	5	1%	1	0.2%	0	0%
Asian - Filipino	0	0%	7	10%	6	3.9%	5	3.8%	30	5.8%	18	3.3%	2	3.2%
Asian - Indian	0	0%	0	0%	2	1.3%	2	1.5%	9	1.7%	4	0.7%	0	0%
Asian - Japanese	0	0%	1	1.4%	0	0%	1	0.8%	1	0.2%	1	0.2%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	1	0.8%	2	0.4%	0	0%	1	1.6%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	3	4.3%	2	1.3%	3	2.3%	3	0.6%	6	1.1%	0	0%
Asian - Other	1	14.3%	3	4.3%	3	2%	3	2.3%	7	1.4%	2	0.4%	1	1.6%
Black	1	14.3%	11	15.7%	19	12.5%	8	6.2%	30	5.8%	21	3.8%	3	4.8%
Hispanic	4	57.1%	26	37.1%	49	32.2%	23	17.7%	118	22.9%	146	26.4%	11	17.5%
Native American or Alaska Native	0	0%	0	0%	3	2%	1	0.8%	3	0.6%	5	0.9%	2	3.2%
Pacific Islander - Guamanian	0	0%	1	1.4%	1	0.7%	0	0%	3	0.6%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	2	1.3%	1	0.8%	0	0%	0	0%	0	0%
White	1	14.3%	16	22.9%	59	38.8%	76	58.5%	286	55.4%	338	61.1%	42	66.7%
Other Race or Ethnicity	0	0%	2	2.9%	4	2.6%	4	3.1%	18	3.5%	11	2%	1	1.6%
Total	7		70		152		130		516		553		63	

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

Table F
Production

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	13	12.6%	10	14.5%	3	14.3%	1	7.7%	3	15%
Men	90	87.4%	59	85.5%	18	85.7%	12	92.3%	17	85%
Persons with Disabilities	11	10.7%	4	5.8%	4	19%	1	7.7%	2	10%
Veterans	17	16.5%	15	21.7%	7	33.3%	3	23.1%	3	15%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Filipino	2	1.9%	2	2.9%	0	0%	0	0%	0	0%
Asian - Indian	3	2.9%	0	0%	1	4.8%	1	7.7%	0	0%
Asian - Japanese	1	1%	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	1	1%	0	0%	0	0%	1	7.7%	0	0%
Black	6	5.8%	6	8.7%	3	14.3%	1	7.7%	0	0%
Hispanic	30	29.1%	12	17.4%	5	23.8%	0	0%	4	20%
Native American or Alaska Native	0	0%	2	2.9%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	1.4%	0	0%	1	7.7%	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	0	0%	0	0%	0	0%	0	0%	0	0%
White	58	56.3%	43	62.3%	12	57.1%	9	69.2%	16	80%
Other Race or Ethnicity	2	1.9%	3	4.3%	0	0%	0	0%	0	0%
Total	103		69		21		13		20	

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		$80,001 - $90,000	
Women	13	24.5%	228	17.2%	243	9.2%	1,158	17.1%	365	12.5%	458	18.7%	2,586	14.9%
Men	40	75.5%	1,099	82.8%	2,406	90.8%	5,611	82.9%	2,549	87.5%	1,997	81.3%	14,791	85.1%
Persons with Disabilities	2	3.8%	18	1.4%	143	5.4%	241	3.6%	114	3.9%	140	5.7%	399	2.3%
Veterans	4	7.5%	32	2.4%	155	5.9%	451	6.7%	239	8.2%	224	9.1%	1,923	11.1%
Asian - Cambodian	0	0%	1	0.1%	1	0%	1	<0.1%	0	0%	0	0%	11	0.1%
Asian - Chinese	1	1.9%	2	0.2%	9	0.3%	29	0.4%	13	0.4%	13	0.5%	64	0.4%
Asian - Filipino	2	3.8%	16	1.2%	34	1.3%	153	2.3%	103	3.5%	67	2.7%	456	2.6%
Asian - Indian	0	0%	4	0.3%	5	0.2%	7	0.1%	3	0.1%	9	0.4%	31	0.2%
Asian - Japanese	0	0%	9	0.7%	11	0.4%	17	0.3%	8	0.3%	6	0.2%	44	0.3%
Asian - Korean	0	0%	1	0.1%	3	0.1%	6	0.1%	1	<0.1%	4	0.2%	18	0.1%
Asian - Laotian	0	0%	0	0%	0	0%	2	<0.1%	2	0.1%	0	0%	11	0.1%
Asian - Vietnamese	0	0%	9	0.7%	3	0.1%	14	0.2%	7	0.2%	8	0.3%	32	0.2%
Asian - Other	0	0%	6	0.5%	36	1.4%	235	3.5%	79	2.7%	60	2.4%	280	1.6%
Black	8	15.1%	34	2.6%	69	2.6%	338	5.0%	135	4.6%	159	6.5%	1,713	9.9%
Hispanic	10	18.9%	196	14.8%	730	27.6%	2,837	41.9%	1,228	42.1%	740	30.1%	7,273	41.9%
Native American or Alaska Native	1	1.9%	15	1.1%	23	0.9%	46	0.7%	21	0.7%	10	0.4%	68	0.4%
Pacific Islander - Guamanian	0	0%	2	0.2%	1	0%	2	<0.1%	0	0%	2	0.1%	8	<0.1%
Pacific Islander - Hawaiian	0	0%	3	0.2%	1	0%	5	0.1%	2	0.1%	1	<0.1%	24	0.1%
Pacific Islander - Samoan	0	0%	2	0.2%	1	0%	0	0%	0	0%	0	0%	14	0.1%
Pacific Islander - Other	1	1.9%	3	0.2%	5	0.2%	39	0.6%	16	0.5%	9	0.4%	69	0.4%
White	28	52.8%	989	74.5%	1,675	63.2%	2,964	43.8%	1,262	43.3%	1,310	53.4%	6,887	39.6%
Other Race or Ethnicity	2	3.8%	35	2.6%	42	1.6%	74	1.1%	34	1.2%	57	2.3%	374	2.2%
Total	53		1,327		2,649		6,769		2,914		2,455		17,377	

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

Table F
Protective Service

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000		$120,001 - $130,000		Over $130,000	
Women	709	9.1%	159	10.6%	102	10.8%	36	24%	25	11%
Men	7,052	90.9%	1,344	89.4%	840	89.2%	114	76%	202	89%
Persons with Disabilities	341	4.4%	108	7.2%	51	5.4%	3	2%	8	3.5%
Veterans	1,079	13.9%	184	12.2%	95	10.1%	9	6%	21	9.3%
Asian - Cambodian	2	<0.1%	1	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	36	0.5%	8	0.5%	10	1.1%	5	3.3%	3	1.3%
Asian - Filipino	132	1.7%	20	1.3%	16	1.7%	3	2.0%	4	1.8%
Asian - Indian	11	0.1%	1	0.1%	4	0.4%	0	0%	0	0%
Asian - Japanese	58	0.7%	9	0.6%	10	1.1%	2	1.3%	1	0.4%
Asian - Korean	27	0.3%	5	0.3%	6	0.6%	1	0.7%	0	0%
Asian - Laotian	2	<0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	22	0.3%	1	0.1%	1	0.1%	0	0%	0	0%
Asian - Other	42	0.5%	7	0.5%	8	0.8%	3	2.0%	2	0.9%
Black	425	5.5%	104	6.9%	55	5.8%	28	18.7%	9	4%
Hispanic	2,082	26.8%	420	27.9%	194	20.6%	46	30.7%	30	13.2%
Native American or Alaska Native	42	0.5%	7	0.5%	2	0.2%	0	0%	1	0.4%
Pacific Islander - Guamanian	8	0.1%	2	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	10	0.1%	3	0.2%	2	0.2%	0	0%	0	0%
Pacific Islander - Samoan	4	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	17	0.2%	1	0.1%	1	0.1%	0	0%	0	0%
White	4,740	61.1%	880	58.5%	626	66.5%	59	39.3%	174	76.7%
Other Race or Ethnicity	101	1.3%	34	2.3%	7	0.7%	3	2.0%	3	1.3%
Total	7,761		1,503		942		150		227	

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		$70,001 - $80,000		$80,001 - $90,000		$90,001 - $100,000	
Women	69	58%	138	39.8%	112	44.4%	120	52.9%	291	61%	52	41.9%	0	0%
Men	50	42%	209	60.2%	140	55.6%	107	47.1%	186	39%	72	58.1%	2	100%
Persons with Disabilities	5	4.2%	37	10.7%	55	21.8%	48	21.1%	112	23.5%	26	21%	0	0%
Veterans	2	1.7%	9	2.6%	5	2%	7	3.1%	16	3.4%	10	8.1%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Chinese	4	3.4%	33	9.5%	14	5.6%	17	7.5%	29	6.1%	6	4.8%	0	0%
Asian - Filipino	7	5.9%	32	9.2%	22	8.7%	41	18.1%	39	8.2%	1	0.8%	0	0%
Asian - Indian	8	6.7%	40	11.5%	9	3.6%	5	2.2%	11	2.3%	2	1.6%	0	0%
Asian - Japanese	1	0.8%	1	0.3%	3	1.2%	1	0.4%	4	0.8%	1	0.8%	0	0%
Asian - Korean	0	0%	4	1.2%	3	1.2%	2	0.9%	2	0.4%	1	0.8%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.8%	4	1.2%	3	1.2%	3	1.3%	5	1.0%	1	0.8%	0	0%
Asian - Other	9	7.6%	24	6.9%	7	2.8%	1	0.4%	8	1.7%	1	0.8%	0	0%
Black	53	44.5%	50	14.4%	32	12.7%	22	9.7%	46	9.6%	11	8.9%	0	0%
Hispanic	8	6.7%	48	13.8%	57	22.6%	54	23.8%	110	23.1%	22	17.7%	0	0%
Native American or Alaska Native	1	0.8%	1	0.3%	0	0%	1	0.4%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.3%	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	1	0.8%	3	0.9%	1	0.4%	0	0%	2	0.4%	1	0.8%	0	0%
White	23	19.3%	96	27.7%	95	37.7%	72	31.7%	211	44.2%	74	59.7%	2	100%
Other Race or Ethnicity	3	2.5%	9	2.6%	6	2.4%	8	3.5%	9	1.9%	3	2.4%	0	0%
Total	119		347		252		227		477		124		2	

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		$80,001 - $90,000	
Women	88	23.8%	12	6.8%	34	6.9%	57	15.6%	30	11.5%	3	3.5%	3	11.5%
Men	281	76.2%	165	93.2%	456	93.1%	309	84.4%	230	88.5%	82	96.5%	23	88.5%
Persons with Disabilities	10	2.7%	3	1.7%	40	8.2%	51	13.9%	46	17.7%	7	8.2%	1	3.8%
Veterans	8	2.2%	19	10.7%	54	11%	49	13.4%	38	14.6%	21	24.7%	5	19.2%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	3	0.8%	1	0.6%	4	0.8%	3	0.8%	6	2.3%	3	3.5%	0	0%
Asian - Filipino	6	1.6%	5	2.8%	26	5.3%	14	3.8%	4	1.5%	2	2.4%	1	3.8%
Asian - Indian	1	0.3%	4	2.3%	8	1.6%	1	0.3%	1	0.4%	0	0%	0	0%
Asian - Japanese	2	0.5%	2	1.1%	3	0.6%	2	0.5%	1	0.4%	0	0%	1	3.8%
Asian - Korean	0	0%	0	0%	0	0%	2	0.5%	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	0.3%	0	0%	2	0.4%	4	1.1%	0	0%	0	0%	0	0%
Asian - Other	3	0.8%	2	1.1%	2	0.4%	2	0.5%	1	0.4%	1	1.2%	0	0%
Black	7	1.9%	19	10.7%	57	11.6%	22	6%	10	3.8%	7	8.2%	0	0%
Hispanic	100	27.1%	66	37.3%	147	30.0%	138	37.7%	66	25.4%	8	9.4%	0	0%
Native American or Alaska Native	7	1.9%	1	0.6%	6	1.2%	0	0%	3	1.2%	1	1.2%	0	0%
Pacific Islander - Guamanian	1	0.3%	0	0%	0	0%	1	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.2%	1	0.3%	0	0%	0	0%	1	3.8%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	1	0.6%	5	1%	1	0.3%	0	0%	0	0%	0	0%
White	225	61.0%	73	41.2%	220	44.9%	172	47%	162	62.3%	62	72.9%	23	88.5%
Other Race or Ethnicity	13	3.5%	3	1.7%	9	1.8%	3	0.8%	6	2.3%	1	1.2%	0	0%
Total	369		177		490		366		260		85		26	

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

Table F
Transport

Group Type	$90,001 - $100,000		$100,001 - $110,000		$110,001 - $120,000	
Women	0	0%	0	0%	0	0%
Men	4	100%	1	100%	1	100%
Persons with Disabilities	1	25%	1	100%	1	100%
Veterans	1	25%	0	0%	1	100%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%
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	0	0%	0	0%	0	0%
Black	0	0%	0	0%	0	0%
Hispanic	1	25%	0	0%	0	0%
Native American or Alaska Native	0	0%	0	0%	0	0%
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	0	0%	0	0%	0	0%
White	3	75%	1	100%	1	100%
Other Race or Ethnicity	0	0%	0	0%	0	0%
Total	7,761		1,503		942	

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

Table F
Unmapped

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	2	7.7%	4	44.4%	1,490	57%	541	79.2%	22	57.9%	1	10%	12	14.8%
Men	24	92.3%	5	55.6%	1,122	43%	142	20.8%	16	42.1%	9	90%	69	85.2%
Persons with Disabilities	0	0%	0	0%	268	10.3%	210	30.7%	19	50%	1	10%	1	1.2%
Veterans	0	0%	0	0%	27	1%	4	0.6%	0	0%	1	10%	0	0%
Asian - Cambodian	0	0%	0	0%	1	<0.1%	3	0.4%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	67	2.6%	7	1%	2	5.3%	0	0%	0	0%
Asian - Filipino	0	0%	0	0%	65	2.5%	81	11.9%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	32	1.2%	43	6.3%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	18	0.7%	1	0.1%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	9	0.3%	1	0.1%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	4	0.2%	1	0.1%	0	0%	0	0%	2	3%
Asian - Vietnamese	0	0%	0	0%	35	1.3%	0	0%	0	0%	0	0%	0	0%
Asian - Other	1	3.8%	0	0%	50	1.9%	21	3.1%	1	2.6%	0	0%	0	0%
Black	0	0%	3	33.3%	255	9.8%	191	28%	3	7.9%	0	0%	7	8.6%
Hispanic	2	7.7%	1	11.1%	605	23.2%	126	18.4%	10	26.3%	8	80%	38	46.9%
Native American or Alaska Native	1	3.8%	0	0%	22	0.8%	10	1.5%	2	5.3%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	<0.1%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	3.8%	0	0%	5	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	2	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	15	0.6%	11	1.6%	0	0%	0	0%	0	0%
White	21	80.8%	4	44.4%	1,365	52.3%	174	25.5%	20	52.6%	2	20%	34	42%
Other Race or Ethnicity	0	0%	1	11.1%	61	2.3%	12	1.8%	0	0%	0	0%	0	0%
Total	26		9		2,612		683		38		10		81	

Table F: State Civil Service Composition by Job Category and Salary
Unmapped Classes (Cont.)

Table F
Unmapped

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	
Women	2	2.1%	3	2.2%	1	0.8%	1	3.6%	0	0%	0	0%
Men	94	97.9%	132	97.8%	126	99.2%	27	96.4%	1	100%	2	100%
Persons with Disabilities	0	0%	3	2.2%	2	1.6%	0	0%	0	0%	0	0%
Veterans	1	1%	4	3%	1	0.8%	0	0%	0	0%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	1	0.8%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	1	1%	1	0.8%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	1	1%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other	1	1%	0	0%	1	0.8%	0	0%	0	0%	0	0%
Black	3	3.1%	3	2.2%	3	2.4%	1	3.6%	0	0%	0	0%
Hispanic	42	43.8%	49	36.3%	49	38.6%	9	32.1%	0	0%	0	0%
Native American or Alaska Native	1	1%	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	0.8%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	45	46.9%	81	60%	71	55.9%	18	64.3%	1	100%	2	100%
Other Race or Ethnicity	3	3.1%	1	0.7%	0	0%	0	0%	0	0%	0	0%
Total	26		9		2,612		683		38		10	

Appendix

Table G

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	
Women	2,921	43.4%	403,718	46.9%	837,859	50.8%
Men	3,812	56.6%	456,974	53.1%	810,518	49.2%
Persons with Disabilities	1,137	16.9%	33,740	4.6%	162,567	9.9%
Veterans	202	3.0%	27,454	3.7%	60,094	3.6%
Asian - Cambodian	7	0.1%	3,138	0.4%	4,952	0.3%
Asian - Chinese	783	11.6%	75,779	8.8%	165,270	10.0%
Asian - Filipino	826	12.3%	54,949	6.4%	86,065	5.2%
Asian - Indian	294	4.4%	46,353	5.4%	119,392	7.2%
Asian - Japanese	61	0.9%	4,751	0.6%	10,205	0.6%
Asian - Korean	38	0.6%	9,259	1.1%	25,235	1.5%
Asian - Laotian	5	0.1%	3,009	0.3%	4,796	0.3%
Asian - Vietnamese	166	2.5%	20,277	2.4%	33,203	2.0%
Asian - Other	321	4.8%	13,718	1.6%	34,601	2.1%
Black	917	13.6%	81,517	9.5%	171,664	10.4%
Hispanic	789	11.7%	194,702	22.6%	370,905	22.5%
Native American or Alaska Native	23	0.3%	1,561	0.2%	3,747	0.2%
Pacific Islander - Guamanian	7	0.1%	851	0.1%	1,928	0.1%
Pacific Islander - Hawaiian	5	0.1%	910	0.1%	1,774	0.1%
Pacific Islander - Samoan	3	<0.1%	1,783	0.2%	2,746	0.2%
Pacific Islander - Other	33	0.5%	3,830	0.4%	6,642	0.4%
White	2,244	33.3%	312,720	36.3%	526,136	31.9%
Other Race or Ethnicity	211	3.1%	31,585	3.7%	79,116	4.8%
Total	6,733		860,692		1,648,377	

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	
Women	9	16.1%	212	49%	538	48%
Men	47	83.9%	221	51%	583	52.0%
Persons with Disabilities	5	8.9%	36	8.5%	221	19.7%
Veterans	6	10.7%	24	5.6%	116	10.3%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	3.6%	1	0.2%	2	0.2%
Asian - Filipino	1	1.8%	1	0.2%	3	0.3%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	2	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.1%
Asian - Other	0	0%	0	0%	1	0.1%
Black	0	0%	2	0.5%	11	1%
Hispanic	4	7.1%	80	18.5%	168	15%
Native American or Alaska Native	3	5.4%	8	1.8%	19	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	2	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	1	1.8%	0	0%	0	0%
White	45	80.4%	334	77.1%	862	76.9%
Other Race or Ethnicity	0	0%	7	1.6%	49	4.4%
Total	56		433		1,121	

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	665	35.5%	6,975	49%	17,659	48%
Men	1,206	64.5%	7,252	51%	19,150	52%
Persons with Disabilities	92	4.9%	1,189	8.5%	7,248	19.7%
Veterans	140	7.5%	777	5.6%	3,810	10.3%
Asian - Cambodian	0	0%	0	0%	6	<0.1%
Asian - Chinese	11	0.6%	40	0.3%	56	0.2%
Asian - Filipino	57	3%	41	0.3%	108	0.3%
Asian - Indian	12	0.6%	0	0%	2	<0.1%
Asian - Japanese	4	0.2%	0	0%	10	<0.1%
Asian - Korean	6	0.3%	0	0%	61	0.2%
Asian - Laotian	3	0.2%	0	0%	0	0%
Asian - Vietnamese	13	0.7%	12	0.1%	44	0.1%
Asian - Other	66	3.5%	10	0.1%	34	0.1%
Black	115	6.1%	49	0.3%	357	1%
Hispanic	308	16.5%	2,615	18.4%	5,509	15%
Native American or Alaska Native	24	1.3%	279	2%	631	1.7%
Pacific Islander - Guamanian	2	0.1%	0	0%	21	0.1%
Pacific Islander - Hawaiian	3	0.2%	2	<0.1%	64	0.2%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other	11	0.6%	0	0%	2	<0.1%
White	1,194	63.8%	10,951	77%	28,302	76.9%
Other Race or Ethnicity	41	2.2%	228	1.6%	1,601	4.3%
Total	1,871		14,227		36,809	

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

Butte County

Group Type	Civil Service		Labor Force		Population	
Women	243	28.8%	48,390	46.8%	115,366	50.8%
Men	602	71.2%	54,970	53.2%	111,813	49.2%
Persons with Disabilities	103	12.2%	8,085	8.4%	42,665	18.8%
Veterans	69	8.2%	6,147	6.4%	18,303	8.1%
Asian - Cambodian	0	0%	53	0.1%	0	0%
Asian - Chinese	2	0.2%	611	0.6%	445	0.2%
Asian - Filipino	9	1.1%	295	0.3%	1,428	0.6%
Asian - Indian	3	0.4%	524	0.5%	679	0.3%
Asian - Japanese	2	0.2%	330	0.3%	824	0.4%
Asian - Korean	0	0%	0	0%	104	<0.1%
Asian - Laotian	0	0%	145	0.1%	670	0.3%
Asian - Vietnamese	1	0.1%	108	0.1%	376	0.2%
Asian - Other	7	0.8%	1,591	1.5%	6,442	2.8%
Black	13	1.5%	1,440	1.4%	3,952	1.7%
Hispanic	105	12.4%	17,776	17.2%	36,457	16%
Native American or Alaska Native	11	1.3%	935	0.9%	1,701	0.7%
Pacific Islander - Guamanian	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	0	0%	61	<0.1%
Pacific Islander - Samoan	0	0%	225	0.2%	363	0.2%
Pacific Islander - Other	0	0%	0	0%	0	0%
White	669	79.2%	76,625	74.1%	163,976	72.2%
Other Race or Ethnicity	20	2.4%	2,702	2.6%	9,701	4.3%
Total	845		103,360		227,179	

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	36	18.4%	8,463	49%	21,424	48%
Men	160	81.6%	8,799	51%	23,233	52%
Persons with Disabilities	25	12.8%	1,442	8.5%	8,793	19.7%
Veterans	10	5.1%	943	5.6%	4,622	10.3%
Asian - Cambodian	0	0%	0	0%	7	<0.1%
Asian - Chinese	1	0.5%	49	0.3%	68	0.2%
Asian - Filipino	0	0%	49	0.3%	131	0.3%
Asian - Indian	0	0%	0	0%	3	<0.1%
Asian - Japanese	1	0.5%	0	0%	12	<0.1%
Asian - Korean	1	0.5%	0	0%	74	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	15	0.1%	54	0.1%
Asian - Other	0	0%	12	0.1%	42	0.1%
Black	2	1%	60	0.3%	433	1%
Hispanic	24	12.2%	3,172	18.4%	6,684	15.0%
Native American or Alaska Native	0	0%	338	2%	765	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	26	0.1%
Pacific Islander - Hawaiian	0	0%	3	<0.1%	78	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	3	<0.1%
White	166	84.7%	13,286	77%	34,335	76.9%
Other Race or Ethnicity	1	0.5%	277	1.6%	1,943	4.4%
Total	196		17,262		44,657	

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

Colusa County

Group Type	Civil Service		Labor Force		Population	
Women	9	15.3%	3,910	45.2%	10,891	50.7%
Men	50	84.7%	4,732	54.8%	10,594	49.3%
Persons with Disabilities	6	10.2%	756	9%	3,715	17.3%
Veterans	7	11.9%	338	4%	1,463	6.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	9	0.1%	110	0.5%
Asian - Filipino	0	0%	58	0.7%	27	0.1%
Asian - Indian	1	1.7%	100	1.2%	51	0.2%
Asian - Japanese	1	1.7%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	19	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	8	0.1%	8	<0.1%
Asian - Other	0	0%	36	0.4%	115	0.5%
Black	2	3.4%	106	1.2%	187	0.9%
Hispanic	9	15.3%	2,779	32.2%	6,864	31.9%
Native American or Alaska Native	1	1.7%	137	1.6%	355	1.7%
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	0	0%	0	0%	0	0%
White	42	71.2%	5,282	61.1%	13,147	61.2%
Other Race or Ethnicity	3	5.1%	128	1.5%	603	2.8%
Total	59		8,642		21,485	

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

Contra Costa County

Group Type	Civil Service		Labor Force		Population	
Women	630	46.5%	218,105	49.3%	578,941	51%
Men	725	53.5%	224,408	50.7%	556,084	49%
Persons with Disabilities	166	12.3%	21,721	5.5%	136,680	12%
Veterans	82	6.1%	19,062	4.8%	58,179	5.1%
Asian - Cambodian	0	0%	314	0.1%	683	0.1%
Asian - Chinese	96	7.1%	17,236	3.9%	51,160	4.5%
Asian - Filipino	114	8.4%	19,738	4.5%	47,029	4.1%
Asian - Indian	34	2.5%	11,899	2.7%	38,181	3.4%
Asian - Japanese	13	1%	2,434	0.6%	7,681	0.7%
Asian - Korean	7	0.5%	4,276	1%	8,345	0.7%
Asian - Laotian	1	0.1%	1,427	0.3%	4,303	0.4%
Asian - Vietnamese	12	0.9%	5,508	1.2%	9,674	0.9%
Asian - Other	41	3%	5,370	1.2%	15,124	1.3%
Black	232	17.1%	34,420	7.8%	93,469	8.2%
Hispanic	177	13.1%	104,827	23.7%	288,469	25.4%
Native American or Alaska Native	13	1%	408	0.1%	1,910	0.2%
Pacific Islander - Guamanian	1	0.1%	276	0.1%	276	<0.1%
Pacific Islander - Hawaiian	3	0.2%	646	0.1%	1,141	0.1%
Pacific Islander - Samoan	2	0.1%	858	0.2%	1,076	0.1%
Pacific Islander - Other	6	0.4%	1,208	0.3%	2,392	0.2%
White	575	42.4%	212,678	48.1%	502,452	44.3%
Other Race or Ethnicity	28	2.1%	18,990	4.3%	61,660	5.4%
Total	1,355		442,513		1,135,025	

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	434	30.2%	4,864	47.3%	12,513	46%
Men	1,004	69.8%	5,421	52.7%	14,680	54%
Persons with Disabilities	73	5.1%	648	6.5%	4,910	18.1%
Veterans	146	10.2%	841	8.4%	2,553	9.4%
Asian - Cambodian	0	0%	119	1.2%	224	0.8%
Asian - Chinese	3	0.2%	19	0.2%	32	0.1%
Asian - Filipino	17	1.2%	47	0.5%	240	0.9%
Asian - Indian	1	0.1%	40	0.4%	40	0.1%
Asian - Japanese	4	0.3%	34	0.3%	43	0.2%
Asian - Korean	1	0.1%	2	<0.1%	2	<0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.2%	72	0.7%	78	0.3%
Asian - Other	20	1.4%	0	0%	87	0.3%
Black	27	1.9%	98	1%	735	2.7%
Hispanic	196	13.6%	1,250	12.2%	3,954	14.5%
Native American or Alaska Native	33	2.3%	417	4.1%	1,206	4.4%
Pacific Islander - Guamanian	0	0%	0	0%	14	0.1%
Pacific Islander - Hawaiian	1	0.1%	0	0%	72	0.3%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other	2	0.1%	10	0.1%	26	0.1%
White	1,092	75.9%	7,927	77.1%	19,608	72.1%
Other Race or Ethnicity	37	2.6%	251	2.4%	832	3.1%
Total	1,438		10,285		27,193	

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

El Dorado County

Group Type	Civil Service		Labor Force		Population	
Women	145	26.6%	28,804	46%	91,904	49.5%
Men	400	73.4%	33,818	54%	93,585	50.5%
Persons with Disabilities	60	11%	5,415	8.8%	27,850	15%
Veterans	25	4.6%	4,131	6.7%	17,213	9.3%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	0.4%	629	1%	1,940	1.0%
Asian - Filipino	2	0.4%	260	0.4%	1,253	0.7%
Asian - Indian	0	0%	658	1.1%	2,520	1.4%
Asian - Japanese	4	0.7%	67	0.1%	593	0.3%
Asian - Korean	1	0.2%	74	0.1%	747	0.4%
Asian - Laotian	0	0%	0	0%	63	<0.1%
Asian - Vietnamese	0	0%	114	0.2%	44	<0.1%
Asian - Other	4	0.7%	191	0.3%	1,565	0.8%
Black	10	1.8%	1,538	2.5%	1,680	0.9%
Hispanic	48	8.8%	8,671	13.8%	23,699	12.8%
Native American or Alaska Native	5	0.9%	330	0.5%	1,764	1.0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	180	0.3%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	1	0.2%	222	0.4%	529	0.3%
White	452	82.9%	48,038	76.7%	144,080	77.7%
Other Race or Ethnicity	16	2.9%	1,650	2.6%	5,012	2.7%
Total	545		62,622		185,489	

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

Fresno County

Group Type	Civil Service		Labor Force		Population	
Women	3,763	45.7%	201,807	46.5%	491,162	50.1%
Men	4,463	54.3%	232,207	53.5%	489,337	49.9%
Persons with Disabilities	1,005	12.2%	22,083	5.6%	120,928	12.3%
Veterans	462	5.6%	22,091	5.6%	47,713	4.9%
Asian - Cambodian	12	0.1%	2,946	0.7%	6,900	0.7%
Asian - Chinese	78	0.9%	2,880	0.7%	5,159	0.5%
Asian - Filipino	264	3.2%	2,884	0.7%	5,285	0.5%
Asian - Indian	158	1.9%	14,182	3.3%	28,191	2.9%
Asian - Japanese	55	0.7%	1,903	0.4%	3,906	0.4%
Asian - Korean	23	0.3%	787	0.2%	2,438	0.2%
Asian - Laotian	12	0.1%	1,977	0.5%	4,480	0.5%
Asian - Vietnamese	52	0.6%	1,832	0.4%	3,622	0.4%
Asian - Other	257	3.1%	15,723	3.6%	40,295	4.1%
Black	680	8.3%	16,379	3.8%	46,855	4.8%
Hispanic	3,062	37.2%	220,793	50.9%	517,212	52.7%
Native American or Alaska Native	56	0.7%	1,636	0.4%	3,316	0.3%
Pacific Islander - Guamanian	2	<0.1%	105	<0.1%	218	<0.1%
Pacific Islander - Hawaiian	6	0.1%	0	0%	78	<0.1%
Pacific Islander - Samoan	4	<0.1%	0	0%	21	<0.1%
Pacific Islander - Other	19	0.2%	0	0%	218	<0.1%
White	3,324	40.4%	142,343	32.8%	293,146	29.9%
Other Race or Ethnicity	162	2%	7,644	1.8%	19,159	2%
Total	8,226		434,014		980,499	

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

Glenn County

Group Type	Civil Service		Labor Force		Population	
Women	11	14.7%	5,100	45.3%	14,203	50.7%
Men	64	85.3%	6,170	54.7%	13,816	49.3%
Persons with Disabilities	7	9.3%	986	9%	4,844	17.3%
Veterans	9	12%	440	4.0%	1,908	6.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	11	0.1%	143	0.5%
Asian - Filipino	1	1.3%	76	0.7%	35	0.1%
Asian - Indian	0	0%	130	1.2%	67	0.2%
Asian - Japanese	0	0%	0	0%	0	0%
Asian - Korean	1	1.3%	0	0%	24	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	10	0.1%	10	<0.1%
Asian - Other	0	0%	47	0.4%	150	0.5%
Black	1	1.3%	138	1.2%	243	0.9%
Hispanic	5	6.7%	3,624	32.2%	8,952	31.9%
Native American or Alaska Native	0	0%	179	1.6%	463	1.7%
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	0	0%	0	0%	0	0%
White	66	88%	6,888	61.1%	17,145	61.2%
Other Race or Ethnicity	1	1.3%	167	1.5%	786	2.8%
Total	75		11,270		28,019	

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

Humboldt County

Group Type	Civil Service		Labor Force		Population	
Women	385	33.3%	35,090	50.4%	68,805	50.5%
Men	770	66.7%	34,465	49.6%	67,372	49.5%
Persons with Disabilities	205	17.7%	5,336	7.9%	24,232	17.8%
Veterans	65	5.6%	3,616	5.4%	9,275	6.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	3	0.3%	802	1.2%	1,407	1%
Asian - Filipino	11	1%	645	0.9%	1,071	0.8%
Asian - Indian	2	0.2%	166	0.2%	0	0%
Asian - Japanese	3	0.3%	0	0%	50	<0.1%
Asian - Korean	1	0.1%	48	0.1%	48	<0.1%
Asian - Laotian	1	0.1%	0	0%	0	0%
Asian - Vietnamese	1	0.1%	0	0%	0	0%
Asian - Other	3	0.3%	369	0.5%	949	0.7%
Black	10	0.9%	112	0.2%	799	0.6%
Hispanic	84	7.3%	8,474	12.2%	15,316	11.2%
Native American or Alaska Native	28	2.4%	2,821	4.1%	5,813	4.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	4	0.3%	0	0%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other	1	0.1%	0	0%	0	0%
White	940	81.4%	52,546	75.5%	101,799	74.8%
Other Race or Ethnicity	62	5.4%	3,572	5.1%	8,925	6.6%
Total	1,155		69,555		136,177	

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

Imperial County

Group Type	Civil Service		Labor Force		Population	
Women	781	29.5%	31,383	48.5%	88,677	49%
Men	1,870	70.5%	33,367	51.5%	92,274	51%
Persons with Disabilities	108	4.1%	3,441	5.4%	24,702	13.7%
Veterans	196	7.4%	2,480	3.9%	6,720	3.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	4	0.2%	0	0%	357	0.2%
Asian - Filipino	30	1.1%	336	0.5%	832	0.5%
Asian - Indian	6	0.2%	0	0%	146	0.1%
Asian - Japanese	2	0.1%	0	0%	298	0.2%
Asian - Korean	3	0.1%	226	0.3%	482	0.3%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.1%	0	0%	351	0.2%
Asian - Other	12	0.5%	0	0%	215	0.1%
Black	110	4.1%	697	1.1%	3,342	1.8%
Hispanic	1,929	72.8%	53,636	82.8%	151,458	83.7%
Native American or Alaska Native	6	0.2%	368	0.6%	827	0.5%
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	2	0.1%	0	0%	0	0%
White	498	18.8%	8,727	13.5%	20,107	11.1%
Other Race or Ethnicity	45	1.7%	760	1.2%	2,536	1.4%
Total	2,651		64,750		180,951	

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

Inyo County

Group Type	Civil Service		Labor Force		Population	
Women	96	27.6%	3,505	49%	8,875	48%
Men	252	72.4%	3,645	51%	9,624	52%
Persons with Disabilities	41	11.8%	597	8.5%	3,642	19.7%
Veterans	18	5.2%	391	5.6%	1,914	10.3%
Asian - Cambodian	0	0%	0	0%	3	<0.1%
Asian - Chinese	0	0%	20	0.3%	28	0.2%
Asian - Filipino	2	0.6%	20	0.3%	54	0.3%
Asian - Indian	1	0.3%	0	0%	1	<0.1%
Asian - Japanese	0	0%	0	0%	5	<0.1%
Asian - Korean	0	0%	0	0%	31	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	6	0.1%	22	0.1%
Asian - Other	3	0.9%	5	0.1%	17	0.1%
Black	2	0.6%	25	0.3%	179	1%
Hispanic	25	7.2%	1,314	18.4%	2,769	15%
Native American or Alaska Native	14	4%	140	2%	317	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	11	0.1%
Pacific Islander - Hawaiian	0	0%	1	0%	32	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	1	0.3%	0	0%	1	<0.1%
White	297	85.3%	5,504	77%	14,223	76.9%
Other Race or Ethnicity	3	0.9%	115	1.6%	805	4.4%
Total	348		7,150		18,498	

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

Kern County

Group Type	Civil Service		Labor Force		Population	
Women	2,958	35.6%	165,613	42.5%	430,397	48.7%
Men	5,340	64.4%	224,352	57.5%	454,138	51.3%
Persons with Disabilities	416	5%	15,685	4.5%	102,387	11.6%
Veterans	659	7.9%	19,369	5.6%	44,707	5.1%
Asian - Cambodian	2	<0.1%	69	<0.1%	1,138	0.1%
Asian - Chinese	35	0.4%	2,882	0.7%	5,012	0.6%
Asian - Filipino	344	4.1%	6,615	1.7%	13,450	1.5%
Asian - Indian	65	0.8%	5,481	1.4%	12,789	1.4%
Asian - Japanese	13	0.2%	775	0.2%	1,591	0.2%
Asian - Korean	14	0.2%	1,506	0.4%	2,289	0.3%
Asian - Laotian	1	<0.1%	316	0.1%	316	<0.1%
Asian - Vietnamese	12	0.1%	1,410	0.4%	3,039	0.3%
Asian - Other	100	1.2%	1,274	0.3%	1,577	0.2%
Black	665	8.0%	15,792	4%	44,036	5%
Hispanic	3,508	42.3%	203,444	52.2%	467,333	52.8%
Native American or Alaska Native	46	0.6%	1,304	0.3%	3,242	0.4%
Pacific Islander - Guamanian	3	<0.1%	39	<0.1%	173	<0.1%
Pacific Islander - Hawaiian	2	<0.1%	0	0%	0	0%
Pacific Islander - Samoan	1	<0.1%	160	<0.1%	927	0.1%
Pacific Islander - Other	20	0.2%	0	0%	0	0%
White	3,363	40.5%	140,940	36.1%	307,500	34.8%
Other Race or Ethnicity	104	1.3%	7,958	2%	20,123	2.3%
Total	8,298		389,965		884,535	

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

Kings County

Group Type	Civil Service		Labor Force		Population	
Women	1,782	33.4%	27,278	41.6%	67,141	44.8%
Men	3,558	66.6%	38,287	58.4%	82,635	55.2%
Persons with Disabilities	248	4.6%	3,608	5.8%	20,855	13.9%
Veterans	397	7.4%	5,629	9%	14,347	9.6%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	18	0.3%	217	0.3%	375	0.3%
Asian - Filipino	167	3.1%	717	1.1%	1,596	1.1%
Asian - Indian	19	0.4%	274	0.4%	133	0.1%
Asian - Japanese	8	0.1%	89	0.1%	400	0.3%
Asian - Korean	8	0.1%	0	0%	13	<0.1%
Asian - Laotian	3	0.1%	0	0%	0	0%
Asian - Vietnamese	5	0.1%	592	0.9%	1,171	0.8%
Asian - Other	78	1.5%	325	0.5%	290	0.2%
Black	277	5.2%	2,419	3.7%	8,943	6.0%
Hispanic	2,532	47.4%	34,853	53.2%	81,105	54.2%
Native American or Alaska Native	24	0.4%	307	0.5%	1,144	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	7	0.1%	264	0.4%	264	0.2%
Pacific Islander - Samoan	2	<0.1%	0	0%	28	<0.1%
Pacific Islander - Other	14	0.3%	66	0.1%	165	0.1%
White	2,047	38.3%	23,099	35.2%	49,129	32.8%
Other Race or Ethnicity	130	2.4%	2,343	3.6%	5,020	3.4%
Total	5,340		65,565		149,776	

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

Lake County

Group Type	Civil Service		Labor Force		Population	
Women	34	19.2%	13,163	49.3%	32,730	51%
Men	143	80.8%	13,534	50.7%	31,482	49.0%
Persons with Disabilities	17	9.6%	2,098	8.1%	11,616	18.1%
Veterans	23	13%	1,917	7.4%	6,435	10%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	100	0.4%	64	0.1%
Asian - Filipino	1	0.6%	213	0.8%	207	0.3%
Asian - Indian	0	0%	54	0.2%	54	0.1%
Asian - Japanese	1	0.6%	73	0.3%	73	0.1%
Asian - Korean	0	0%	82	0.3%	90	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other	1	0.6%	0	0%	0	0%
Black	2	1.1%	70	0.3%	541	0.8%
Hispanic	34	19.2%	6,237	23.4%	14,744	23%
Native American or Alaska Native	0	0%	471	1.8%	1,583	2.5%
Pacific Islander - Guamanian	0	0%	134	0.5%	134	0.2%
Pacific Islander - Hawaiian	1	0.6%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	14	0.1%	14	<0.1%
White	128	72.3%	18,716	70.1%	43,467	67.7%
Other Race or Ethnicity	9	5.1%	534	2%	3,242	5%
Total	177		26,697		64,212	

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

Lassen County

Group Type	Civil Service		Labor Force		Population	
Women	734	30.4%	5,679	47.3%	14,608	46%
Men	1,681	69.6%	6,329	52.7%	17,139	54%
Persons with Disabilities	116	4.8%	756	6.5%	5,733	18.1%
Veterans	190	7.9%	981	8.4%	2,981	9.4%
Asian - Cambodian	0	0%	139	1.2%	262	0.8%
Asian - Chinese	4	0.2%	22	0.2%	37	0.1%
Asian - Filipino	26	1.1%	55	0.5%	281	0.9%
Asian - Indian	3	0.1%	46	0.4%	46	0.1%
Asian - Japanese	0	0%	39	0.3%	51	0.2%
Asian - Korean	1	<0.1%	2	<0.1%	2	<0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	84	0.7%	92	0.3%
Asian - Other	36	1.5%	0	0%	101	0.3%
Black	54	2.2%	114	0.9%	858	2.7%
Hispanic	330	13.7%	1,460	12.2%	4,616	14.5%
Native American or Alaska Native	37	1.5%	487	4.1%	1,408	4.4%
Pacific Islander - Guamanian	0	0%	0	0%	17	0.1%
Pacific Islander - Hawaiian	4	0.2%	0	0%	84	0.3%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	9	0.4%	11	0.1%	30	0.1%
White	1,882	77.9%	9,255	77.1%	22,892	72.1%
Other Race or Ethnicity	29	1.2%	293	2.4%	971	3.1%
Total	2,415		12,008		31,747	

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	8,671	46.6%	2,442,706	46%	5,146,206	50.8%
Men	9,940	53.4%	2,868,234	54%	4,993,583	49.2%
Persons with Disabilities	2,292	12.3%	200,954	4.1%	1,077,746	10.6%
Veterans	812	4.4%	140,609	2.9%	302,470	3%
Asian - Cambodian	11	0.1%	14,965	0.3%	37,280	0.4%
Asian - Chinese	1,011	5.4%	227,211	4.3%	445,449	4.4%
Asian - Filipino	1,290	6.9%	180,695	3.4%	306,783	3%
Asian - Indian	295	1.6%	60,503	1.1%	112,804	1.1%
Asian - Japanese	189	1%	47,490	0.9%	91,267	0.9%
Asian - Korean	251	1.3%	118,156	2.2%	216,407	2.1%
Asian - Laotian	3	<0.1%	591	<0.1%	856	<0.1%
Asian - Vietnamese	374	2%	65,877	1.2%	104,793	1%
Asian - Other	559	3%	75,648	1.4%	145,105	1.4%
Black	3,428	18.4%	395,141	7.4%	791,068	7.8%
Hispanic	5,683	30.5%	2,433,863	45.8%	4,921,013	48.5%
Native American or Alaska Native	52	0.3%	8,887	0.2%	17,680	0.2%
Pacific Islander - Guamanian	9	<0.1%	1,179	<0.1%	2,402	<0.1%
Pacific Islander - Hawaiian	5	<0.1%	1,948	<0.1%	2,763	<0.1%
Pacific Islander - Samoan	8	<0.1%	4,195	0.1%	11,202	0.1%
Pacific Islander - Other	38	0.2%	4,330	0.1%	8,317	0.1%
White	4,941	26.5%	1,551,315	29.2%	2,666,983	26.3%
Other Race or Ethnicity	464	2.5%	118,946	2.2%	257,617	2.5%
Total	18,611		5,310,940		10,139,789	

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	1,076	44.2%	27,623	46.1%	79,781	51.7%
Men	1,357	55.8%	32,354	53.9%	74,480	48.3%
Persons with Disabilities	159	6.5%	1,775	3%	22,112	14.3%
Veterans	175	7.2%	1,787	3.1%	7,190	4.7%
Asian - Cambodian	1	<0.1%	601	1%	667	0.4%
Asian - Chinese	10	0.4%	312	0.5%	404	0.3%
Asian - Filipino	46	1.9%	532	0.9%	438	0.3%
Asian - Indian	40	1.6%	983	1.6%	675	0.4%
Asian - Japanese	6	0.2%	0	0%	190	0.1%
Asian - Korean	3	0.1%	0	0%	27	<0.1%
Asian - Laotian	1	<0.1%	34	0.1%	0	0%
Asian - Vietnamese	7	0.3%	484	0.8%	0	0%
Asian - Other	46	1.9%	237	0.4%	122	0.1%
Black	188	7.7%	74	0.1%	3,494	2.3%
Hispanic	1,041	42.8%	34,047	56.8%	88,623	57.5%
Native American or Alaska Native	25	1%	396	0.7%	1,193	0.8%
Pacific Islander - Guamanian	1	<0.1%	0	0%	46	<0.1%
Pacific Islander - Hawaiian	2	0.1%	78	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	2	0.1%	584	1%	584	0.4%
White	964	39.6%	19,808	33%	53,608	34.8%
Other Race or Ethnicity	50	2.1%	1,807	3%	4,190	2.7%
Total	2,433		59,977		154,261	

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

Marin County

Group Type	Civil Service		Labor Force		Population	
Women	649	33.7%	67,104	49.5%	133,977	51.5%
Men	1,276	66.3%	68,537	50.5%	126,268	48.5%
Persons with Disabilities	88	4.6%	5,772	4.4%	25,945	10%
Veterans	173	9%	5,409	4.1%	14,724	5.7%
Asian - Cambodian	1	0.1%	394	0.3%	232	0.1%
Asian - Chinese	27	1.4%	4,720	3.5%	4,988	1.9%
Asian - Filipino	163	8.5%	2,528	1.9%	2,411	0.9%
Asian - Indian	24	1.2%	1,482	1.1%	1,988	0.8%
Asian - Japanese	10	0.5%	571	0.4%	1,297	0.5%
Asian - Korean	4	0.2%	347	0.3%	680	0.3%
Asian - Laotian	1	0.1%	789	0.6%	514	0.2%
Asian - Vietnamese	11	0.6%	520	0.4%	852	0.3%
Asian - Other	70	3.6%	1,691	1.2%	738	0.3%
Black	369	19.2%	4,663	3.4%	6,687	2.6%
Hispanic	362	18.8%	30,862	22.8%	41,724	16%
Native American or Alaska Native	7	0.4%	437	0.3%	235	0.1%
Pacific Islander - Guamanian	7	0.4%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.1%	50	<0.1%	148	0.1%
Pacific Islander - Samoan	3	0.2%	0	0%	40	<0.1%
Pacific Islander - Other	18	0.9%	0	0%	0	0%
White	810	42.1%	82,826	61.1%	186,285	71.6%
Other Race or Ethnicity	36	1.9%	3,761	2.8%	11,426	4.4%
Total	1,925		135,641		260,245	

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

Mariposa County

Group Type	Civil Service		Labor Force		Population	
Women	35	20.2%	3,364	49%	8,516	48%
Men	138	79.8%	3,497	51%	9,235	52%
Persons with Disabilities	26	15%	573	8.5%	3,495	19.7%
Veterans	9	5.2%	375	5.6%	1,837	10.3%
Asian - Cambodian	0	0%	0	0%	3	<0.1%
Asian - Chinese	2	1.2%	19	0.3%	27	0.2%
Asian - Filipino	1	0.6%	20	0.3%	52	0.3%
Asian - Indian	0	0%	0	0%	1	<0.1%
Asian - Japanese	0	0%	0	0%	5	<0.1%
Asian - Korean	0	0%	0	0%	29	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	6	0.1%	21	0.1%
Asian - Other	0	0%	5	0.1%	17	0.1%
Black	2	1.2%	24	0.3%	172	1%
Hispanic	26	15%	1,261	18.4%	2,657	15%
Native American or Alaska Native	3	1.7%	134	2%	304	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	10	0.1%
Pacific Islander - Hawaiian	2	1.2%	1	<0.1%	31	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	1	<0.1%
White	130	75.1%	5,281	77%	13,648	76.9%
Other Race or Ethnicity	7	4%	110	1.6%	772	4.3%
Total	173		6,861		17,751	

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

Mendocino County

Group Type	Civil Service		Labor Force		Population	
Women	116	23.6%	18,028	49.3%	44,829	51%
Men	376	76.4%	18,538	50.7%	43,120	49%
Persons with Disabilities	51	10.4%	2,873	8.1%	15,909	18.1%
Veterans	29	5.9%	2,625	7.4%	8,813	10%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	0.4%	136	0.4%	88	0.1%
Asian - Filipino	4	0.8%	292	0.8%	284	0.3%
Asian - Indian	1	0.2%	73	0.2%	73	0.1%
Asian - Japanese	2	0.4%	100	0.3%	100	0.1%
Asian - Korean	0	0%	112	0.3%	123	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other	2	0.4%	0	0%	0	0%
Black	7	1.4%	96	0.3%	741	0.8%
Hispanic	41	8.3%	8,542	23.4%	20,195	23.0%
Native American or Alaska Native	6	1.2%	646	1.8%	2,168	2.5%
Pacific Islander - Guamanian	0	0%	183	0.5%	183	0.2%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	18	<0.1%	18	<0.1%
White	409	83.1%	25,635	70.1%	59,535	67.7%
Other Race or Ethnicity	17	3.5%	732	2%	4,440	5%
Total	492		36,566		87,949	

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	158	29.5%	46,357	43.2%	132,776	49.4%
Men	378	70.5%	60,980	56.8%	135,895	50.6%
Persons with Disabilities	54	10.1%	4,166	4.5%	39,091	14.5%
Veterans	32	6%	3,055	3.3%	9,853	3.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	6	1.1%	525	0.5%	1,185	0.4%
Asian - Filipino	9	1.7%	653	0.6%	2,751	1%
Asian - Indian	4	0.7%	2,118	2%	6,237	2.3%
Asian - Japanese	1	0.2%	71	0.1%	326	0.1%
Asian - Korean	1	0.2%	275	0.3%	421	0.2%
Asian - Laotian	1	0.2%	657	0.6%	2,164	0.8%
Asian - Vietnamese	1	0.2%	409	0.4%	1,005	0.4%
Asian - Other	2	0.4%	2,599	2.4%	7,430	2.8%
Black	13	2.4%	2,564	2.4%	8,010	3%
Hispanic	142	26.5%	62,522	58.2%	158,357	58.9%
Native American or Alaska Native	8	1.5%	1,041	1%	1,025	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	34	<0.1%	34	<0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	1	0.2%	0	0%	0	0%
White	339	63.2%	32,224	30%	75,950	28.3%
Other Race or Ethnicity	8	1.5%	1,645	1.5%	3,776	1.4%
Total	536		107,337		268,671	

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

Modoc County

Group Type	Civil Service		Labor Force		Population	
Women	9	12.7%	1,606	47.3%	4,131	46%
Men	62	87.3%	1,790	52.7%	4,847	54%
Persons with Disabilities	4	5.6%	214	6.5%	1,621	18.1%
Veterans	3	4.2%	278	8.4%	843	9.4%
Asian - Cambodian	0	0%	39	1.1%	74	0.8%
Asian - Chinese	0	0%	6	0.2%	11	0.1%
Asian - Filipino	0	0%	16	0.5%	79	0.9%
Asian - Indian	0	0%	13	0.4%	13	0.1%
Asian - Japanese	0	0%	11	0.3%	14	0.2%
Asian - Korean	0	0%	1	<0.1%	1	<0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	24	0.7%	26	0.3%
Asian - Other	0	0%	0	0%	29	0.3%
Black	0	0%	32	0.9%	243	2.7%
Hispanic	4	5.6%	413	12.2%	1,305	14.5%
Native American or Alaska Native	0	0%	138	4.1%	398	4.4%
Pacific Islander - Guamanian	0	0%	0	0%	5	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	24	0.3%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	1	1.4%	3	0.1%	8	0.1%
White	63	88.7%	2,617	77.1%	6,474	72.1%
Other Race or Ethnicity	3	4.2%	83	2.4%	275	3.1%
Total	71		3,396		8,978	

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

Mono County

Group Type	Civil Service		Labor Force		Population	
Women	19	15.2%	2,656	49%	6,723	48%
Men	106	84.8%	2,761	51%	7,291	52%
Persons with Disabilities	8	6.4%	453	8.5%	2,759	19.7%
Veterans	11	8.8%	296	5.6%	1,450	10.3%
Asian - Cambodian	0	0%	0	0%	2	<0.1%
Asian - Chinese	0	0%	15	0.3%	21	0.1%
Asian - Filipino	0	0%	16	0.3%	41	0.3%
Asian - Indian	0	0%	0	0%	1	<0.1%
Asian - Japanese	0	0%	0	0%	4	<0.1%
Asian - Korean	0	0%	0	0%	23	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	5	0.1%	17	0.1%
Asian - Other	0	0%	4	0.1%	13	0.1%
Black	0	0%	19	0.4%	136	1%
Hispanic	11	8.8%	996	18.4%	2,098	15%
Native American or Alaska Native	6	4.8%	106	2%	240	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	8	0.1%
Pacific Islander - Hawaiian	0	0%	1	<0.1%	25	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	1	<0.1%
White	103	82.4%	4,169	77%	10,775	76.9%
Other Race or Ethnicity	5	4%	87	1.6%	610	4.4%
Total	125		5,417		14,014	

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	1,503	36.4%	87,383	46.9%	214,710	49.5%
Men	2,622	63.6%	98,779	53.1%	219,043	50.5%
Persons with Disabilities	220	5.3%	15,530	4.9%	41,829	9.6%
Veterans	262	6.4%	14,637	4.6%	26,399	6.1%
Asian - Cambodian	3	0.1%	0	0%	0	0%
Asian - Chinese	21	0.5%	1,494	0.8%	2,948	0.7%
Asian - Filipino	255	6.2%	5,063	2.7%	11,363	2.6%
Asian - Indian	23	0.6%	1,196	0.6%	2,994	0.7%
Asian - Japanese	20	0.5%	708	0.4%	2,044	0.5%
Asian - Korean	11	0.3%	1,421	0.8%	2,668	0.6%
Asian - Laotian	2	<0.1%	0	0%	84	<0.1%
Asian - Vietnamese	33	0.8%	893	0.5%	1,176	0.3%
Asian - Other	75	1.8%	538	0.3%	688	0.2%
Black	236	5.7%	2,870	1.5%	9,004	2.1%
Hispanic	1,863	45.2%	104,359	56.1%	246,881	56.9%
Native American or Alaska Native	25	0.6%	275	0.1%	928	0.2%
Pacific Islander - Guamanian	7	0.2%	0	0%	45	<0.1%
Pacific Islander - Hawaiian	5	0.1%	0	0%	78	<0.1%
Pacific Islander - Samoan	4	0.1%	0	0%	604	0.1%
Pacific Islander - Other	14	0.3%	293	0.2%	334	0.1%
White	1,430	34.7%	62,339	33.5%	137,051	31.6%
Other Race or Ethnicity	98	2.4%	4,713	2.5%	14,864	3.4%
Total	4,125		186,162		433,753	

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

Napa County

Group Type	Civil Service		Labor Force		Population	
Women	1,846	55.4%	39,416	46.5%	71,091	50.2%
Men	1,489	44.6%	45,319	53.5%	70,644	49.8%
Persons with Disabilities	333	10%	5,059	6.1%	18,621	13.1%
Veterans	123	3.7%	3,021	3.6%	8,837	6.2%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	30	0.9%	558	0.7%	496	0.3%
Asian - Filipino	1,249	37.5%	4,498	5.3%	8,239	5.8%
Asian - Indian	85	2.5%	413	0.5%	99	0.1%
Asian - Japanese	15	0.4%	213	0.3%	721	0.5%
Asian - Korean	11	0.3%	223	0.3%	478	0.3%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	24	0.7%	619	0.7%	141	0.1%
Asian - Other	40	1.2%	85	0.1%	1,384	1.0%
Black	273	8.2%	2,480	2.9%	2,563	1.8%
Hispanic	377	11.3%	31,308	36.9%	48,062	33.9%
Native American or Alaska Native	9	0.3%	173	0.2%	622	0.4%
Pacific Islander - Guamanian	3	0.1%	42	<0.1%	116	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	8	0.2%	0	0%	15	<0.1%
White	1,163	34.9%	42,460	50.1%	75,188	53%
Other Race or Ethnicity	45	1.3%	1,663	2%	3,611	2.5%
Total	3,335		84,735		141,735	

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

Nevada County

Group Type	Civil Service		Labor Force		Population	
Women	97	23.4%	17,641	50.2%	48,251	48.9%
Men	317	76.6%	17,490	49.8%	50,356	51.1%
Persons with Disabilities	29	7%	2,250	6.7%	15,889	16.1%
Veterans	25	6%	1,964	5.8%	8,980	9.1%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	182	0.5%	275	0.3%
Asian - Filipino	5	1.2%	0	0%	226	0.2%
Asian - Indian	1	0.2%	354	1%	354	0.4%
Asian - Japanese	2	0.5%	301	0.9%	456	0.5%
Asian - Korean	0	2%	35	0.1%	35	<0.1%
Asian - Laotian	1	0.2%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other	1	0.2%	0	0%	178	0.2%
Black	8	1.9%	0	0%	169	0.2%
Hispanic	37	8.9%	2,020	5.7%	9,286	9.4%
Native American or Alaska Native	6	1.4%	43	0.1%	191	0.2%
Pacific Islander - Guamanian	1	0.2%	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	0	0%	0	0%	0	0%
White	342	82.6%	31,860	90.7%	84,034	85.2%
Other Race or Ethnicity	10	2.4%	336	1%	3,402	3.5%
Total	414		35,131		98,607	

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

Orange County

Group Type	Civil Service		Labor Force		Population	
Women	2,775	48.3%	805,673	45.6%	1,605,495	50.6%
Men	2,975	51.7%	961,548	54.4%	1,567,409	49.4%
Persons with Disabilities	764	13.3%	56,749	3.4%	275,222	8.7%
Veterans	196	3.4%	62,083	3.7%	134,577	4.2%
Asian - Cambodian	15	0.3%	4,006	0.2%	5,402	0.2%
Asian - Chinese	221	3.8%	49,751	2.8%	95,826	3%
Asian - Filipino	450	7.8%	48,787	2.8%	75,310	2.4%
Asian - Indian	105	1.8%	27,728	1.6%	53,511	1.7%
Asian - Japanese	43	0.7%	14,758	0.8%	35,372	1.1%
Asian - Korean	59	1%	44,409	2.5%	96,818	3.1%
Asian - Laotian	2	<0.1%	836	<0.1%	896	<0.1%
Asian - Vietnamese	373	6.5%	93,439	5.3%	216,224	6.8%
Asian - Other	184	3.2%	24,846	1.4%	53,537	1.7%
Black	440	7.7%	37,618	2.1%	50,262	1.6%
Hispanic	1,520	26.4%	658,164	37.2%	1,086,132	34.2%
Native American or Alaska Native	24	0.4%	3,031	0.2%	6,428	0.2%
Pacific Islander - Guamanian	2	<0.1%	1,234	0.1%	1,269	<0.1%
Pacific Islander - Hawaiian	5	0.1%	797	<0.1%	1,087	<0.1%
Pacific Islander - Samoan	8	0.1%	1,678	0.1%	2,751	0.1%
Pacific Islander - Other	12	0.2%	3,379	0.2%	5,285	0.2%
White	2,154	37.5%	713,735	40.4%	1,300,135	41%
Other Race or Ethnicity	133	2.3%	39,025	2.2%	86,659	2.7%
Total	5,750		1,767,221		3,172,904	

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

Placer County

Group Type	Civil Service		Labor Force		Population	
Women	273	37%	88,777	48.3%	195,418	51.4%
Men	465	63%	94,871	51.7%	184,804	48.6%
Persons with Disabilities	69	9.3%	8,741	5%	42,570	11.2%
Veterans	39	5.3%	8,896	5.1%	30,618	8.1%
Asian - Cambodian	0	0%	0	0%	153	<0.1%
Asian - Chinese	4	0.5%	1,874	1%	5,206	1.4%
Asian - Filipino	5	0.7%	5,370	2.9%	9,473	2.5%
Asian - Indian	6	0.8%	2,390	1.3%	3,932	1%
Asian - Japanese	3	0.4%	589	0.3%	1,731	0.5%
Asian - Korean	3	0.4%	246	0.1%	1,646	0.4%
Asian - Laotian	0	0%	274	0.1%	265	0.1%
Asian - Vietnamese	0	0%	1,282	0.7%	1,340	0.4%
Asian - Other	6	0.8%	1,217	0.7%	3,928	1.0%
Black	17	2.3%	3,122	1.7%	5,596	1.5%
Hispanic	79	10.7%	27,962	15.2%	52,318	13.8%
Native American or Alaska Native	7	0.9%	674	0.4%	979	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	219	0.1%
Pacific Islander - Samoan	1	0.1%	109	0.1%	129	<0.1%
Pacific Islander - Other	2	0.3%	491	0.3%	115	<0.1%
White	573	77.6%	130,870	71.3%	278,308	73.2%
Other Race or Ethnicity	31	4.2%	7,178	3.9%	14,884	3.9%
Total	738		183,648		380,222	

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	21	21%	3,328	47.3%	8,561	46%
Men	79	79%	3,709	52.7%	10,044	54%
Persons with Disabilities	4	4%	443	6.5%	3,360	18.1%
Veterans	5	5%	575	8.4%	1,747	9.4%
Asian - Cambodian	0	0%	82	1.2%	153	0.8%
Asian - Chinese	1	1%	13	0.2%	22	0.1%
Asian - Filipino	1	1%	32	0.5%	164	0.9%
Asian - Indian	0	0%	27	0.4%	27	0.1%
Asian - Japanese	0	0%	23	0.3%	30	0.2%
Asian - Korean	0	0%	1	0.0%	1	<0.1%
Asian - Laotian	0	0%	0	0.0%	0	0%
Asian - Vietnamese	0	0%	49	0.7%	54	0.3%
Asian - Other	1	1%	0	0.0%	59	0.3%
Black	0	0%	67	1.0%	503	2.7%
Hispanic	7	7%	856	12.2%	2,705	14.5%
Native American or Alaska Native	0	0%	285	4.1%	825	4.4%
Pacific Islander - Guamanian	0	0%	0	0.0%	10	0.1%
Pacific Islander - Hawaiian	1	1%	0	0.0%	49	0.3%
Pacific Islander - Samoan	0	0%	0	0.0%	0	0%
Pacific Islander - Other	0	0%	7	0.1%	18	0.1%
White	87	87%	5,424	77.1%	13,416	72.1%
Other Race or Ethnicity	2	2%	172	2.4%	569	3.1%
Total	100		7,037		18,606	

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	2,796	37.2%	423,725	45.8%	1,198,303	50.2%
Men	4,730	62.8%	500,779	54.2%	1,189,790	49.8%
Persons with Disabilities	854	11.3%	39,003	4.8%	292,063	12.2%
Veterans	538	7.1%	38,311	4.7%	145,705	6.1%
Asian - Cambodian	5	0.1%	2,349	0.3%	4,222	0.2%
Asian - Chinese	56	0.7%	7,057	0.8%	20,799	0.9%
Asian - Filipino	220	2.9%	21,403	2.3%	55,068	2.3%
Asian - Indian	20	0.3%	6,620	0.7%	17,415	0.7%
Asian - Japanese	28	0.4%	2,432	0.3%	5,051	0.2%
Asian - Korean	24	0.3%	4,571	0.5%	13,426	0.6%
Asian - Laotian	4	0.1%	987	0.1%	2,730	0.1%
Asian - Vietnamese	31	0.4%	7,323	0.8%	15,410	0.6%
Asian - Other	74	1%	6,710	0.7%	14,569	0.6%
Black	942	12.5%	50,858	5.5%	145,351	6.1%
Hispanic	2,915	38.7%	467,234	50.5%	1,155,992	48.4%
Native American or Alaska Native	43	0.6%	2,257	0.2%	8,117	0.3%
Pacific Islander - Guamanian	7	0.1%	1,657	0.2%	2,744	0.1%
Pacific Islander - Hawaiian	8	0.1%	159	<0.1%	421	<0.1%
Pacific Islander - Samoan	11	0.1%	487	0.1%	1,490	0.1%
Pacific Islander - Other	12	0.2%	437	<0.1%	1,849	0.1%
White	2,978	39.6%	320,943	34.7%	859,032	36%
Other Race or Ethnicity	148	2%	21,020	2.3%	64,407	2.7%
Total	7,526		924,504		2,388,093	

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

Sacramento County

Group Type	Civil Service		Labor Force		Population	
Women	38,365	55%	363,735	49.6%	776,514	51.3%
Men	31,356	45%	369,754	50.4%	738,441	48.7%
Persons with Disabilities	10,247	14.7%	30,220	4.5%	187,244	12.4%
Veterans	3,514	5%	37,892	5.6%	93,009	6.1%
Asian - Cambodian	54	0.1%	607	0.1%	1,404	0.1%
Asian - Chinese	4,048	5.8%	21,104	2.9%	43,854	2.9%
Asian - Filipino	2,939	4.2%	21,395	2.9%	45,020	3%
Asian - Indian	1,723	2.5%	18,134	2.5%	33,326	2.2%
Asian - Japanese	1,025	1.5%	4,674	0.6%	10,825	0.7%
Asian - Korean	314	0.5%	4,805	0.7%	6,468	0.4%
Asian - Laotian	90	0.1%	7,942	1.1%	15,601	1%
Asian - Vietnamese	1,470	2.1%	11,246	1.5%	26,726	1.8%
Asian - Other	2,441	3.5%	15,938	2.2%	42,213	2.8%
Black	6,969	10%	62,631	8.5%	144,546	9.5%
Hispanic	11,468	16.4%	158,326	21.6%	347,551	22.9%
Native American or Alaska Native	349	0.5%	3,210	0.4%	7,139	0.5%
Pacific Islander - Guamanian	82	0.1%	810	0.1%	2,640	0.2%
Pacific Islander - Hawaiian	92	0.1%	782	0.1%	1,164	0.1%
Pacific Islander - Samoan	36	0.1%	0	0%	1,094	0.1%
Pacific Islander - Other	514	0.7%	4,828	0.7%	11,361	0.7%
White	33,939	48.7%	359,808	49.1%	682,909	45.1%
Other Race or Ethnicity	2,168	3.1%	37,249	5.1%	91,114	6%
Total	69,721		733,489		1,514,955	

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	40	21.5%	12,180	46.7%	27,589	45.8%
Men	146	78.5%	13,910	53.3%	32,678	54.2%
Persons with Disabilities	18	9.7%	4,221	5%	5,848	9.7%
Veterans	11	5.9%	3,922	4.6%	2,721	4.5%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.5%	199	0.8%	157	0.3%
Asian - Filipino	5	2.7%	688	2.6%	609	1%
Asian - Indian	1	0.5%	150	0.6%	0	0%
Asian - Japanese	3	1.6%	98	0.4%	124	0.2%
Asian - Korean	0	0%	177	0.7%	41	0.1%
Asian - Laotian	0	0%	0	0%	62	0.1%
Asian - Vietnamese	2	1.1%	124	0.5%	0	0%
Asian - Other	1	0.5%	120	0.5%	55	0.1%
Black	6	3.2%	395	1.5%	1,726	2.9%
Hispanic	72	38.7%	14,915	57.2%	42,052	69.8%
Native American or Alaska Native	1	0.5%	38	0.1%	128	0.2%
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%	60	0.1%
Pacific Islander - Other	1	0.5%	41	0.2%	0	0%
White	90	48.4%	8,558	32.8%	14,286	23.7%
Other Race or Ethnicity	3	1.6%	587	2.2%	966	1.6%
Total	186		26,090		60,267	

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	4,341	45.5%	418,601	46.3%	1,077,548	50.3%
Men	5,209	54.5%	485,658	53.7%	1,063,599	49.7%
Persons with Disabilities	1,077	11.3%	36,613	4.5%	257,087	12%
Veterans	559	5.9%	37,463	4.6%	113,582	5.3%
Asian - Cambodian	7	0.1%	1,660	0.2%	3,391	0.2%
Asian - Chinese	138	1.4%	18,976	2.1%	41,165	1.9%
Asian - Filipino	568	5.9%	21,837	2.4%	44,686	2.1%
Asian - Indian	128	1.3%	4,933	0.5%	9,671	0.5%
Asian - Japanese	38	0.4%	1,698	0.2%	3,882	0.2%
Asian - Korean	49	0.5%	5,021	0.6%	8,933	0.4%
Asian - Laotian	4	<0.1%	275	<0.1%	1,095	0.1%
Asian - Vietnamese	168	1.8%	7,654	0.8%	10,966	0.5%
Asian - Other	283	3.0%	8,196	0.9%	24,347	1.1%
Black	1,730	18.1%	71,271	7.9%	174,530	8.2%
Hispanic	3,196	33.5%	464,731	51.4%	1,130,036	52.8%
Native American or Alaska Native	36	0.4%	1,570	0.2%	4,926	0.2%
Pacific Islander - Guamanian	2	<0.1%	472	0.1%	832	<0.1%
Pacific Islander - Hawaiian	4	<0.1%	618	0.1%	618	<0.1%
Pacific Islander - Samoan	8	0.1%	941	0.1%	1,164	0.1%
Pacific Islander - Other	20	0.2%	921	0.1%	1,311	0.1%
White	2,957	31%	273,324	30.2%	624,529	29.2%
Other Race or Ethnicity	214	2.2%	20,161	2.2%	55,065	2.6%
Total	9,550		904,259		2,141,147	

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	3,588	41.6%	789,786	46.1%	1,650,438	49.8%
Men	5,034	58.4%	925,148	53.9%	1,666,024	50.2%
Persons with Disabilities	858	10%	67,002	4.3%	339,099	10.2%
Veterans	628	7.3%	135,426	8.6%	320,585	9.7%
Asian - Cambodian	6	0.1%	2,570	0.1%	4,700	0.1%
Asian - Chinese	93	1.1%	36,615	2.1%	70,270	2.1%
Asian - Filipino	826	9.6%	83,743	4.9%	144,577	4.4%
Asian - Indian	33	0.4%	18,426	1.1%	33,471	1.0%
Asian - Japanese	47	0.5%	7,219	0.4%	17,588	0.5%
Asian - Korean	28	0.3%	10,293	0.6%	21,261	0.6%
Asian - Laotian	7	0.1%	4,271	0.2%	6,186	0.2%
Asian - Vietnamese	95	1.1%	33,755	2%	61,505	1.9%
Asian - Other	145	1.7%	10,123	0.6%	21,211	0.6%
Black	657	7.6%	79,663	4.6%	154,477	4.7%
Hispanic	2,780	32.2%	556,999	32.5%	1,111,771	33.5%
Native American or Alaska Native	37	0.4%	5,810	0.3%	12,938	0.4%
Pacific Islander - Guamanian	9	0.1%	1,132	0.1%	2,048	0.1%
Pacific Islander - Hawaiian	12	0.1%	1,038	0.1%	1,492	<0.1%
Pacific Islander - Samoan	10	0.1%	4,316	0.3%	7,205	0.2%
Pacific Islander - Other	16	0.2%	980	0.1%	980	<0.1%
White	3,558	41.3%	805,912	47%	1,523,761	45.9%
Other Race or Ethnicity	263	3.1%	52,069	3%	121,021	3.6%
Total	8,622		1,714,934		3,316,462	

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

San Francisco County

Group Type	Civil Service		Labor Force		Population	
Women	1,509	54.1%	352,014	45.4%	423,411	48.6%
Men	1,279	45.9%	424,186	54.6%	447,114	51.4%
Persons with Disabilities	352	12.6%	27,025	3.6%	99,705	11.5%
Veterans	85	3%	21,586	2.9%	26,621	3.1%
Asian - Cambodian	0	0%	384	<0.1%	247	<0.1%
Asian - Chinese	460	16.5%	111,257	14.3%	185,685	21.3%
Asian - Filipino	389	14%	39,611	5.1%	30,837	3.5%
Asian - Indian	57	2%	26,693	3.4%	25,410	2.9%
Asian - Japanese	27	1%	9,744	1.3%	12,170	1.4%
Asian - Korean	26	0.9%	8,692	1.1%	10,964	1.3%
Asian - Laotian	2	0.1%	315	<0.1%	0	0%
Asian - Vietnamese	41	1.5%	11,156	1.4%	14,235	1.6%
Asian - Other	117	4.2%	15,127	1.9%	15,974	1.8%
Black	232	8.3%	39,359	5.1%	40,307	4.6%
Hispanic	314	11.3%	132,486	17.1%	132,620	15.2%
Native American or Alaska Native	8	0.3%	1,337	0.2%	1,470	0.2%
Pacific Islander - Guamanian	1	<0.1%	684	0.1%	333	<0.1%
Pacific Islander - Hawaiian	1	<0.1%	809	0.1%	926	0.1%
Pacific Islander - Samoan	1	<0.1%	849	0.1%	547	0.1%
Pacific Islander - Other	15	0.5%	850	0.1%	443	0.1%
White	1,048	37.6%	343,016	44.2%	354,283	40.7%
Other Race or Ethnicity	49	1.8%	33,831	4.4%	44,074	5.1%
Total	2,788		776,200		870,525	

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	3,009	47%	134,842	44.4%	367,099	50%
Men	3,390	53%	169,030	55.6%	366,539	50%
Persons with Disabilities	473	7.4%	16,112	5.9%	96,999	13.2%
Veterans	355	5.5%	14,390	5.3%	35,728	4.9%
Asian - Cambodian	27	0.4%	5,454	1.8%	11,008	1.5%
Asian - Chinese	104	1.6%	3,727	1.2%	8,945	1.2%
Asian - Filipino	617	9.6%	13,257	4.4%	36,256	4.9%
Asian - Indian	243	3.8%	9,296	3.1%	22,555	3.1%
Asian - Japanese	25	0.4%	680	0.2%	2,027	0.3%
Asian - Korean	16	0.3%	627	0.2%	1,816	0.2%
Asian - Laotian	8	0.1%	527	0.2%	1,303	0.2%
Asian - Vietnamese	73	1.1%	2,920	1%	5,341	0.7%
Asian - Other	299	4.7%	5,856	1.9%	20,115	2.7%
Black	1,033	16.1%	20,195	6.6%	51,570	7%
Hispanic	1,538	24%	123,402	40.6%	302,383	41.2%
Native American or Alaska Native	48	0.8%	966	0.3%	1,441	0.2%
Pacific Islander - Guamanian	7	0.1%	200	0.1%	1,150	0.2%
Pacific Islander - Hawaiian	5	0.1%	355	0.1%	453	0.1%
Pacific Islander - Samoan	5	0.1%	79	<0.1%	530	0.1%
Pacific Islander - Other	61	1%	485	0.2%	1,753	0.2%
White	2,135	33.4%	107,459	35.4%	239,398	32.6%
Other Race or Ethnicity	155	2.4%	8,387	2.8%	25,594	3.5%
Total	6,399		303,872		733,638	

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	2,177	40.8%	64,699	46.8%	140,363	49.5%
Men	3,153	59.2%	73,544	53.2%	143,267	50.5%
Persons with Disabilities	474	8.9%	7,443	5.6%	31,031	10.9%
Veterans	295	5.5%	6,328	4.8%	20,367	7.2%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	32	0.6%	1,021	0.7%	1,883	0.7%
Asian - Filipino	207	3.9%	2,497	1.8%	4,347	1.5%
Asian - Indian	31	0.6%	860	0.6%	901	0.3%
Asian - Japanese	20	0.4%	210	0.2%	775	0.3%
Asian - Korean	6	0.1%	609	0.4%	938	0.3%
Asian - Laotian	2	<0.1%	0	0%	4	<0.1%
Asian - Vietnamese	20	0.4%	263	0.2%	806	0.3%
Asian - Other	43	0.8%	131	0.1%	734	0.3%
Black	189	3.5%	1,504	1.1%	4,801	1.7%
Hispanic	1,032	19.4%	30,079	21.8%	64,106	22.6%
Native American or Alaska Native	29	0.5%	1,125	0.8%	1,810	0.6%
Pacific Islander - Guamanian	2	<0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	10	0.2%	0	0%	0	0%
Pacific Islander - Samoan	4	0.1%	0	0%	47	<0.1%
Pacific Islander - Other	4	0.1%	0	0%	0	0%
White	3,576	67.1%	96,517	69.8%	195,809	69%
Other Race or Ethnicity	123	2.3%	3,427	2.5%	6,669	2.4%
Total	5,330		138,243		283,630	

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	215	38.5%	186,078	44.2%	385,906	50.5%
Men	344	61.5%	235,034	55.8%	378,522	49.5%
Persons with Disabilities	72	12.9%	16,148	4%	70,002	9.2%
Veterans	21	3.8%	11,945	3%	31,086	4.1%
Asian - Cambodian	0	0%	342	0.1%	45	<0.1%
Asian - Chinese	37	6.6%	45,652	10.8%	84,247	11%
Asian - Filipino	56	10%	32,990	7.8%	71,904	9.4%
Asian - Indian	15	2.7%	19,223	4.6%	18,946	2.5%
Asian - Japanese	4	0.7%	4,941	1.2%	10,001	1.3%
Asian - Korean	3	0.5%	6,310	1.5%	8,282	1.1%
Asian - Laotian	1	0.2%	277	0.1%	0	0%
Asian - Vietnamese	2	0.4%	5,278	1.3%	3,608	0.5%
Asian - Other	17	3%	8,109	1.9%	16,356	2.1%
Black	38	6.8%	12,992	3.1%	16,544	2.2%
Hispanic	109	19.5%	100,931	24%	189,254	24.8%
Native American or Alaska Native	1	0.2%	452	0.1%	1,063	0.1%
Pacific Islander - Guamanian	0	0%	0	0%	137	<0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	136	<0.1%
Pacific Islander - Samoan	3	0.5%	505	0.1%	1,782	0.2%
Pacific Islander - Other	5	0.9%	4,106	1%	8,993	1.2%
White	260	46.5%	165,600	39.3%	301,938	39.5%
Other Race or Ethnicity	8	1.4%	13,404	3.2%	31,192	4.1%
Total	559		421,112		764,428	

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	218	37.5%	106,918	45.0%	223,100	50.1%
Men	364	62.5%	130,832	55.0%	222,332	49.9%
Persons with Disabilities	75	12.9%	12,249	5.5%	49,978	11.2%
Veterans	41	7%	11,344	5.1%	26,507	6%
Asian - Cambodian	1	0.2%	79	<0.1%	230	0.1%
Asian - Chinese	4	0.7%	2,426	1.0%	4,729	1.1%
Asian - Filipino	11	1.9%	5,180	2.2%	9,271	2.1%
Asian - Indian	5	0.9%	923	0.4%	1,590	0.4%
Asian - Japanese	3	0.5%	891	0.4%	1,364	0.3%
Asian - Korean	2	0.3%	1,060	0.4%	1,807	0.4%
Asian - Laotian	1	0.2%	550	0.2%	700	0.2%
Asian - Vietnamese	1	0.2%	522	0.2%	1,176	0.3%
Asian - Other	3	0.5%	1,034	0.4%	1,670	0.4%
Black	25	4.3%	4,130	1.7%	8,141	1.8%
Hispanic	199	34.2%	103,534	43.5%	201,157	45.2%
Native American or Alaska Native	1	0.2%	539	0.2%	1,390	0.3%
Pacific Islander - Guamanian	0	0%	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	2	0.3%	0	0%	0	0%
White	311	53.4%	112,177	47.2%	200,415	45%
Other Race or Ethnicity	12	2.1%	4,705	2%	11,792	2.6%
Total	582		237,750		445,432	

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	790	50.9%	490,985	42.5%	949,557	49.5%
Men	763	49.1%	662,969	57.5%	968,730	50.5%
Persons with Disabilities	264	17%	31,090	2.9%	147,567	7.7%
Veterans	66	4.2%	31,854	3%	60,062	3.1%
Asian - Cambodian	0	0%	1,986	0.2%	3,533	0.2%
Asian - Chinese	101	6.5%	108,886	9.4%	181,226	9.4%
Asian - Filipino	169	10.9%	64,139	5.6%	94,198	4.9%
Asian - Indian	52	3.3%	104,479	9.1%	169,768	8.8%
Asian - Japanese	13	0.8%	15,112	1.3%	26,581	1.4%
Asian - Korean	6	0.4%	16,445	1.4%	26,589	1.4%
Asian - Laotian	1	0.1%	884	0.1%	1,058	0.1%
Asian - Vietnamese	79	5.1%	60,771	5.3%	136,275	7.1%
Asian - Other	52	3.3%	22,560	2%	42,860	2.2%
Black	115	7.4%	30,239	2.6%	44,260	2.3%
Hispanic	399	25.7%	281,433	24.4%	496,842	25.9%
Native American or Alaska Native	6	0.4%	2,283	0.2%	2,185	0.1%
Pacific Islander - Guamanian	1	0.1%	689	0.1%	787	<0.1%
Pacific Islander - Hawaiian	2	0.1%	332	<0.1%	659	<0.1%
Pacific Islander - Samoan	6	0.4%	630	0.1%	1,707	0.1%
Pacific Islander - Other	5	0.3%	2,184	0.2%	1,506	0.1%
White	512	33%	405,683	35.2%	617,896	32.2%
Other Race or Ethnicity	34	2.2%	35,219	3.1%	70,357	3.7%
Total	1,553		1,153,954		1,918,287	

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	30.1%	65,067	50%	138,026	50.3%
Men	429	69.9%	64,966	50%	136,645	49.7%
Persons with Disabilities	64	10.4%	8,017	6.6%	35,494	12.9%
Veterans	15	2.4%	2,767	2.3%	12,791	4.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.8%	2,002	1.5%	3,607	1.3%
Asian - Filipino	9	1.5%	1,611	1.2%	2,011	0.7%
Asian - Indian	2	0.3%	290	0.2%	1,192	0.4%
Asian - Japanese	5	0.8%	1,440	1.1%	1,950	0.7%
Asian - Korean	1	0.2%	661	0.5%	1,292	0.5%
Asian - Laotian	1	0.2%	0	0%	0	0%
Asian - Vietnamese	3	0.5%	281	0.2%	450	0.2%
Asian - Other	3	0.5%	1,233	0.9%	2,064	0.8%
Black	8	1.3%	1,530	1.2%	2,790	1%
Hispanic	113	18.4%	47,753	36.7%	92,094	33.5%
Native American or Alaska Native	5	0.8%	281	0.2%	379	0.1%
Pacific Islander - Guamanian	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	56	<0.1%	56	<0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%
White	440	71.7%	68,839	52.9%	158,121	57.6%
Other Race or Ethnicity	18	2.9%	4,056	3.1%	8,665	3.2%
Total	614		130,033		274,671	

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

Shasta County

Group Type	Civil Service		Labor Force		Population	
Women	701	39.2%	37,733	48.6%	91,259	50.8%
Men	1,085	60.8%	39,917	51.4%	88,441	49.2%
Persons with Disabilities	311	17.4%	6,053	8%	34,003	18.9%
Veterans	110	6.2%	4,103	5.4%	15,675	8.7%
Asian - Cambodian	0	0%	252	0.3%	252	0.1%
Asian - Chinese	9	0.5%	328	0.4%	589	0.3%
Asian - Filipino	20	1.1%	555	0.7%	731	0.4%
Asian - Indian	5	0.3%	803	1%	1,929	1.1%
Asian - Japanese	6	0.3%	0	0%	243	0.1%
Asian - Korean	3	0.2%	118	0.2%	118	0.1%
Asian - Laotian	0	0%	0	0%	521	0.3%
Asian - Vietnamese	3	0.2%	228	0.3%	592	0.3%
Asian - Other	16	0.9%	253	0.3%	511	0.3%
Black	21	1.2%	451	0.6%	1,294	0.7%
Hispanic	120	6.7%	7,899	10.2%	17,426	9.7%
Native American or Alaska Native	26	1.5%	1,100	1.4%	2,776	1.5%
Pacific Islander - Guamanian	3	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.2%	0	0%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other	2	0.1%	114	0.1%	133	0.1%
White	1,512	84.7%	62,527	80.5%	143,998	80.1%
Other Race or Ethnicity	36	2%	3,022	3.9%	8,587	4.8%
Total	1,786		77,650		179,700	

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

Sierra County

Group Type	Civil Service		Labor Force		Population	
Women	6	12%	527	50.2%	1,441	48.9%
Men	44	88%	522	49.8%	1,504	51.1%
Persons with Disabilities	5	10%	67	6.7%	475	16.1%
Veterans	4	8%	59	5.8%	268	9.1%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	5	0.5%	8	0.3%
Asian - Filipino	0	0%	0	0%	7	0.2%
Asian - Indian	0	0%	11	1%	11	0.4%
Asian - Japanese	0	0%	9	0.9%	14	0.5%
Asian - Korean	0	0%	1	0.1%	1	<0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other	0	0%	0	0%	5	0.2%
Black	2	4%	0	0%	5	0.2%
Hispanic	3	6%	60	5.7%	277	9.4%
Native American or Alaska Native	1	2%	1	0.1%	6	0.2%
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	0	0%	0	0%	0	0%
White	44	88%	952	90.8%	2,510	85.2%
Other Race or Ethnicity	0	0%	10	1%	102	3.5%
Total	50		1,049		2,945	

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

Siskiyou County

Group Type	Civil Service		Labor Force		Population	
Women	91	21.4%	7,797	47.3%	20,056	46%
Men	335	78.6%	8,689	52.7%	23,531	54%
Persons with Disabilities	22	5.2%	1,038	6.5%	7,871	18.1%
Veterans	25	5.9%	1,347	8.4%	4,093	9.4%
Asian - Cambodian	0	0%	191	1.2%	359	0.8%
Asian - Chinese	1	0.2%	30	0.2%	51	0.1%
Asian - Filipino	0	0%	76	0.5%	385	0.9%
Asian - Indian	0	0%	63	0.4%	63	0.1%
Asian - Japanese	0	0%	54	0.3%	69	0.2%
Asian - Korean	0	0%	3	<0.1%	3	<0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	115	0.7%	126	0.3%
Asian - Other	0	0%	0	0%	139	0.3%
Black	6	1.4%	157	1%	1,179	2.7%
Hispanic	29	6.8%	2,004	12.2%	6,337	14.5%
Native American or Alaska Native	4	0.9%	668	4.1%	1,933	4.4%
Pacific Islander - Guamanian	0	0%	0	0%	23	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	116	0.3%
Pacific Islander - Samoan	1	0.2%	0	0%	0	0%
Pacific Islander - Other	1	0.2%	15	0.1%	41	0.1%
White	374	87.8%	12,706	77.1%	31,430	72.1%
Other Race or Ethnicity	10	2.3%	403	2.4%	1,333	3.1%
Total	426		16,486		43,587	

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

Solano County

Group Type	Civil Service		Labor Force		Population	
Women	1,950	41.5%	78,784	44.6%	220,478	50.1%
Men	2,754	58.5%	97,815	55.4%	219,618	49.9%
Persons with Disabilities	429	9.1%	9,237	5.7%	58,934	13.4%
Veterans	367	7.8%	12,000	7.4%	41,380	9.4%
Asian - Cambodian	1	<0.1%	386	0.2%	2,116	0.5%
Asian - Chinese	70	1.5%	1,864	1.1%	3,898	0.9%
Asian - Filipino	658	14%	14,478	8.2%	42,671	9.7%
Asian - Indian	77	1.6%	2,414	1.4%	5,069	1.2%
Asian - Japanese	22	0.5%	398	0.2%	1,675	0.4%
Asian - Korean	12	0.3%	927	0.5%	2,163	0.5%
Asian - Laotian	6	0.1%	570	0.3%	846	0.2%
Asian - Vietnamese	27	0.6%	870	0.5%	2,136	0.5%
Asian - Other	153	3.3%	1,797	1%	3,284	0.7%
Black	762	16.2%	18,337	10.4%	61,757	14%
Hispanic	764	16.2%	46,101	26.1%	115,451	26.2%
Native American or Alaska Native	19	0.4%	432	0.2%	908	0.2%
Pacific Islander - Guamanian	6	0.1%	836	0.5%	1,938	0.4%
Pacific Islander - Hawaiian	10	0.2%	98	0.1%	118	<0.1%
Pacific Islander - Samoan	4	0.1%	0	0%	124	<0.1%
Pacific Islander - Other	29	0.6%	370	0.2%	1,070	0.2%
White	1,993	42.4%	76,793	43.5%	167,383	38%
Other Race or Ethnicity	91	1.9%	9,928	5.6%	27,489	6.2%
Total	4,704		176,599		440,096	

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	1,198	56.2%	125,028	48.2%	256,690	51%
Men	935	43.8%	134,380	51.8%	246,303	49%
Persons with Disabilities	301	14.1%	13,377	5.5%	59,687	11.9%
Veterans	59	2.8%	12,927	5.3%	33,455	6.7%
Asian - Cambodian	5	0.2%	777	0.3%	1,237	0.2%
Asian - Chinese	32	1.5%	1,229	0.5%	4,158	0.8%
Asian - Filipino	418	19.6%	2,293	0.9%	2,609	0.5%
Asian - Indian	14	0.7%	1,394	0.5%	1,778	0.4%
Asian - Japanese	17	0.8%	900	0.3%	1,471	0.3%
Asian - Korean	6	0.3%	673	0.3%	1,497	0.3%
Asian - Laotian	2	0.1%	963	0.4%	1,700	0.3%
Asian - Vietnamese	8	0.4%	1,749	0.7%	2,137	0.4%
Asian - Other	24	1.1%	2,472	1.0%	4,401	0.9%
Black	90	4.2%	4,370	1.7%	6,160	1.2%
Hispanic	240	11.3%	69,008	26.6%	133,738	26.6%
Native American or Alaska Native	13	0.6%	1,162	0.4%	2,186	0.4%
Pacific Islander - Guamanian	2	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	4	0.2%	125	<0.1%	506	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	6	0.3%	1,904	0.7%	1,761	0.4%
White	1,205	56.5%	162,369	62.6%	319,472	63.5%
Other Race or Ethnicity	47	2.2%	8,020	3.1%	18,182	3.6%
Total	2,133		259,408		502,993	

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	130	41%	109,086	48.9%	274,254	50.7%
Men	187	59%	113,775	51.1%	267,160	49.3%
Persons with Disabilities	56	17.7%	8,533	4.4%	71,207	13.2%
Veterans	26	8.2%	8,133	4.2%	26,358	4.9%
Asian - Cambodian	1	0.3%	236	0.1%	1,096	0.2%
Asian - Chinese	3	0.9%	2,786	1.3%	3,450	0.6%
Asian - Filipino	7	2.2%	2,406	1.1%	9,159	1.7%
Asian - Indian	2	0.6%	4,815	2.2%	8,139	1.5%
Asian - Japanese	1	0.3%	526	0.2%	1,276	0.2%
Asian - Korean	1	0.3%	160	0.1%	167	<0.1%
Asian - Laotian	1	0.3%	611	0.3%	1,235	0.2%
Asian - Vietnamese	1	0.3%	289	0.1%	390	0.1%
Asian - Other	5	1.6%	831	0.4%	3,848	0.7%
Black	16	5%	6,130	2.8%	15,097	2.8%
Hispanic	99	31.2%	93,644	42%	247,043	45.6%
Native American or Alaska Native	3	0.9%	981	0.4%	2,419	0.4%
Pacific Islander - Guamanian	1	0.3%	0	0%	190	<0.1%
Pacific Islander - Hawaiian	0	0%	133	0.1%	133	<0.1%
Pacific Islander - Samoan	0	0%	80	<0.1%	82	<0.1%
Pacific Islander - Other	0	0%	1,059	0.5%	2,420	0.4%
White	171	53.9%	102,238	45.9%	230,575	42.6%
Other Race or Ethnicity	5	1.6%	5,936	2.7%	14,695	2.7%
Total	317		222,861		541,414	

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

Sutter County

Group Type	Civil Service		Labor Force		Population	
Women	24	25.8%	17,144	48%	48,410	49.9%
Men	69	74.2%	18,564	52%	48,520	50.1%
Persons with Disabilities	10	10.8%	2,894	8.4%	14,877	15.3%
Veterans	12	12.9%	3,569	10.3%	9,378	9.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	142	0.4%	164	0.2%
Asian - Filipino	1	1.1%	420	1.2%	996	1%
Asian - Indian	7	7.5%	2,054	5.8%	6,422	6.6%
Asian - Japanese	0	0%	28	0.1%	200	0.2%
Asian - Korean	0	0%	49	0.1%	128	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	339	0.9%	1,444	1.5%
Asian - Other	1	1.1%	839	2.3%	1,984	2%
Black	2	2.2%	1,195	3.3%	2,315	2.4%
Hispanic	14	15.1%	11,163	31.3%	28,432	29.3%
Native American or Alaska Native	0	0%	498	1.4%	847	0.9%
Pacific Islander - Guamanian	0	0%	137	0.4%	374	0.4%
Pacific Islander - Hawaiian	0	0%	7	0%	89	0.1%
Pacific Islander - Samoan	0	0%	182	0.5%	403	0.4%
Pacific Islander - Other	0	0%	0	0%	19	<0.1%
White	67	72%	17,294	48.4%	49,112	50.7%
Other Race or Ethnicity	1	1.1%	1,363	3.8%	4,002	4.1%
Total	93		35,708		96,930	

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

Tehama County

Group Type	Civil Service		Labor Force		Population	
Women	54	17.3%	11,480	45.3%	31,972	50.7%
Men	258	82.7%	13,890	54.7%	31,101	49.3%
Persons with Disabilities	40	12.8%	2,220	9%	10,905	17.3%
Veterans	21	6.7%	991	4%	4,294	6.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	25	0.1%	322	0.5%
Asian - Filipino	0	0%	170	0.7%	78	0.1%
Asian - Indian	0	0%	293	1.2%	151	0.2%
Asian - Japanese	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	55	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	23	0.1%	23	<0.1%
Asian - Other	0	0%	105	0.4%	338	0.5%
Black	4	1.3%	311	1.2%	548	0.9%
Hispanic	27	8.7%	8,159	32.2%	20,151	31.9%
Native American or Alaska Native	4	1.3%	403	1.6%	1,042	1.7%
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	0	0%	0	0%	0	0%
White	273	87.5%	15,507	61.1%	38,596	61.2%
Other Race or Ethnicity	4	1.3%	375	1.5%	1,770	2.8%
Total	312		25,370		63,073	

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

Trinity County

Group Type	Civil Service		Labor Force		Population	
Women	9	8%	2,401	45.3%	6,687	50.7%
Men	103	92%	2,905	54.7%	6,505	49.3%
Persons with Disabilities	5	4.5%	464	9%	2,281	17.3%
Veterans	9	8%	207	4.0%	898	6.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	5	0.1%	67	0.5%
Asian - Filipino	0	0%	36	0.7%	16	0.1%
Asian - Indian	0	0%	61	1.1%	32	0.2%
Asian - Japanese	1	0.9%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	11	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	5	0.1%	5	0.0%
Asian - Other	0	0%	22	0.4%	71	0.5%
Black	1	0.9%	65	1.2%	115	0.9%
Hispanic	4	3.6%	1,707	32.2%	4,215	31.9%
Native American or Alaska Native	3	2.7%	84	1.6%	218	1.7%
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%	0	0%
Pacific Islander - Other	0	0%	0	0%	0	0%
White	100	89.3%	3,243	61.1%	8,073	61.2%
Other Race or Ethnicity	2	1.8%	78	1.5%	370	2.8%
Total	112		5,306		13,193	

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

Tulare County

Group Type	Civil Service		Labor Force		Population	
Women	913	53.4%	80,913	44%	232,568	50.4%
Men	796	46.6%	102,880	56%	228,634	49.6%
Persons with Disabilities	113	6.6%	10,794	6.5%	64,806	14.1%
Veterans	74	4.3%	4,285	2.6%	15,327	3.3%
Asian - Cambodian	0	0%	263	0.1%	263	0.1%
Asian - Chinese	3	0.2%	939	0.5%	1,527	0.3%
Asian - Filipino	97	5.7%	1,860	1%	6,191	1.3%
Asian - Indian	11	0.6%	398	0.2%	0	0%
Asian - Japanese	3	0.2%	637	0.3%	1,127	0.2%
Asian - Korean	2	0.1%	50	<0.1%	190	<0.1%
Asian - Laotian	3	0.2%	618	0.3%	690	0.1%
Asian - Vietnamese	4	0.2%	155	0.1%	2,065	0.4%
Asian - Other	15	0.9%	539	0.3%	990	0.2%
Black	36	2.1%	3,068	1.7%	5,038	1.1%
Hispanic	729	42.7%	117,271	63.8%	294,999	64%
Native American or Alaska Native	9	0.5%	745	0.4%	3,245	0.7%
Pacific Islander - Guamanian	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	733	0.2%
Pacific Islander - Samoan	1	0.1%	85	<0.1%	280	0.1%
Pacific Islander - Other	1	0.1%	0	0%	0	0%
White	776	45.4%	54,722	29.8%	132,092	28.6%
Other Race or Ethnicity	18	1.1%	2,443	1.3%	11,772	2.6%
Total	1,709		183,793		461,202	

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

Tuolumne County

Group Type	Civil Service		Labor Force		Population	
Women	356	30.9%	10,233	49%	25,907	48%
Men	797	69.1%	10,639	51%	28,093	52%
Persons with Disabilities	69	6%	1,744	8.5%	10,632	19.7%
Veterans	85	7.4%	1,140	5.6%	5,589	10.3%
Asian - Cambodian	0	0%	0	0%	9	<0.1%
Asian - Chinese	1	0.1%	59	0.3%	82	0.2%
Asian - Filipino	13	1.1%	60	0.3%	159	0.3%
Asian - Indian	2	0.2%	0	0%	3	<0.1%
Asian - Japanese	1	0.1%	0	0%	14	<0.1%
Asian - Korean	2	0.2%	0	0%	89	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.3%	18	0.1%	65	0.1%
Asian - Other	13	1.1%	14	0.1%	50	0.1%
Black	24	2.1%	72	0.3%	524	1%
Hispanic	197	17.1%	3,836	18.4%	8,082	15%
Native American or Alaska Native	10	0.9%	409	2%	925	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	31	0.1%
Pacific Islander - Hawaiian	2	0.2%	3	<0.1%	95	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other	6	0.5%	0	0%	3	<0.1%
White	855	74.2%	16,066	77%	41,519	76.9%
Other Race or Ethnicity	24	2.1%	334	1.6%	2,349	4.4%
Total	1,153		20,872		54,000	

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

Ventura County

Group Type	Civil Service		Labor Force		Population	
Women	638	43.9%	186,554	46.2%	432,497	50.9%
Men	815	56.1%	216,899	53.8%	417,258	49.1%
Persons with Disabilities	162	11.1%	19,273	5.1%	99,575	11.7%
Veterans	85	5.8%	18,857	5%	49,484	5.8%
Asian - Cambodian	0	0%	934	0.2%	745	0.1%
Asian - Chinese	12	0.8%	4,634	1.1%	10,856	1.3%
Asian - Filipino	66	4.5%	10,455	2.6%	19,976	2.4%
Asian - Indian	10	0.7%	3,950	1%	11,989	1.4%
Asian - Japanese	8	0.6%	1,334	0.3%	2,149	0.3%
Asian - Korean	4	0.3%	1,099	0.3%	2,153	0.3%
Asian - Laotian	0	0%	304	0.1%	304	<0.1%
Asian - Vietnamese	6	0.4%	2,962	0.7%	5,389	0.6%
Asian - Other	11	0.8%	1,429	0.4%	5,837	0.7%
Black	134	9.2%	8,443	2.1%	14,778	1.7%
Hispanic	471	32.4%	179,144	44.4%	361,376	42.5%
Native American or Alaska Native	13	0.9%	1,151	0.3%	2,387	0.3%
Pacific Islander - Guamanian	2	0.1%	169	<0.1%	169	<0.1%
Pacific Islander - Hawaiian	0	0%	115	<0.1%	217	<0.1%
Pacific Islander - Samoan	2	0.1%	378	0.1%	254	<0.1%
Pacific Islander - Other	5	0.3%	85	<0.1%	218	<0.1%
White	675	46.5%	176,393	43.7%	388,039	45.7%
Other Race or Ethnicity	34	2.3%	10,474	2.6%	22,919	2.7%
Total	1,453		403,453		849,755	

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

Yolo County

Group Type	Civil Service		Labor Force		Population	
Women	1,437	46.9%	52,626	45.5%	111,015	51.5%
Men	1,629	53.1%	63,010	54.5%	104,541	48.5%
Persons with Disabilities	481	15.7%	5,380	4.8%	21,721	10.1%
Veterans	138	4.5%	6,259	5.5%	11,600	5.4%
Asian - Cambodian	4	0.1%	72	0.1%	0	0%
Asian - Chinese	201	6.6%	4,040	3.5%	13,502	6.3%
Asian - Filipino	102	3.3%	2,630	2.3%	2,699	1.3%
Asian - Indian	61	2%	3,117	2.7%	4,423	2.1%
Asian - Japanese	70	2.3%	1,166	1%	1,351	0.6%
Asian - Korean	17	0.6%	677	0.6%	2,539	1.2%
Asian - Laotian	2	0.1%	470	0.4%	0	0%
Asian - Vietnamese	85	2.8%	1,113	1%	521	0.2%
Asian - Other	98	3.2%	4,440	3.8%	4,539	2.1%
Black	246	8%	3,840	3.3%	6,191	2.9%
Hispanic	560	18.3%	32,499	28.1%	67,734	31.4%
Native American or Alaska Native	10	0.3%	557	0.5%	1,042	0.5%
Pacific Islander - Guamanian	6	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.1%	217	0.2%	704	0.3%
Pacific Islander - Samoan	0	0%	0	0%	143	0.1%
Pacific Islander - Other	16	0.5%	719	0.6%	226	0.1%
White	1,513	49.3%	57,202	49.5%	101,621	47.1%
Other Race or Ethnicity	73	2.4%	2,877	2.5%	8,321	3.9%
Total	3,066		115,636		215,556	

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

Yuba County

Group Type	Civil Service		Labor Force		Population	
Women	214	29%	13,254	48%	37,423	49.9%
Men	524	71%	14,351	52%	37,508	50.1%
Persons with Disabilities	121	16.4%	2,238	8.4%	11,501	15.3%
Veterans	48	6.5%	2,759	10.3%	7,249	9.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	15	2%	110	0.4%	127	0.2%
Asian - Filipino	13	1.8%	324	1.2%	770	1%
Asian - Indian	36	4.9%	1,587	5.7%	4,964	6.6%
Asian - Japanese	10	1.4%	22	0.1%	155	0.2%
Asian - Korean	4	0.5%	38	0.1%	99	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	5	0.7%	262	0.9%	1,116	1.5%
Asian - Other	23	3.1%	648	2.3%	1,533	2%
Black	15	2%	924	3.3%	1,790	2.4%
Hispanic	75	10.2%	8,629	31.3%	21,980	29.3%
Native American or Alaska Native	5	0.7%	385	1.4%	654	0.9%
Pacific Islander - Guamanian	1	0.1%	106	0.4%	289	0.4%
Pacific Islander - Hawaiian	0	0%	5	<0.1%	68	0.1%
Pacific Islander - Samoan	1	0.1%	141	0.5%	311	0.4%
Pacific Islander - Other	1	0.1%	0	0%	14	<0.1%
White	503	68.2%	13,369	48.4%	37,966	50.7%
Other Race or Ethnicity	31	4.2%	1,053	3.8%	3,094	4.1%
Total	738		27,605		74,931	

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	97,838	46.1%	9,005,911	46%	19,752,669	50.3%
Men	114,255	53.9%	10,561,404	54%	19,497,474	49.7%
Persons with Disabilities	24,884	11.7%	811,630	4.1%	4,380,350	11.2%
Veterans	11,791	5.6%	792,105	4%	1,974,503	5%
Asian - Cambodian	164	0.1%	45,407	0.2%	92,998	0.2%
Asian - Chinese	7,803	3.7%	763,241	3.9%	1,473,979	3.8%
Asian - Filipino	12,761	6.0%	679,615	3.5%	1,201,940	3.1%
Asian - Indian	3,718	1.8%	408,174	2.1%	764,222	1.9%
Asian - Japanese	1,840	0.9%	129,543	0.7%	261,381	0.7%
Asian - Korean	974	0.5%	244,554	1.2%	470,393	1.2%
Asian - Laotian	172	0.1%	29,619	0.2%	53,442	0.1%
Asian - Vietnamese	3,218	1.5%	343,076	1.8%	669,945	1.7%
Asian - Other	5,772	2.7%	254,067	1.3%	544,531	1.4%
Black	21,403	10.1%	1,025,876	5.2%	2,162,766	5.5%
Hispanic	51,829	24.4%	7,329,829	37.5%	15,280,669	38.9%
Native American or Alaska Native	1,186	0.6%	56,836	0.3%	127,001	0.3%
Pacific Islander - Guamanian	180	0.1%	10,935	0.1%	20,598	0.1%
Pacific Islander - Hawaiian	222	0.1%	9,767	<0.1%	16,812	<0.1%
Pacific Islander - Samoan	134	0.1%	17,681	0.1%	37,110	0.1%
Pacific Islander - Other	938	0.4%	33,564	0.2%	58,819	0.1%
White	94,397	44.5%	7,645,639	39.1%	14,728,459	37.5%
Other Race or Ethnicity	5,382	2.5%	539,893	2.8%	1,285,080	3.3%
Total	212,093		19,567,315		39,250,143	

Table G
Other Civil Service

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

Other Civil Service Comparison

Group Type	Chicago, IL		New York, NY		Other		U.S. Total	
Women	79	51%	99	57.2%	40	42.6%	98,056	46.1%
Men	76	49%	74	42.8%	54	57.4%	114,459	53.9%
Persons with Disabilities	21	13.5%	24	13.9%	12	12.8%	24,941	11.7%
Veterans	3	1.9%	2	1.2%	2	2.1%	11,798	5.6%
Asian - Cambodian	0	0%	0	0%	0	0%	164	0.1%
Asian - Chinese	13	8.4%	18	10.4%	1	1.1%	7,835	3.7%
Asian - Filipino	1	0.6%	11	6.4%	8	8.5%	12,781	6%
Asian - Indian	6	3.9%	11	6.4%	4	4.3%	3,739	1.8%
Asian - Japanese	0	0%	0	0%	7	7.4%	1,847	0.9%
Asian - Korean	4	2.6%	4	2.3%	7	7.4%	989	0.5%
Asian - Laotian	0	0%	0	0%	0	0%	172	0.1%
Asian - Vietnamese	2	1.3%	1	0.6%	2	2.1%	3,223	1.5%
Asian - Other	1	0.6%	10	5.8%	1	1.1%	5,784	2.7%
Black	26	16.8%	32	18.5%	21	22.3%	21,482	10.1%
Hispanic	12	7.7%	20	11.6%	13	13.8%	51,874	24.4%
Native American or Alaska Native	0	0%	0	0%	0	0%	1,186	0.6%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	180	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	2	2.1%	224	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	134	0.1%
Pacific Islander - Other	0	0%	0	0%	0	0%	938	0.4%
White	90	58.1%	59	34.1%	28	29.8%	94,574	44.5%
Other Race or Ethnicity	0	0%	7	4%	0	0%	5,389	2.5%
Total	155		173		94		212,515	

Appendix

Table H

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
22nd District Agricultural Association	NDA	NGR	3	4.6%	-21	8
Achieving a Better Life Experience for People with Disabilities, California	NDA	NGR	NDR	NDR	NDR	NGR
Administrative Law, Office of	5.9%	Non-Compliant	NDR	16.7%	0	NGR
African-American Museum, California	0%	1	NDR	0%	-2	2
Aging, Commission on	Exempt	NGR	Exempt	Exempt	Exempt	NGR
Aging, Department of	28.4%	NGR	NDR	23.4%	7	NGR
Agricultural Associations	NDA	NGR	NDR	5.3%	-23	6
Agricultural Labor Relations Board	NDA	NGR	NDR	5%	-5	1
Air Resources Board	8.4%	4	7	8.3%	-121	7
Alcoholic Beverage Control Appeals Board	20%	NGR	1	20%	0	NGR
Alcoholic Beverage Control, Department of	9.2%	2	1	10.7%	-12	4
Alternative Energy and Advanced Transportation Financing Authority	10%	1	1	13.3%	0	NGR
Arts Council, California	23.1%	NGR	NDR	18.8%	0	NGR
Baldwin Hills Conservancy	NDA	NGR	NDR	33.3%	1	NGR
Business and Economic Development, Governor's Office of	NDA	NGR	NDR	17.2%	0	NGR
Business Oversight, Department of	11.5%	7	3	11.5%	-29	6
Business, Consumer Services, and Housing Agency	25%	NGR	NDR	0%	-1	2

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Child Support Services, Department of	18.3%	NGR	NDR	17.7%	6	NGR
Children and Families First Commission	NDA	NGR	NDR	15.6%	0	NGR
Citizens' Redistricting Commission	Exempt	NGR	Exempt	Exempt	Exempt	NGR
Coachella Valley Mountains Conservancy	Exempt	NGR	Exempt	Exempt	Exempt	NGR
Coastal Commission, California	5.5%	2	7	10.1%	-10	3
Coastal Conservancy, State	33.9%	NGR	NDR	25%	5	NGR
Colorado River Board	12.5%	1	NDR	12.5%	0	1
Community Colleges, California	14.1%	NGR	1	12.2%	-6	2
Community Services and Development, Department of	18.5%	NGR	NDR	17%	0	NGR
Compensation Insurance Fund, State	NDA	NGR	10	27.5%	464	NGR
Conservation Corps, California	33%	NGR	NDR	31.2%	28	NGR
Conservation, Department of	19%	NGR	4	17.4%	4	NGR
Consumer Affairs, Department of	13.5%	NGR	NDR	14.1%	-66	NGR
Controller, Office of the California State	16.1%	NGR	NDR	16.2%	-5	NGR
Corrections and Rehabilitation, California Department of	7.4%	181	117	7.8%	-2,270	158

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Debt and Investment Advisory Commission, California	10.5%	1	NDR	14.3%	0	NGR
Debt Limit Allocation Committee, California	NDA	NGR	NDR	11.1%	0	1
Delta Protection Commission	0%	1	NDR	0%	-1	1
Delta Stewardship Council	6.7%	1	NDR	7.7%	-5	1
Developmental Disabilities, State Council on	40.7%	NGR	NDR	35.9%	12	NGR
Developmental Services, Department of	10%	62	7	10%	-143	62
Disability Access, California Commission on	NDA	NGR	NDR	NDR	NDR	NGR
Early Learning and Care, California State Advisory Council on	NDA	NGR	NDR	NDR	NDR	NGR
Earthquake Authority, California	20%	NGR	NDR	20%	2	NGR
Economic Development, Commission for	NDA	NGR	NDR	NDR	NDR	NGR
Education Audit Appeals Panel	NDA	NGR	NDR	33.3%	1	NGR
Education, Department of	17.3%	NGR	NDR	19.4%	55	NGR
Educational Facilities Authority, California	50%	NGR	NDR	50%	1	NGR
Emergency Medical Services Authority	8%	4	NDR	24.5%	4	NGR
Emergency Services, California Governor's Office of	NDA	NGR	5	16.7%	1	NGR

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Employment Development Department	21.7%	NGR	NDR	20.1%	264	NGR
Employment Training Panel, California	NDA	NGR	NDR	NDR	NDR	NGR
Energy Resources Conservation and Development Commission	15.6%	NGR	2	13%	-21	6
Environmental Health Hazard Assessment, Office of	6.6%	Non-Compliant	NDR	9.7%	-9	4
Environmental Protection Agency, California	18.5%	NGR	5	18.6%	1	NGR
Equalization, Board of	23.1%	NGR	NDR	24.8%	346	NGR
Exposition and State Fair, California	4.4%	15	NDR	4.3%	-54	6
Exposition Park Management, Governor's Office of	NDA	NGR	NDR	NDR	NDR	NGR
Fair Employment and Housing, Department of	11%	5	NDR	17.2%	1	NGR
Fair Political Practices Commission	21.7%	NGR	NDR	17.6%	1	NGR
Finance, Department of	10.5%	2	NDR	10%	-26	2
FISCal	14.5%	NGR	NDR	11.2%	-11	5
Fish and Wildlife, Department of	NDA	NGR	23	10.3%	-161	11
Food and Agriculture, Department of	NDA	NGR	1	7.1%	-144	11
Forestry and Fire Protection, Department of	29.6%	NGR	NDR	32.8%	138	NGR
Franchise Tax Board	14.7%	NGR	20	13.3%	-211	17

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Gambling Control Commission, California	14.8%	NGR	NDR	14.8%	0	NGR
General Services, Department of	16.8%	NGR	NDR	17.5%	31	NGR
Government Operations Agency	16.7%	NGR	NDR	14.3%	0	NGR
Health and Human Services Agency, California	22%	NGR	NDR	21.6%	2	NGR
Health Benefit Exchange, California	14.6%	NGR	2	13.2%	-35	40
Health Care Services, Department of	15.7%	NGR	NDR	16.4%	-6	NGR
Health Facilities Financing Authority, California	6.7%	1	NDR	6.3%	-2	2
Health Planning and Development, Office of Statewide	31.7%	NGR	NDR	30.8%	62	NGR
High Speed Rail Authority, California	18.3%	NGR	NDR	19.2%	5	NGR
Highway Patrol, California	15.7%	NGR	NDR	15.2%	-34	NGR
Horse Racing Board, California	14.3%	NGR	NDR	13.9%	-1	NGR
Housing and Community Development, Department of	14%	NGR	4	29%	55	NGR
Housing Finance Agency, California	NDA	NGR	NDR	23.5%	15	NGR
Human Resources, California Department of	NDA	NGR	12	21%	12	NGR
Independent Living Council, State	NDA	NGR	NDR	NDR	NDR	NGR

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Industrial Development Financing Advisory Committee	Exempt	NGR	Exempt	Exempt	Exempt	NGR
Industrial Relations, Department of	17.6%	NGR	NDR	13.4%	-84	NGR
Inspector General, Office of the	40.4%	NGR	NDR	29.5%	14	NGR
Insurance, Department of	16.6%	NGR	1	14.8%	-16	NGR
Justice, Department of	10.8%	17	24	11.4%	-177	19
Labor and Workforce Development Agency	NDA	NGR	NDR	33.3%	1	NGR
Law Revision Commission, California	60%	NGR	NDR	60%	2	NGR
Legislative Counsel, Office of	14.7%	NGR	1	13.2%	-18	5
Library, California State	19.1%	NGR	NDR	18.1%	2	NGR
Little Hoover Commission	NDA	NGR	NDR	0%	-1	1
Lottery, California State	23.1%	NGR	NDR	21.8%	37	NGR
Managed Health Care, Department of	17.9%	NGR	NDR	16.5%	0	NGR
Mental Health Services Oversight and Accountability Commission	20.8%	NGR	NDR	25%	2	NGR
Military Department	27.1%	NGR	NDR	21.7%	13	NGR
Motor Vehicles, Department of	11.4%	359	NDR	16.9%	27	NGR
Native American Heritage Commission	16.7%	NGR	NDR	22.2%	1	NGR
Natural Resources Agency, California	12.5%	1	NDR	17.9%	0	NGR
Parks and Recreation, Department of	4.7%	Non-Compliant	NDR	4%	-568	27

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Peace Officer Standards and Training, Commission on	24.8%	NGR	4	23.9%	8	NGR
Personnel Board, State	NDA	NGR	1	25.9%	5	NGR
Pesticide Regulation, Department of	15.6%	NGR	2	14.1%	-9	NGR
Pilot Commissioners, Board of	0%	1	NDR	33.3%	1	NGR
Pollution Control Financing Authority, California	8.3%	1	NDR	3.2%	-4	4
Prison Industry Authority, California	NDA	NGR	6	5.3%	-64	4
Public Defender, Office of the State	8.6%	2	1	8.1%	-5	5
Public Employees' Retirement System, California	16.3%	NGR	13	13.7%	-80	NGR
Public Employment Relations Board	30.8%	NGR	NDR	31.7%	6	NGR
Public Health, California Department of	16.4%	NGR	NDR	16.7%	4	NGR
Public Utilities Commission, California	5.4%	7	4	9.5%	-67	6
Rehabilitation, Department of	32.6%	NGR	563	30.6%	263	NGR
Resources Recycling and Recovery, Department of	26.8%	NGR	NDR	28.4%	84	NGR
Sacramento-San Joaquin Delta Conservancy	0%	1	NDR	0%	-2	2
San Diego River Conservancy	Exempt	NGR	Exempt	Exempt	Exempt	NGR

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
San Francisco Bay Conservation and Development Commission	NDA	NGR	1	2.5%	-6	1
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	NDA	NGR	NDR	0%	-1	1
San Joaquin River Conservancy	Exempt	NGR	Exempt	Exempt	Exempt	NGR
Santa Monica Mountains Conservancy	NDA	NGR	NDR	60%	2	NGR
Scholarshare Investment Board	11.1%	1	NDR	12.5%	0	1
School Finance Authority, California	30%	NGR	NDR	20%	0	NGR
Science Center, California	9.2%	8	NDR	9.9%	-6	4
Secretary of State	12.2%	4	3	13.6%	-14	NGR
Seismic Safety Commission	20%	NGR	NDR	20%	0	NGR
Sierra Nevada Conservancy	2.9%	1	NDR	11.4%	-2	1
Social Services, Department of	11.7%	1	3	11%	-222	4
State and Community Corrections, Board of	20.3%	NGR	1	20%	3	NGR
State Audits, Bureau of	NDA	NGR	8	20.7%	7	NGR
State Hospitals, Department of	14.8%	NGR	74	14.1%	-143	NGR
State Lands Commission	20.9%	NGR	NDR	30.4%	24	NGR
State Mandates, Commission on	27.3%	NGR	NDR	36.4%	2	NGR
Student Aid Commission, California	NDA	NGR	9	9.5%	-7	7
Summer School for the Arts	0%	1	NDR	0%	0	1

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Systems Integration, Office of	11.6%	2	NDR	14.2%	-6	NGR
Tahoe Conservancy, California	9.1%	Non-Compliant	3	12.1%	-1	1
Tax Credit Allocation Committee, California	5.3%	3	1	7.1%	-4	4
Teacher Credentialing, Commission on	31.1%	NGR	NDR	26.8%	14	NGR
Teachers' Retirement System, California State	14.3%	NGR	3	14.5%	-22	NGR
Technology, Department of	NDA	NGR	NDR	14.3%	-20	NGR
Toxic Substances Control, Department of	20.1%	NGR	6	18.9%	21	NGR
Transportation Agency, California State	16.7%	NGR	NDR	17.1%	0	NGR
Transportation Commission, California	NDA	NGR	NDR	35.3%	3	NGR
Transportation, Department of	16.5%	NGR	20	15.4%	-225	NGR
Treasurer, Office of the State	15.1%	NGR	1	13.1%	-8	8
Unemployment Insurance Appeals Board, California	21%	NGR	NDR	26.5%	37	NGR
Urban Waterfront Area Restoration Financing Authority	NDA	NGR	NDR	NDR	NDR	NGR
Veterans Affairs, California Department of	11.8%	10	10	10.3%	-179	10
Victim Compensation Board, California	NDA	NGR	NDR	16.4%	0	NGR
Water Resources Control Board	NDA	NGR	NDR	20.4%	79	NGR

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

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

Agency	2015 Adjusted PWD Representation	"2016 PWD Hiring Goal"	2016 PWD Hires	2016 Adjusted PWD Representation	2016 PWD Deficiency or Surplus	2017 PWD Hiring Goal
Water Resources, Department of	11.6%	14	16	11.6%	-160	20
Women and Girls, Commission on the Status of	NDA	NGR	NDR	NDR	NDR	NGR
Workforce Development Board, California	25%	NGR	NDR	22.2%	1	NGR

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Appendix

Table I

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

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
22nd District Agricultural Association	NDA	0	NDA	9	0	9
Achieving a Better Life Experience for People with Disabilities, California	NDA	NDR	NDA	NDR	NDR	NDR
Administrative Law, Office of	1	1	1	1	0	0
African-American Museum, California	1	0	1	1	0	0
Aging, Commission on	0	Exempt	Exempt	Exempt	Exempt	Exempt
Aging, Department of	2	0	1	5	1	1
Agricultural Associations	5	0	0	6	0	1
Agricultural Labor Relations Board	4	2	3	3	0	1
Air Resources Board	8	26	9	12	22	9
Alcoholic Beverage Control Appeals Board	0	Exempt	Exempt	Exempt	Exempt	Exempt
Alcoholic Beverage Control, Department of	0	3	2	8	0	4
Alternative Energy and Advanced Transportation Financing Authority	0	2	1	2	0	1
Arts Council, California	0	2	1	2	0	2
Baldwin Hills Conservancy	0	0	Exempt	0	0	1
Business and Economic Development, Governor's Office of	0	1	2	2	0	2
Business Oversight, Department of	3	1	7	9	1	2
Business, Consumer Services, and Housing Agency	1	1	0	1	1	1

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
Child Support Services, Department of	3	11	3	7	1	9
Children and Families First Commission	4	0	0	1	4	1
Citizens' Redistricting Commission	NDA	Exempt	Exempt	Exempt	Exempt	Exempt
Coachella Valley Mountains Conservancy	NDA	Exempt	Exempt	Exempt	Exempt	Exempt
Coastal Commission, California	0	1	1	6	0	1
Coastal Conservancy, State	4	0	3	3	0	1
Colorado River Board	0	0	Exempt	0	0	1
Community Colleges, California	2	1	1	3	1	1
Community Services and Development, Department of	4	8	5	6	6	8
Compensation Insurance Fund, State	73	29	18	8	108	10
Conservation Corps, California	1	6	1	9	1	4
Conservation, Department of	0	17	0	8	0	14
Consumer Affairs, Department of	3	124	52	18	3	70
Controller, Office of the California State	93	13	11	9	78	9
Corrections and Rehabilitation, California Department of	0	224	65	29	0	124
Debt and Investment Advisory Commission, California	0	1	1	1	0	1
Debt Limit Allocation Committee, California	0	2	1	2	0	1
Delta Protection Commission	0	Exempt	Exempt	Exempt	Exempt	Exempt
Delta Stewardship Council	0	Exempt	Exempt	Exempt	Exempt	Exempt

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
Developmental Disabilities, State Council on	20	3	2	1	17	0
Developmental Services, Department of	3	58	43	25	3	43
Disability Access, California Commission on	0	NDR	Exempt	NDR	NDR	NDR
Early Learning and Care, California State Advisory Council on	NDA	NDR	NDA	NDR	NDR	NDR
Earthquake Authority, California	0	2	0	4	5	1
Economic Development, Commission for	NDA	NDR	NDA	NDR	NDR	NDR
Education Audit Appeals Panel	NDA	0	Exempt	1	0	0
Education, Department of	4	7	3	12	6	10
Educational Facilities Authority, California	0	0	1	0	0	0
Emergency Medical Services Authority	2	2	1	1	4	1
Emergency Services, California Governor's Office of	8	6	8	12	9	5
Employment Development Department	107	103	77	18	103	97
Employment Training Panel, California	NDA	NDR	NDA	NDR	NDR	NDR
Energy Resources Conservation and Development Commission	2	4	5	9	4	6
Environmental Health Hazard Assessment, Office of	0	0	0	3	0	1
Environmental Protection Agency, California	NDA	3	NDA	5	1	1
Equalization, Board of	71	49	58	10	76	54

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
Exposition and State Fair, California	0	2	3	7	2	4
Exposition Park Management, Governor's Office of	NDA	NDR	NDA	NDR	NDR	NDR
Fair Employment and Housing, Department of	24	0	4	6	0	0
Fair Political Practices Commission	2	2	2	2	4	2
Finance, Department of	1	4	3	10	0	2
FISCal	0	0	0	5	0	1
Fish and Wildlife, Department of	64	42	36	15	56	44
Food and Agriculture, Department of	14	8	5	22	0	9
Forestry and Fire Protection, Department of	5	410	7	17	3	344
Franchise Tax Board	1	91	50	18	1	3
Gambling Control Commission, California	2	0	1	1	2	1
General Services, Department of	6	22	13	13	9	11
Government Operations Agency	0	0	1	1	0	1
Health and Human Services Agency, California	NDA	1	NDA	1	0	1
Health Benefit Exchange, California	1	5	3	8	1	3
Health Care Services, Department of	23	22	11	16	22	12
Health Facilities Financing Authority, California	0	3	1	2	0	1
Health Planning and Development, Office of Statewide	35	20	6	6	48	4

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
High Speed Rail Authority, California	1	3	1	7	3	3
Highway Patrol, California	7	7	8	10	4	10
Horse Racing Board, California	0	2	3	3	0	3
Housing and Community Development, Department of	0	3	2	8	0	3
Housing Finance Agency, California	0	8	0	13	5	2
Human Resources, California Department of	0	8	2	8	0	3
Independent Living Council, State	NDA	NDR	NDA	NDR	NDR	NDR
Industrial Development Financing Advisory Committee	0	Exempt	Exempt	Exempt	Exempt	Exempt
Industrial Relations, Department of	13	4	21	13	9	5
Inspector General, Office of the	101	0	1	1	6	2
Insurance, Department of	0	0	1	13	0	1
Justice, Department of	37	36	13	17	41	25
Labor and Workforce Development Agency	0	0	0	0	0	0
Law Revision Commission, California	0	Exempt	Exempt	Exempt	Exempt	Exempt
Legislative Counsel, Office of	18	12	1	6	23	2
Library, California State	0	0	1	2	0	1
Little Hoover Commission	1	Exempt	Exempt	Exempt	Exempt	Exempt
Lottery, California State	4	8	1	10	11	1
Managed Health Care, Department of	1	16	12	8	1	7

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
Mental Health Services Oversight and Accountability Commission	1	0	0	0	0	1
Military Department	1	2	1	6	1	1
Motor Vehicles, Department of	1581	115	236	16	0	69
Native American Heritage Commission	0	Exempt	Exempt	Exempt	Exempt	Exempt
Natural Resources Agency, California	0	1	2	2	0	0
Parks and Recreation, Department of	0	0	0	28	0	10
Peace Officer Standards and Training, Commission on	6	1	2	5	1	2
Personnel Board, State	0	0	1	3	0	1
Pesticide Regulation, Department of	13	15	4	8	30	4
Pilot Commissioners, Board of	1	0	1	1	0	0
Pollution Control Financing Authority, California	0	7	1	2	0	1
Prison Industry Authority, California	0	25	0	8	0	4
Public Defender, Office of the State	1	1	1	3	2	2
Public Employees' Retirement System, California	21	124	27	13	0	0
Public Employment Relations Board	3	1	1	1	1	1
Public Health, California Department of	27	41	24	14	2	24
Public Utilities Commission, California	12	2	10	14	29	15

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
Rehabilitation, Department of	0	0	5	8	0	0
Resources Recycling and Recovery, Department of	6	5	2	12	1	1
Sacramento-San Joaquin Delta Conservancy	0	0	Exempt	0	0	0
San Diego River Conservancy	NDA	Exempt	Exempt	Exempt	Exempt	Exempt
San Francisco Bay Conservation and Development Commission	0	Exempt	Exempt	Exempt	Exempt	Exempt
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	0	0	Exempt	0	0	0
San Joaquin River Conservancy	NDA	Exempt	Exempt	Exempt	Exempt	Exempt
Santa Monica Mountains Conservancy	0	Exempt	Exempt	Exempt	Exempt	Exempt
Scholarshare Investment Board	0	0	1	1	0	1
School Finance Authority, California	0	4	1	2	0	1
Science Center, California	0	0	3	7	0	1
Secretary of State	56	2	5	5	65	4
Seismic Safety Commission	0	0	Exempt	1	0	0
Sierra Nevada Conservancy	5	3	2	2	7	2
Social Services, Department of	83	40	3	14	119	2
State and Community Corrections, Board of	0	3	1	3	0	1
State Audits, Bureau of	0	1	1	5	0	1
State Hospitals, Department of	67	126	0	24	93	16
State Lands Commission	1	0	1	8	0	1
State Mandates, Commission on	0	0	0	0	0	0
Student Aid Commission, California	0	4	4	5	1	3

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Agency (Cont.)

Agency	2015 Number of Employees Participating	2016 Upward Mobility Hires	2016 UM Hiring Goal	2016 Upward Mobility Classifications	2016 Employees Participating	2017 UM Hiring Goal
Summer School for the Arts	0	0	0	1	0	0
Systems Integration, Office of	0	6	5	4	0	7
Tahoe Conservancy, California	0	2	1	1	3	0
Tax Credit Allocation Committee, California	0	7	1	1	0	0
Teacher Credentialing, Commission on	0	4	4	3	0	4
Teachers' Retirement System, California State	58	5	5	10	50	4
Technology, Department of	0	9	3	7	0	1
Toxic Substances Control, Department of	12	7	0	7	7	4
Transportation Agency, California State	3	0	0	2	2	1
Transportation Commission, California	0	Exempt	Exempt	Exempt	Exempt	Exempt
Transportation, Department of	0	112	6	19	84	8
Treasurer, Office of the State	0	11	3	7	0	5
Unemployment Insurance Appeals Board, California	1	0	1	2	1	1
Urban Waterfront Area Restoration Financing Authority	0	NDR	Exempt	NDR	NDR	NDR
Veterans Affairs, California Department of	0	32	10	3	1	10
Victim Compensation Board, California	10	17	4	3	10	5
Water Resources Control Board	8	11	8	10	11	11
Water Resources, Department of	70	64	42	10	62	48
Women and Girls, Commission on the Status of	NDA	NDR	NDA	NDR	NDR	NDR
Workforce Development Board, California	0	Exempt	Exempt	Exempt	Exempt	Exempt

NGR = No Goal Required; NDA = No Data Available; NDR = No Data Reported

Appendix

Table J

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

Table J
Agr-Con

Group Type	Agricultural Associations		Air Resources Board		Alcoholic Beverage Control, Department of		Business Oversight, Department of		Child Support Services, Department of		Compensation Insurance Fund, State		Conservation Corps, California	
Women	32	53.3%	59	48%	25	65.8%	41	50.6%	84	68.9%	498	72.3%	36	48%
Men	28	46.7%	64	52%	13	34.2%	40	49.4%	38	31.1%	191	27.7%	39	52%
Persons with Disabilities	3	5%	33	26.8%	2	5.3%	25	30.9%	47	38.5%	133	19.3%	36	48%
Veterans	2	3.3%	7	5.7%	3	7.9%	0	0%	13	10.7%	25	3.6%	2	2.7%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	5	4.1%	0	0%	14	17.3%	2	1.6%	34	4.9%	1	1.3%
Asian - Filipino	1	1.7%	1	0.8%	0	0%	8	9.9%	4	3.3%	79	11.5%	0	0%
Asian - Indian	0	0%	6	4.9%	0	0%	1	1.2%	9	7.4%	17	2.5%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	1	1.2%	1	0.8%	5	0.7%	0	0%
Asian - Korean	0	0%	1	0.8%	0	0%	5	6.2%	0	0%	2	0.3%	1	1.3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.3%	0	0%
Asian - Vietnamese	0	0%	3	2.4%	1	2.6%	3	3.7%	1	0.8%	3	0.4%	0	0%
Asian - Other	2	3.3%	5	4.1%	0	0%	1	1.2%	7	5.7%	16	2.3%	3	4%
Black	3	5%	3	2.4%	7	18.4%	7	8.6%	4	3.3%	91	13.2%	5	6.7%
Hispanic	15	25%	25	20.3%	15	39.5%	14	17.3%	28	23%	156	22.6%	14	18.7%
Native American or Alaska Native	0	0%	0	0%	1	2.6%	0	0%	0	0%	5	0.7%	2	2.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	3	0.4%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.3%	0	0%
Pacific Islander - Other	0	0%	3	2.4%	0	0%	0	0%	2	1.6%	0	0%	0	0%
White	39	65%	66	53.7%	14	36.8%	20	24.7%	59	48.4%	264	38.3%	27	36%
Other Race or Ethnicity	0	0%	5	4.1%	0	0%	7	8.6%	5	4.1%	9	1.3%	22	29.3%
Total	60		123		38		81		122		689		75	

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

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	34	58.6%	320	63.6%	119	64%	3,695	49.3%	434	66.6%	255	70.4%	70	55.6%
Men	24	41.4%	183	36.4%	67	36%	3,802	50.7%	218	33.4%	107	29.6%	56	44.4%
Persons with Disabilities	16	27.6%	140	27.8%	59	31.7%	913	12.2%	207	31.7%	125	34.5%	36	28.6%
Veterans	2	3.4%	36	7.2%	7	3.8%	581	7.7%	21	3.2%	9	2.5%	5	4%
Asian - Cambodian	0	0%	0	0%	0	0%	3	0%	3	0.5%	1	0.3%	0	0%
Asian - Chinese	1	1.7%	11	2.2%	13	7%	49	0.7%	6	0.9%	7	1.9%	6	4.8%
Asian - Filipino	3	5.2%	21	4.2%	10	5.4%	341	4.5%	81	12.4%	10	2.8%	1	0.8%
Asian - Indian	0	0%	6	1.2%	9	4.8%	74	1%	9	1.4%	2	0.6%	0	0%
Asian - Japanese	0	0%	3	0.6%	5	2.7%	33	0.4%	2	0.3%	8	2.2%	1	0.8%
Asian - Korean	0	0%	0	0%	0	0%	19	0.3%	2	0.3%	0	0%	0	0%
Asian - Laotian	0	0%	2	0.4%	0	0%	1	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	7	1.4%	4	2.2%	23	0.3%	13	2%	3	0.8%	1	0.8%
Asian - Other	0	0%	13	2.6%	2	1.1%	103	1.4%	13	2%	7	1.9%	3	2.4%
Black	5	8.6%	57	11.3%	11	5.9%	1,016	13.6%	46	7.1%	38	10.5%	14	11.1%
Hispanic	5	8.6%	112	22.3%	39	21%	2,079	27.7%	177	27.1%	77	21.3%	11	8.7%
Native American or Alaska Native	0	0%	5	1%	0	0%	53	0.7%	5	0.8%	3	0.8%	0	0%
Pacific Islander - Guamanian	0	0%	2	0.4%	0	0%	4	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	7	0.1%	1	0.2%	1	0.3%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	4	0.1%	0	0%	1	0.3%	0	0%
Pacific Islander - Other	0	0%	2	0.4%	3	1.6%	32	0.4%	0	0%	4	1.1%	0	0%
White	42	72.4%	254	50.5%	83	44.6%	3,479	46.4%	284	43.6%	185	51.1%	87	69%
Other Race or Ethnicity	2	3.4%	8	1.6%	7	3.8%	177	2.4%	10	1.5%	15	4.1%	2	1.6%
Total	58		503		186		7,497		652		362		126	

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

Table J
Emp-Fis

Group Type	Employment Development Department		Energy Resources Conservation & Development Commission		Equalization, Board of		Exposition & State Fair, California		Fair Employment & Housing, Department of		Finance, Department of		Fish & Wildlife, Department of	
Women	1,090	73.4%	58	69%	413	64.8%	34	39.5%	32	86.5%	34	59.6%	230	50.7%
Men	396	26.6%	26	31%	224	35.2%	52	60.5%	5	13.5%	23	40.4%	224	49.3%
Persons with Disabilities	532	35.8%	20	23.8%	250	39.2%	6	7%	10	27%	6	10.5%	51	11.2%
Veterans	105	7.1%	3	3.6%	26	4.1%	2	2.3%	1	2.7%	2	3.5%	24	5.3%
Asian - Cambodian	2	0.1%	0	0%	2	0.3%	0	0%	0	0%	0	0%	1	0.2%
Asian - Chinese	67	4.5%	2	2.4%	49	7.7%	0	0%	0	0%	4	7.0%	8	1.8%
Asian - Filipino	70	4.7%	1	1.2%	32	5.0%	1	1.2%	3	8.1%	1	1.8%	6	1.3%
Asian - Indian	19	1.3%	2	2.4%	26	4.1%	1	1.2%	3	8.1%	1	1.8%	1	0.2%
Asian - Japanese	10	0.7%	0	0%	8	1.3%	0	0%	3	8.1%	0	0%	5	1.1%
Asian - Korean	2	0.1%	0	0%	10	1.6%	0	0%	1	2.7%	1	1.8%	4	0.9%
Asian - Laotian	1	0.1%	0	0%	4	0.6%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	31	2.1%	0	0%	17	2.7%	0	0%	1	2.7%	3	5.3%	1	0.2%
Asian - Other	44	3%	0	0%	22	3.5%	1	1.2%	0	0%	1	1.8%	8	1.8%
Black	272	18.3%	8	9.5%	47	7.4%	16	18.6%	9	24.3%	7	12.3%	10	2.2%
Hispanic	487	32.8%	19	22.6%	144	22.6%	14	16.3%	6	16.2%	14	24.6%	33	7.3%
Native American or Alaska Native	4	0.3%	0	0%	4	0.6%	1	1.2%	0	0%	0	0%	3	0.7%
Pacific Islander - Guamanian	1	0.1%	0	0%	1	0.2%	1	1.2%	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	4	0.3%	0	0%	1	0.2%	1	1.2%	0	0%	0	0%	0	0%
Pacific Islander - Other	8	0.5%	0	0%	0	0%	0	0%	1	2.7%	0	0%	2	0.4%
White	417	28.1%	51	60.7%	255	40%	47	54.7%	8	21.6%	24	42.1%	338	74.4%
Other Race or Ethnicity	47	3.2%	1	1.2%	15	2.4%	3	3.5%	2	5.4%	1	1.8%	34	7.5%
Total	1,486		84		637		86		37		57		454	

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

Table J
Foo-Hea

Group Type	Food & Agriculture, Department of		Forestry & Fire Protection, Department of		Franchise Tax Board		General Services, Department of		Health Benefit Exchange, California		Health Care Services, Department of		Health Planning & Development, Office of Statewide	
Women	204	41.8%	277	9.2%	980	68.9%	226	39%	184	75.4%	463	72.2%	35	60.3%
Men	284	58.2%	2,731	90.8%	442	31.1%	354	61%	60	24.6%	178	27.8%	23	39.7%
Persons with Disabilities	43	8.8%	286	9.5%	505	35.5%	109	18.8%	40	16.4%	204	31.8%	17	29.3%
Veterans	8	1.6%	109	3.6%	63	4.4%	36	6.2%	10	4.1%	28	4.4%	1	1.7%
Asian - Cambodian	0	0%	1	0%	7	0.5%	0	0%	0	0%	3	0.5%	0	0%
Asian - Chinese	11	2.3%	11	0.4%	60	4.2%	14	2.4%	10	4.1%	41	6.4%	8	13.8%
Asian - Filipino	15	3.1%	25	0.8%	58	4.1%	21	3.6%	7	2.9%	50	7.8%	2	3.4%
Asian - Indian	5	1%	7	0.2%	67	4.7%	6	1%	1	0.4%	23	3.6%	1	1.7%
Asian - Japanese	6	1.2%	14	0.5%	9	0.6%	5	0.9%	1	0.4%	16	2.5%	0	0%
Asian - Korean	1	0.2%	5	0.2%	3	0.2%	1	0.2%	1	0.4%	7	1.1%	0	0%
Asian - Laotian	1	0.2%	0	0%	3	0.2%	0	0%	0	0%	2	0.3%	0	0%
Asian - Vietnamese	7	1.4%	8	0.3%	42	3.0%	6	1%	6	2.5%	10	1.6%	2	3.4%
Asian - Other	4	0.8%	13	0.4%	69	4.9%	12	2.1%	9	3.7%	25	3.9%	0	0%
Black	21	4.3%	53	1.8%	182	12.8%	84	14.5%	43	17.6%	71	11.1%	3	5.2%
Hispanic	173	35.5%	501	16.7%	262	18.4%	127	21.9%	56	23%	76	11.9%	9	15.5%
Native American or Alaska Native	5	1%	27	0.9%	20	1.4%	3	0.5%	3	1.2%	5	0.8%	0	0%
Pacific Islander - Guamanian	0	0%	2	0.1%	7	0.5%	0	0%	1	0.4%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	17	0.6%	6	0.4%	1	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	2	0.4%	2	0.1%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	1	0.2%	4	0.1%	19	1.3%	0	0%	0	0%	5	0.8%	0	0%
White	231	47.3%	2,211	73.5%	571	40.2%	279	48.1%	101	41.4%	290	45.2%	30	51.7%
Other Race or Ethnicity	4	0.8%	107	3.6%	36	2.5%	21	3.6%	5	2%	17	2.7%	3	5.2%
Total	488		3,008		1,422		580		244		641		58	

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

Table J
Hig-Jus

Group Type	High Speed Rail Authority, California		Highway Patrol, California		Housing & Community Development, Department of		Human Resources, California Department of		Industrial Relations, Department of		Insurance, Department of		Justice, Department of	
Women	19	59.4%	279	35.8%	55	67.1%	24	80%	227	68.4%	76	60.8%	369	68.6%
Men	13	40.6%	500	64.2%	27	32.9%	6	20%	105	31.6%	49	39.2%	169	31.4%
Persons with Disabilities	13	40.6%	350	44.9%	35	42.7%	13	43.3%	115	34.6%	38	30.4%	108	20.1%
Veterans	2	6.3%	88	11.3%	6	7.3%	3	10%	8	2.4%	9	7.2%	35	6.5%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	5	15.6%	13	1.7%	0	0%	1	3.3%	16	4.8%	11	8.8%	21	3.9%
Asian - Filipino	1	3.1%	14	1.8%	1	1.2%	0	0%	31	9.3%	6	4.8%	33	6.1%
Asian - Indian	3	9.4%	8	1%	1	1.2%	0	0%	5	1.5%	5	4%	9	1.7%
Asian - Japanese	0	0%	3	0.4%	1	1.2%	1	3.3%	1	0.3%	5	4%	13	2.4%
Asian - Korean	1	3.1%	0	0%	0	0%	0	0%	5	1.5%	0	0%	10	1.9%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%
Asian - Vietnamese	0	0%	1	0.1%	1	1.2%	2	6.7%	3	0.9%	1	0.8%	1	0.2%
Asian - Other	3	9.4%	10	1.3%	2	2.4%	0	0%	10	3%	4	3.2%	7	1.3%
Black	2	6.3%	45	5.8%	11	13.4%	2	6.7%	42	12.7%	16	12.8%	63	11.7%
Hispanic	5	15.6%	185	23.7%	15	18.3%	5	16.7%	76	22.9%	19	15.2%	95	17.7%
Native American or Alaska Native	0	0%	3	0.4%	1	1.2%	1	3.3%	3	0.9%	0	0%	2	0.4%
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%	1	0.2%
Pacific Islander - Other	0	0%	6	0.8%	0	0%	0	0%	0	0%	0	0%	3	0.6%
White	11	34.4%	484	62.1%	48	58.5%	16	53.3%	130	39.2%	52	41.6%	267	49.6%
Other Race or Ethnicity	1	3.1%	7	0.9%	1	1.2%	2	6.7%	10	3%	6	4.8%	12	2.2%
Total	32		779		82		30		332		125		538	

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

Table J
Leg-Pes

Group Type	Legislative Counsel, Office of		Lottery, California State		Managed Health Care, Department of		Military Department		Motor Vehicles, Department of		Parks & Recreation, Department of		Pesticide Regulation, Department of	
Women	32	59.3%	63	58.3%	46	73%	13	36.1%	1,260	77.8%	686	44.5%	33	64.7%
Men	22	40.7%	45	41.7%	17	27%	23	63.9%	359	22.2%	857	55.5%	18	35.3%
Persons with Disabilities	14	25.9%	36	33.3%	25	39.7%	17	47.2%	505	31.2%	985	63.8%	13	25.5%
Veterans	1	1.9%	6	5.6%	6	9.5%	6	16.7%	88	5.4%	40	2.6%	3	5.9%
Asian - Cambodian	1	1.9%	1	0.9%	0	0%	0	0%	2	0.1%	1	0.1%	0	0%
Asian - Chinese	0	0%	8	7.4%	2	3.2%	1	2.8%	25	1.5%	5	0.3%	3	5.9%
Asian - Filipino	0	0%	4	3.7%	3	4.8%	2	5.6%	60	3.7%	19	1.2%	1	2%
Asian - Indian	2	3.7%	3	2.8%	2	3.2%	0	0%	23	1.4%	3	0.2%	1	2%
Asian - Japanese	1	1.9%	3	2.8%	0	0%	0	0%	9	0.6%	12	0.8%	1	2%
Asian - Korean	2	3.7%	0	0%	0	0%	1	2.8%	5	0.3%	3	0.2%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	0.9%	1	1.6%	0	0%	19	1.2%	6	0.4%	1	2%
Asian - Other	0	0%	3	2.8%	3	4.8%	0	0%	36	2.2%	8	0.5%	1	2%
Black	6	11.1%	8	7.4%	10	15.9%	3	8.3%	404	25%	41	2.7%	3	5.9%
Hispanic	7	13%	17	15.7%	9	14.3%	7	19.4%	512	31.6%	274	17.8%	8	15.7%
Native American or Alaska Native	0	0%	0	0%	2	3.2%	0	0%	12	0.7%	23	1.5%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	3	0.2%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	6	0.4%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	5	0.3%	0	0%	0	0%
Pacific Islander - Other	0	0%	0	0%	1	1.6%	0	0%	10	0.6%	3	0.2%	1	2%
White	35	64.8%	57	52.8%	29	46%	21	58.3%	459	28.4%	1,064	69%	28	54.9%
Other Race or Ethnicity	0	0%	3	2.8%	1	1.6%	1	2.8%	36	2.2%	72	4.7%	3	5.9%
Total	54		108		63		36		1,619		1,543		51	

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

Table J
Pri-Sec

Group Type	Prison Industry Authority, California		Public Employees' Retirement System, California		Public Health, California Department of		Public Utilities Commission, California		Rehabilitation, Department of		Resources Recycling & Recovery, Department of		Secretary of State	
Women	50	33.3%	361	68.2%	460	78.9%	72	54.1%	247	74.2%	44	60.3%	67	67%
Men	100	66.7%	168	31.8%	123	21.1%	61	45.9%	86	25.8%	29	39.7%	33	33%
Persons with Disabilities	23	15.3%	112	21.2%	166	28.5%	17	12.8%	118	35.4%	30	41.1%	34	34%
Veterans	11	7.3%	26	4.9%	28	4.8%	3	2.3%	15	4.5%	6	8.2%	5	5%
Asian - Cambodian	0	0%	2	0.4%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	0.7%	69	13%	28	4.8%	22	16.5%	5	1.5%	6	8.2%	3	3%
Asian - Filipino	2	1.3%	26	4.9%	40	6.9%	11	8.3%	10	3.0%	1	1.4%	4	4%
Asian - Indian	1	0.7%	32	6%	8	1.4%	4	3%	2	0.6%	3	4.1%	2	2%
Asian - Japanese	0	0%	16	3%	9	1.5%	0	0%	1	0.3%	1	1.4%	1	1%
Asian - Korean	0	0%	1	0.2%	1	0.2%	2	1.5%	3	0.9%	0	0%	1	1%
Asian - Laotian	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	6	1.1%	5	0.9%	0	0%	3	0.9%	1	1.4%	2	2%
Asian - Other	0	0%	13	2.5%	10	1.7%	1	0.8%	6	1.8%	3	4.1%	7	7%
Black	17	11.3%	45	8.5%	90	15.4%	10	7.5%	37	11.1%	1	1.4%	12	12%
Hispanic	46	30.7%	90	17%	74	12.7%	15	11.3%	93	27.9%	10	13.7%	9	9%
Native American or Alaska Native	2	1.3%	2	0.4%	7	1.2%	0	0%	2	0.6%	1	1.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.2%	0	0%	1	0.3%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other	0	0%	2	0.4%	1	0.2%	0	0%	0	0%	0	0%	1	1%
White	78	52%	211	39.9%	288	49.4%	63	47.4%	160	48%	42	57.5%	55	55%
Other Race or Ethnicity	3	2%	14	2.6%	17	2.9%	5	3.8%	10	3.0%	4	5.5%	3	3%
Total	150		529		583		133		333		73		100	

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

Table J
Soc-Une

Group Type	Social Services, Department of		State Hospitals, Department of		Teachers' Retirement System, California State		Technology, Department of		Toxic Substances Control, Department of		Transportation, Department of		Unemployment Insurance Appeals Board, California	
Women	477	79.2%	1,248	63.6%	136	72.3%	81	57.9%	67	62%	585	31.2%	48	71.6%
Men	125	20.8%	715	36.4%	52	27.7%	59	42.1%	41	38%	1,290	68.8%	19	28.4%
Persons with Disabilities	156	25.9%	705	35.9%	65	34.6%	36	25.7%	33	30.6%	543	29%	20	29.9%
Veterans	12	2%	96	4.9%	3	1.6%	10	7.1%	4	3.7%	175	9.3%	0	0%
Asian - Cambodian	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	20	3.3%	22	1.1%	7	3.7%	11	7.9%	10	9.3%	67	3.6%	1	1.5%
Asian - Filipino	32	5.3%	246	12.5%	4	2.1%	4	2.9%	2	1.9%	63	3.4%	2	3%
Asian - Indian	11	1.8%	48	2.4%	4	2.1%	4	2.9%	3	2.8%	32	1.7%	0	0%
Asian - Japanese	7	1.2%	5	0.3%	4	2.1%	1	0.7%	0	0%	11	0.6%	1	1.5%
Asian - Korean	0	0%	8	0.4%	2	1.1%	0	0%	1	0.9%	3	0.2%	0	0%
Asian - Laotian	1	0.2%	1	0.1%	0	0%	2	1.4%	0	0%	0	0%	0	0%
Asian - Vietnamese	8	1.3%	24	1.2%	3	1.6%	2	1.4%	1	0.9%	22	1.2%	0	0%
Asian - Other	21	3.5%	36	1.8%	7	3.7%	7	5%	4	3.7%	33	1.8%	0	0%
Black	101	16.8%	323	16.5%	23	12.2%	20	14.3%	13	12%	203	10.8%	7	10.4%
Hispanic	109	18.1%	386	19.7%	42	22.3%	11	7.9%	16	14.8%	355	18.9%	16	23.9%
Native American or Alaska Native	3	0.5%	9	0.5%	0	0%	2	1.4%	0	0%	11	0.6%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	3	2.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.1%	0	0%	0	0%	0	0%	4	0.2%	0	0%
Pacific Islander - Samoan	0	0%	1	0.1%	0	0%	0	0%	0	0%	2	0.1%	0	0%
Pacific Islander - Other	0	0%	12	0.6%	1	0.5%	2	1.4%	0	0%	9	0.5%	0	0%
White	237	39.4%	813	41.4%	83	44.1%	67	47.9%	54	50%	996	53.1%	38	56.7%
Other Race or Ethnicity	51	8.5%	28	1.4%	8	4.3%	4	2.9%	4	3.7%	64	3.4%	2	3.0%
Total	602		1,963		188		140		108		1,875		67	

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

Table J
Vet-Total

Group Type	Veterans Affairs, California Department of		Victim Compensation Board, California		Water Resources Control Board		Water Resources, Department of		All Agencies Total	
Women	368	71.7%	33	75%	163	61%	116	38.9%	18,172	53.8%
Men	145	28.3%	11	25%	104	39%	182	61.1%	15,620	46.2%
Persons with Disabilities	222	43.3%	17	38.6%	78	29.2%	69	23.2%	4,631	13.7%
Veterans	42	8.2%	1	2.3%	17	6.4%	26	8.7%	1,950	5.8%
Asian - Cambodian	1	0.2%	0	0%	0	0%	0	0%	33	0.1%
Asian - Chinese	3	0.6%	2	4.5%	18	6.7%	14	4.7%	871	2.6%
Asian - Filipino	80	15.6%	1	2.3%	9	3.4%	9	3%	1,593	4.7%
Asian - Indian	8	1.6%	0	0%	6	2.2%	5	1.7%	540	1.6%
Asian - Japanese	0	0%	0	0%	1	0.4%	2	0.7%	255	0.8%
Asian - Korean	1	0.2%	0	0%	0	0%	0	0%	118	0.3%
Asian - Laotian	0	0%	0	0%	1	0.4%	0	0%	25	0.1%
Asian - Vietnamese	1	0.2%	0	0%	2	0.7%	7	2.3%	328	1%
Asian - Other	14	2.7%	0	0%	10	3.7%	11	3.7%	656	1.9%
Black	115	22.4%	1	2.3%	28	10.5%	12	4%	3,902	11.5%
Hispanic	103	20.1%	10	22.7%	36	13.5%	52	17.4%	7,491	22.2%
Native American or Alaska Native	7	1.4%	1	2.3%	1	0.4%	5	1.7%	253	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	30	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	49	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	28	0.1%
Pacific Islander - Other	2	0.4%	0	0%	1	0.4%	1	0.3%	141	0.4%
White	167	32.6%	28	63.6%	140	52.4%	163	54.7%	16,461	48.7%
Other Race or Ethnicity	11	2.1%	1	2.3%	14	5.2%	17	5.7%	1,002	3%
Total	513		44		267		298		33,792	

Appendix

Table K

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 Services Occupations		Computer & Mathematical Occupations	
Women	197	26.2%	52	56.5%	185	34.8%	4,620	73.2%	533	63.2%	724	52%
Men	556	73.8%	40	43.5%	347	65.2%	1,692	26.8%	311	36.8%	667	48%
Persons with Disabilities	142	18.9%	18	19.6%	49	9.2%	1,328	21%	129	15.3%	254	18.3%
Veterans	57	7.6%	5	5.4%	29	5.5%	303	4.8%	59	7%	113	8.1%
Asian - Cambodian	0	0%	0	0%	0	0%	13	0.2%	2	0.2%	1	0.1%
Asian - Chinese	66	8.8%	3	3.3%	1	0.2%	343	5.4%	8	0.9%	125	9%
Asian - Filipino	37	4.9%	8	8.7%	23	4.3%	283	4.5%	11	1.3%	62	4.5%
Asian - Indian	30	4%	0	0%	1	0.2%	160	2.5%	1	0.1%	103	7.4%
Asian - Japanese	5	0.7%	0	0%	0	0%	71	1.1%	6	0.7%	37	2.7%
Asian - Korean	2	0.3%	0	0%	1	0.2%	41	0.6%	2	0.2%	5	0.4%
Asian - Laotian	1	0.1%	0	0%	0	0%	9	0.1%	0	0%	4	0.3%
Asian - Vietnamese	15	2%	0	0%	1	0.2%	106	1.7%	3	0.4%	33	2.4%
Asian - Other	39	5.2%	0	0%	4	0.8%	201	3.2%	12	1.4%	55	4%
Black	31	4.1%	7	7.6%	144	27.1%	701	11.1%	165	19.5%	91	6.5%
Hispanic	95	12.6%	17	18.5%	197	37%	1,150	18.2%	221	26.2%	170	12.2%
Native American or Alaska Native	4	0.5%	0	0%	6	1.1%	40	0.6%	6	0.7%	3	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	3	0.6%	9	0.1%	2	0.2%	2	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.2%	6	0.1%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	2	0%	0	0%	2	0.1%
Pacific Islander - Other	2	0.3%	0	0%	0	0%	38	0.6%	0	0%	7	0.5%
White	390	51.8%	53	57.6%	136	25.6%	2,922	46.3%	383	45.4%	654	47%
Other Race or Ethnicity	36	4.8%	4	4.3%	14	2.6%	217	3.4%	21	2.5%	37	2.7%
Total	753		92		532		6,312		21	2.5%	37	2.7%

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

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	57	7%	197	57.6%	117	38.6%	246	57.1%	2,238	70.6%	199	91.7%
Men	761	93%	145	42.4%	186	61.4%	185	42.9%	934	29.4%	18	8.3%
Persons with Disabilities	90	11%	60	17.5%	7	2.3%	33	7.7%	270	8.5%	7	3.2%
Veterans	99	12.1%	28	8.2%	3	1%	41	9.5%	142	4.5%	1	0.5%
Asian - Cambodian	0	0%	0	0%	1	0.3%	0	0%	4	0.1%	0	0%
Asian - Chinese	2	0.2%	5	1.5%	4	1.3%	1	0.2%	44	1.4%	1	0.5%
Asian - Filipino	15	1.8%	7	2%	7	2.3%	55	12.8%	495	15.6%	25	11.5%
Asian - Indian	1	0.1%	0	0%	1	0.3%	4	0.9%	95	3%	5	2.3%
Asian - Japanese	4	0.5%	2	0.6%	1	0.3%	0	0%	16	0.5%	1	0.5%
Asian - Korean	0	0%	1	0.3%	1	0.3%	2	0.5%	15	0.5%	0	0%
Asian - Laotian	0	0%	1	0.3%	1	0.3%	0	0%	1	0%	0	0%
Asian - Vietnamese	1	0.1%	0	0%	4	1.3%	2	0.5%	42	1.3%	0	0%
Asian - Other	2	0.2%	1	0.3%	2	0.7%	6	1.4%	85	2.7%	3	1.4%
Black	85	10.4%	34	9.9%	6	2%	74	17.2%	458	14.4%	47	21.7%
Hispanic	194	23.7%	59	17.3%	100	33%	112	26.0%	567	17.9%	50	23%
Native American or Alaska Native	8	1%	1	0.3%	3	1%	5	1.2%	13	0.4%	4	1.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	0	0%	1	0.3%	1	0.2%	3	0.1%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	1	0.3%	0	0%	1	0%	0	0%
Pacific Islander - Other	4	0.5%	0	0%	1	0.3%	3	0.7%	14	0.4%	0	0%
White	479	58.6%	221	64.6%	165	54.5%	158	36.7%	1,260	39.7%	79	36.4%
Other Race or Ethnicity	20	2.4%	10	2.9%	4	1.3%	8	1.9%	59	1.9%	2	0.9%
Total	818		342		303		431		3,172		217	

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

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	62	12.1%	335	66.2%	777	56.7%	251	45.9%	5,415	80.6%	48	70.6%
Men	451	87.9%	171	33.8%	593	43.3%	296	54.1%	1,304	19.4%	20	29.4%
Persons with Disabilities	58	11.3%	71	14%	158	11.5%	94	17.2%	1,436	21.4%	12	17.6%
Veterans	54	10.5%	25	4.9%	52	3.8%	25	4.6%	344	5.1%	3	4.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	7	0.1%	0	0%
Asian - Chinese	2	0.4%	25	4.9%	35	2.6%	22	4%	112	1.7%	0	0%
Asian - Filipino	4	0.8%	8	1.6%	12	0.9%	7	1.3%	357	5.3%	2	2.9%
Asian - Indian	1	0.2%	6	1.2%	15	1.1%	7	1.3%	68	1%	0	0%
Asian - Japanese	5	1%	11	2.2%	16	1.2%	6	1.1%	28	0.4%	2	2.9%
Asian - Korean	2	0.4%	14	2.8%	5	0.4%	1	0.2%	10	0.1%	1	1.5%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	9	0.1%	0	0%
Asian - Vietnamese	1	0.2%	5	1%	10	0.7%	3	0.5%	75	1.1%	0	0%
Asian - Other	1	0.2%	9	1.8%	29	2.1%	8	1.5%	132	2%	0	0%
Black	35	6.8%	29	5.7%	61	4.5%	39	7.1%	1,274	19%	11	16.2%
Hispanic	81	15.8%	59	11.7%	112	8.2%	82	15%	1,978	29.4%	8	11.8%
Native American or Alaska Native	6	1.2%	1	0.2%	7	0.5%	3	0.5%	72	1.1%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	6	0.1%	1	1.5%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	0.2%	8	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	13	0.2%	0	0%
Pacific Islander - Other	1	0.2%	0	0%	3	0.2%	0	0%	32	0.5%	0	0%
White	345	67.3%	321	63.4%	978	71.4%	349	63.8%	2,371	35.3%	41	60.3%
Other Race or Ethnicity	29	5.7%	18	3.6%	87	6.4%	19	3.5%	167	2.5%	2	2.9%
Total	513		506		1,370		547		6,719		68	

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

Table K
Pro-Total

Group Type	Production Occupations		Protective Service Occupations		Sales & Related Occupations		Transportation & Material Moving Occupations		Unmapped Classes		Total	
Women	23	12.6%	821	14.5%	118	59%	123	23.7%	834	36.2%	18,172	53.8%
Men	160	87.4%	4,835	85.5%	82	41%	395	76.3%	1,471	63.8%	15,620	46.2%
Persons with Disabilities	21	11.5%	204	3.6%	40	20%	29	5.6%	121	5.2%	4,631	13.7%
Veterans	35	19.1%	454	8.0%	6	3%	32	6.2%	41	1.8%	1,951	5.8%
Asian - Cambodian	0	0%	2	<0.1%	0	0%	1	0.2%	2	0.1%	33	0.1%
Asian - Chinese	0	0%	28	0.5%	12	6%	0	0%	32	1.4%	871	2.6%
Asian - Filipino	9	4.9%	92	1.6%	15	7.5%	8	1.5%	51	2.2%	1,593	4.7%
Asian - Indian	4	2.2%	12	0.2%	5	2.5%	2	0.4%	19	0.8%	540	1.6%
Asian - Japanese	0	0%	23	0.4%	4	2%	2	0.4%	16	0.7%	256	0.8%
Asian - Korean	1	0.5%	8	0.1%	1	0.5%	1	0.2%	4	0.2%	118	0.3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0.0%	0	0%	26	0.1%
Asian - Vietnamese	0	0%	14	0.2%	1	0.5%	2	0.4%	10	0.4%	328	1%
Asian - Other	2	1.1%	47	0.8%	3	1.5%	3	0.6%	26	1.1%	670	2%
Black	17	9.3%	380	6.7%	40	20%	15	2.9%	158	6.9%	3,902	11.5%
Hispanic	33	18%	1,377	24.3%	36	18%	153	29.5%	640	27.8%	7,491	22.2%
Native American or Alaska Native	1	0.5%	40	0.7%	0	0%	8	1.5%	22	1%	253	0.7%
Pacific Islander - Guamanian	0	0%	5	0.1%	0	0%	2	0.4%	0	0%	30	0.1%
Pacific Islander - Hawaiian	0	0%	18	0.3%	0	0%	1	0.2%	6	0.3%	49	0.1%
Pacific Islander - Samoan	0	0%	3	0.1%	0	0%	0	0%	5	0.2%	28	0.1%
Pacific Islander - Other	1	0.5%	20	0.4%	1	0.5%	4	0.8%	11	0.5%	142	0.4%
White	110	60.1%	3,434	60.7%	75	37.5%	297	57.3%	1,239	53.8%	16,460	48.7%
Other Race or Ethnicity	5	2.7%	153	2.7%	7	3.5%	19	3.7%	64	2.8%	1,002	3%
Total	183		5,656		200		518		2,305		33,792	

Appendix

Table L

Table L: State Civil Service Appointments by Type

Group Type	New Hire		Rehire		Total Hires		Transfer		Promotion		Demotion	
Women	6,368	44.2%	6,721	70.9%	13,089	54.8%	2,071	62.6%	2,125	42%	187	51%
Men	8,044	55.8%	2,756	29.1%	10,800	45.2%	1,235	37.4%	2,935	58%	180	49%
Persons with Disabilities	508	3.5%	1,630	17.2%	2,138	8.9%	365	11%	461	9.1%	62	16.9%
Veterans	126	0.9%	122	1.3%	248	1%	56	1.7%	137	2.7%	6	1.6%
Asian - Cambodian	27	0.2%	14	0.1%	41	0.2%	5	0.2%	5	0.1%	0	0%
Asian - Chinese	395	2.7%	340	3.6%	735	3.1%	168	5.1%	183	3.6%	11	3%
Asian - Filipino	699	4.9%	532	5.6%	1,231	5.2%	195	5.9%	171	3.4%	14	3.8%
Asian - Indian	373	2.6%	218	2.3%	591	2.5%	95	2.9%	80	1.6%	10	2.7%
Asian - Japanese	77	0.5%	60	0.6%	137	0.6%	24	0.7%	40	0.8%	2	0.5%
Asian - Korean	68	0.5%	45	0.5%	113	0.5%	20	0.6%	25	0.5%	2	0.5%
Asian - Laotian	21	0.1%	14	0.1%	35	0.1%	5	0.2%	4	0.1%	0	0%
Asian - Vietnamese	197	1.4%	152	1.6%	349	1.5%	88	2.7%	71	1.4%	6	1.6%
Asian - Other	480	3.3%	231	2.4%	711	3%	128	3.9%	126	2.5%	11	3%
Black	1,281	8.9%	1,326	14%	2,607	10.9%	383	11.6%	416	8.2%	30	8.2%
Hispanic	3,994	27.7%	2,341	24.7%	6,335	26.5%	652	19.7%	1,234	24.4%	82	22.3%
Native American or Alaska Native	134	0.9%	65	0.7%	199	0.8%	22	0.7%	24	0.5%	0	0%
Pacific Islander - Guamanian	15	0.1%	9	0.1%	24	0.1%	5	0.2%	7	0.1%	0	0%
Pacific Islander - Hawaiian	19	0.1%	8	0.1%	27	0.1%	3	0.1%	6	0.1%	1	0.3%
Pacific Islander - Samoan	10	0.1%	6	0.1%	16	0.1%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other	81	0.6%	50	0.5%	131	0.5%	18	0.5%	30	0.6%	1	0.3%
White	6,289	43.6%	3,731	39.4%	10,020	41.9%	1,372	41.5%	2,488	49.2%	189	51.5%
Other Race or Ethnicity	252	1.7%	335	3.5%	587	2.5%	122	3.7%	150	3%	8	2.2%
Total	14,412		9,477		23,889		3,306		5,060		367	

Appendix

Table M

Table M

Table M: State Civil Service Separations by Retirement Status

Group Type	Non-Disability Retirement		Disability Retirement		Non-Retirement Separations		Total	
Women	3,741	50.4%	297	46.7%	14134	54.9%	18,172	53.8%
Men	3,686	49.6%	339	53.3%	11,595	45.1%	15,620	46.2%
Persons with Disabilities	1,555	20.9%	91	14.3%	2,985	11.6%	4,631	13.7%
Veterans	686	9.2%	65	10.2%	1,200	4.7%	1,951	5.8%
Asian - Cambodian	0	0%	0	0%	33	0.1%	33	0.1%
Asian - Chinese	199	2.7%	10	1.6%	662	2.6%	871	2.6%
Asian - Filipino	411	5.5%	26	4.1%	1,156	4.5%	1,593	4.7%
Asian - Indian	46	0.6%	4	0.6%	490	1.9%	540	1.6%
Asian - Japanese	96	1.3%	3	0.5%	157	0.6%	256	0.8%
Asian - Korean	16	0.2%	1	0.2%	101	0.4%	118	0.3%
Asian - Laotian	1	<0.1%	0	0%	25	0.1%	26	0.1%
Asian - Vietnamese	41	0.6%	4	0.6%	283	1.1%	328	1%
Asian - Other	88	1.2%	9	1.4%	573	2.2%	670	2%
Black	796	10.7%	88	13.8%	3,018	11.7%	3,902	11.5%
Hispanic	1,335	18%	160	25.2%	5,996	23.3%	7,491	22.2%
Native American or Alaska Native	30	0.4%	2	0.3%	221	0.9%	253	0.7%
Pacific Islander - Guamanian	4	0.1%	0	0%	26	0.1%	30	0.1%
Pacific Islander - Hawaiian	6	0.1%	0	0%	43	0.2%	49	0.1%
Pacific Islander - Samoan	6	0.1%	0	0%	22	0.1%	28	0.1%
Pacific Islander - Other	7	0.1%	2	0.3%	133	0.5%	142	0.4%
White	4,189	56.4%	312	49.1%	11,959	46.5%	16,460	48.7%
Other Race or Ethnicity	156	2.1%	15	2.4%	831	3.2%	1,002	3%
Total	7,427		636		25,729		33,792	

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