

# 2017 Annual Census of Employees in State Civil Service

Report to the  
Governor and  
Legislature

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# Annual Census of Employees in State Civil Service

2017



Adria Jenkins-Jones  
Acting 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, 2017, through December 31, 2017, as well as contextual data from 2013 to 2017.<sup>1</sup> Civilian non-institutional California labor force<sup>2</sup> (state labor force) and California state population data are included for comparison and except as otherwise cited, are American Community Survey 2017 1-Year Estimates: Public Use Microdata Samples.

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

## Executive Summary

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

*This report provides 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 2013 and 2017 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.*

<sup>1</sup> 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.

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

*This report may be viewed and/or printed from CalHR's web site: [calhr.ca.gov](http://calhr.ca.gov).*

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

# State Departments and the Workforce Analysis Process

CalHR collects data annually from departments and asks departments to compare their workforce composition data to 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 Veterans Opportunity in the Workforce and the State (VOWS) data system enabled collection and reporting of demographic information including veterans.<sup>3</sup> 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 VOWS database system. The project was completed in 2017 and the data was incorporated into the 2017 Annual Census of Employees in State Civil Service report.

<sup>3</sup>Veterans' data comes from two different sources: a self-identification online veteran survey and documentation eligibility for Veterans' Preference. Preference can be applied to a veteran's eligibility for qualifying open and open non-promotional examinations.

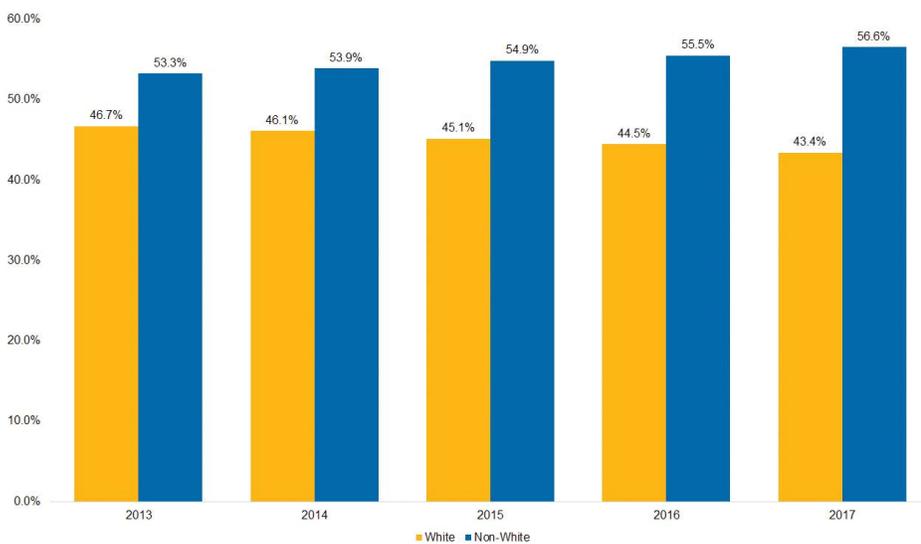
# Summary of Civil Service Composition

In December 2017, the California labor force was approximately 19.3 million. Of the 19.3 million, approximately 18.5 million Californians were employed and approximately 803 thousand were unemployed.<sup>4</sup> Civil service as of December 2017 was comprised of 214,755 employees; accounting for 1.2 percent of California’s employed. **(Appendix, Table A)**

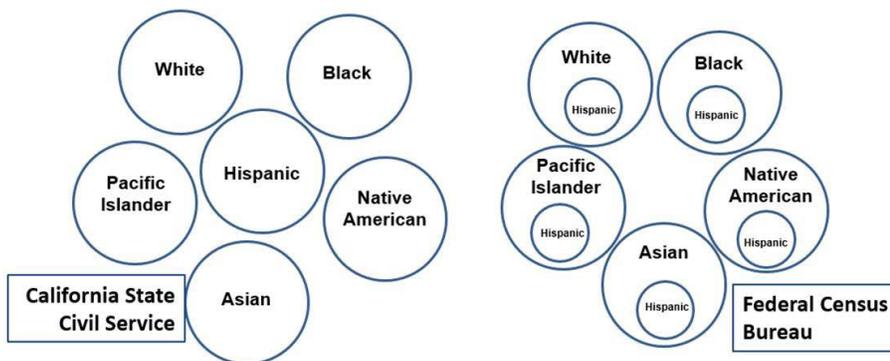
## Race & Ethnicity

The number of persons that are White decreased 3.3 percent from 2013 to 2017, while the number of persons of all other races and ethnicities as a group, labeled Non-White, increased by 3.3 percent.

Five Year Civil Service Composition of White & Non-White



## State Civil Service versus Federal Classification of Hispanic Persons



Overall, the civil service workforce increased by 2,240 persons from 212,515 in 2016 to 214,755 in 2017. **(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*.

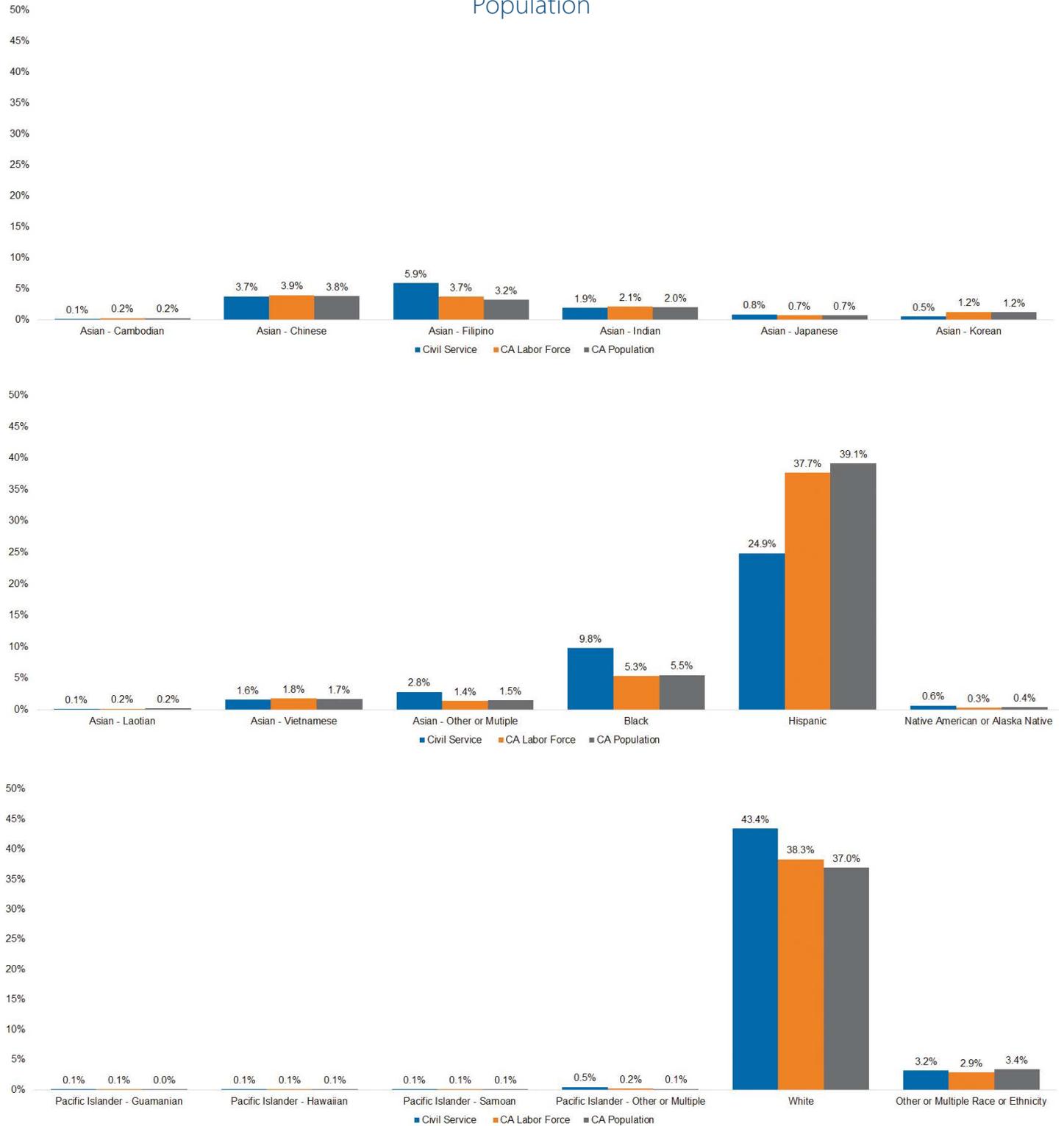
The standards consider Hispanic to be an ethnicity, but not a race; therefore, the Hispanic group can be included in any of the following six races: White, Black, Pacific Islander, Asian, and Native American.<sup>5</sup> Conversely, according to state of California definitions, “Hispanic” is considered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

<sup>4</sup> Report 400C: Monthly Labor Force Data for Counties, Employment Development Department, December 2017 – Revised. Note: Data from Report 400C may be rounded.

<sup>5</sup> 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<sup>6</sup> and civil service yielded the following results: **(Appendix, Table G)**

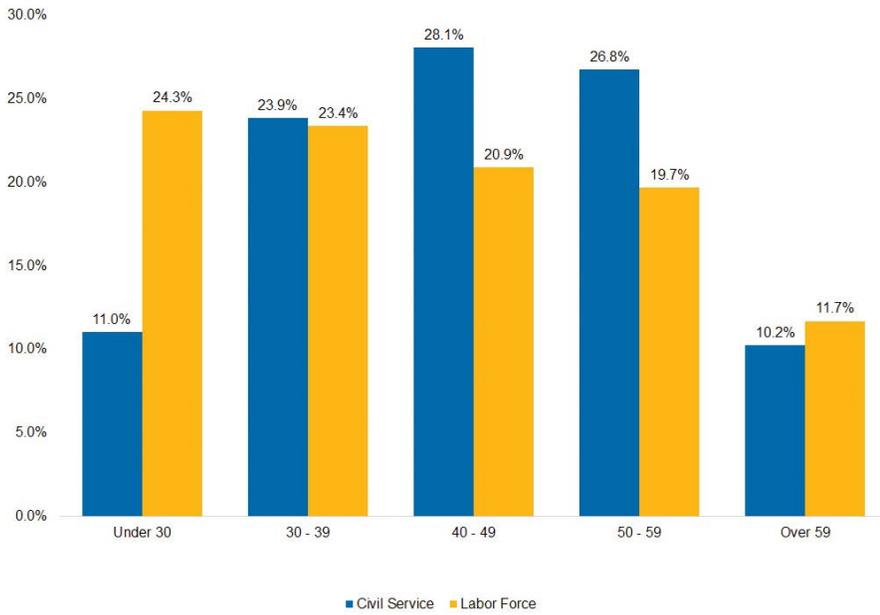
## Race & Ethnicity in California's Civil Service Against the California Labor Force & California Population



\*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 and ethnicity.

<sup>6</sup>American Community Survey 2017 1-Year Estimates: Public Use Microdata Samples.

## Age Range Comparison Between Civil Service & State Labor Force

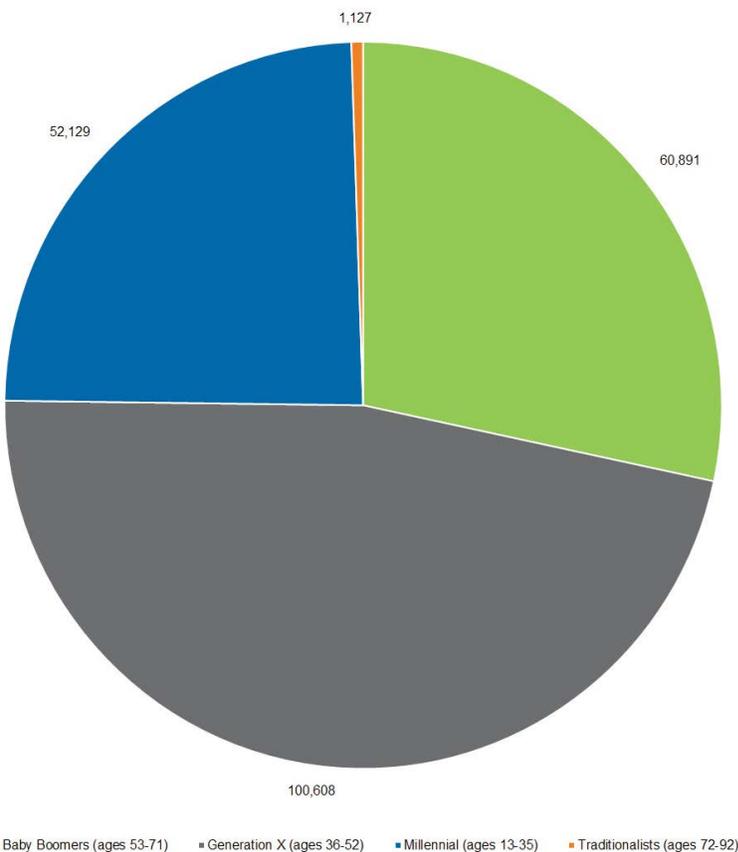


## Age

Civil service has a higher representation of employees compared to the state labor force<sup>7</sup> in ages ranging from 30 to 59. The percentage of representation for ages Under 30 is 13.3 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 **Over 59** age range at **10.2 percent**.

## 2017 Generational Representation of Civil Service Employees



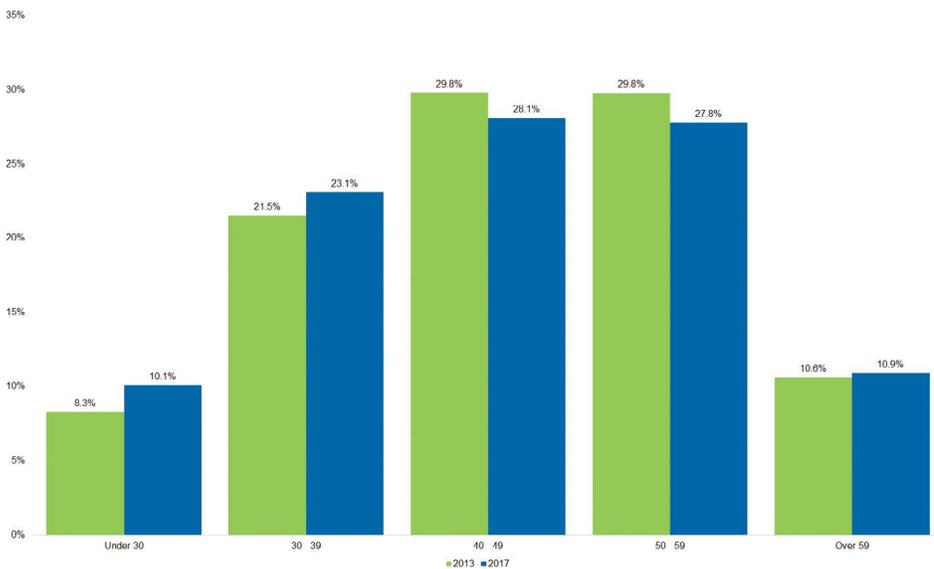
The pie chart at left shows the generational representation of civil service employees.

Although **Generation X** (ages 36 to 52) has the **highest** representation of civil service employees at **46.8 percent** (100,608), **Baby Boomers** (ages 53 to 71) also make up a high representation at **28.4 percent** (60,891).

<sup>7</sup> Annual Social and Economic Supplement, Current Population Survey, U.S. Census Bureau, 2017. Percentages do not add to 100% due to rounding.

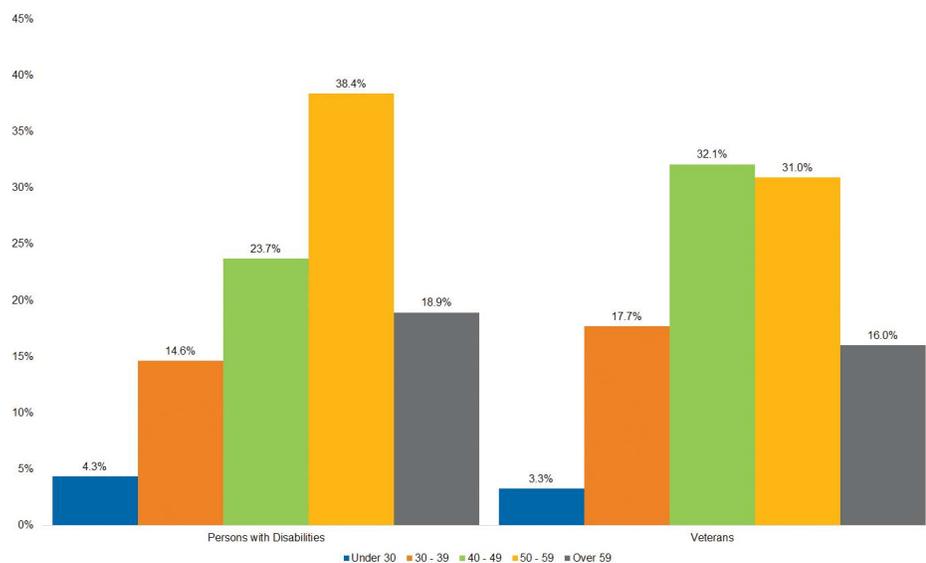
In civil service, although the age range with the lowest representation was the Under 30 group, it had the highest increase (1.8 percent) over the past five years. In addition, the 40-49 age range had the highest representation. The biggest decrease (2.0 percent) was in the 50-59 age range over the last five years. [\(Appendix, Table C\)](#)

Civil Service Composition by Age Range for 2013 & 2017



A tabulation of civil service disability and veteran status by age shows the following results. There were more persons with disabilities in the 50 to 59 age range (38.4 percent) than any other age range. For veterans, the highest percentage was in the 40 to 49 age range (32.1 percent). The age range Under 30 had the lowest representation for both groups, 4.3 percent for persons with disabilities and 3.3 percent for veterans. [\(Appendix, Table C\)](#)

Civil Service Disability & Veteran Status by Age Range



Considering age by gender in civil service, there were **more Women** in the **50 to 59** age range than any other age range, and **more Men** in the **Under 30** 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 Range Comparison

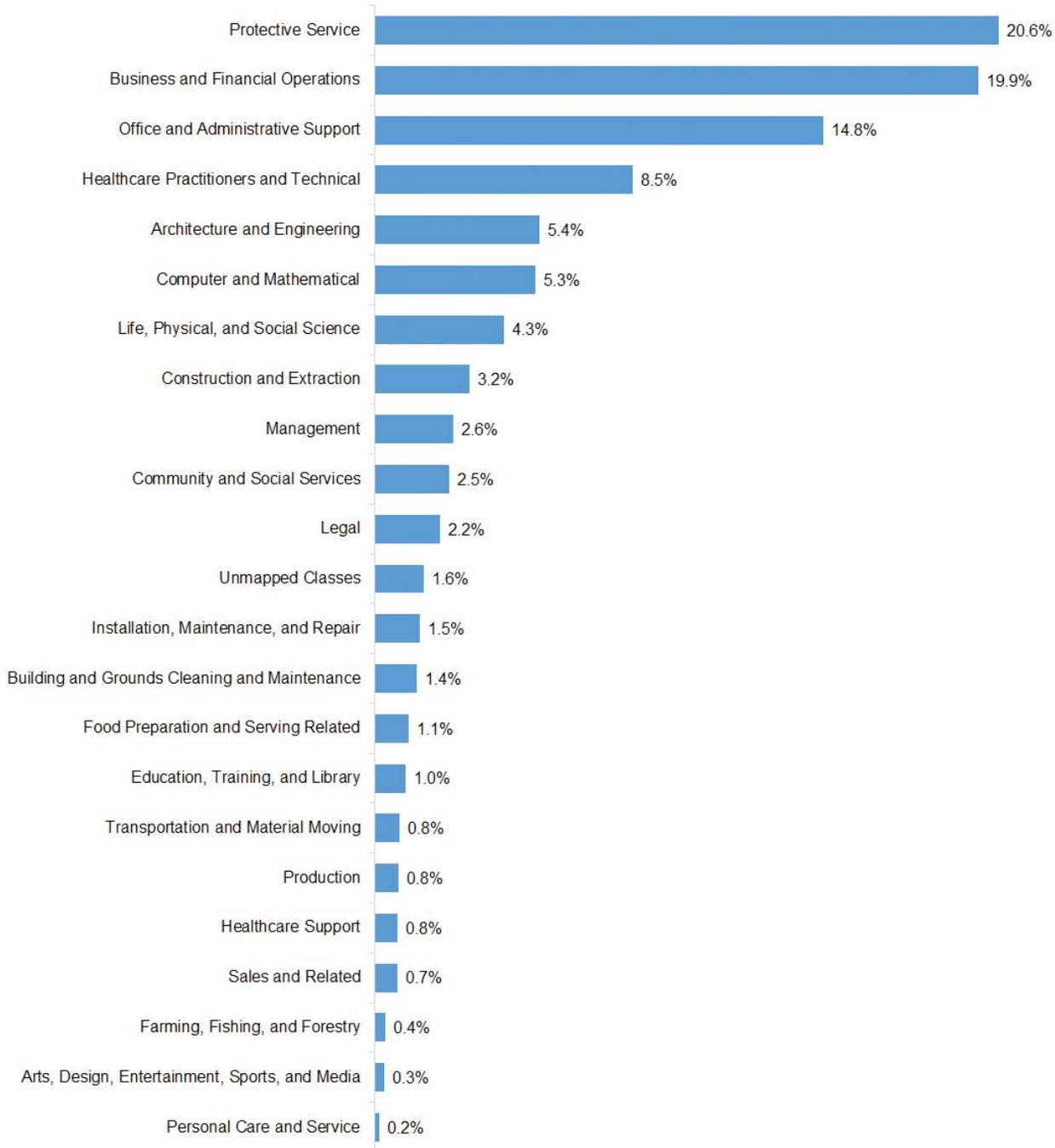
Age	Men Majority	Women Majority
Under 30	✓	
30-39	✓	
40-49	✓	
50-59		✓
Over 59	✓	

## Job Category<sup>8</sup>

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

The Protective Services, Business and Financial Operations, and the Office and Administrative Support categories combined represent over 55 percent of the civil service workforce. The Personal Care and Services, Arts, Design, and Entertainment, and the Farming, Fishing, and Forestry categories combined total less than 1 percent of the civil service workforce.

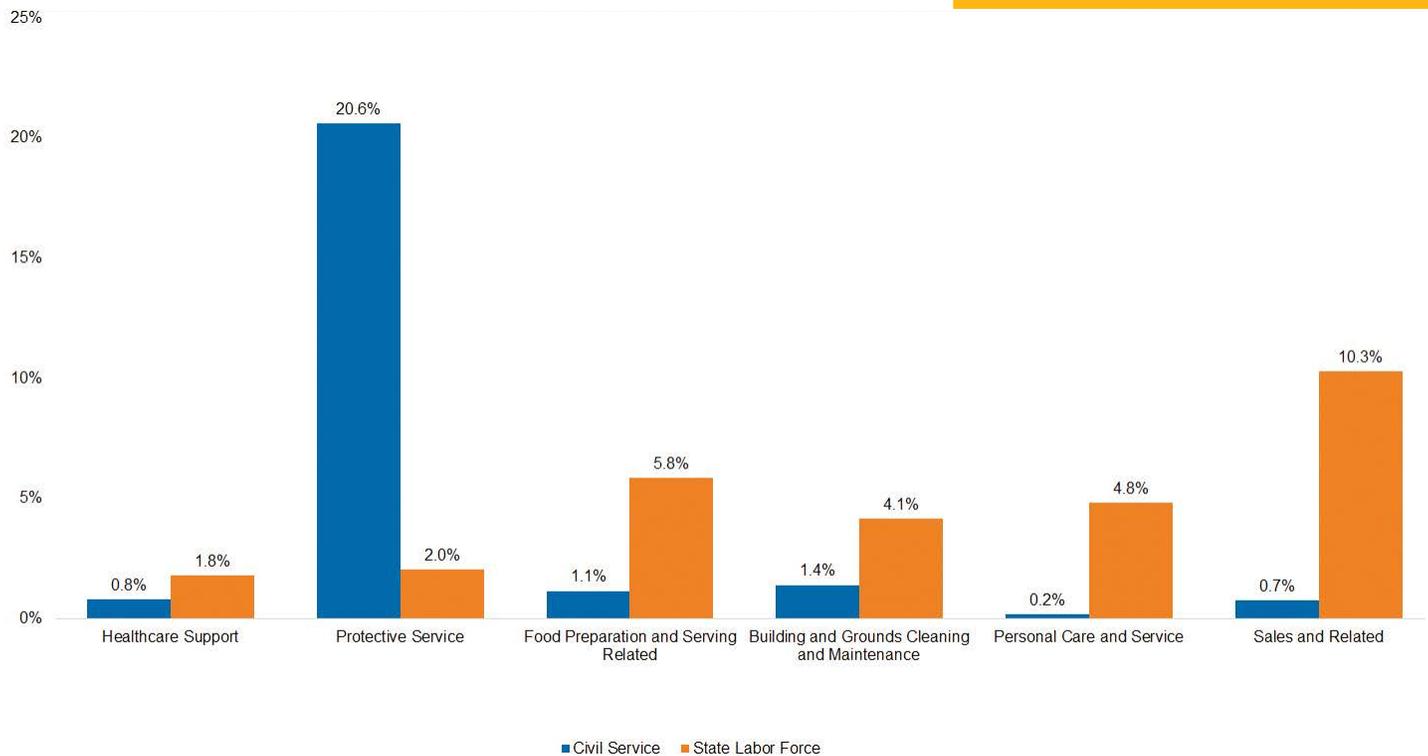
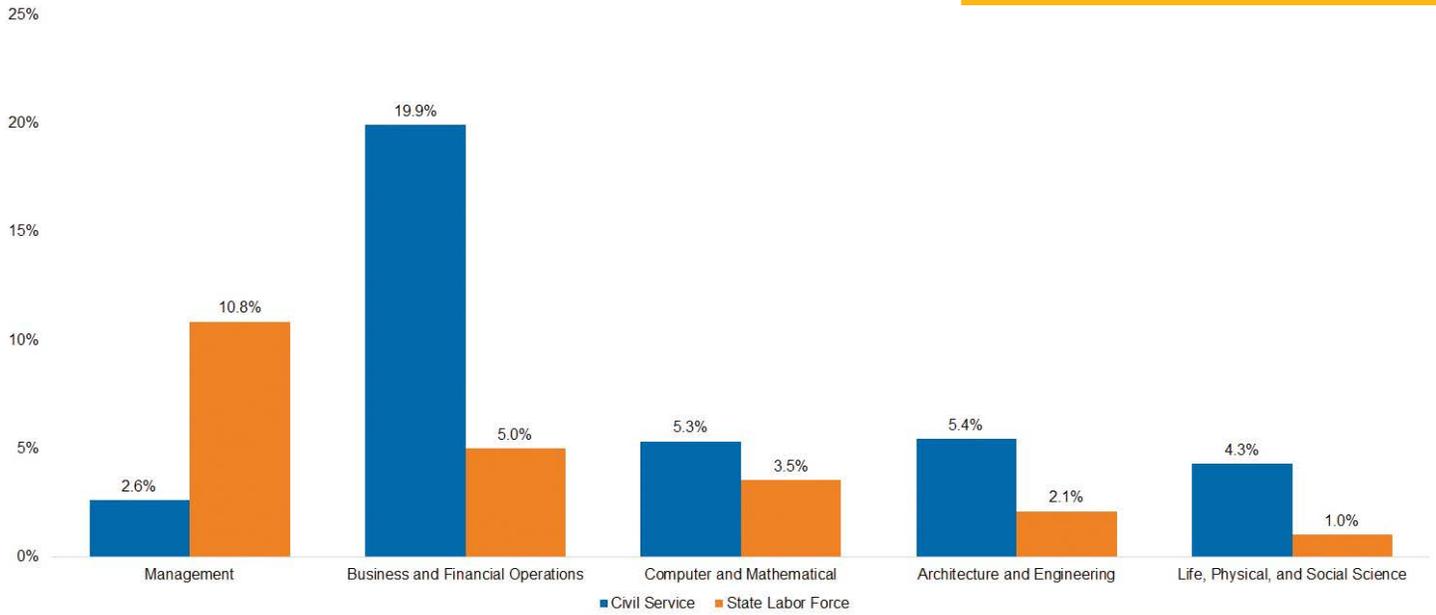
Civil Service Composition by Job Category



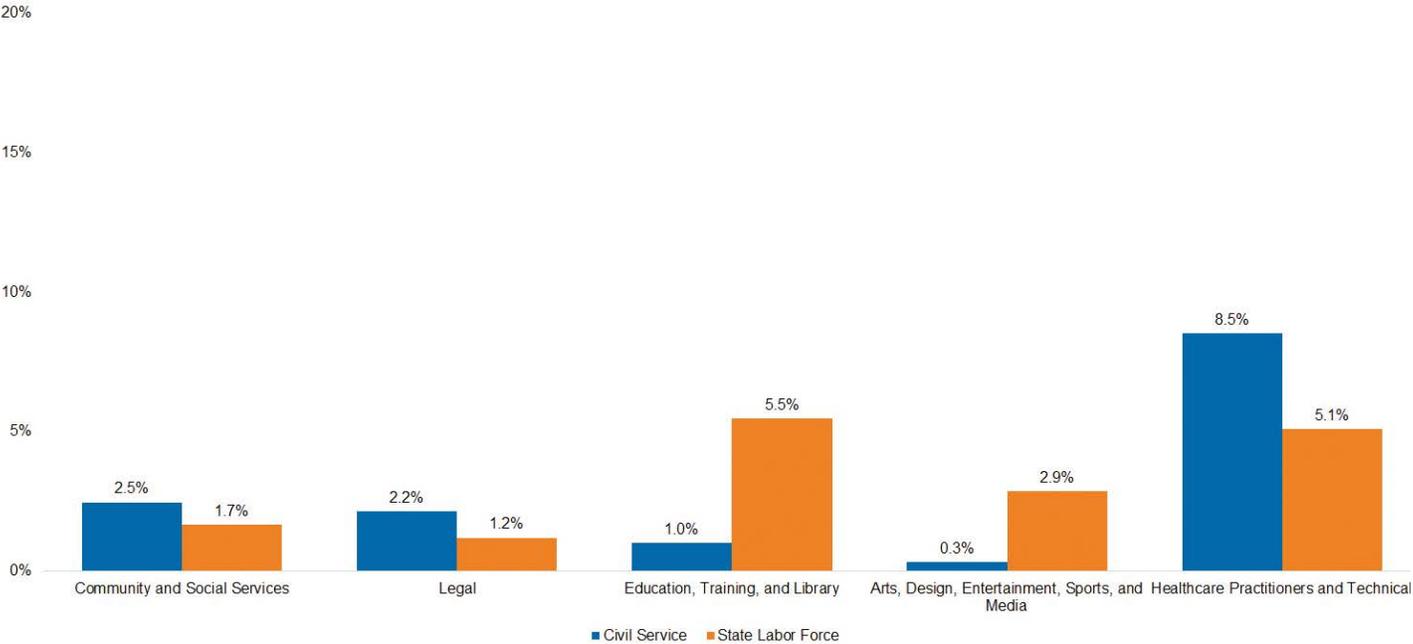
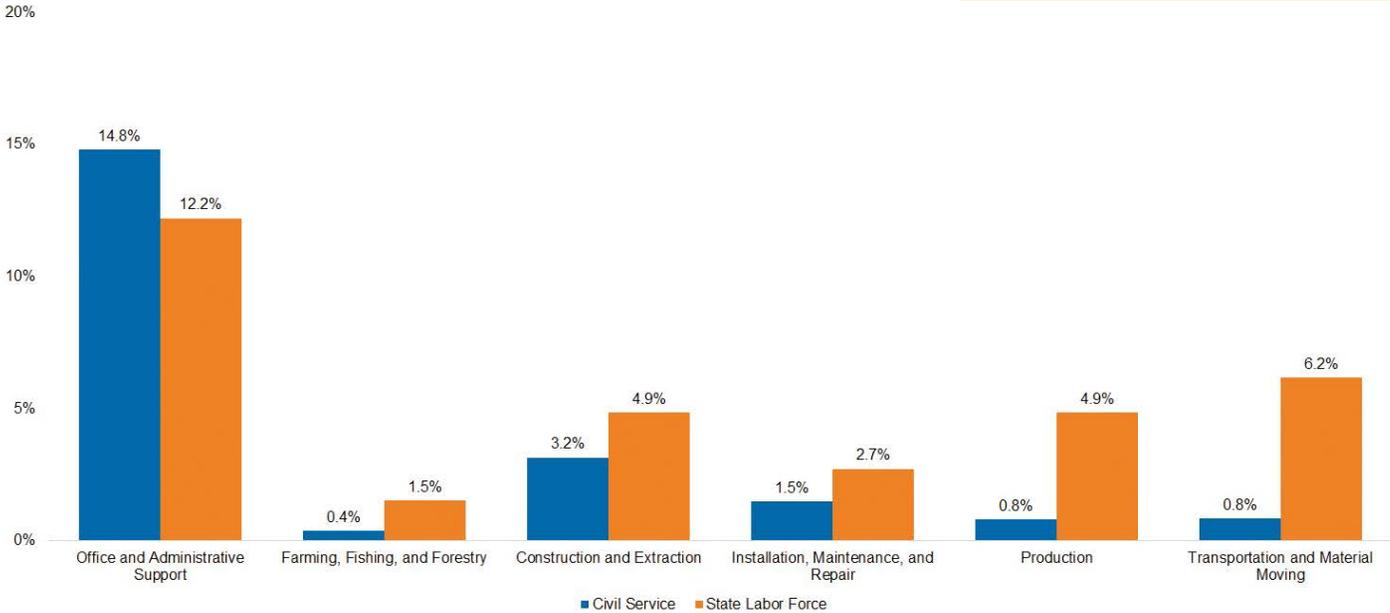
<sup>8</sup>CalHR has adopted the Federal Bureau of Labor Statistics Standardized Occupational System groupings.

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

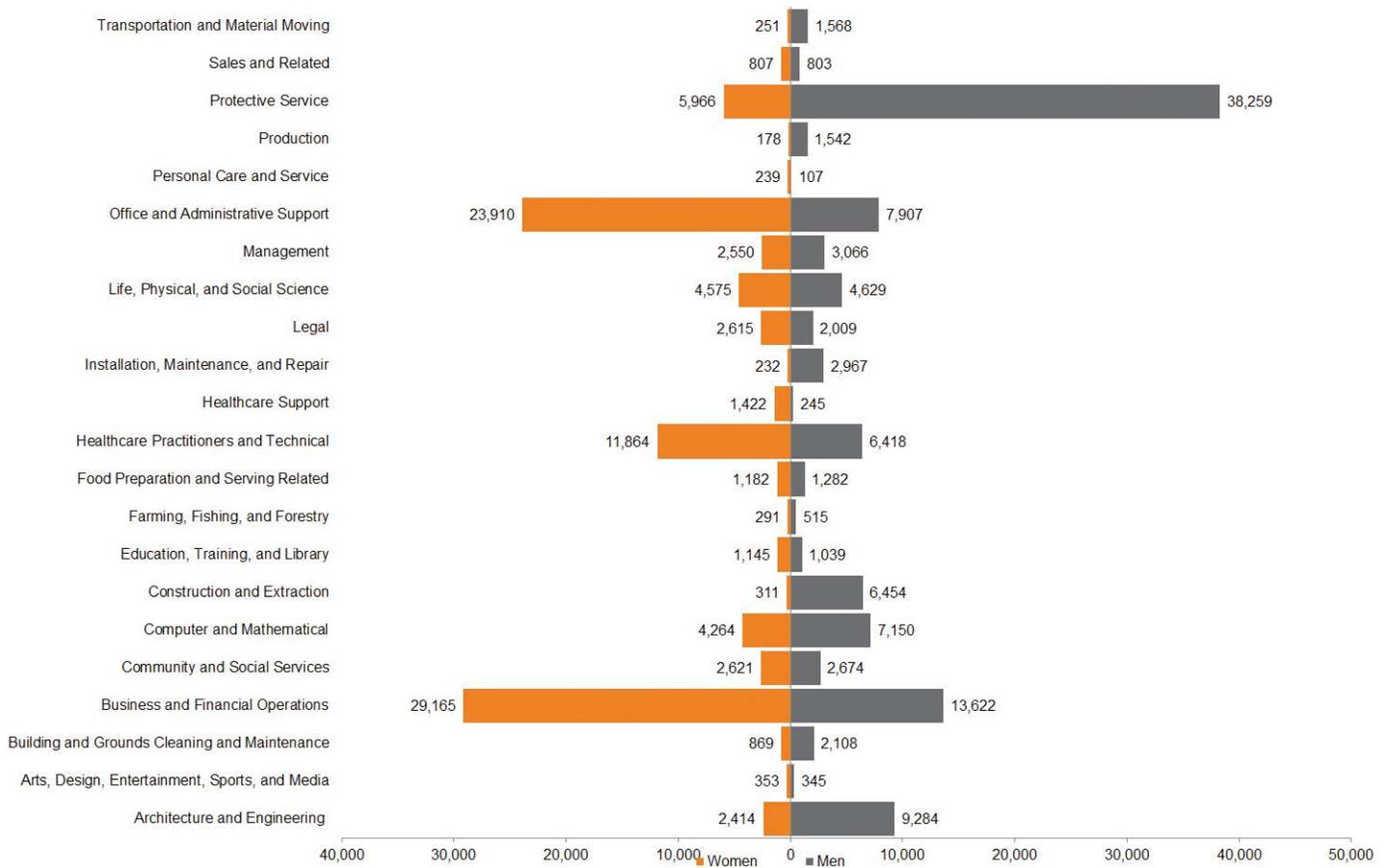
### Civil Service & State Labor Force Job Category Distribution



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



# Civil Service Composition by Job Category & Gender



Among the 23 occupational categories, Men represented 70 percent or more in seven occupational categories: [\(Appendix, Table D\)](#)

## Occupational Categories Where Men Represented 70 Percent or More

Architecture & Engineering	79.4%
Building & Grounds Cleaning & Maintenance	70.8%
Construction & Extraction	95.4%
Installation, Maintenance, & Repair	92.7%
Production	89.7%
Protective Service	86.5%
Transportation & Material Moving	86.2%

Women represented 70 percent or more in two occupational categories: [\(Appendix, Table D\)](#)

## Occupational Categories Where Women Represented 70 Percent or More

Occupational Category	% Women
Healthcare Support	85.3%
Office & Administrative Support	75.1%

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

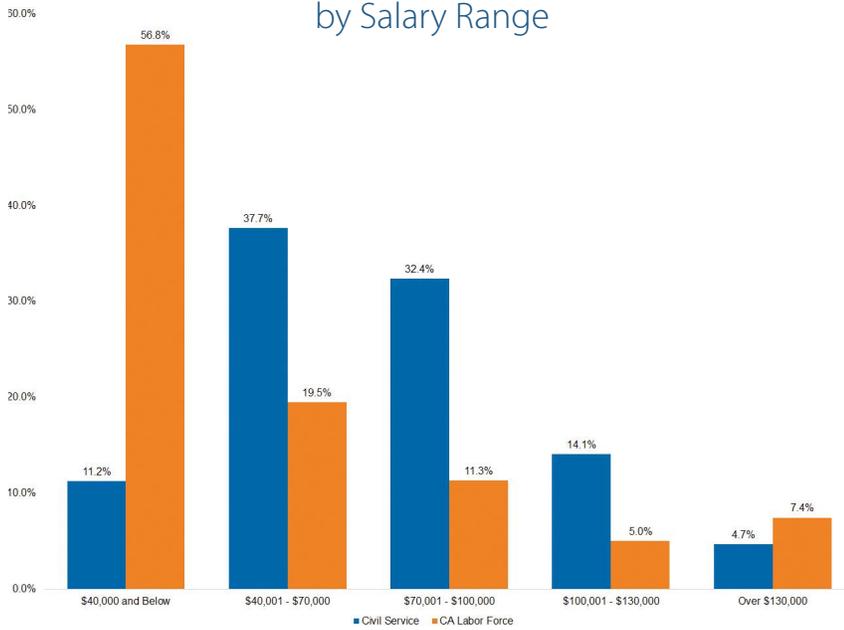
### Civil Service Highest Representation of Race & Ethnicity by Job Category

Race & Ethnicity	Job Category	%
Asian - Cambodian	Business & Financial Operations	24.8%
Asian - Chinese	Business & Financial Operations	36.1%
Asian - Filipino	Healthcare Practitioners & Technical	29.2%
Asian - Indian	Business & Financial Operations	22.3%
Asian - Japanese	Business & Financial Operations	31.3%
Asian - Korean	Business & Financial Operations	27.5%
Asian - Laotian	Business & Financial Operations	30.6%
Asian - Vietnamese	Business & Financial Operations	31.9%
Asian - Other or Multiple	Business & Financial Operations	25.8%
Black	Office & Administrative Support	22.8%
Hispanic	Protective Service	30.1%
Native American or Alaska Native	Office & Administrative Support	21.8%
Pacific Islander - Guamanian	Business & Financial Operations	24.2%
Pacific Islander - Hawaiian	Protective Service	26.2%
Pacific Islander - Samoan	Office & Administrative Support	42.7%
Pacific Islander - Other or Multiple	Business & Financial Operations	30.2%
White	Protective Service	23%
Other or Multiple Race or Ethnicity	Business & Financial Operations	25.4%

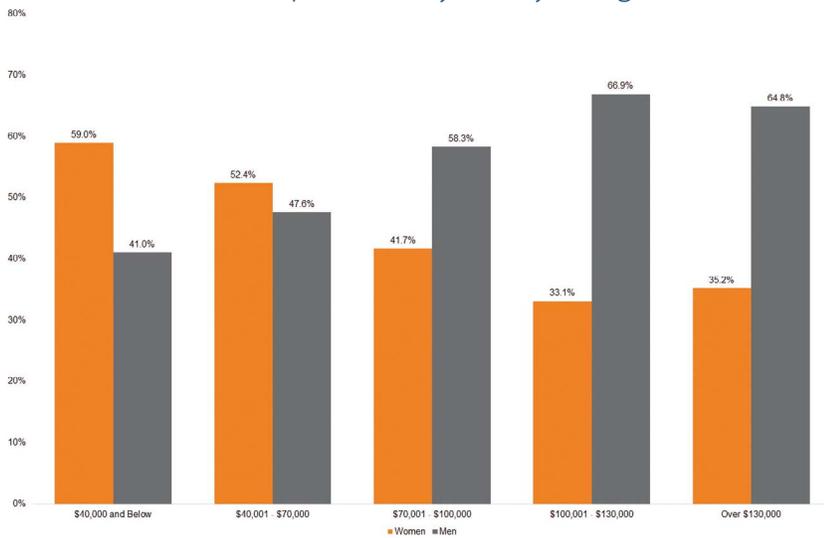
The largest number of **Persons with Disabilities** (7,362; 28.4 percent) work in **Business and Financial Operations**, and the lowest number (39; 0.2 percent) work in Farming, Fishing, and Forestry. **(Appendix, Table D)**

The largest number of **Veterans** work in **Protective Service** (4,630; 37.8 percent), and the lowest number work in the Healthcare Support (12; 0.1 percent) and Personal Care and Service (12; 0.1 percent). **(Appendix, Table D)**

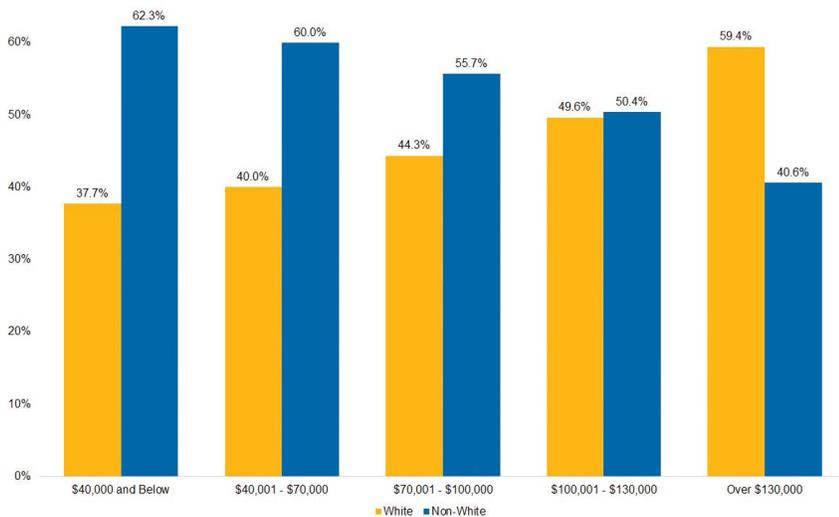
## Civil Service & State Labor Force Composition Comparison by Salary Range



## Civil Service Composition by Salary Range & Gender



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



## Salary

When comparing civil service employees to the California labor force, civil service employees had the highest percentage of its employees (37.7 percent) in the \$40,001 - \$70,000 range and lowest (4.7 percent) in the Over \$130,000 range. The California labor force had the highest percentage of its employees (56.8 percent) in the \$40,000 and Below range and had the lowest (5 percent) in the \$100,001 - \$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 (66.9 percent) was in the \$100,001 - \$130,000 range. Women represented 50 percent or more of employees in all salary ranges \$70,000 and below. The highest salary range for Women (59 percent) was \$40,001 and Below.

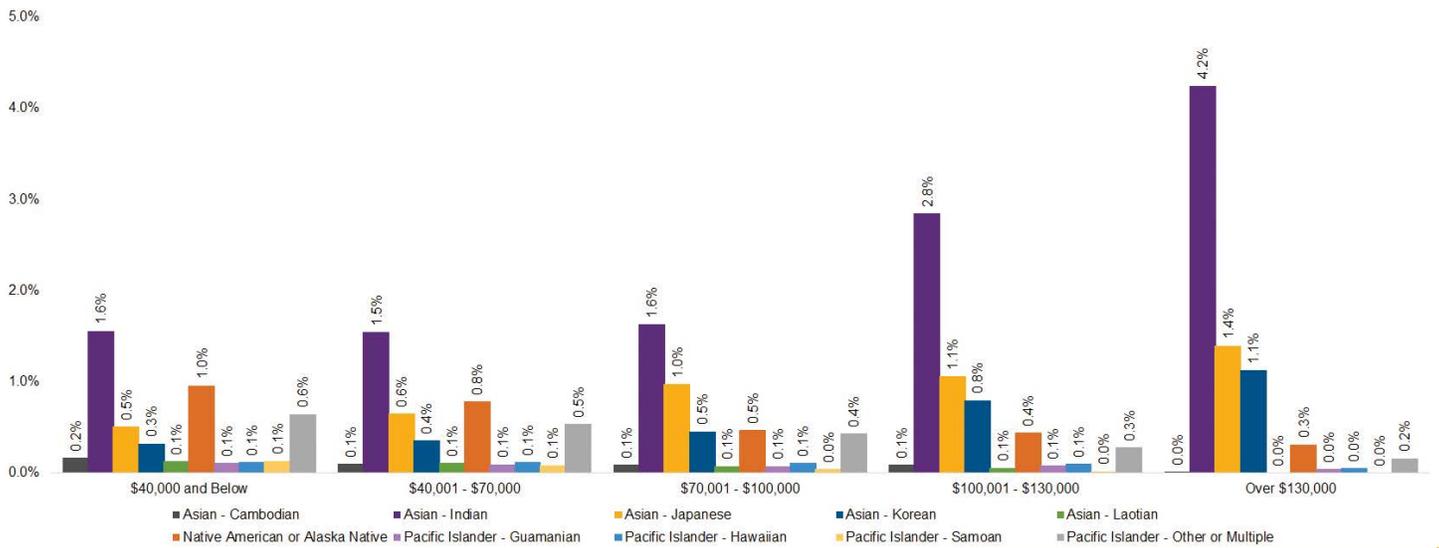
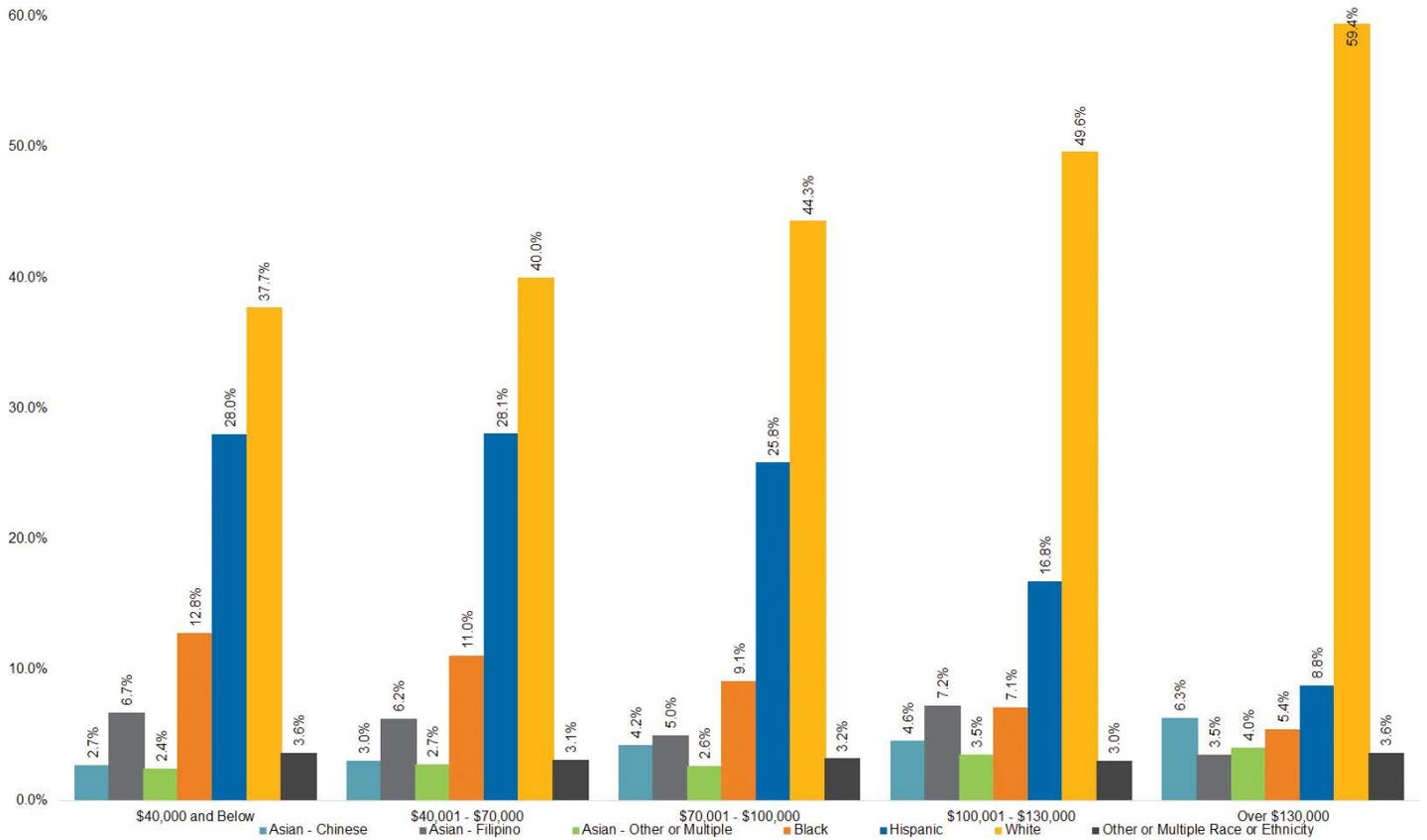
### (Appendix, Table E)

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 Over \$130,000 range.

The highest salary range for persons with disabilities was (13.6 percent) in the Over \$130,000 range. The highest salary range for veterans was (7.7 percent) the \$100,001 - \$130,000 range.

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

### Civil Service Race & Ethnicity by Salary Range

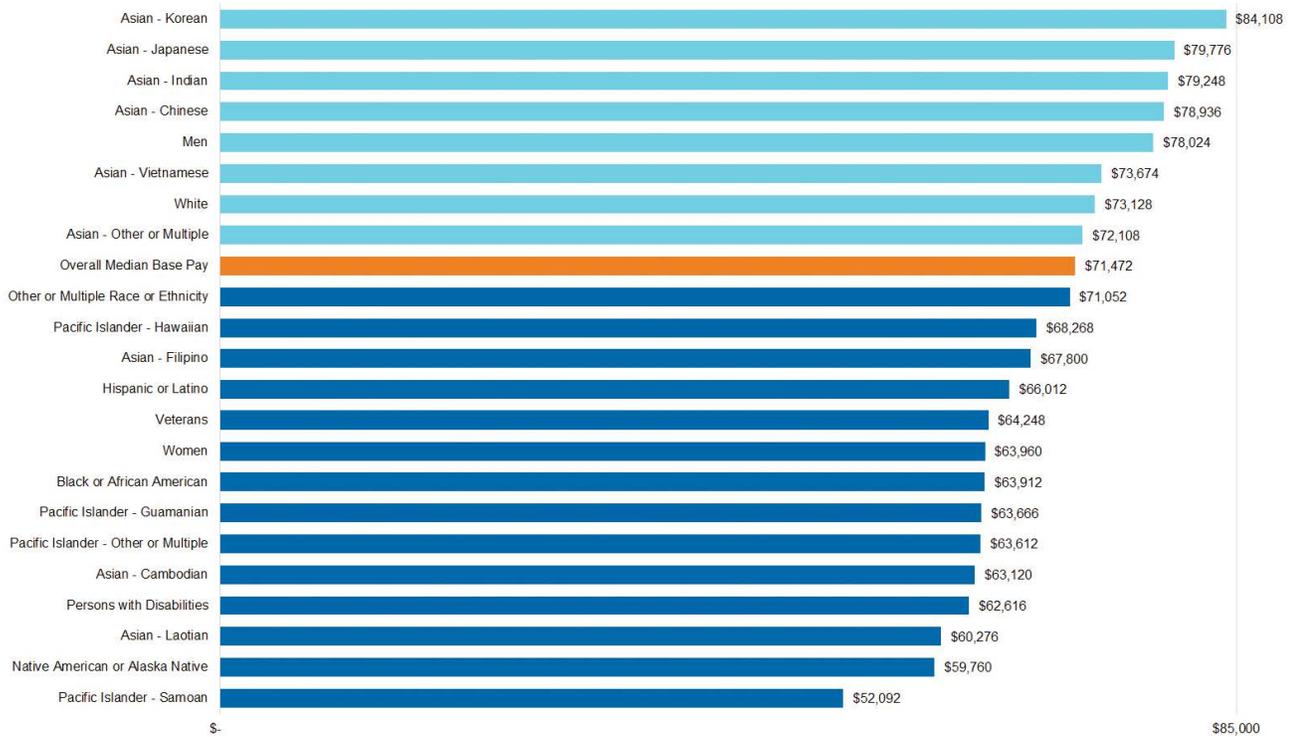


The following two charts contain a comparison of the overall median and overall average base pay<sup>9</sup> of state employees.

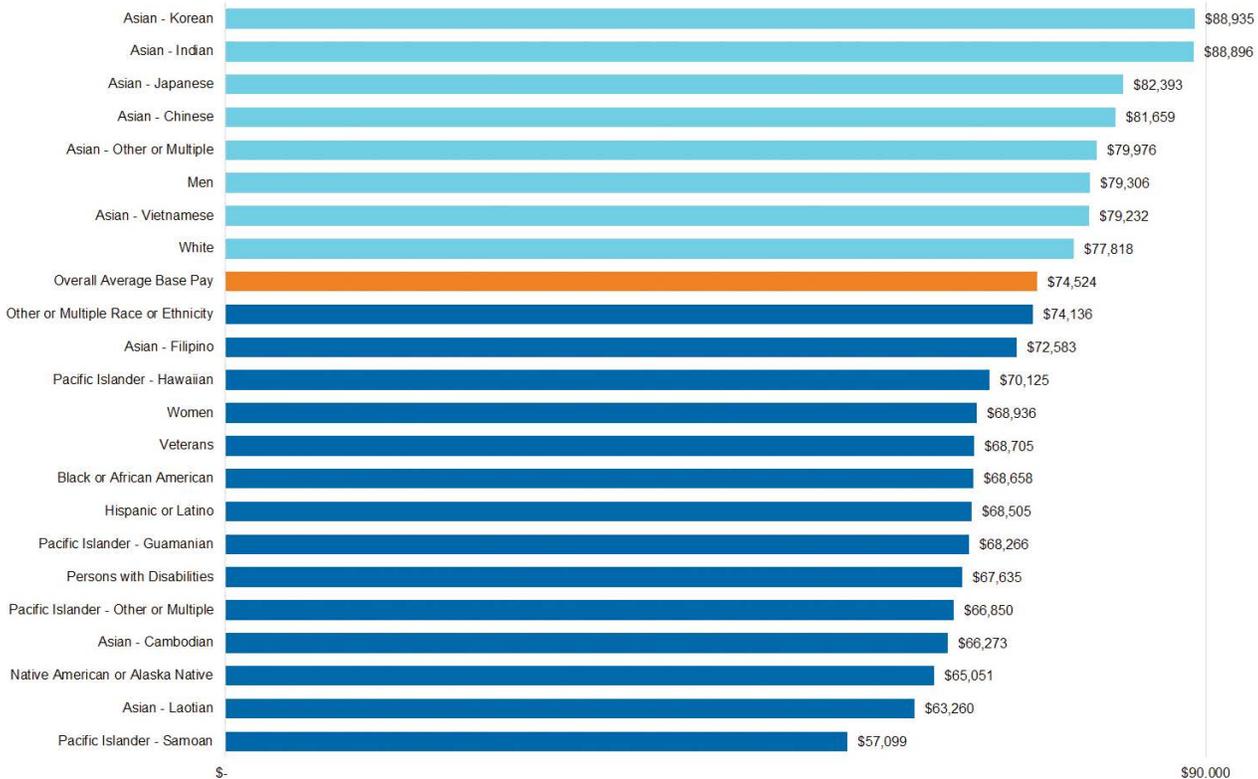
The overall median salary for state employees was \$71,472.

The overall average base pay of civil service employees was \$74,524.

### Civil Service Median Base Pay by Employee Group



### Civil Service Average Base Pay by Employee Group



<sup>9</sup>Base pay is the established salary rate for the employee's class and range and does not include overtime, premium pay, or monthly variance in hours worked.

# County Profile

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 and ethnicity.<sup>10</sup>

Of the 58 counties in the State of California, the following three had the highest employment numbers in the civilian state labor force during 2017:

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

## CA Labor Force

*Los Angeles*

(5,289,658) 26.6%

*San Diego*

(1,711,349) 8.6%

*Orange*

(1,671,353) 8.4%

## Civil Service

*Sacramento*

(70,656) 33%

*Los Angeles*

(18,790) 8.8%

*San Bernardino*

(9,696) 4.5%

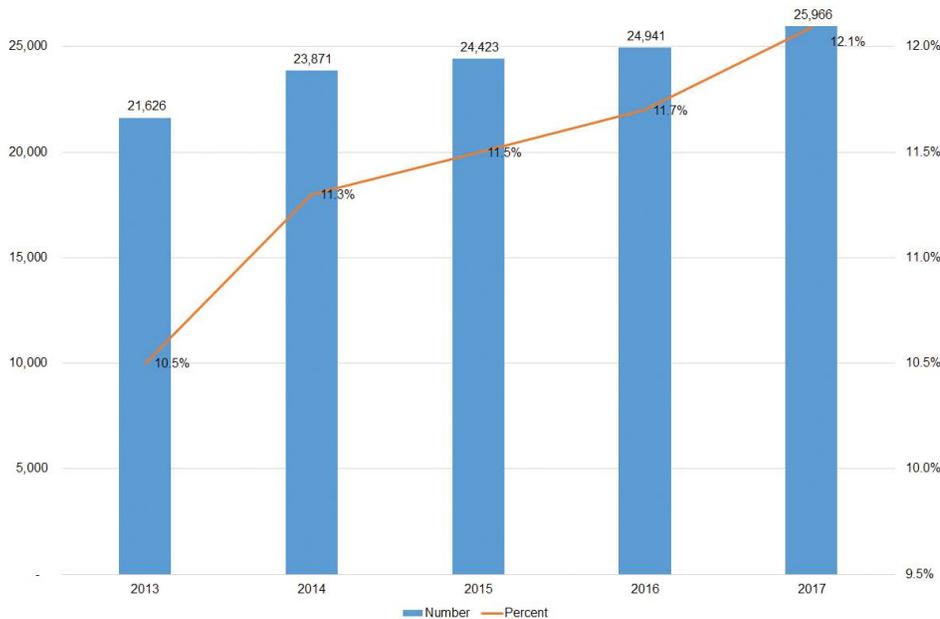
<sup>10</sup>American Community Survey 2017 1-Year Estimates: Public Use Microdata Samples.

# Civil Service Representation of Persons with Disabilities

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

In civil service, the number of persons with disabilities in 2017 increased by 1,025 (0.4 percent) from last year's total of 24,941 to 25,966. Civil service employees who have identified themselves as persons with disabilities now represent 12.1 percent of the civil service workforce, which has increased by 1.6 percent over the last five years. [\(Appendix, Table A\)](#)

## Representation of Persons with Disabilities Over Five Years



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

The following is information on persons with disabilities as reported by 141 agencies: [\(Appendix, Table H\)](#)

60

agencies met or exceeded California disability parity of 16.6 percent.

27

agencies were between 13.3 percent and 16.5 percent disability representation.

44

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

38

of the 44 agencies that fell below 13.3 percent provided a goal for 2018.

6

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

4

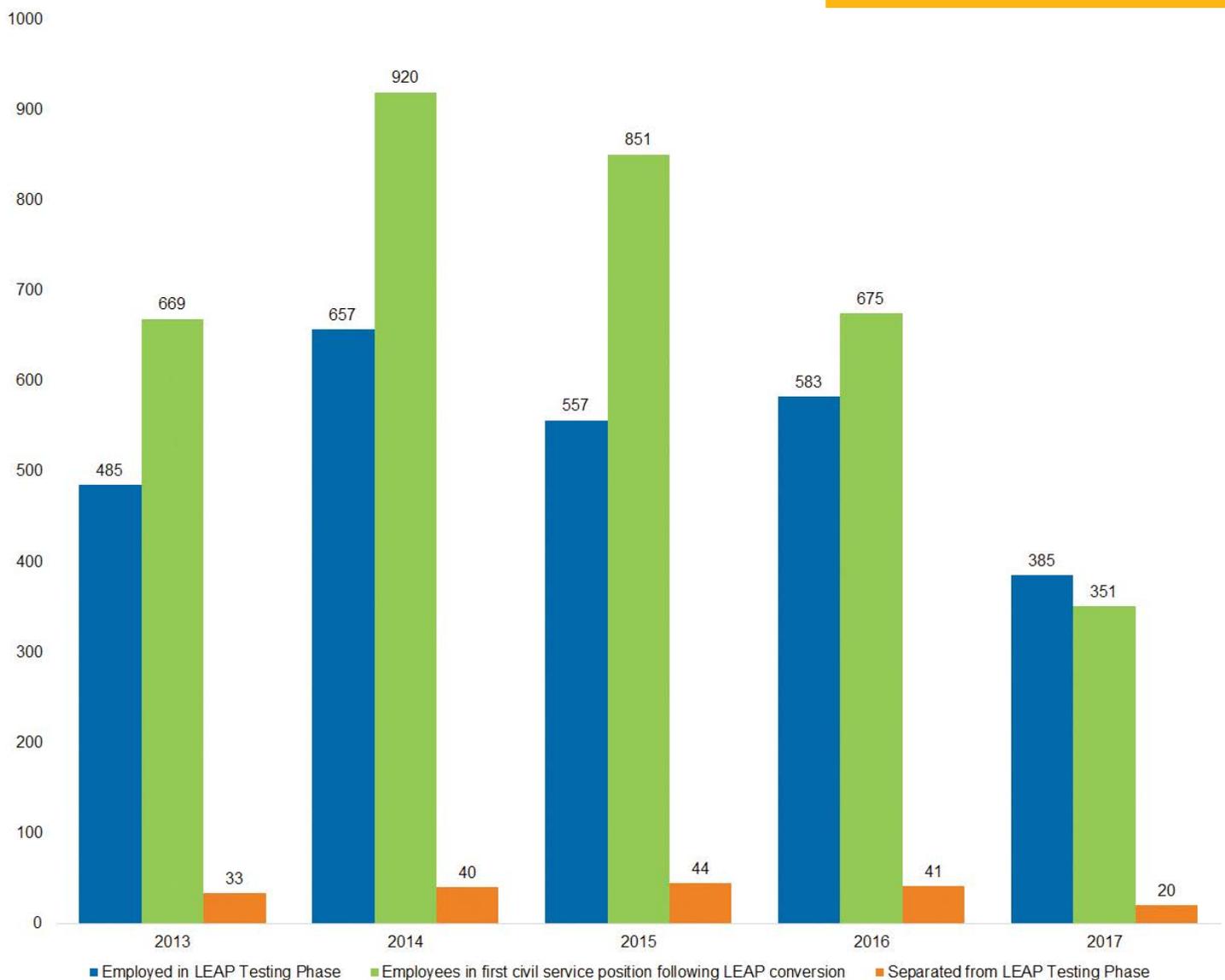
agencies did not report their agency data to CalHR for 2018.

# Limited Examination & Appointment Program

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 2017, 385 LEAP appointments were made compared to 485 in 2013. The graph below illustrates the appointment rate over a five-year period.<sup>11</sup>

LEAP Employment Statistics



<sup>11</sup> 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<sup>12</sup>

As of December 31, 2017, California employed approximately 12,251 veterans. This was an increase of 453 veterans from 2016. In 2017, Veterans represented 5.7 percent of the civil service, 4.2 percent of state labor force, and 4.9 percent of California's population. **(Appendix, Table G)**

*In civil service, the number of veterans hired during 2017 was 749 and the veteran retirements was 663. (Appendix, Table L & Table M)*

<sup>12</sup>Veterans' data is collected through CalHR's veteran status survey and through veterans filing for preference while applying for initial hire into state civil service positions.

# 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 from 2016. In 2017, the participation of employees in the upward mobility program totaled 901, which was 388 (30.1 percent) fewer than the 1,289 participating in 2016.

*Statewide, agencies have set goals totaling 446 of new upward mobility hires for 2018. This was 851 (65.6 percent) less than the 1,297 goals set for 2017.*

Following is information on upward mobility as reported by 141 agencies: **(Appendix, Table I)**

## 34,783

civil service employees were in low-paying classifications and 2.6 percent of them were participating in the upward mobility program.

## 56

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

## 81

agencies provided an upward mobility hiring goal for 2018 of one or more.

# Civil Service Hires & Separations

## Hires Overall

Total hires into civil service during 2017 were 27,366. **(Appendix, Table L)** This was approximately 0.1 percent of the state labor force according to the Employment Development Department, Report 400C for 2017.

There were 11,972 advancements, and 897 demotions in civil service during 2017. **(Appendix, Table L)**

## Separations Overall

A separation from civil service may be due to retirement, layoff, and a short-term or long-term leave of absence, acceptance of an exempt appointment, resignation, and 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 29,493 separations from civil service during 2017, which is 13.7 percent of the 214,755 employees as of December 31, 2017.

*During 2017, there were 15,736 (53.4 percent) Women who separated from state service, and 13,757 (46.6 percent) Men who separated.*

Of separations during 2017, 48.3 percent were White. The next highest numbers of separations were Hispanic (22.5 percent), Black (11.3 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<sup>13</sup> in 2017 **(Appendix, Table M)**

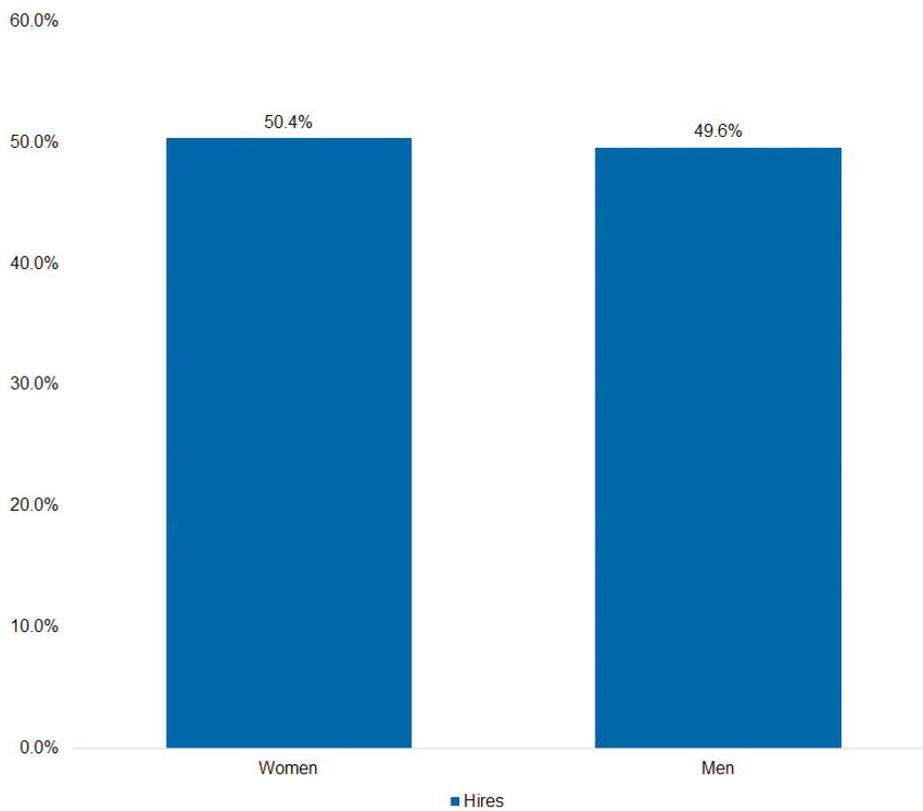
- 7,250 (24.6 percent) of total separations were due to retirement.
- Of race and ethnicity the highest retirements were White (54.6 percent) and Hispanic (18.7 percent).
- Women represented 47.2 percent of retirements and men 52.8 percent of retirements.
- Persons with disabilities were 21.1 percent of total retirements.
- Veterans were 9.1 percent of total retirements.

<sup>13</sup>Includes retirements and disability retirements.

Women were hired 0.8 percent more than Men were in 2017.

**(Appendix, Table L)**

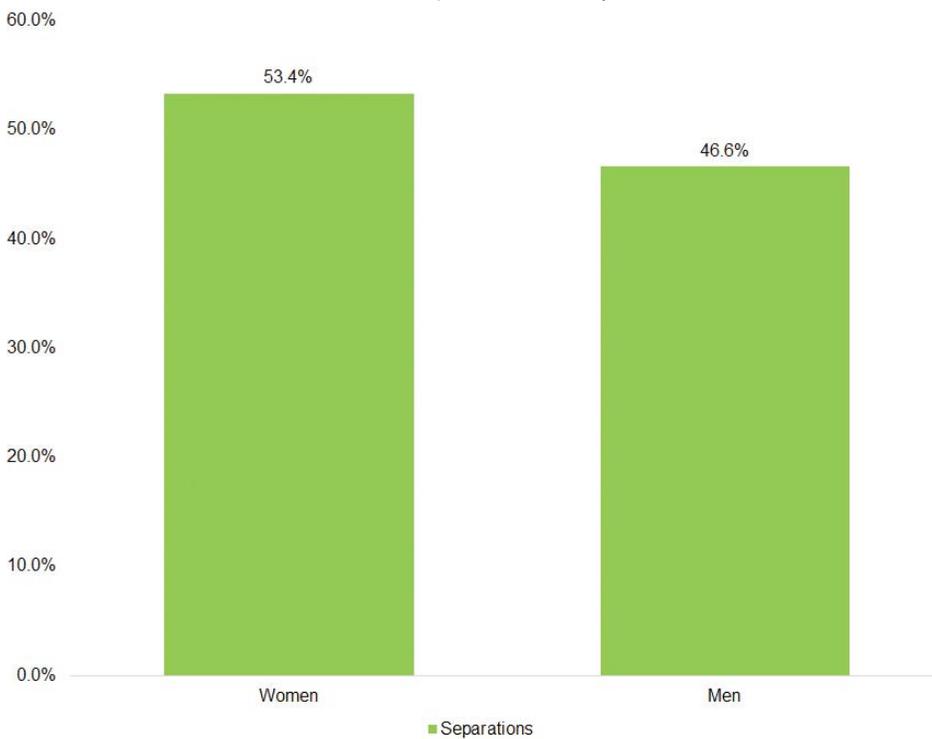
Civil Service Hires by Gender



Women separated 6.8 percent more than Men separated in 2017.

**(Appendix, Table J)**

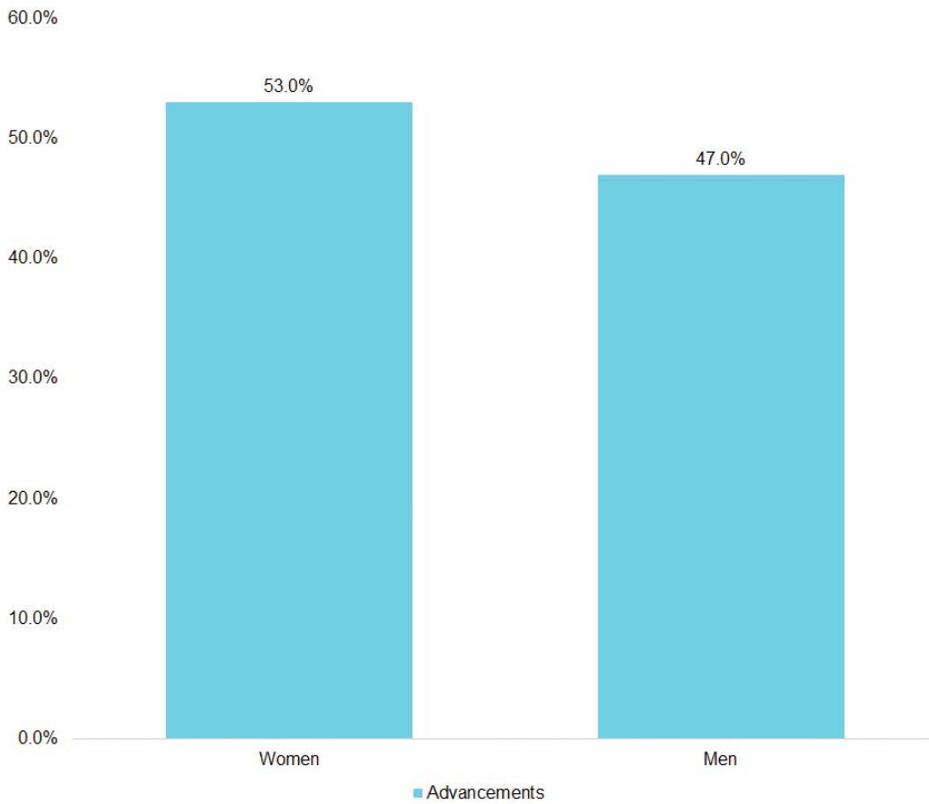
Civil Service Separations by Gender



Of the 11,972 advancements in civil service, Women received 6,350 (53.0 percent) and Men received 5,622 (47.0 percent).

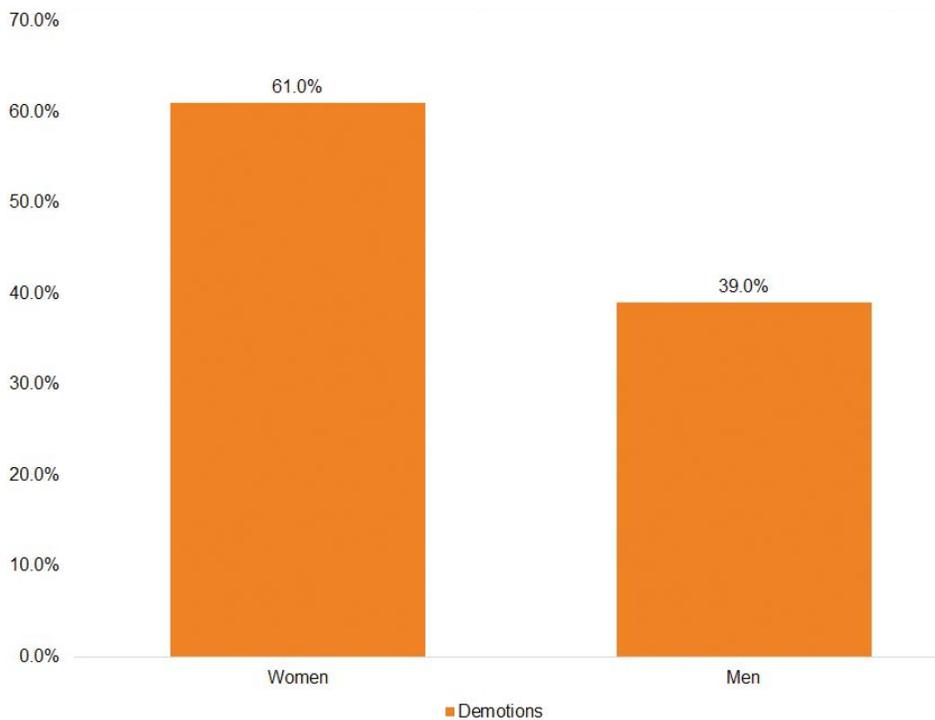
**(Appendix, Table L)**

### Civil Service Advancements by Gender

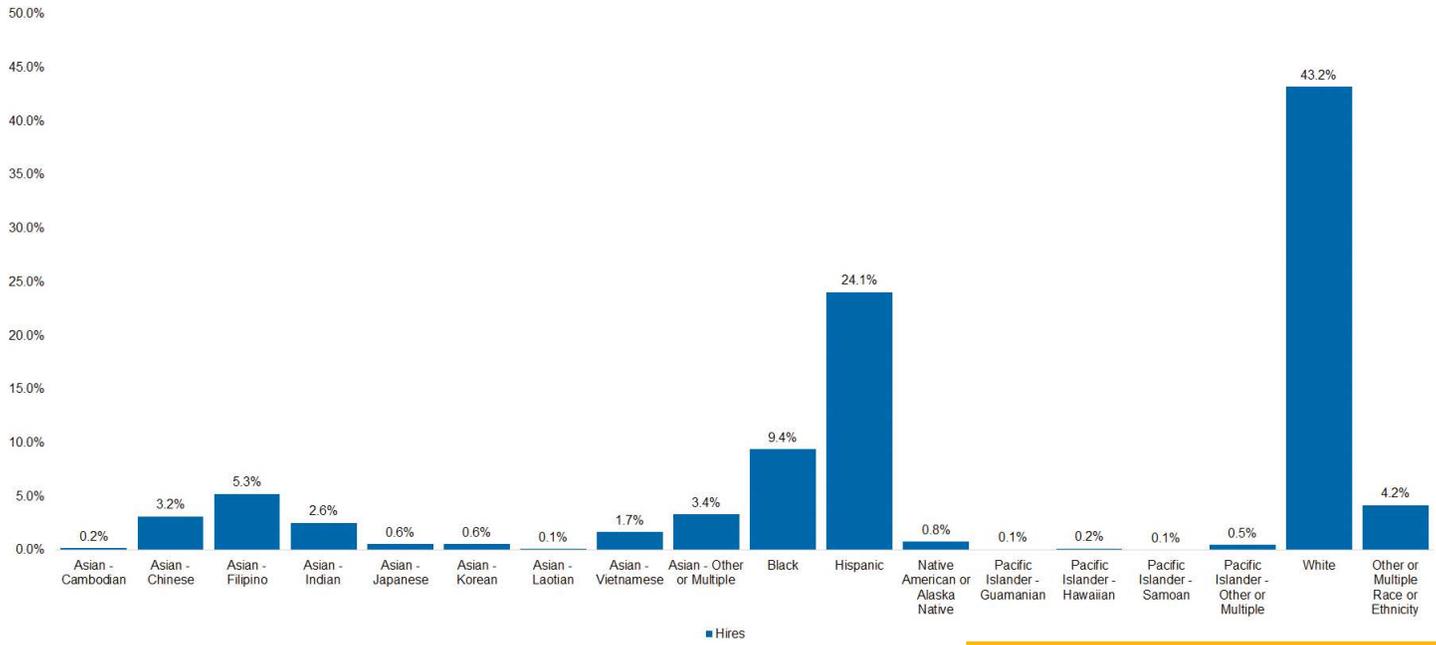


Of the 897 demotions in civil service, Women received 536 (61.0 percent) and Men received 343 (39.0 percent). **(Appendix, Table L)**

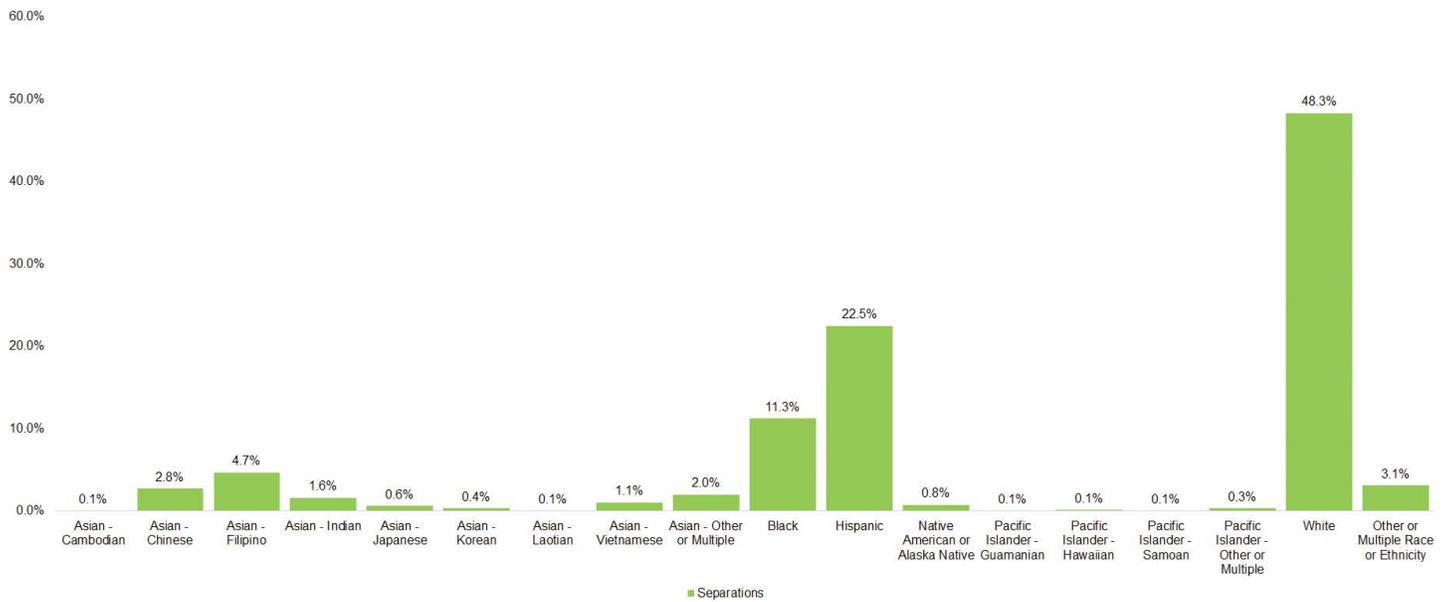
### Civil Service Demotions by Gender



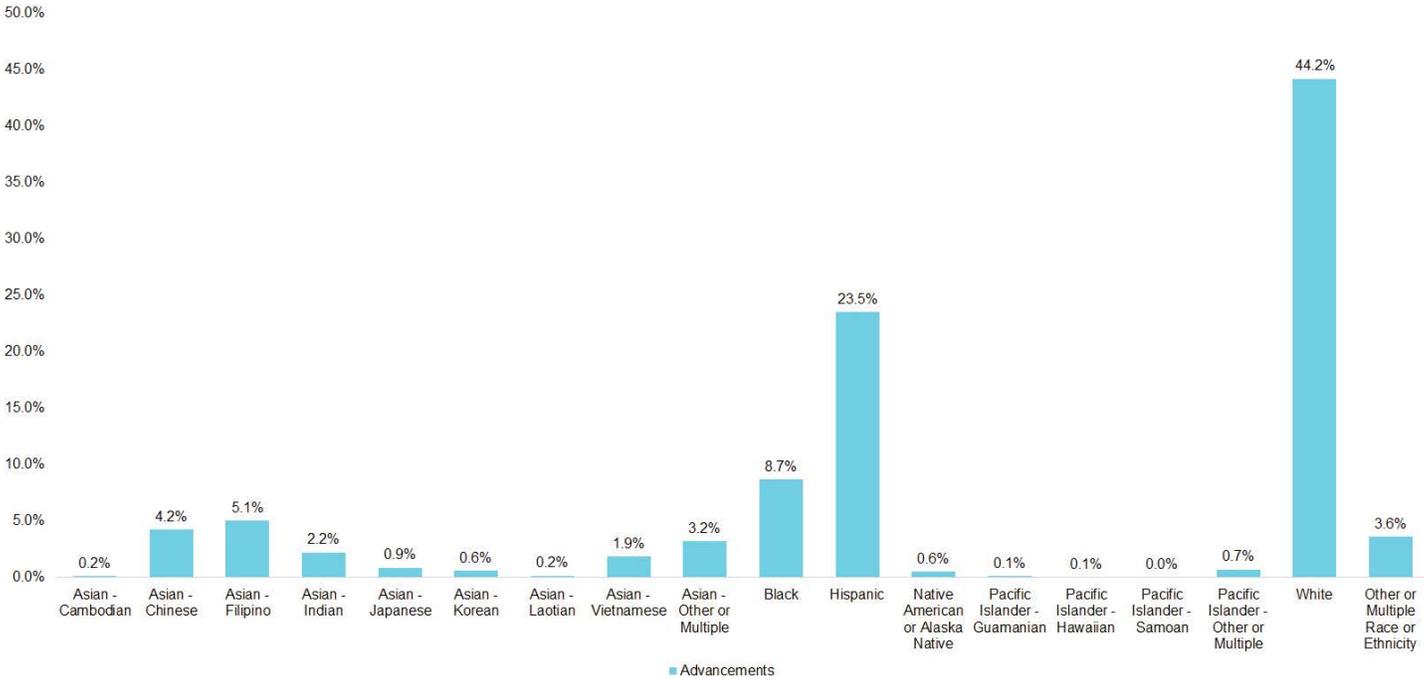
## Civil Service Hires by Race & Ethnicity



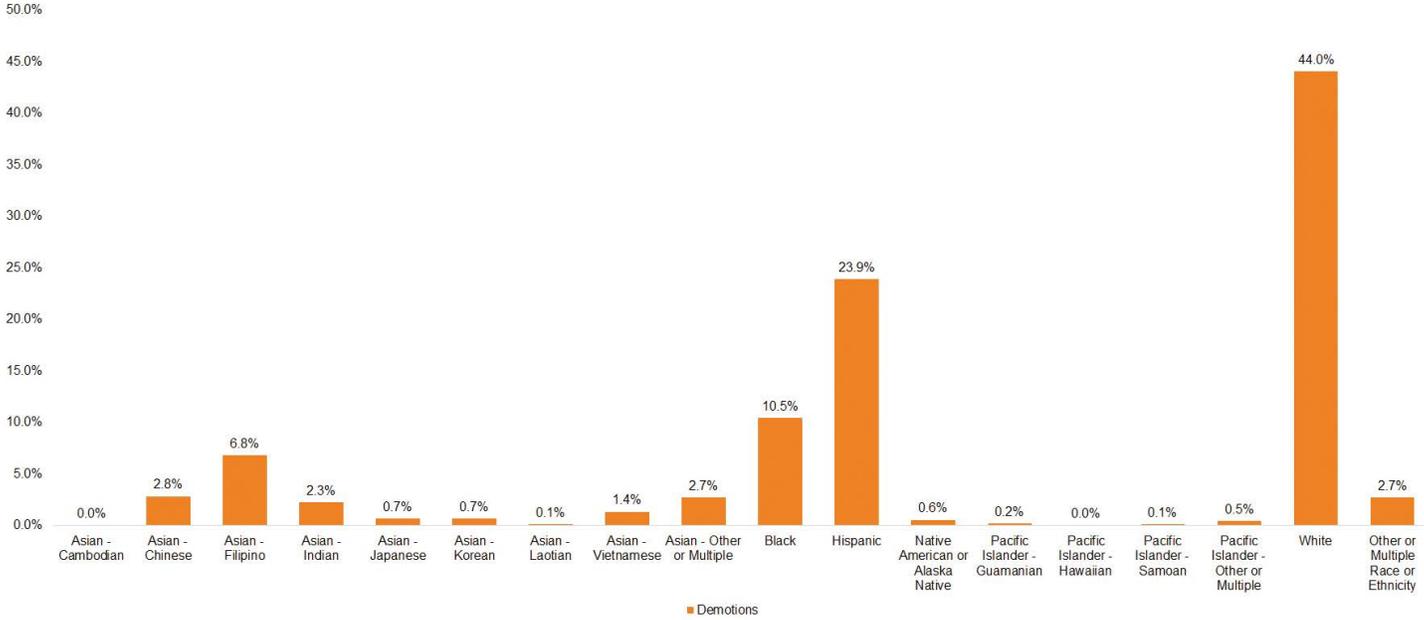
## Civil Service Separations by Race & Ethnicity



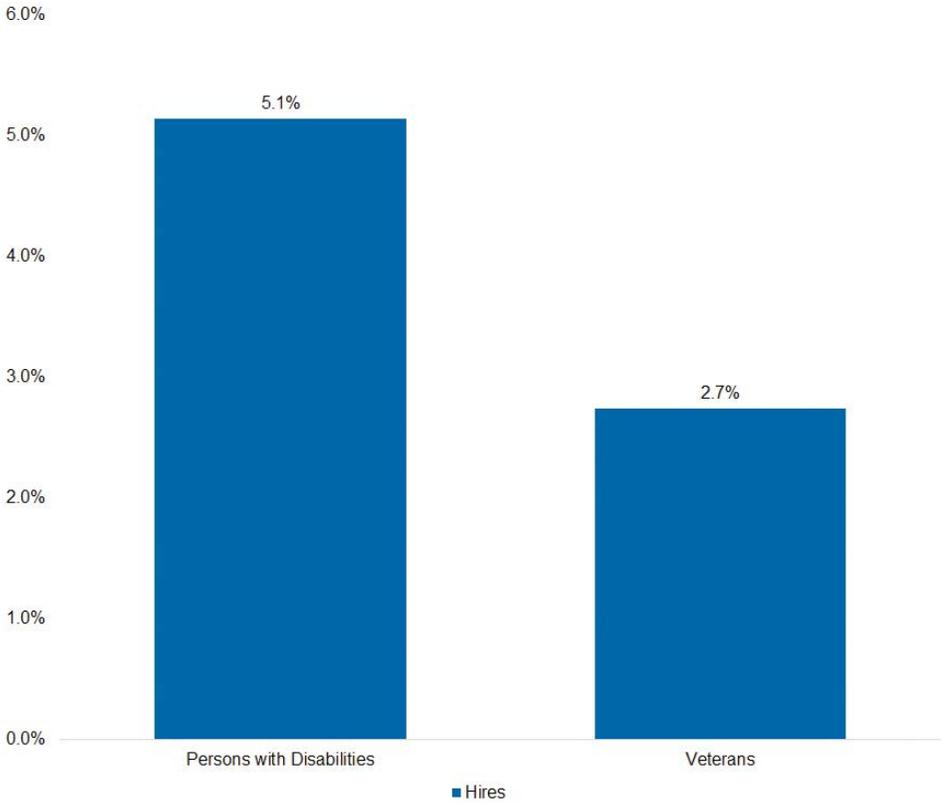
### Civil Service Advancements by Race & Ethnicity



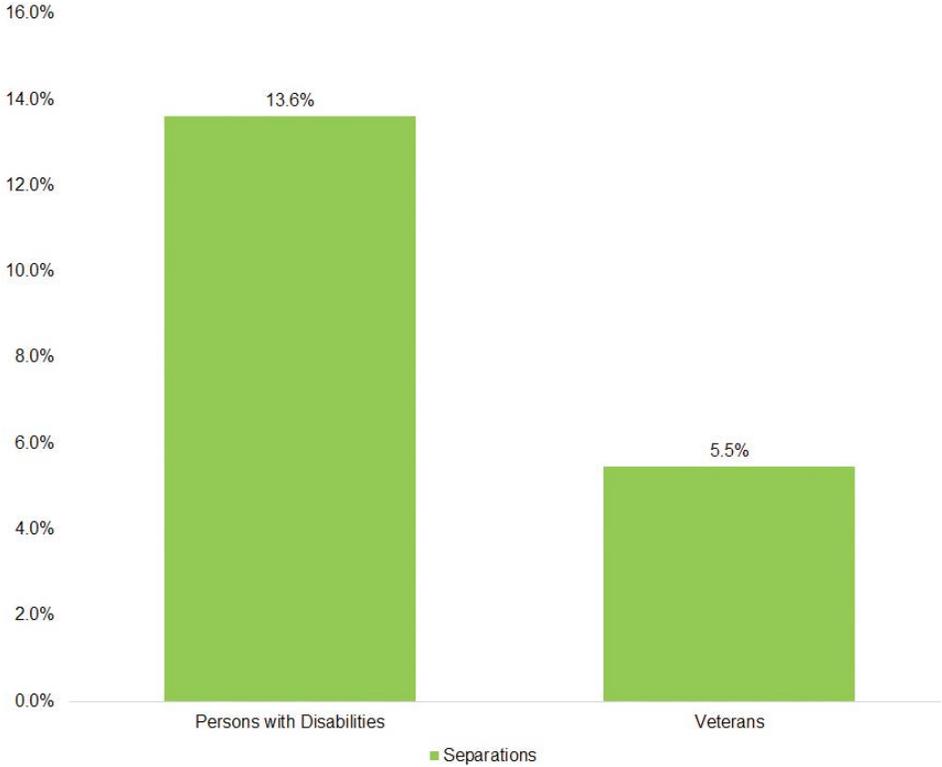
### Civil Service Demotions by Race & Ethnicity



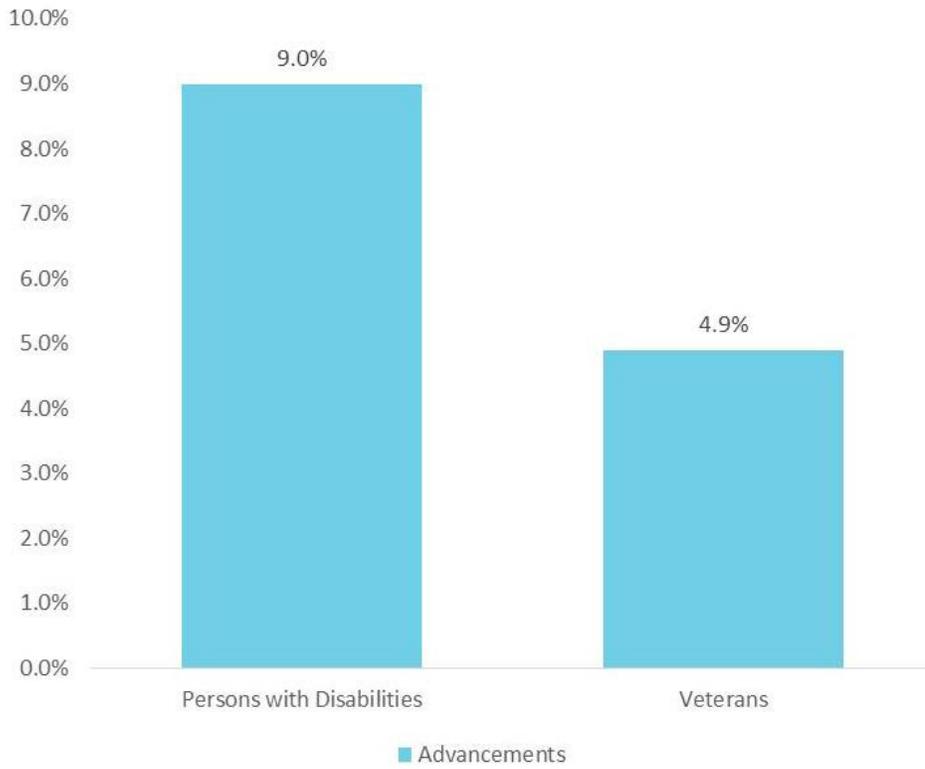
### Civil Service Hires by Disability & Veteran Status



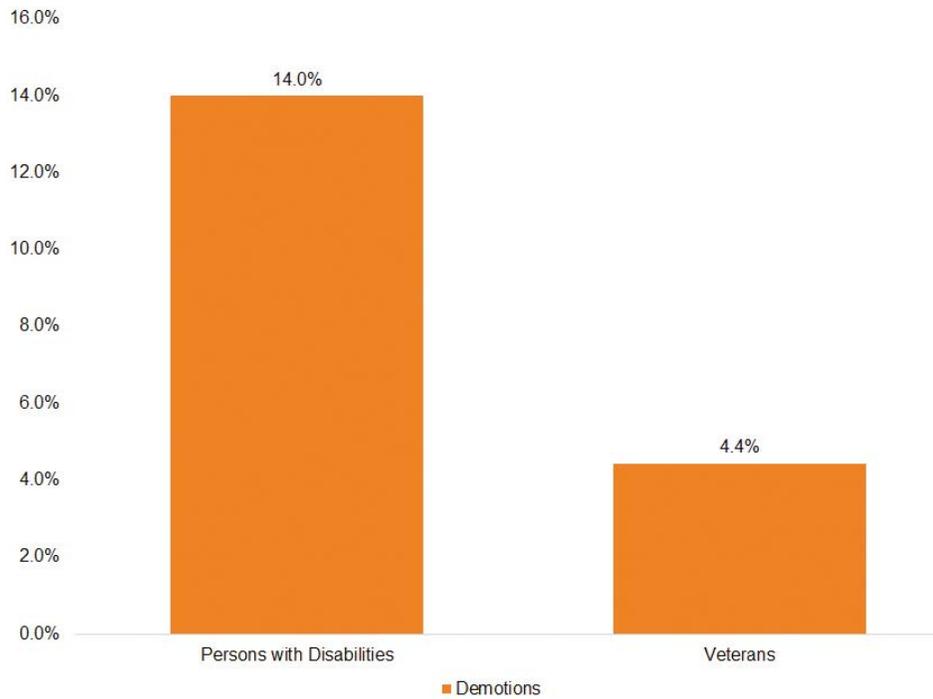
### Civil Service Separations by Disability & Veteran Status



### Civil Service Advancements by Disability & Veteran Status



### Civil Service Demotions by Disability & Veteran Status



# Data References

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

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

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

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

Data in the following table came from the State Controller's Office employment history database, CalHR's employee demographic survey results, and from the U.S. Census Bureau 2017 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 2017 Revised March 7, 2018.

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

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

# Appendix

Data Tables A - M

# Appendix

## Table A

State Civil Service Representation by Gender for All Agencies

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

Group Type	Women		Men		Total	
Persons with Disabilities	14,931	7%	11,035	5.1%	25,966	12.1%
Veterans	1,429	0.7%	10,822	5%	12,251	5.7%
Asian - Cambodian	118	0.1%	88	<0.1%	206	0.1%
Asian - Chinese	4,345	2%	3,678	1.7%	8,023	3.7%
Asian - Filipino	7,147	3.3%	5,510	2.6%	12,657	5.9%
Asian - Indian	1,990	0.9%	2,047	1%	4,037	1.9%
Asian - Japanese	885	0.4%	899	0.4%	1,784	0.8%
Asian - Korean	484	0.2%	546	0.3%	1,030	0.5%
Asian - Laotian	103	<0.1%	80	<0.1%	183	0.1%
Asian - Vietnamese	1,711	0.8%	1,691	0.8%	3,402	1.6%
Asian - Other or Multiple	2,717	1.3%	3,332	1.6%	6,049	2.8%
Black	11,950	5.6%	9,085	4.2%	21,035	9.8%
Hispanic	24,098	11.2%	29,279	13.6%	53,377	24.9%
Native American or Alaska Native	641	0.3%	712	0.3%	1,353	0.6%
Pacific Islander - Guamanian	87	<0.1%	91	<0.1%	178	0.1%
Pacific Islander - Hawaiian	106	<0.1%	123	0.1%	229	0.1%
Pacific Islander - Samoan	84	<0.1%	47	<0.1%	131	0.1%
Pacific Islander - Other or Multiple	462	0.2%	523	0.2%	985	0.5%
White	38,823	18.1%	54,426	25.3%	93,249	43.4%
Other or Multiple Race or Ethnicity	3,291	1.5%	3,556	1.7%	6,847	3.2%
Total	99,042	46.1%	115,713	53.9%	214,755	100%

# Appendix

## Table B

State Civil Service Composition by Agency with 30 or More Employees

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

Table B  
Agi-Alc

Group Type	Aging, Department of		Agricultural Association, 22nd District		Agricultural Association, 32nd District		Agricultural Associations		Agricultural Labor Relations Board		Air Resources Board		Alcoholic Beverage Control, Department of	
Women	74	67.3%	72	37.3%	43	45.7%	89	42.2%	28	70%	632	43.1%	233	53.6%
Men	36	32.7%	121	62.7%	51	54.3%	122	57.8%	12	30%	835	56.9%	202	46.4%
Persons with Disabilities	26	23.6%	8	4.1%	1	1.1%	9	4.3%	3	7.5%	150	10.2%	51	11.7%
Veterans	6	5.5%	11	5.7%	2	2.1%	6	2.8%	1	2.5%	51	3.5%	37	8.5%
Asian - Cambodian	0	0%	0	0%	1	1.1%	0	0%	0	0%	2	0.1%	2	0.5%
Asian - Chinese	8	7.3%	2	1%	1	1.1%	1	0.5%	0	0%	156	10.6%	14	3.2%
Asian - Filipino	4	3.6%	3	1.6%	4	4.3%	3	1.4%	0	0%	37	2.5%	25	5.7%
Asian - Indian	3	2.7%	1	0.5%	0	0%	0	0%	0	0%	56	3.8%	6	1.4%
Asian - Japanese	1	0.9%	0	0%	0	0%	0	0%	0	0%	26	1.8%	6	1.4%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	20	1.4%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.8%	1	0.5%	2	2.1%	0	0%	0	0%	40	2.7%	6	1.4%
Asian - Other or Multiple	2	1.8%	0	0%	2	2.1%	3	1.4%	1	2.5%	66	4.5%	11	2.5%
Black	8	7.3%	11	5.7%	1	1.1%	5	2.4%	0	0%	63	4.3%	25	5.7%
Hispanic	14	12.7%	60	31.1%	29	30.9%	63	29.9%	21	52.5%	199	13.6%	133	30.6%
Native American or Alaska Native	0	0%	2	1%	1	1.1%	2	0.9%	0	0%	3	0.2%	5	1.1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%	2	0.5%
Pacific Islander - Samoan	0	0%	0	0%	2	2.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	1	1.1%	0	0%	1	2.5%	14	1%	3	0.7%
White	65	59.1%	94	48.7%	50	53.2%	120	56.9%	17	42.5%	716	48.8%	182	41.8%
Other or Multiple Race or Ethnicity	3	2.7%	19	9.8%	0	0%	14	6.6%	0	0%	66	4.5%	15	3.4%
Total	110	100%	193	100%	94	100%	211	100%	40	100%	1,467	100%	435	100%

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

Table B  
Bus-Com

Group Type	Business & Economic Development, Governor's Office of		Business Oversight, Department of		Child Support Services, Department of		Children & Families First Commission		Coastal Commission, California		Coastal Conservancy, State		Community Colleges, California	
Women	38	52.8%	304	53.8%	337	62.1%	29	74.4%	96	63.6%	40	67.8%	76	58.5%
Men	34	47.2%	261	46.2%	206	37.9%	10	25.6%	55	36.4%	19	32.2%	54	41.5%
Persons with Disabilities	15	20.8%	72	12.7%	101	18.6%	8	20.5%	19	12.6%	15	25.4%	18	13.8%
Veterans	4	5.6%	20	3.5%	29	5.3%	0	0%	1	0.7%	1	1.7%	4	3.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	1.4%	79	14%	35	6.4%	0	0%	9	6%	1	1.7%	8	6.2%
Asian - Filipino	4	5.6%	48	8.5%	23	4.2%	0	0%	6	4%	8	13.6%	3	2.3%
Asian - Indian	3	4.2%	17	3%	36	6.6%	1	2.6%	1	0.7%	1	1.7%	5	3.8%
Asian - Japanese	1	1.4%	6	1.1%	6	1.1%	1	2.6%	1	0.7%	0	0%	2	1.5%
Asian - Korean	0	0%	23	4.1%	7	1.3%	1	2.6%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	20	3.5%	9	1.7%	0	0%	1	0.7%	0	0%	1	0.8%
Asian - Other or Multiple	2	2.8%	28	5%	15	2.8%	0	0%	1	0.7%	0	0%	4	3.1%
Black	7	9.7%	55	9.7%	39	7.2%	2	5.1%	9	6%	2	3.4%	11	8.5%
Hispanic	10	13.9%	84	14.9%	86	15.8%	6	15.4%	19	12.6%	3	5.1%	30	23.1%
Native American or Alaska Native	1	1.4%	0	0%	5	0.9%	0	0%	2	1.3%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.8%
Pacific Islander - Hawaiian	1	1.4%	0	0%	0	0%	0	0%	1	0.7%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	1.4%	1	0.2%	3	0.6%	0	0%	1	0.7%	1	1.7%	1	0.8%
White	37	51.4%	185	32.7%	253	46.6%	25	64.1%	99	65.6%	40	67.8%	61	46.9%
Other or Multiple Race or Ethnicity	4	5.6%	18	3.2%	26	4.8%	3	7.7%	1	0.7%	3	5.1%	3	2.3%
Total	72	100%	565	100%	543	100%	39	100%	151	100%	59	100%	130	100%

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

Table B  
Com-Cor

Group Type	Community Services and Development, Department of		Compensation Insurance Fund, State		Conservation Corps, California		Conservation, Department of		Consumer Affairs, Department of		Controller, Office of the California State		Corrections & Rehabilitation, California Department of	
Women	60	56.6%	2,772	65.2%	142	43.4%	204	37.7%	2,178	58.4%	808	58.7%	22,581	38.4%
Men	46	43.4%	1,479	34.8%	185	56.6%	337	62.3%	1,554	41.6%	569	41.3%	36,251	61.6%
Persons with Disabilities	19	17.9%	1,310	30.8%	61	18.7%	92	17%	563	15.1%	217	15.8%	2,886	4.9%
Veterans	3	2.8%	145	3.4%	8	2.4%	24	4.4%	204	5.5%	48	3.5%	4,512	7.7%
Asian - Cambodian	0	0%	2	<0.1%	0	0%	1	0.2%	2	0.1%	2	0.1%	44	0.1%
Asian - Chinese	4	3.8%	250	5.9%	4	1.2%	21	3.9%	132	3.5%	120	8.7%	525	0.9%
Asian - Filipino	3	2.8%	574	13.5%	6	1.8%	22	4.1%	148	4%	86	6.2%	3,088	5.2%
Asian - Indian	4	3.8%	129	3%	0	0%	13	2.4%	61	1.6%	37	2.7%	664	1.1%
Asian - Japanese	2	1.9%	38	0.9%	2	0.6%	7	1.3%	40	1.1%	25	1.8%	187	0.3%
Asian - Korean	0	0%	20	0.5%	4	1.2%	5	0.9%	16	0.4%	9	0.7%	144	0.2%
Asian - Laotian	0	0%	5	0.1%	0	0%	0	0%	3	0.1%	6	0.4%	34	0.1%
Asian - Vietnamese	1	0.9%	65	1.5%	2	0.6%	2	0.4%	51	1.4%	67	4.9%	298	0.5%
Asian - Other or Multiple	2	1.9%	104	2.4%	6	1.8%	12	2.2%	92	2.5%	64	4.6%	1,448	2.5%
Black	17	16%	377	8.9%	14	4.3%	40	7.4%	436	11.7%	134	9.7%	6,333	10.8%
Hispanic	22	20.8%	864	20.3%	76	23.2%	43	7.9%	775	20.8%	238	17.3%	20,705	35.2%
Native American or Alaska Native	0	0%	18	0.4%	2	0.6%	5	0.9%	26	0.7%	5	0.4%	359	0.6%
Pacific Islander - Guamanian	0	0%	5	0.1%	0	0%	1	0.2%	0	0%	3	0.2%	39	0.1%
Pacific Islander - Hawaiian	0	0%	1	<0.1%	1	0.3%	0	0%	2	0.1%	0	0%	61	0.1%
Pacific Islander - Samoan	0	0%	6	0.1%	0	0%	0	0%	2	0.1%	0	0%	30	0.1%
Pacific Islander - Other or Multiple	1	0.9%	7	0.2%	1	0.3%	2	0.4%	18	0.5%	8	0.6%	283	0.5%
White	44	41.5%	1,655	38.9%	166	50.8%	342	63.2%	1,804	48.3%	527	38.3%	23,209	39.4%
Other or Multiple Race or Ethnicity	6	5.7%	131	3.1%	43	13.1%	25	4.6%	124	3.3%	46	3.3%	1,381	2.3%
Total	106	100%	4,251	100%	327	100%	541	100%	3,732	100%	1,377	100%	58,832	100%

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

Group Type	Delta Stewardship Council		Developmental Disabilities, State Council on		Developmental Services, Department of		Earthquake Authority, California		Education, Department of		Emergency Medical Services Authority		Emergency Services, California Governor's Office of	
Women	33	61.1%	51	83.6%	2,049	59.4%	24	53.3%	1,280	63.6%	39	58.2%	389	40.8%
Men	21	38.9%	10	16.4%	1,401	40.6%	21	46.7%	731	36.4%	28	41.8%	564	59.2%
Persons with Disabilities	5	9.3%	23	37.7%	291	8.4%	8	17.8%	390	19.4%	10	14.9%	117	12.3%
Veterans	1	1.9%	1	1.6%	112	3.2%	4	8.9%	61	3%	6	9%	102	10.7%
Asian - Cambodian	0	0%	0	0%	9	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	6	11.1%	1	1.6%	54	1.6%	0	0%	100	5%	2	3%	35	3.7%
Asian - Filipino	0	0%	5	8.2%	548	15.9%	0	0%	94	4.7%	0	0%	29	3%
Asian - Indian	2	3.7%	1	1.6%	53	1.5%	1	2.2%	30	1.5%	0	0%	16	1.7%
Asian - Japanese	0	0%	1	1.6%	18	0.5%	0	0%	49	2.4%	0	0%	10	1%
Asian - Korean	1	1.9%	0	0%	8	0.2%	1	2.2%	10	0.5%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	2	0.1%	0	0%	2	0.1%	0	0%	0	0%
Asian - Vietnamese	1	1.9%	0	0%	70	2%	0	0%	30	1.5%	1	1.5%	14	1.5%
Asian - Other or Multiple	0	0%	0	0%	83	2.4%	2	4.4%	55	2.7%	2	3%	27	2.8%
Black	2	3.7%	4	6.6%	252	7.3%	2	4.4%	181	9%	4	6%	56	5.9%
Hispanic	5	9.3%	6	9.8%	970	28.1%	5	11.1%	408	20.3%	15	22.4%	134	14.1%
Native American or Alaska Native	0	0%	1	1.6%	21	0.6%	1	2.2%	9	0.4%	1	1.5%	5	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	4	0.2%	0	0%	1	0.1%
Pacific Islander - Hawaiian	0	0%	1	1.6%	2	0.1%	0	0%	1	<0.1%	0	0%	1	0.1%
Pacific Islander - Samoan	0	0%	0	0%	2	0.1%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	9	0.3%	0	0%	13	0.6%	0	0%	5	0.5%
White	33	61.1%	39	63.9%	1,271	36.8%	30	66.7%	955	47.5%	40	59.7%	577	60.5%
Other or Multiple Race or Ethnicity	4	7.4%	2	3.3%	78	2.3%	3	6.7%	69	3.4%	2	3%	43	4.5%
Total	54	100%	61	100%	3,450	100%	45	100%	2,011	100%	67	100%	953	100%

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

Table B  
Emp-Fai

Group Type	Employment Development Department		Energy Resources Conservation & Development Commission		Environmental Health Hazard Assessment, Office of		Environmental Protection Agency		Equalization, Board of		Exposition and State Fair, California		Fair Employment and Housing, Department of	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Women	4,739	64.4%	263	44.3%	82	64.1%	28	42.4%	100	61%	242	42.7%	145	72.5%
Men	2,623	35.6%	331	55.7%	46	35.9%	38	57.6%	64	39%	325	57.3%	55	27.5%
Persons with Disabilities	1,441	19.6%	90	15.2%	12	9.4%	9	13.6%	40	24.4%	29	5.1%	33	16.5%
Veterans	485	6.6%	22	3.7%	4	3.1%	3	4.5%	8	4.9%	16	2.8%	9	4.5%
Asian - Cambodian	13	0.2%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	508	6.9%	50	8.4%	21	16.4%	1	1.5%	10	6.1%	8	1.4%	6	3%
Asian - Filipino	443	6%	21	3.5%	6	4.7%	2	3%	4	2.4%	11	1.9%	10	5%
Asian - Indian	144	2%	16	2.7%	5	3.9%	1	1.5%	2	1.2%	1	0.2%	4	2%
Asian - Japanese	74	1%	6	1%	3	2.3%	1	1.5%	3	1.8%	6	1.1%	3	1.5%
Asian - Korean	39	0.5%	3	0.5%	1	0.8%	0	0%	2	1.2%	0	0%	2	1%
Asian - Laotian	8	0.1%	1	0.2%	0	0%	0	0%	0	0%	0	0%	1	0.5%
Asian - Vietnamese	253	3.4%	9	1.5%	3	2.3%	3	4.5%	1	0.6%	2	0.4%	4	2%
Asian - Other or Multiple	237	3.2%	18	3%	5	3.9%	1	1.5%	6	3.7%	6	1.1%	4	2%
Black	1,129	15.3%	26	4.4%	5	3.9%	4	6.1%	15	9.1%	84	14.8%	49	24.5%
Hispanic	2,170	29.5%	84	14.1%	16	12.5%	9	13.6%	13	7.9%	87	15.3%	60	30%
Native American or Alaska Native	30	0.4%	2	0.3%	0	0%	0	0%	1	0.6%	6	1.1%	0	0%
Pacific Islander - Guamanian	6	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.5%
Pacific Islander - Hawaiian	9	0.1%	0	0%	0	0%	0	0%	0	0%	1	0.2%	1	0.5%
Pacific Islander - Samoan	12	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	46	0.6%	1	0.2%	0	0%	1	1.5%	0	0%	2	0.4%	1	0.5%
White	2,002	27.2%	327	55.1%	60	46.9%	35	53%	96	58.5%	331	58.4%	46	23%
Other or Multiple Race or Ethnicity	239	3.2%	29	4.9%	3	2.3%	8	12.1%	11	6.7%	22	3.9%	8	4%
Total	7,362	100%	594	100%	128	100%	66	100%	164	100%	567	100%	200	100%

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

Table B  
Fai-Fra

Group Type	Fair Political Practices Commission		Finance, Department of		FI\$Cal		Fish & Wildlife, Department of		Food & Agriculture, Department of		Forestry & Fire Protection, Department of		Franchise Tax Board	
Women	41	60.3%	219	55.2%	129	52.7%	1,207	42.7%	788	46.6%	914	14.4%	3,839	61.4%
Men	27	39.7%	178	44.8%	116	47.3%	1,622	57.3%	904	53.4%	5,439	85.6%	2,410	38.6%
Persons with Disabilities	12	17.6%	53	13.4%	30	12.2%	316	11.2%	136	8%	858	13.5%	855	13.7%
Veterans	2	2.9%	8	2%	14	5.7%	149	5.3%	52	3.1%	322	5.1%	256	4.1%
Asian - Cambodian	0	0%	1	0.3%	0	0%	2	0.1%	1	0.1%	2	<0.1%	9	0.1%
Asian - Chinese	7	10.3%	40	10.1%	14	5.7%	65	2.3%	64	3.8%	53	0.8%	503	8%
Asian - Filipino	1	1.5%	16	4%	13	5.3%	42	1.5%	70	4.1%	68	1.1%	301	4.8%
Asian - Indian	3	4.4%	6	1.5%	33	13.5%	14	0.5%	30	1.8%	14	0.2%	240	3.8%
Asian - Japanese	1	1.5%	8	2%	5	2%	37	1.3%	34	2%	39	0.6%	70	1.1%
Asian - Korean	2	2.9%	1	0.3%	1	0.4%	8	0.3%	15	0.9%	10	0.2%	40	0.6%
Asian - Laotian	0	0%	0	0%	1	0.4%	4	0.1%	2	0.1%	1	<0.1%	14	0.2%
Asian - Vietnamese	0	0%	12	3%	8	3.3%	14	0.5%	38	2.2%	19	0.3%	262	4.2%
Asian - Other or Multiple	3	4.4%	29	7.3%	14	5.7%	54	1.9%	35	2.1%	33	0.5%	227	3.6%
Black	2	2.9%	21	5.3%	28	11.4%	56	2%	69	4.1%	115	1.8%	732	11.7%
Hispanic	7	10.3%	55	13.9%	25	10.2%	267	9.4%	411	24.3%	1,041	16.4%	1,250	20%
Native American or Alaska Native	0	0%	1	0.3%	3	1.2%	21	0.7%	16	0.9%	71	1.1%	36	0.6%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.4%	3	0.1%	4	0.2%	5	0.1%	9	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	<0.1%	3	0.2%	18	0.3%	9	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	<0.1%	1	0.1%	3	<0.1%	5	0.1%
Pacific Islander - Other or Multiple	0	0%	3	0.8%	0	0%	8	0.3%	13	0.8%	10	0.2%	67	1.1%
White	38	55.9%	182	45.8%	90	36.7%	2,087	73.8%	824	48.7%	4,658	73.3%	2,306	36.9%
Other or Multiple Race or Ethnicity	4	5.9%	22	5.5%	9	3.7%	145	5.1%	62	3.7%	193	3%	169	2.7%
Total	68	100%	397	100%	245	100%	2,829	100%	1,692	100%	6,353	100%	6,249	100%

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

Table B  
Gen-Hig

Group Type	General Services, Department of		Health and Human Services Agency		Health Benefit Exchange, California		Health Care Services, Department of		Health Planning and Development, Office of Statewide		High Speed Rail Authority, California		Highway Patrol, California	
Women	1,303	37.9%	27	67.5%	706	64.5%	2,161	62.7%	185	44.9%	90	50%	2,304	21.9%
Men	2,138	62.1%	13	32.5%	389	35.5%	1,287	37.3%	227	55.1%	90	50%	8,223	78.1%
Persons with Disabilities	597	17.3%	10	25%	181	16.5%	545	15.8%	124	30.1%	31	17.2%	840	8%
Veterans	170	4.9%	1	2.5%	49	4.5%	123	3.6%	21	5.1%	6	3.3%	1,389	13.2%
Asian - Cambodian	2	0.1%	0	0%	7	0.6%	5	0.1%	1	0.2%	0	0%	3	<0.1%
Asian - Chinese	214	6.2%	0	0%	30	2.7%	323	9.4%	50	12.1%	12	6.7%	136	1.3%
Asian - Filipino	163	4.7%	5	12.5%	30	2.7%	249	7.2%	9	2.2%	11	6.1%	218	2.1%
Asian - Indian	57	1.7%	1	2.5%	19	1.7%	110	3.2%	16	3.9%	3	1.7%	50	0.5%
Asian - Japanese	47	1.4%	1	2.5%	6	0.5%	46	1.3%	4	1%	3	1.7%	70	0.7%
Asian - Korean	11	0.3%	0	0%	2	0.2%	23	0.7%	7	1.7%	1	0.6%	34	0.3%
Asian - Laotian	3	0.1%	0	0%	6	0.5%	6	0.2%	1	0.2%	0	0%	2	<0.1%
Asian - Vietnamese	61	1.8%	0	0%	18	1.6%	131	3.8%	5	1.2%	4	2.2%	46	0.4%
Asian - Other or Multiple	75	2.2%	0	0%	37	3.4%	168	4.9%	21	5.1%	5	2.8%	77	0.7%
Black	557	16.2%	1	2.5%	129	11.8%	332	9.6%	27	6.6%	15	8.3%	481	4.6%
Hispanic	786	22.8%	6	15%	285	26%	547	15.9%	58	14.1%	37	20.6%	2,663	25.3%
Native American or Alaska Native	24	0.7%	0	0%	7	0.6%	17	0.5%	1	0.2%	1	0.6%	74	0.7%
Pacific Islander - Guamanian	5	0.1%	0	0%	1	0.1%	1	<0.1%	0	0%	0	0%	7	0.1%
Pacific Islander - Hawaiian	4	0.1%	0	0%	0	0%	3	0.1%	1	0.2%	1	0.6%	20	0.2%
Pacific Islander - Samoan	1	<0.1%	0	0%	1	0.1%	3	0.1%	0	0%	0	0%	6	0.1%
Pacific Islander - Other or Multiple	21	0.6%	1	2.5%	7	0.6%	28	0.8%	1	0.2%	3	1.7%	26	0.2%
White	1,288	37.4%	20	50%	461	42.1%	1,298	37.6%	193	46.8%	74	41.1%	6,421	61%
Other or Multiple Race or Ethnicity	122	3.5%	5	12.5%	49	4.5%	158	4.6%	17	4.1%	10	5.6%	193	1.8%
Total	3,441	100%	40	100%	1,095	100%	3,448	100%	412	100%	180	100%	10,527	100%

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

Table B  
Hor-Ins

Group Type	Horse Racing Board, California		Housing & Community Development, Department of		Housing Finance Agency, California		Human Resources, California Department of		Industrial Relations, Department of		Inspector General, Office of the		Insurance, Department of	
Women	27	62.8%	266	54.5%	137	66.2%	190	65.5%	1,666	60.7%	55	51.9%	674	56.1%
Men	16	37.2%	222	45.5%	70	33.8%	100	34.5%	1,080	39.3%	51	48.1%	528	43.9%
Persons with Disabilities	5	11.6%	130	26.6%	55	26.6%	64	22.1%	375	13.7%	41	38.7%	178	14.8%
Veterans	2	4.7%	31	6.4%	15	7.2%	11	3.8%	89	3.2%	2	1.9%	67	5.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%	3	0.2%
Asian - Chinese	1	2.3%	17	3.5%	11	5.3%	8	2.8%	192	7%	3	2.8%	138	11.5%
Asian - Filipino	0	0%	13	2.7%	5	2.4%	12	4.1%	323	11.8%	9	8.5%	115	9.6%
Asian - Indian	0	0%	9	1.8%	3	1.4%	4	1.4%	49	1.8%	3	2.8%	28	2.3%
Asian - Japanese	1	2.3%	4	0.8%	3	1.4%	1	0.3%	31	1.1%	1	0.9%	13	1.1%
Asian - Korean	0	0%	3	0.6%	0	0%	2	0.7%	35	1.3%	0	0%	17	1.4%
Asian - Laotian	0	0%	1	0.2%	1	0.5%	0	0%	2	0.1%	0	0%	0	0%
Asian - Vietnamese	0	0%	9	1.8%	3	1.4%	5	1.7%	53	1.9%	1	0.9%	21	1.7%
Asian - Other or Multiple	1	2.3%	11	2.3%	4	1.9%	8	2.8%	75	2.7%	5	4.7%	43	3.6%
Black	3	7%	56	11.5%	27	13%	33	11.4%	216	7.9%	7	6.6%	114	9.5%
Hispanic	15	34.9%	92	18.9%	27	13%	49	16.9%	662	24.1%	18	17%	207	17.2%
Native American or Alaska Native	0	0%	3	0.6%	0	0%	2	0.7%	11	0.4%	1	0.9%	3	0.2%
Pacific Islander - Guamanian	0	0%	1	0.2%	0	0%	1	0.3%	2	0.1%	0	0%	1	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.5%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	3	0.6%	2	1%	1	0.3%	9	0.3%	0	0%	3	0.2%
White	21	48.8%	254	52%	110	53.1%	148	51%	1,000	36.4%	57	53.8%	455	37.9%
Other or Multiple Race or Ethnicity	1	2.3%	12	2.5%	10	4.8%	16	5.5%	82	3%	1	0.9%	41	3.4%
Total	43	100%	488	100%	207	100%	290	100%	2,746	100%	106	100%	1,202	100%

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

Group Type	Justice, Department of		Legislative Counsel, Office of		Library, California State		Lottery, California State		Managed Health Care, Department of		Mental Health Services Oversight and Accountability Commission		Military Department	
Women	2,639	60.4%	220	42.3%	85	72.6%	318	42.7%	261	62.7%	20	64.5%	82	31.7%
Men	1,727	39.6%	300	57.7%	32	27.4%	426	57.3%	155	37.3%	11	35.5%	177	68.3%
Persons with Disabilities	474	10.9%	96	18.5%	23	19.7%	170	22.8%	74	17.8%	10	32.3%	56	21.6%
Veterans	159	3.6%	24	4.6%	4	3.4%	39	5.2%	13	3.1%	0	0%	37	14.3%
Asian - Cambodian	2	<0.1%	1	0.2%	0	0%	1	0.1%	1	0.2%	0	0%	0	0%
Asian - Chinese	254	5.8%	31	6%	6	5.1%	28	3.8%	41	9.9%	1	3.2%	3	1.2%
Asian - Filipino	242	5.5%	16	3.1%	1	0.9%	34	4.6%	19	4.6%	3	9.7%	10	3.9%
Asian - Indian	86	2%	27	5.2%	0	0%	19	2.6%	18	4.3%	1	3.2%	1	0.4%
Asian - Japanese	70	1.6%	12	2.3%	1	0.9%	10	1.3%	3	0.7%	0	0%	2	0.8%
Asian - Korean	47	1.1%	4	0.8%	2	1.7%	6	0.8%	1	0.2%	0	0%	1	0.4%
Asian - Laotian	8	0.2%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	72	1.6%	15	2.9%	2	1.7%	14	1.9%	10	2.4%	0	0%	1	0.4%
Asian - Other or Multiple	102	2.3%	27	5.2%	4	3.4%	16	2.2%	20	4.8%	0	0%	2	0.8%
Black	356	8.2%	54	10.4%	11	9.4%	65	8.7%	29	7%	2	6.5%	22	8.5%
Hispanic	809	18.5%	84	16.2%	14	12%	180	24.2%	56	13.5%	2	6.5%	53	20.5%
Native American or Alaska Native	21	0.5%	0	0%	0	0%	5	0.7%	1	0.2%	0	0%	1	0.4%
Pacific Islander - Guamanian	6	0.1%	0	0%	0	0%	1	0.1%	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	8	0.2%	0	0%	0	0%	1	0.1%	1	0.2%	0	0%	1	0.4%
Pacific Islander - Samoan	3	0.1%	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Pacific Islander - Other or Multiple	32	0.7%	4	0.8%	0	0%	3	0.4%	4	1%	0	0%	0	0%
White	2,132	48.8%	229	44%	69	59%	329	44.2%	194	46.6%	21	67.7%	145	56%
Other or Multiple Race or Ethnicity	116	2.7%	15	2.9%	7	6%	32	4.3%	16	3.8%	1	3.2%	17	6.6%
Total	4,366	100%	520	100%	117	100%	744	100%	416	100%	31	100%	259	100%

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

Table B  
Mot-Pub

Group Type	Motor Vehicles, Department of		Parks and Recreation, Department of		Peace Officer Standards & Training, Commission on		Personnel Board, State		Pesticide Regulation, Department of		Prison Industry Authority, California		Public Defender, Office of the State	
Women	5,949	69.3%	2,038	39.1%	59	59%	37	60.7%	207	55.3%	313	32.4%	40	59.7%
Men	2,641	30.7%	3,169	60.9%	41	41%	24	39.3%	167	44.7%	652	67.6%	27	40.3%
Persons with Disabilities	1,595	18.6%	193	3.7%	28	28%	16	26.2%	62	16.6%	48	5%	9	13.4%
Veterans	345	4%	140	2.7%	6	6%	7	11.5%	10	2.7%	46	4.8%	2	3%
Asian - Cambodian	14	0.2%	1	<0.1%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Asian - Chinese	292	3.4%	47	0.9%	5	5%	1	1.6%	31	8.3%	8	0.8%	0	0%
Asian - Filipino	456	5.3%	69	1.3%	3	3%	0	0%	9	2.4%	20	2.1%	1	1.5%
Asian - Indian	159	1.9%	11	0.2%	1	1%	1	1.6%	9	2.4%	4	0.4%	0	0%
Asian - Japanese	70	0.8%	22	0.4%	1	1%	1	1.6%	9	2.4%	0	0%	0	0%
Asian - Korean	40	0.5%	5	0.1%	0	0%	0	0%	3	0.8%	4	0.4%	0	0%
Asian - Laotian	11	0.1%	1	<0.1%	0	0%	0	0%	0	0%	1	0.1%	1	1.5%
Asian - Vietnamese	153	1.8%	27	0.5%	2	2%	1	1.6%	5	1.3%	5	0.5%	0	0%
Asian - Other or Multiple	206	2.4%	38	0.7%	3	3%	4	6.6%	16	4.3%	19	2%	1	1.5%
Black	1,538	17.9%	118	2.3%	10	10%	4	6.6%	14	3.7%	79	8.2%	10	14.9%
Hispanic	3,082	35.9%	774	14.9%	9	9%	9	14.8%	42	11.2%	310	32.1%	6	9%
Native American or Alaska Native	73	0.8%	59	1.1%	1	1%	0	0%	2	0.5%	7	0.7%	0	0%
Pacific Islander - Guamanian	16	0.2%	4	0.1%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Hawaiian	3	<0.1%	14	0.3%	1	1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	24	0.3%	3	0.1%	0	0%	0	0%	1	0.3%	0	0%	0	0%
Pacific Islander - Other or Multiple	49	0.6%	11	0.2%	0	0%	0	0%	1	0.3%	6	0.6%	0	0%
White	2,113	24.6%	3,823	73.4%	62	62%	36	59%	213	57%	472	48.9%	46	68.7%
Other or Multiple Race or Ethnicity	291	3.4%	180	3.5%	2	2%	4	6.6%	19	5.1%	28	2.9%	2	3%
Total	8,590	100%	5,207	100%	100	100%	61	100%	374	100%	965	100%	67	100%

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

Table B  
Pub-San

Group Type	Public Employees' Retirement System, California		Public Employment Relations Board		Public Health, California Department of		Public Utilities Commission, California		Rehabilitation, Department of		Resources Recycling & Recovery, Department of		San Francisco Bay Conservation & Development Commission	
Women	1,567	57.7%	24	53.3%	2,413	68.2%	492	47%	1,346	72.2%	375	55.1%	25	64.1%
Men	1,149	42.3%	21	46.7%	1,123	31.8%	554	53%	519	27.8%	305	44.9%	14	35.9%
Persons with Disabilities	417	15.4%	16	35.6%	616	17.4%	124	11.9%	618	33.1%	184	27.1%	1	2.6%
Veterans	116	4.3%	2	4.4%	164	4.6%	32	3.1%	51	2.7%	29	4.3%	0	0%
Asian - Cambodian	5	0.2%	0	0%	4	0.1%	2	0.2%	7	0.4%	1	0.1%	0	0%
Asian - Chinese	212	7.8%	3	6.7%	247	7%	172	16.4%	70	3.8%	39	5.7%	5	12.8%
Asian - Filipino	117	4.3%	2	4.4%	346	9.8%	66	6.3%	94	5%	27	4%	1	2.6%
Asian - Indian	106	3.9%	0	0%	81	2.3%	30	2.9%	28	1.5%	16	2.4%	0	0%
Asian - Japanese	58	2.1%	2	4.4%	58	1.6%	15	1.4%	16	0.9%	9	1.3%	0	0%
Asian - Korean	12	0.4%	2	4.4%	21	0.6%	11	1.1%	13	0.7%	1	0.1%	0	0%
Asian - Laotian	2	0.1%	0	0%	4	0.1%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	96	3.5%	1	2.2%	77	2.2%	14	1.3%	26	1.4%	6	0.9%	0	0%
Asian - Other or Multiple	110	4.1%	2	4.4%	114	3.2%	53	5.1%	53	2.8%	30	4.4%	1	2.6%
Black	233	8.6%	2	4.4%	423	12%	93	8.9%	230	12.3%	47	6.9%	3	7.7%
Hispanic	423	15.6%	5	11.1%	538	15.2%	128	12.2%	482	25.8%	109	16%	5	12.8%
Native American or Alaska Native	14	0.5%	0	0%	18	0.5%	2	0.2%	18	1%	1	0.1%	0	0%
Pacific Islander - Guamanian	1	<0.1%	0	0%	5	0.1%	0	0%	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.1%	0	0%	2	0.1%	0	0%	2	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	19	0.7%	0	0%	17	0.5%	1	0.1%	3	0.2%	3	0.4%	0	0%
White	1,164	42.9%	25	55.6%	1,446	40.9%	427	40.8%	746	40%	370	54.4%	24	61.5%
Other or Multiple Race or Ethnicity	141	5.2%	1	2.2%	134	3.8%	31	3%	76	4.1%	21	3.1%	0	0%
Total	3,536	100%	1,046	100%	1,865	100%	680	100%	39	100%	114	100%	475	100%

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

Table B  
Sci-Sta

Group Type	Science Center, California		Secretary of State		Sierra Nevada Conservancy		Social Services, Department of		State and Community Corrections, Board of		State Audits, Bureau of		State Hospitals, Department of	
Women	36	30.5%	298	61.3%	23	74.2%	2,927	71.2%	52	66.7%	97	53.3%	5,823	55.7%
Men	82	69.5%	188	38.7%	8	25.8%	1,185	28.8%	26	33.3%	85	46.7%	4,624	44.3%
Persons with Disabilities	10	8.5%	90	18.5%	4	12.9%	466	11.3%	15	19.2%	33	18.1%	1,097	10.5%
Veterans	5	4.2%	23	4.7%	1	3.2%	123	3%	5	6.4%	3	1.6%	394	3.8%
Asian - Cambodian	0	0%	0	0%	0	0%	7	0.2%	0	0%	0	0%	8	0.1%
Asian - Chinese	3	2.5%	29	6%	0	0%	191	4.6%	1	1.3%	9	4.9%	159	1.5%
Asian - Filipino	4	3.4%	32	6.6%	0	0%	257	6.3%	3	3.8%	3	1.6%	1,745	16.7%
Asian - Indian	2	1.7%	6	1.2%	0	0%	77	1.9%	2	2.6%	4	2.2%	239	2.3%
Asian - Japanese	1	0.8%	11	2.3%	0	0%	45	1.1%	1	1.3%	0	0%	56	0.5%
Asian - Korean	1	0.8%	1	0.2%	0	0%	27	0.7%	0	0%	3	1.6%	69	0.7%
Asian - Laotian	0	0%	3	0.6%	0	0%	2	<0.1%	0	0%	0	0%	6	0.1%
Asian - Vietnamese	1	0.8%	8	1.6%	0	0%	40	1%	0	0%	2	1.1%	149	1.4%
Asian - Other or Multiple	0	0%	22	4.5%	0	0%	184	4.5%	2	2.6%	4	2.2%	289	2.8%
Black	33	28%	58	11.9%	0	0%	608	14.8%	7	9%	7	3.8%	1,561	14.9%
Hispanic	51	43.2%	83	17.1%	3	9.7%	854	20.8%	12	15.4%	16	8.8%	2,365	22.6%
Native American or Alaska Native	1	0.8%	4	0.8%	0	0%	13	0.3%	2	2.6%	1	0.5%	45	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	2	<0.1%	0	0%	0	0%	3	<0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%	6	0.1%
Pacific Islander - Samoan	0	0%	1	0.2%	0	0%	1	<0.1%	0	0%	0	0%	1	<0.1%
Pacific Islander - Other or Multiple	0	0%	4	0.8%	0	0%	17	0.4%	0	0%	2	1.1%	25	0.2%
White	16	13.6%	203	41.8%	26	83.9%	1,487	36.2%	45	57.7%	127	69.8%	3,543	33.9%
Other or Multiple Race or Ethnicity	5	4.2%	21	4.3%	2	6.5%	299	7.3%	3	3.8%	4	2.2%	178	1.7%
Total	118	100%	486	100%	31	100%	4,112	100%	78	100%	182	100%	10,447	100%

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

Table B  
Sta-Tea

Group Type	State Lands Commission		Student Aid Commission, California		Systems Integration, Office of		Tahoe Conservancy, California		Tax and Fee Administration, California Department of		Tax Credit Allocation Committee, California		Teacher Credentialing, Commission	
Women	85	42.5%	63	62.4%	145	54.5%	12	36.4%	2,388	59.9%	22	48.9%	95	65.1%
Men	115	57.5%	38	37.6%	121	45.5%	21	63.6%	1,599	40.1%	23	51.1%	51	34.9%
Persons with Disabilities	59	29.5%	18	17.8%	44	16.5%	5	15.2%	981	24.6%	3	6.7%	47	32.2%
Veterans	22	11%	7	6.9%	11	4.1%	0	0%	151	3.8%	2	4.4%	9	6.2%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	6	0.2%	0	0%	1	0.7%
Asian - Chinese	9	4.5%	5	5%	19	7.1%	0	0%	356	8.9%	4	8.9%	5	3.4%
Asian - Filipino	11	5.5%	5	5%	11	4.1%	1	3%	219	5.5%	2	4.4%	6	4.1%
Asian - Indian	5	2.5%	5	5%	25	9.4%	0	0%	121	3%	0	0%	2	1.4%
Asian - Japanese	3	1.5%	1	1%	6	2.3%	0	0%	52	1.3%	0	0%	2	1.4%
Asian - Korean	1	0.5%	1	1%	0	0%	0	0%	56	1.4%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	9	0.2%	0	0%	0	0%
Asian - Vietnamese	0	0%	2	2%	8	3%	0	0%	127	3.2%	2	4%	1	0.7%
Asian - Other or Multiple	3	1.5%	5	5%	6	2.3%	0	0%	142	3.6%	6	13.3%	3	2.1%
Black	9	4.5%	10	9.9%	20	7.5%	0	0%	369	9.3%	5	11.1%	18	12.3%
Hispanic	32	16%	29	28.7%	34	12.8%	3	9.1%	937	23.5%	13	28.9%	24	16.4%
Native American or Alaska Native	0	0%	0	0%	3	1.1%	0	0%	21	0.5%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%	1	0.7%
Pacific Islander - Hawaiian	1	0.5%	1	1%	1	0.4%	0	0%	4	0.1%	0	0%	1	0.7%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	3	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.5%	0	0%	1	0.4%	0	0%	27	0.7%	0	0%	4	2.7%
White	120	60%	33	32.7%	118	44.4%	28	84.8%	1,412	35.4%	11	24.4%	69	47.3%
Other or Multiple Race or Ethnicity	5	2.5%	4	4%	14	5.3%	1	3%	124	3.1%	2	4.4%	9	6.2%
Total	200	100%	101	100%	266	100%	33	100%	3,987	100%	45	100%	146	100%

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

Group Type	Teachers' Retirement System, California State		Technology, Department of		Toxic Substances Control, Department of		Transportation Agency, California State		Transportation, Department of		Treasurer, Office of the State		Unemployment Insurance Appeals Board, California	
Women	666	58.8%	354	42.3%	456	50.2%	27	65.9%	4,886	25.3%	123	59.1%	229	63.8%
Men	467	41.2%	482	57.7%	452	49.8%	14	34.1%	14,446	74.7%	85	40.9%	130	36.2%
Persons with Disabilities	182	16.1%	119	14.2%	182	20%	7	17.1%	2,825	14.6%	28	13.5%	95	26.5%
Veterans	30	2.6%	59	7.1%	37	4.1%	0	0%	899	4.7%	9	4.3%	6	1.7%
Asian - Cambodian	4	0.4%	1	0.1%	0	0%	0	0%	19	0.1%	0	0%	0	0%
Asian - Chinese	78	6.9%	69	8.3%	73	8%	0	0%	1,070	5.5%	26	12.5%	13	3.6%
Asian - Filipino	53	4.7%	25	3%	40	4.4%	2	4.9%	873	4.5%	15	7.2%	20	5.6%
Asian - Indian	29	2.6%	35	4.2%	31	3.4%	1	2.4%	606	3.1%	8	3.8%	1	0.3%
Asian - Japanese	22	1.9%	29	3.5%	15	1.7%	0	0%	143	0.7%	5	2.4%	4	1.1%
Asian - Korean	7	0.6%	2	0.2%	10	1.1%	0	0%	106	0.5%	3	1.4%	1	0.3%
Asian - Laotian	1	0.1%	3	0.4%	1	0.1%	0	0%	17	0.1%	1	0.5%	0	0%
Asian - Vietnamese	27	2.4%	19	2.3%	14	1.5%	2	4.9%	688	3.6%	6	2.9%	8	2.2%
Asian - Other or Multiple	53	4.7%	35	4.2%	44	4.8%	3	7.3%	883	4.6%	17	8.2%	2	0.6%
Black	80	7.1%	76	9.1%	65	7.2%	5	12.2%	1,577	8.2%	18	8.7%	36	10%
Hispanic	191	16.9%	124	14.8%	138	15.2%	9	22%	3,728	19.3%	23	11.1%	91	25.3%
Native American or Alaska Native	6	0.5%	3	0.4%	3	0.3%	0	0%	155	0.8%	1	0.5%	1	0.3%
Pacific Islander - Guamanian	3	0.3%	0	0%	0	0%	0	0%	16	0.1%	0	0%	1	0.3%
Pacific Islander - Hawaiian	1	0.1%	2	0.2%	1	0.1%	0	0%	20	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	13	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	6	0.5%	1	0.1%	4	0.4%	0	0%	76	0.4%	1	0.5%	3	0.8%
White	531	46.9%	372	44.5%	427	47%	15	36.6%	8,533	44.1%	76	36.5%	169	47.1%
Other or Multiple Race or Ethnicity	41	3.6%	40	4.8%	42	4.6%	4	9.8%	809	4.2%	8	3.8%	9	2.5%
Total	1,133	100%	836	100%	908	100%	41	100%	19,332	100%	208	100%	359	100%

# Table B Vet-Z

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

Group Type	Veterans Affairs, California Department of		Victim Compensation Board, California		Water Resources Control Board		Water Resources, Department of	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Women	1,991	66.5%	165	74%	1,035	48.2%	1,044	33.1%
Men	1,004	33.5%	58	26%	1,114	51.8%	2,106	66.9%
Persons with Disabilities	311	10.4%	49	22%	422	19.6%	402	12.8%
Veterans	185	6.2%	10	4.5%	63	2.9%	233	7.4%
Asian - Cambodian	1	<0.1%	0	0%	1	<0.1%	1	<0.1%
Asian - Chinese	34	1.1%	5	2.2%	130	6%	175	5.6%
Asian - Filipino	685	22.9%	7	3.1%	67	3.1%	84	2.7%
Asian - Indian	67	2.2%	6	2.7%	57	2.7%	97	3.1%
Asian - Japanese	15	0.5%	3	1.3%	19	0.9%	38	1.2%
Asian - Korean	14	0.5%	0	0%	15	0.7%	10	0.3%
Asian - Laotian	1	<0.1%	0	0%	1	<0.1%	1	<0.1%
Asian - Vietnamese	25	0.8%	5	2.2%	30	1.4%	37	1.2%
Asian - Other or Multiple	59	2%	9	4%	78	3.6%	133	4.2%
Black	416	13.9%	29	13%	98	4.6%	134	4.3%
Hispanic	686	22.9%	46	20.6%	256	11.9%	477	15.1%
Native American or Alaska Native	18	0.6%	0	0%	12	0.6%	30	1%
Pacific Islander - Guamanian	1	<0.1%	0	0%	2	0.1%	6	0.2%
Pacific Islander - Hawaiian	3	0.1%	0	0%	1	<0.1%	2	0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%	1	<0.1%
Pacific Islander - Other or Multiple	6	0.2%	1	0.4%	7	0.3%	15	0.5%
White	902	30.1%	101	45.3%	1,275	59.3%	1,781	56.5%
Other or Multiple Race or Ethnicity	61	2%	11	4.9%	100	4.7%	128	4.1%
<b>Total</b>	<b>2,995</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>2,149</b>	<b>100%</b>	<b>3,150</b>	<b>100%</b>

# Appendix

## Table C

State Civil Service Composition by Age and Gender

Table C: State Civil Service Composition by Age and Gender

Table C  
Age  
<25-34

Group Type	Women Under 25		Men Under 25		Women 25- 29		Men 25- 29		Women 30 - 34		Men 30 - 34	
Persons with Disabilities	162	6.1%	121	3.2%	529	7%	315	3.3%	949	8.9%	715	5.2%
Veterans	3	0.1%	30	0.8%	46	0.6%	320	3.3%	117	1.1%	745	5.4%
Asian - Cambodian	4	0.2%	4	0.1%	16	0.2%	11	0.1%	26	0.2%	15	0.1%
Asian - Chinese	108	4.1%	98	2.6%	310	4.1%	308	3.2%	439	4.1%	472	3.4%
Asian - Filipino	104	3.9%	82	2.2%	334	4.4%	362	3.7%	540	5.1%	580	4.2%
Asian - Indian	43	1.6%	57	1.5%	180	2.4%	150	1.5%	262	2.5%	219	1.6%
Asian - Japanese	16	0.6%	20	0.5%	47	0.6%	51	0.5%	72	0.7%	70	0.5%
Asian - Korean	3	0.1%	8	0.2%	33	0.4%	33	0.3%	56	0.5%	63	0.5%
Asian - Laotian	6	0.2%	2	0.1%	8	0.1%	11	0.1%	24	0.2%	10	0.1%
Asian - Vietnamese	39	1.5%	53	1.4%	164	2.2%	135	1.4%	259	2.4%	227	1.7%
Asian - Other or Multiple	83	3.1%	104	2.8%	334	4.4%	384	4%	476	4.5%	515	3.8%
Black	203	7.6%	196	5.2%	662	8.7%	540	5.6%	1,040	9.8%	850	6.2%
Hispanic	841	31.6%	1,193	31.7%	2,397	31.5%	3,348	34.6%	3,024	28.4%	3,982	29%
Native American or Alaska Native	21	0.8%	30	0.8%	60	0.8%	71	0.7%	78	0.7%	89	0.6%
Pacific Islander - Guamanian	1	<0.1%	5	0.1%	7	0.1%	7	0.1%	14	0.1%	11	0.1%
Pacific Islander - Hawaiian	5	0.2%	6	0.2%	3	<0.1%	11	0.1%	8	0.1%	13	0.1%
Pacific Islander - Samoan	4	0.2%	1	<0.1%	9	0.1%	3	<0.1%	14	0.1%	4	<0.1%
Pacific Islander - Other or Multiple	11	0.4%	20	0.5%	44	0.6%	55	0.6%	62	0.6%	81	0.6%
White	1,036	38.9%	1,740	46.2%	2,651	34.8%	3,852	39.8%	3,854	36.2%	6,120	44.6%
Other or Multiple Race or Ethnicity	136	5.1%	145	3.9%	350	4.6%	356	3.7%	399	3.7%	403	2.9%
Total	2,664	1.2%	3,764	1.8%	7609	3.5%	9,688	4.5%	10,647	5%	13,724	6.4%

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

Table C  
Age  
35-49

Group Type	Women 35 - 39		Men 35 - 39		Women 40 - 44		Men 40 - 44		Women 45 - 49		Men 45 - 49	
Persons with Disabilities	1,237	10.5%	892	5.9%	1,417	11.5%	1,025	6.5%	2,175	14.8%	1,538	8.8%
Veterans	134	1.1%	1,170	7.8%	149	1.2%	1,494	9.5%	228	1.6%	2,064	11.8%
Asian - Cambodian	31	0.3%	15	0.1%	19	0.2%	18	0.1%	16	0.1%	10	0.1%
Asian - Chinese	537	4.5%	454	3%	576	4.7%	456	2.9%	711	4.8%	492	2.8%
Asian - Filipino	690	5.8%	715	4.7%	915	7.4%	751	4.8%	1,183	8.1%	875	5%
Asian - Indian	379	3.2%	254	1.7%	343	2.8%	300	1.9%	281	1.9%	245	1.4%
Asian - Japanese	87	0.7%	88	0.6%	94	0.8%	100	0.6%	141	1%	123	0.7%
Asian - Korean	74	0.6%	80	0.5%	93	0.8%	100	0.6%	93	0.6%	115	0.7%
Asian - Laotian	26	0.2%	18	0.1%	19	0.2%	8	0.1%	13	0.1%	20	0.1%
Asian - Vietnamese	237	2%	203	1.3%	303	2.5%	251	1.6%	277	1.9%	338	1.9%
Asian - Other or Multiple	427	3.6%	438	2.9%	329	2.7%	369	2.4%	355	2.4%	462	2.6%
Black	1,226	10.4%	958	6.4%	1,471	11.9%	1,139	7.3%	2,047	13.9%	1,522	8.7%
Hispanic	3,373	28.5%	4,413	29.3%	3,465	28%	4,593	29.3%	3,580	24.4%	4,427	25.2%
Native American or Alaska Native	87	0.7%	88	0.6%	92	0.7%	102	0.7%	99	0.7%	90	0.5%
Pacific Islander - Guamanian	6	0.1%	15	0.1%	20	0.2%	8	0.1%	6	<0.1%	17	0.1%
Pacific Islander - Hawaiian	8	0.1%	14	0.1%	18	0.1%	18	0.1%	23	0.2%	12	0.1%
Pacific Islander - Samoan	9	0.1%	4	<0.1%	11	0.1%	7	<0.1%	13	0.1%	12	0.1%
Pacific Islander - Other or Multiple	73	0.6%	87	0.6%	51	0.4%	71	0.5%	68	0.5%	74	0.4%
White	4,126	34.9%	6,789	45%	4,099	33.2%	6,931	44.2%	5,341	36.4%	8,221	46.9%
Other or Multiple Race or Ethnicity	419	3.5%	452	3%	441	3.6%	470	3%	440	3%	487	2.8%
Total	11,815	5.5%	15,085	7%	12,359	5.8%	15,692	7.3%	14,687	6.8%	17,542	8.2%

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

Table C  
Age  
50-64

Group Type	Women 50 - 54		Men 50 - 54		Women 55 - 59		Men 55 - 59		Women 60 - 64		Men 60 - 64	
Persons with Disabilities	2,967	18.9%	1,873	12.2%	2,918	22%	2,216	16.8%	1,804	24.4%	1,555	20%
Veterans	285	1.8%	1,786	11.7%	246	1.9%	1,475	11.2%	173	2.3%	1,013	13%
Asian - Cambodian	4	<0.1%	8	0.1%	2	<0.1%	5	<0.1%	0	<0.1%	1	<0.1%
Asian - Chinese	720	4.6%	494	3.2%	533	4%	474	3.6%	289	3.9%	262	3.4%
Asian - Filipino	1,246	7.9%	785	5.1%	1,077	8.1%	686	5.2%	751	10.2%	470	6.1%
Asian - Indian	223	1.4%	284	1.9%	160	1.2%	236	1.8%	81	1.1%	147	1.9%
Asian - Japanese	148	0.9%	151	1%	161	1.2%	175	1.3%	77	1%	84	1.1%
Asian - Korean	49	0.3%	62	0.4%	52	0.4%	44	0.3%	28	0.4%	21	0.3%
Asian - Laotian	5	<0.1%	5	<0.1%	2	<0.1%	5	<0.1%	0	0%	1	<0.1%
Asian - Vietnamese	227	1.4%	213	1.4%	118	0.9%	148	1.1%	64	0.9%	74	1%
Asian - Other or Multiple	315	2%	386	2.5%	218	1.6%	332	2.5%	129	1.7%	217	2.8%
Black	2,270	14.5%	1,527	10%	1,863	14.1%	1,301	9.8%	896	12.1%	769	9.9%
Hispanic	3,491	22.2%	3,438	22.4%	2,516	19%	2,350	17.8%	1,111	15%	1,149	14.8%
Native American or Alaska Native	85	0.5%	90	0.6%	69	0.5%	81	0.6%	39	0.5%	51	0.7%
Pacific Islander - Guamanian	12	0.1%	11	0.1%	16	0.1%	8	0.1%	5	0.1%	8	0.1%
Pacific Islander - Hawaiian	16	0.1%	20	0.1%	11	0.1%	19	0.1%	10	0.1%	6	0.1%
Pacific Islander - Samoan	13	0.1%	8	0.1%	8	0.1%	3	<0.1%	3	<0.1%	4	0.1%
Pacific Islander - Other or Multiple	71	0.5%	63	0.4%	49	0.4%	40	0.3%	30	0.4%	24	0.3%
White	6,367	40.6%	7,333	47.8%	6,019	45.4%	6,924	52.4%	3,661	49.5%	4,230	54.5%
Other or Multiple Race or Ethnicity	431	2.7%	448	2.9%	377	2.8%	389	2.9%	222	3%	250	3.2%
Total	15,693	7.3%	15,326	7.1%	13,251	6.2%	13,220	6.2%	7,396	3.4%	7,768	3.6%

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

Table C  
Age  
>64-Total

Group Type	Women Over 64		Men Over 64		Women Total		Men Total		Total	
Persons with Disabilities	773	26.5%	785	20.1%	14,931	15.1%	11,035	9.5%	25,966	12.1%
Veterans	48	1.6%	725	18.6%	1,429	1.4%	10,822	9.4%	12,251	5.7%
Asian - Cambodian	0	0%	1	<0.1%	118	0.1%	88	0.1%	206	0.1%
Asian - Chinese	122	4.2%	168	4.3%	4,345	4.4%	3,678	3.2%	8,023	3.7%
Asian - Filipino	307	10.5%	204	5.2%	7,147	7.2%	5,510	4.8%	12,657	5.9%
Asian - Indian	38	1.3%	155	4%	1,990	2%	2,047	1.8%	4,037	1.9%
Asian - Japanese	42	1.4%	37	0.9%	885	0.9%	899	0.8%	1,784	0.8%
Asian - Korean	3	0.1%	20	0.5%	484	0.5%	546	0.5%	1,030	0.5%
Asian - Laotian	0	0%	0	0%	103	0.1%	80	0.1%	183	0.1%
Asian - Vietnamese	23	0.8%	49	1.3%	1,711	1.7%	1,691	1.5%	3,402	1.6%
Asian - Other or Multiple	51	1.7%	125	3.2%	2,717	2.7%	3,332	2.9%	6,049	2.8%
Black	272	9.3%	283	7.2%	11,950	12.1%	9,085	7.9%	21,035	9.8%
Hispanic	300	10.3%	386	9.9%	24,098	24.3%	29,279	25.3%	53,377	24.9%
Native American or Alaska Native	11	0.4%	20	0.5%	641	0.6%	712	0.6%	1,353	0.6%
Pacific Islander - Guamanian	0	0%	1	<0.1%	87	0.1%	91	0.1%	178	0.1%
Pacific Islander - Hawaiian	4	0.1%	4	0.1%	106	0.1%	123	0.1%	229	0.1%
Pacific Islander - Samoan	0	0%	1	<0.1%	84	0.1%	47	<0.1%	131	0.1%
Pacific Islander - Other or Multiple	3	0.1%	8	0.2%	462	0.5%	523	0.5%	985	0.5%
White	1,669	57.1%	2,286	58.6%	38,823	39.2%	54,426	47%	93,249	43.4%
Other or Multiple Race or Ethnicity	76	2.6%	156	4%	3,291	3.3%	3,556	3.1%	6,847	3.2%
Total	2,921	1.4%	3,904	1.8%	99,042	46.1%	115,713	53.9%	214,755	100%

# Appendix

## Table D

State Civil Service Composition by Job Category

Table D: State Civil Service Composition by Job Category

# Table D Arc-Con

Group Type	Architecture & Engineering Occupations		Arts, Design, Entertainment, Sports, & Media Occupations		Building & Grounds Cleaning & Maintenance Occupations		Business & Financial Operations Occupations		Community & Social Services Occupations		Computer & Mathematical Occupations		Construction & Extraction Occupations	
Women	2,414	20.6%	353	50.6%	869	29.2%	29,165	68.2%	2,621	49.5%	4,264	37.4%	311	4.6%
Men	9,284	79.4%	345	49.4%	2,108	70.8%	13,622	31.8%	2,674	50.5%	7,150	62.6%	6,454	95.4%
Persons with Disabilities	1,747	14.9%	113	16.2%	268	9%	7,362	17.2%	591	11.2%	1,650	14.5%	619	9.2%
Veterans	398	3.4%	32	4.6%	94	3.2%	1,647	3.8%	379	7.2%	843	7.4%	489	7.2%
Asian - Cambodian	17	0.1%	0	0%	2	0.1%	51	0.1%	6	0.1%	15	0.1%	0	0%
Asian - Chinese	1,118	9.6%	22	3.2%	55	1.8%	2,900	6.8%	57	1.1%	1,165	10.2%	14	0.2%
Asian - Filipino	603	5.2%	30	4.3%	188	6.3%	2,599	6.1%	131	2.5%	646	5.7%	136	2%
Asian - Indian	625	5.3%	2	0.3%	22	0.7%	902	2.1%	36	0.7%	717	6.3%	15	0.2%
Asian - Japanese	131	1.1%	6	0.9%	9	0.3%	559	1.3%	26	0.5%	224	2%	13	0.2%
Asian - Korean	121	1%	1	0.1%	2	0.1%	283	0.7%	33	0.6%	52	0.5%	7	0.1%
Asian - Laotian	7	0.1%	0	0%	0	0%	56	0.1%	4	0.1%	19	0.2%	3	<0.1%
Asian - Vietnamese	649	5.5%	2	0.3%	7	0.2%	1,086	2.5%	28	0.5%	410	3.6%	20	0.3%
Asian - Other or Multiple	876	7.5%	9	1.3%	27	0.9%	1,559	3.6%	111	2.1%	558	4.9%	31	0.5%
Black	474	4.1%	48	6.9%	626	21%	4,284	10%	859	16.2%	800	7%	634	9.4%
Hispanic	1,438	12.3%	114	16.3%	1,254	42.1%	8,892	20.8%	1,661	31.4%	1,425	12.5%	1,915	28.3%
Native American or Alaska Native	31	0.3%	4	0.6%	30	1%	203	0.5%	44	0.8%	52	0.5%	92	1.4%
Pacific Islander - Guamanian	6	0.1%	0	0%	3	0.1%	43	0.1%	4	0.1%	18	0.2%	10	0.1%
Pacific Islander - Hawaiian	3	<0.1%	0	0%	5	0.2%	47	0.1%	5	0.1%	8	0.1%	10	0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	2	0.1%	19	<0.1%	5	0.1%	3	<0.1%	5	0.1%
Pacific Islander - Other or Multiple	29	0.2%	1	0.1%	21	0.7%	297	0.7%	17	0.3%	73	0.6%	27	0.4%
White	4,998	42.7%	437	62.6%	656	22%	17,270	40.4%	2,093	39.5%	4,775	41.8%	3,622	53.5%
Other or Multiple Race or Ethnicity	571	4.9%	22	3.2%	68	2.3%	1,737	4.1%	175	3.3%	454	4%	211	3.1%
Total	11,698	5.4%	698	0.3%	2,977	1.4%	42,787	19.9%	5,295	2.5%	11,414	5.3%	6,765	3.2%

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

Table D  
Edu-Leg

Group Type	Education, Training, & Library Occupations		Farming, Fishing, & Forestry Occupations		Food Preparation & Serving Related Occupations		Healthcare Practitioners & Technical Occupations		Healthcare Support Occupations		Installation, Maintenance, & Repair Occupations		Legal Occupations	
Women	1,145	52.4%	291	36.1%	1,182	48%	11,864	64.9%	1,422	85.3%	232	7.3%	2,615	56.6%
Men	1,039	47.6%	515	63.9%	1,282	52%	6,418	35.1%	245	14.7%	2,967	92.7%	2,009	43.4%
Persons with Disabilities	281	12.9%	39	4.8%	192	7.8%	1,309	7.2%	64	3.8%	324	10.1%	605	13.1%
Veterans	132	6%	32	4%	164	6.7%	535	2.9%	12	0.7%	308	9.6%	123	2.7%
Asian - Cambodian	2	0.1%	1	0.1%	3	0.1%	24	0.1%	4	0.2%	0	0%	1	<0.1%
Asian - Chinese	23	1.1%	9	1.1%	37	1.5%	403	2.2%	6	0.4%	21	0.7%	215	4.6%
Asian - Filipino	37	1.7%	28	3.5%	358	14.5%	3,696	20.2%	375	22.5%	72	2.3%	114	2.5%
Asian - Indian	22	1%	4	0.5%	34	1.4%	628	3.4%	70	4.2%	16	0.5%	67	1.4%
Asian - Japanese	10	0.5%	11	1.4%	5	0.2%	90	0.5%	3	0.2%	17	0.5%	64	1.4%
Asian - Korean	4	0.2%	5	0.6%	6	0.2%	123	0.7%	3	0.2%	4	0.1%	99	2.1%
Asian - Laotian	1	<0.1%	2	0.2%	0	0%	17	0.1%	0	0%	1	<0.1%	0	0%
Asian - Vietnamese	5	0.2%	17	2.1%	21	0.9%	336	1.8%	2	0.1%	16	0.5%	48	1%
Asian - Other or Multiple	31	1.4%	11	1.4%	33	1.3%	689	3.8%	41	2.5%	16	0.5%	90	1.9%
Black	189	8.7%	16	2%	282	11.4%	2,868	15.7%	318	19.1%	117	3.7%	276	6%
Hispanic	403	18.5%	229	28.4%	898	36.4%	3,399	18.6%	454	27.2%	770	24.1%	476	10.3%
Native American or Alaska Native	16	0.7%	9	1.1%	16	0.6%	73	0.4%	17	1%	42	1.3%	18	0.4%
Pacific Islander - Guamanian	0	0%	2	0.2%	0	0%	8	<0.1%	1	0.1%	3	0.1%	1	<0.1%
Pacific Islander - Hawaiian	3	0.1%	2	0.2%	2	0.1%	12	0.1%	1	0.1%	5	0.2%	4	0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%	9	<0.1%	0	0%	1	<0.1%	1	<0.1%
Pacific Islander - Other or Multiple	2	0.1%	4	0.5%	13	0.5%	67	0.4%	8	0.5%	6	0.2%	11	0.2%
White	1,353	62%	430	53.3%	716	29.1%	5,516	30.2%	340	20.4%	1,963	61.4%	2,982	64.5%
Other or Multiple Race or Ethnicity	82	3.8%	26	3.2%	40	1.6%	324	1.8%	24	1.4%	129	4%	157	3.4%
Total	2,184	1%	806	0.4%	2,464	1.1%	18,282	8.5%	1,667	0.8%	3,199	1.5%	4,624	2.2%

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

Table D  
Lif-Pro

Group Type	Life, Physical, & Social Science Occupations		Management Occupations		Office & Administrative Support Occupations		Personal Care & Service Occupations		Production Occupations		Protective Service Occupations	
Women	4,575	49.7%	2,550	45.4%	23,910	75.1%	239	69.1%	178	10.3%	5,966	13.5%
Men	4,629	50.3%	3,066	54.6%	7,907	24.9%	107	30.9%	1,542	89.7%	38,259	86.5%
Persons with Disabilities	1,184	12.9%	910	16.2%	5,953	18.7%	50	14.5%	172	10%	1,592	3.6%
Veterans	259	2.8%	317	5.6%	1,297	4.1%	12	3.5%	270	15.7%	4,630	10.5%
Asian - Cambodian	7	0.1%	1	<0.1%	46	0.1%	0	0%	0	0%	19	<0.1%
Asian - Chinese	430	4.7%	213	3.8%	905	2.8%	6	1.7%	9	0.5%	216	0.5%
Asian - Filipino	157	1.7%	138	2.5%	2,018	6.3%	21	6.1%	72	4.2%	967	2.2%
Asian - Indian	172	1.9%	121	2.2%	340	1.1%	0	0%	22	1.3%	80	0.2%
Asian - Japanese	135	1.5%	95	1.7%	193	0.6%	2	0.6%	5	0.3%	145	0.3%
Asian - Korean	67	0.7%	18	0.3%	90	0.3%	0	0%	7	0.4%	79	0.2%
Asian - Laotian	5	0.1%	2	<0.1%	47	0.1%	0	0%	1	0.1%	15	<0.1%
Asian - Vietnamese	73	0.8%	38	0.7%	454	1.4%	1	0.3%	15	0.9%	107	0.2%
Asian - Other or Multiple	251	2.7%	125	2.2%	641	2%	5	1.4%	23	1.3%	779	1.8%
Black	362	3.9%	397	7.1%	4,803	15.1%	29	8.4%	111	6.5%	2,904	6.6%
Hispanic	940	10.2%	770	13.7%	10,050	31.6%	71	20.5%	442	25.7%	16,048	36.3%
Native American or Alaska Native	53	0.6%	26	0.5%	295	0.9%	7	2%	19	1.1%	263	0.6%
Pacific Islander - Guamanian	4	<0.1%	3	0.1%	37	0.1%	1	0.3%	6	0.3%	24	0.1%
Pacific Islander - Hawaiian	11	0.1%	8	0.1%	31	0.1%	0	0%	2	0.1%	60	0.1%
Pacific Islander - Samoan	2	<0.1%	2	<0.1%	56	0.2%	0	0%	0	0%	21	<0.1%
Pacific Islander - Other or Multiple	21	0.2%	16	0.3%	167	0.5%	0	0%	4	0.2%	166	0.4%
White	6,085	66.1%	3,421	60.9%	10,662	33.5%	193	55.8%	932	54.2%	21,424	48.4%
Other or Multiple Race or Ethnicity	429	4.7%	222	4%	982	3.1%	10	2.9%	50	2.9%	908	2.1%
Total	9,204	4.3%	5,616	2.6%	31,817	14.8%	346	0.2%	1,720	0.8%	44,225	20.6%

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

Table D  
Sal-Total

Group Type	Sales & Related Occupations		Transportation & Material Moving Occupations		Unmapped Classes		Total	
Women	807	50.1%	251	13.8%	1,818	51.4%	99,042	46.1%
Men	803	49.9%	1,568	86.2%	1,720	48.6%	115,713	53.9%
Persons with Disabilities	315	19.6%	160	8.8%	466	13.2%	25,966	12.1%
Veterans	56	3.5%	189	10.4%	33	0.9%	12,251	5.7%
Asian - Cambodian	2	0.1%	2	0.1%	3	0.1%	206	0.1%
Asian - Chinese	103	6.4%	18	1%	78	2.2%	8,023	3.7%
Asian - Filipino	146	9.1%	57	3.1%	68	1.9%	12,657	5.9%
Asian - Indian	76	4.7%	18	1%	48	1.4%	4,037	1.9%
Asian - Japanese	13	0.8%	8	0.4%	20	0.6%	1,784	0.8%
Asian - Korean	13	0.8%	2	0.1%	11	0.3%	1,030	0.5%
Asian - Laotian	0	0%	0	0%	3	0.1%	183	0.1%
Asian - Vietnamese	18	1.1%	6	0.3%	43	1.2%	3,402	1.6%
Asian - Other or Multiple	59	3.7%	17	0.9%	67	1.9%	6,049	2.8%
Black	205	12.7%	112	6.2%	321	9.1%	21,035	9.8%
Hispanic	322	20%	550	30.2%	856	24.2%	53,377	24.9%
Native American or Alaska Native	5	0.3%	16	0.9%	22	0.6%	1,353	0.6%
Pacific Islander - Guamanian	1	0.1%	2	0.1%	1	<0.1%	178	0.1%
Pacific Islander - Hawaiian	1	0.1%	4	0.2%	5	0.1%	229	0.1%
Pacific Islander - Samoan	0	0%	0	0%	3	0.1%	131	0.1%
Pacific Islander - Other or Multiple	8	0.5%	6	0.3%	21	0.6%	985	0.5%
White	580	36%	943	51.8%	1,858	52.5%	93,249	43.4%
Other or Multiple Race or Ethnicity	58	3.6%	58	3.2%	110	3.1%	6,847	3.2%
Total	1,610	0.7%	1,819	0.8%	3,538	1.6%	214,755	100%

# Appendix

## Table E

State Civil Service Composition by Salary

Table E: State Civil Service Composition by Salary

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

Group Type	Under \$10,000	\$10,001 - \$20,000	\$20,001 - \$30,000	\$30,001 - \$40,000	\$40,001 - \$50,000	\$50,001 - \$60,000	\$60,001 - \$70,000	\$70,001 - \$80,000
Women	3 60%	296 70.6%	3696 55.7%	10221 59.9%	16116 60.8%	11959 46.4%	14257 49.9%	13406 51.9%
Men	2 40%	123 29.4%	2941 44.3%	6831 40.1%	10382 39.2%	13835 53.6%	14313 50.1%	12402 48.1%
Persons with Disabilities	1 20%	40 9.5%	422 6.4%	1786 10.5%	4057 15.3%	3205 12.4%	3255 11.4%	4321 16.7%
Veterans	0 0%	4 1%	82 1.2%	443 2.6%	1029 3.9%	1472 5.7%	1462 5.1%	1491 5.8%
Asian - Cambodian	0 0%	0 0%	8 0.1%	31 0.2%	29 0.1%	24 0.1%	25 0.1%	24 0.1%
Asian - Chinese	0 0%	7 1.7%	192 2.9%	446 2.6%	721 2.7%	815 3.2%	892 3.1%	1256 4.9%
Asian - Filipino	0 0%	63 15%	257 3.9%	1303 7.6%	1848 7%	1191 4.6%	1992 7%	1477 5.7%
Asian - Indian	1 20%	6 1.4%	84 1.3%	284 1.7%	344 1.3%	336 1.3%	566 2%	448 1.7%
Asian - Japanese	0 0%	0 0%	37 0.6%	85 0.5%	176 0.7%	147 0.6%	202 0.7%	246 1%
Asian - Korean	0 0%	3 0.7%	19 0.3%	55 0.3%	75 0.3%	87 0.3%	123 0.4%	114 0.4%
Asian - Laotian	1 20%	0 0%	8 0.1%	21 0.1%	36 0.1%	22 0.1%	28 0.1%	19 0.1%
Asian - Vietnamese	0 0%	7 1.7%	78 1.2%	257 1.5%	368 1.4%	360 1.4%	462 1.6%	428 1.7%
Asian - Other or Multiple	0 0%	5 1.2%	136 2%	437 2.6%	572 2.2%	703 2.7%	927 3.2%	717 2.8%
Black	0 0%	59 14.1%	719 10.8%	2305 13.5%	3347 12.6%	2556 9.9%	3032 10.6%	2383 9.2%
Hispanic	0 0%	115 27.4%	1554 23.4%	5092 29.9%	7823 29.5%	7818 30.3%	7069 24.7%	5901 22.9%
Native American or Alaska Native	0 0%	4 1%	63 0.9%	164 1%	250 0.9%	208 0.8%	175 0.6%	137 0.5%
Pacific Islander - Guamanian	0 0%	0 0%	6 0.1%	19 0.1%	29 0.1%	24 0.1%	23 0.1%	18 0.1%
Pacific Islander - Hawaiian	0 0%	2 0.5%	7 0.1%	19 0.1%	35 0.1%	25 0.1%	33 0.1%	28 0.1%
Pacific Islander - Samoan	0 0%	0 0%	7 0.1%	24 0.1%	31 0.1%	16 0.1%	20 0.1%	7 <0.1%
Pacific Islander - Other or Multiple	0 0%	2 0.5%	36 0.5%	117 0.7%	139 0.5%	132 0.5%	160 0.6%	122 0.5%
White	1 20%	138 32.9%	3103 46.8%	5856 34.3%	9815 37%	10589 41.1%	11953 41.8%	11550 44.8%
Other or Multiple Race or Ethnicity	2 40%	8 1.9%	323 4.9%	537 3.1%	860 3.2%	741 2.9%	888 3.1%	933 3.6%
Total	5 <0.1%	419 0.2%	6637 3.1%	17,052 7.9%	26,498 12.3%	25,794 12%	28,570 13.3%	25,808 12%

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

Table E  
**\$80,001**  
**- \$130,000<sup>+</sup>**

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	9681	32.4%	5879	42.5%	5102	30.2%	3443	36%	1449	38.4%	3534	35.2%	99042	46.1%
Men	20189	67.6%	7968	57.5%	11775	69.8%	6113	64%	2322	61.6%	6517	64.8%	115713	53.9%
Persons with Disabilities	2753	9.2%	1590	11.5%	1588	9.4%	1198	12.5%	382	10.1%	1368	13.6%	25966	11.7%
Veterans	2575	8.6%	944	6.8%	1614	9.6%	455	4.8%	249	6.6%	431	4.3%	12251	5.6%
Asian - Cambodian	19	0.1%	18	0.1%	18	0.1%	7	0.1%	2	0.1%	1	<0.1%	206	0.1%
Asian - Chinese	952	3.2%	735	5.3%	605	3.6%	624	6.5%	147	3.9%	631	6.3%	8023	3.7%
Asian - Filipino	1296	4.3%	693	5%	1201	7.1%	850	8.9%	137	3.6%	349	3.5%	12657	6%
Asian - Indian	356	1.2%	326	2.4%	405	2.4%	371	3.9%	83	2.2%	427	4.2%	4037	1.8%
Asian - Japanese	267	0.9%	164	1.2%	173	1%	100	1%	47	1.2%	140	1.4%	1784	0.9%
Asian - Korean	108	0.4%	93	0.7%	105	0.6%	105	1.1%	30	0.8%	113	1.1%	1030	0.5%
Asian - Laotian	20	0.1%	12	0.1%	11	0.1%	5	0.1%	0	0%	0	0%	183	0.1%
Asian - Vietnamese	309	1%	217	1.6%	357	2.1%	323	3.4%	64	1.7%	172	1.7%	3402	1.5%
Asian - Other or Multiple	703	2.4%	388	2.8%	484	2.9%	472	4.9%	102	2.7%	403	4%	6049	2.7%
Black	2752	9.2%	1200	8.7%	1266	7.5%	609	6.4%	264	7%	543	5.4%	21035	10.1%
Hispanic	9220	30.9%	2842	20.5%	3297	19.5%	1203	12.6%	560	14.9%	883	8.8%	53377	24.4%
Native American or Alaska Native	131	0.4%	57	0.4%	81	0.5%	39	0.4%	13	0.3%	31	0.3%	1353	0.6%
Pacific Islander - Guamanian	26	0.1%	6	<0.1%	17	0.1%	5	0.1%	1	<0.1%	4	<0.1%	178	0.1%
Pacific Islander - Hawaiian	36	0.1%	10	0.1%	19	0.1%	7	0.1%	3	0.1%	5	<0.1%	229	0.1%
Pacific Islander - Samoan	18	0.1%	3	<0.1%	5	<0.1%	0	0%	0	0%	0	0%	131	0.1%
Pacific Islander - Other or Multiple	134	0.4%	43	0.3%	47	0.3%	34	0.4%	3	0.1%	16	0.2%	985	0.4%
White	12666	42.4%	6612	47.8%	8321	49.3%	4452	46.6%	2222	58.9%	5971	59.4%	93249	44.5%
Other or Multiple Race or Ethnicity	857	2.9%	428	3.1%	465	2.8%	350	3.7%	93	2.5%	362	3.6%	6847	2.5%
<b>Total</b>	<b>29,870</b>	<b>13.9%</b>	<b>13,847</b>	<b>6.4%</b>	<b>16,877</b>	<b>7.9%</b>	<b>9,556</b>	<b>4.4%</b>	<b>3,771</b>	<b>1.8%</b>	<b>10,051</b>	<b>4.7%</b>	<b>214,755</b>	<b>100%</b>

# Appendix

## Table F

State Civil Service Composition by Job Category and Salary

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

Table F  
Architects  
& Engineers

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	1	100%	9	25.7%	35	34%	15	28.8%	31	27%	254	29.5%	96	29.1%
Men	0	0%	26	74.3%	68	66%	37	71.2%	84	73%	608	70.5%	234	70.9%
Persons with Disabilities	0	0%	1	2.9%	5	4.9%	5	9.6%	16	13.9%	149	17.3%	39	11.8%
Veterans	0	0%	0	0%	1	1%	0	0%	12	10.4%	53	6.1%	13	3.9%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.3%
Asian - Chinese	0	0%	2	5.7%	5	4.9%	1	1.9%	10	8.7%	48	5.6%	30	9.1%
Asian - Filipino	0	0%	1	2.9%	3	2.9%	4	7.7%	4	3.5%	62	7.2%	16	4.8%
Asian - Indian	0	0%	0	0%	2	1.9%	1	1.9%	7	6.1%	34	3.9%	15	4.5%
Asian - Japanese	0	0%	0	0%	0	0%	1	1.9%	1	0.9%	5	0.6%	4	1.2%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	3	0.3%	2	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	2.9%	6	5.8%	4	7.7%	1	0.9%	47	5.5%	14	4.2%
Asian - Other or Multiple	0	0%	1	2.9%	2	1.9%	2	3.8%	3	2.6%	56	6.5%	26	7.9%
Black	0	0%	2	5.7%	7	6.8%	1	1.9%	7	6.1%	55	6.4%	11	3.3%
Hispanic	0	0%	14	40%	30	29.1%	9	17.3%	17	14.8%	155	18%	52	15.8%
Native American or Alaska Native	1	100%	1	2.9%	0	0%	1	1.9%	1	0.9%	2	0.2%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%	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%	3	0.3%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
White	0	0%	13	37.1%	39	37.9%	22	42.3%	60	52.2%	347	40.3%	141	42.7%
Other or Multiple Race or Ethnicity	0	0%	0	0%	9	8.7%	6	11.5%	4	3.5%	43	5%	18	5.5%
Total	1	<0.1%	35	<0.1%	103	<0.1%	52	<0.1%	115	0.1%	862	0.4%	330	0.2%

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

Table F  
 Architects  
 & Engineers

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	123	35.9%	130	28.3%	552	21.9%	638	16.5%	105	21.3%	433	17.2%
Men	220	64.1%	329	71.7%	1,972	78.1%	3,232	83.5%	388	78.7%	2,091	82.8%
Persons with Disabilities	49	14.3%	38	8.3%	373	14.8%	562	14.5%	63	12.8%	449	17.8%
Veterans	13	3.8%	23	5%	66	2.6%	116	3%	17	3.4%	84	3.3%
Asian - Cambodian	1	0.3%	1	0.2%	9	0.4%	4	0.1%	0	0%	1	<0.1%
Asian - Chinese	33	9.6%	45	9.8%	176	7%	447	11.6%	42	8.5%	281	11.1%
Asian - Filipino	17	5%	18	3.9%	186	7.4%	197	5.1%	18	3.7%	78	3.1%
Asian - Indian	18	5.2%	17	3.7%	133	5.3%	232	6%	38	7.7%	128	5.1%
Asian - Japanese	4	1.2%	7	1.5%	21	0.8%	41	1.1%	3	0.6%	44	1.7%
Asian - Korean	5	1.5%	4	0.9%	21	0.8%	56	1.4%	3	0.6%	27	1.1%
Asian - Laotian	1	0.3%	0	0%	4	0.2%	2	0.1%	0	0%	0	0%
Asian - Vietnamese	13	3.8%	11	2.4%	227	9%	280	7.2%	10	2%	36	1.4%
Asian - Other or Multiple	25	7.3%	29	6.3%	208	8.2%	351	9.1%	20	4.1%	153	6.1%
Black	7	2%	13	2.8%	155	6.1%	137	3.5%	16	3.2%	65	2.6%
Hispanic	44	12.8%	60	13.1%	372	14.7%	406	10.5%	56	11.4%	224	8.9%
Native American or Alaska Native	1	0.3%	3	0.7%	5	0.2%	9	0.2%	1	0.2%	6	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	3	0.1%	1	<0.1%	0	0%	1	<0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	1	<0.1%	1	<0.1%	0	0%	1	<0.1%
Pacific Islander - Samoan	1	0.3%	0	0%	6	0.2%	14	0.4%	0	0%	5	0.2%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	162	47.2%	227	49.5%	852	33.8%	1,501	38.8%	275	55.8%	1,365	54.1%
Other or Multiple Race or Ethnicity	11	3.2%	24	5.2%	145	5.7%	191	4.9%	11	2.2%	109	4.3%
Total	343	0.2%	459	0.2%	2,524	1.2%	3,870	1.8%	493	0.2%	2,524	1.2%

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

Table F  
Arts  
& Media

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000	
Women	1	100%	3	75%	8	88.9%	41	83.7%	55	43.3%	85	47.2%	104	46%	52	53.1%	4	100%
Men	0	0%	1	25%	1	11.1%	8	16.3%	72	56.7%	95	52.8%	122	54%	46	46.9%	0	0%
Persons with Disabilities	0	0%	0	0%	0	0%	10	20.4%	11	8.7%	30	16.7%	39	17.3%	23	23.5%	0	0%
Veterans	0	0%	0	0%	0	0%	1	2%	7	5.5%	6	3.3%	16	7.1%	2	2%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	25%	0	0%	0	0%	3	2.4%	5	2.8%	9	4%	4	4.1%	0	0%
Asian - Filipino	0	0%	0	0%	1	11.1%	0	0%	10	7.9%	6	3.3%	9	4%	3	3.1%	1	25%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	1	0.8%	1	0.6%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	2	1.6%	2	1.1%	0	0%	2	2%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	1	25%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	3	1.7%	4	1.8%	2	2%	0	0%
Black	0	0%	0	0%	1	11.1%	5	10.2%	10	7.9%	15	8.3%	13	5.8%	4	4.1%	0	0%
Hispanic	0	0%	0	0%	0	0%	8	16.3%	24	18.9%	34	18.9%	38	16.8%	10	10.2%	0	0%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%	2	1.6%	1	0.6%	0	0%	1	1%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.6%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	1	100%	3	75%	7	77.8%	34	69.4%	70	55.1%	109	60.6%	142	62.8%	69	70.4%	2	50%
Other or Multiple Race or Ethnicity	0	0%	0	0%	0	0%	1	2%	5	3.9%	3	1.7%	11	4.9%	2	2%	0	0%
Total	1	<0.1%	4	0%	9	<0.1%	49	0%	127	0.1%	180	0.1%	226	0.1%	98	0%	4	0%

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

Table F  
 Building  
 Maint.

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000	
Women	13	54.2%	121	31.6%	660	33%	61	15.1%	11	7%	3	25%
Men	11	45.8%	262	68.4%	1,338	67%	342	84.9%	146	93%	9	75%
Persons with Disabilities	0	0%	8	2.1%	207	10.4%	41	10.2%	12	7.6%	0	0%
Veterans	0	0%	6	1.6%	57	2.9%	23	5.7%	7	4.5%	1	8.3%
Asian - Cambodian	0	0%	2	0.5%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	0.5%	50	2.5%	3	0.7%	0	0%	0	0%
Asian - Filipino	1	4.2%	16	4.2%	150	7.5%	19	4.7%	1	0.6%	1	8.3%
Asian - Indian	0	0%	2	0.5%	17	0.9%	2	0.5%	1	0.6%	0	0%
Asian - Japanese	0	0%	2	0.5%	4	0.2%	1	0.2%	1	0.6%	1	8.3%
Asian - Korean	0	0%	1	0.3%	1	0.1%	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%	6	0.3%	0	0%	1	0.6%	0	0%
Asian - Other or Multiple	0	0%	3	0.8%	20	1%	3	0.7%	1	0.6%	0	0%
Black	4	16.7%	76	19.8%	470	23.5%	66	16.4%	9	5.7%	1	8.3%
Hispanic	10	41.7%	170	44.4%	858	42.9%	149	37%	63	40.1%	4	33.3%
Native American or Alaska Native	0	0%	3	0.8%	23	1.2%	4	1%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	0.3%	2	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	2	0.1%	2	0.5%	1	0.6%	0	0%
Pacific Islander - Samoan	0	0%	7	1.8%	10	0.5%	2	0.5%	2	1.3%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	1	0.2%	1	0.6%	0	0%
White	8	33.3%	86	22.5%	347	17.4%	138	34.2%	72	45.9%	5	41.7%
Other or Multiple Race or Ethnicity	1	4.2%	12	3.1%	38	1.9%	13	3.2%	4	2.5%	0	0%
Total	24	<0.1%	383	0.2%	1,998	0.9%	403	0.2%	157	0.1%	12	<0.1%

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

Table F  
Business  
& Finance

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	1	50%	51	89.5%	695	68.3%	2,789	66.9%	5,296	68.4%	6,212	68.8%	8,063	69.6%
Men	1	50%	6	10.5%	323	31.7%	1,377	33.1%	2,443	31.6%	2,818	31.2%	3,516	30.4%
Persons with Disabilities	0	0%	6	10.5%	72	7.1%	474	11.4%	1,147	14.8%	1,363	15.1%	2,479	21.4%
Veterans	0	0%	1	1.8%	19	1.9%	131	3.1%	260	3.4%	363	4%	518	4.5%
Asian - Cambodian	0	0%	0	0%	2	0.2%	6	0.1%	11	0.1%	10	0.1%	10	0.1%
Asian - Chinese	1	50%	3	5.3%	67	6.6%	291	7%	471	6.1%	555	6.1%	786	6.8%
Asian - Filipino	0	0%	5	8.8%	52	5.1%	218	5.2%	454	5.9%	522	5.8%	767	6.6%
Asian - Indian	0	0%	1	1.8%	50	4.9%	104	2.5%	169	2.2%	216	2.4%	197	1.7%
Asian - Japanese	0	0%	2	3.5%	4	0.4%	44	1.1%	66	0.9%	109	1.2%	173	1.5%
Asian - Korean	0	0%	1	1.8%	7	0.7%	25	0.6%	45	0.6%	65	0.7%	66	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	11	0.3%	10	0.1%	15	0.2%	12	0.1%
Asian - Vietnamese	0	0%	0	0%	63	6.2%	150	3.6%	193	2.5%	237	2.6%	263	2.3%
Asian - Other or Multiple	1	50%	2	3.5%	48	4.7%	196	4.7%	361	4.7%	373	4.1%	326	2.8%
Black	0	0%	5	8.8%	96	9.4%	440	10.6%	786	10.2%	920	10.2%	1,181	10.2%
Hispanic	0	0%	9	15.8%	206	20.2%	920	22.1%	1,808	23.4%	1,899	21%	2,408	20.8%
Native American or Alaska Native	0	0%	1	1.8%	5	0.5%	30	0.7%	46	0.6%	41	0.5%	51	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	8	0.2%	7	0.1%	8	0.1%	10	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.1%	6	0.1%	7	0.1%	12	0.1%	13	0.1%
Pacific Islander - Samoan	0	0%	0	0%	19	1.9%	42	1%	58	0.7%	63	0.7%	74	0.6%
Pacific Islander - Other or Multiple	0	0%	0	0%	2	0.2%	0	0%	8	0.1%	5	0.1%	3	<0.1%
White	0	0%	26	45.6%	360	35.4%	1,506	36.1%	2,910	37.6%	3,572	39.6%	4,742	41%
Other or Multiple Race or Ethnicity	0	0%	2	3.5%	35	3.4%	169	4.1%	329	4.3%	408	4.5%	497	4.3%
Total	2	<0.1%	57	0%	1,018	0.5%	4,166	1.9%	7,739	3.6%	9,030	4.2%	11,579	5.4%

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

Table F  
Business  
& Finance

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	3,875	69%	1,581	65.5%	378	54.2%	114	48.1%	28	44.4%	30	40.5%
Men	1,744	31%	831	34.5%	320	45.8%	123	51.9%	35	55.6%	44	59.5%
Persons with Disabilities	1,140	20.3%	490	20.3%	122	17.5%	35	14.8%	7	11.1%	5	6.8%
Veterans	216	3.8%	93	3.9%	34	4.9%	3	1.3%	1	1.6%	3	4.1%
Asian - Cambodian	5	0.1%	5	0.2%	0	0%	1	0.4%	1	1.6%	0	0%
Asian - Chinese	389	6.9%	217	9%	83	11.9%	23	9.7%	6	9.5%	6	8.1%
Asian - Filipino	404	7.2%	139	5.8%	20	2.9%	14	5.9%	1	1.6%	3	4.1%
Asian - Indian	106	1.9%	29	1.2%	19	2.7%	8	3.4%	2	3.2%	0	0%
Asian - Japanese	83	1.5%	52	2.2%	16	2.3%	5	2.1%	2	3.2%	1	1.4%
Asian - Korean	37	0.7%	20	0.8%	12	1.7%	4	1.7%	0	0%	1	1.4%
Asian - Laotian	5	0.1%	2	0.1%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	114	2%	48	2%	13	1.9%	4	1.7%	0	0%	0	0%
Asian - Other or Multiple	147	2.6%	70	2.9%	18	2.6%	9	3.8%	6	9.5%	2	2.7%
Black	565	10.1%	218	9%	39	5.6%	8	3.4%	8	12.7%	11	14.9%
Hispanic	1,031	18.3%	435	18%	121	17.3%	23	9.7%	3	4.8%	4	5.4%
Native American or Alaska Native	20	0.4%	7	0.3%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	8	0.1%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	6	0.1%	1	<0.1%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	29	0.5%	9	0.4%	1	0.1%	1	0.4%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	<0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
White	2,470	44%	1,088	45.1%	339	48.6%	134	56.5%	30	47.6%	43	58.1%
Other or Multiple Race or Ethnicity	199	3.5%	71	2.9%	14	2%	3	1.3%	4	6.3%	3	4.1%
Total	5,619	2.6%	2,412	1.1%	698	0.3%	237	0.1%	63	<0.1%	74	<0.1%

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

Table F  
Community  
Services

Group Type	Under \$10,000		\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000	
Women	1	100%	0	0%	0	0%	45	73.8%	58	69%	166	57.8%	185	61.3%
Men	0	0%	2	100%	3	100%	16	26.2%	26	31%	121	42.2%	117	38.7%
Persons with Disabilities	1	100%	0	0%	0	0%	15	24.6%	35	41.7%	79	27.5%	58	19.2%
Veterans	0	0%	0	0%	0	0%	2	3.3%	3	3.6%	10	3.5%	9	3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.7%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	1	1.6%	1	1.2%	6	2.1%	2	0.7%
Asian - Filipino	0	0%	0	0%	0	0%	0	0%	1	1.2%	9	3.1%	5	1.7%
Asian - Indian	1	100%	1	50%	0	0%	0	0%	3	3.6%	5	1.7%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	2	3.3%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	1	1.2%	0	0%	3	1%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.3%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%	1	1.2%	0	0%	2	0.7%
Asian - Other or Multiple	0	0%	0	0%	0	0%	1	1.6%	2	2.4%	10	3.5%	13	4.3%
Black	0	0%	0	0%	0	0%	6	9.8%	4	4.8%	46	16%	43	14.2%
Hispanic	0	0%	0	0%	0	0%	20	32.8%	22	26.2%	64	22.3%	102	33.8%
Native American or Alaska Native	0	0%	0	0%	0	0%	3	4.9%	2	2.4%	8	2.8%	7	2.3%
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%	2	0.7%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	2	2.4%	0	0%	0	0%
White	0	0%	1	50%	2	66.7%	24	39.3%	43	51.2%	129	44.9%	114	37.7%
Other or Multiple Race or Ethnicity	0	0%	0	0%	1	33.3%	4	6.6%	2	2.4%	6	2.1%	10	3.3%
Total	1	<0.1%	2	<0.1%	3	<0.1%	61	<0.1%	84	<0.1%	287	0.1%	302	0.1%

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

Table F  
Community  
Services

Group Type	\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000	
Women	583	65.5%	262	57.6%	424	49%	657	37.4%	137	39.9%	104	42.4%
Men	307	34.5%	193	42.4%	442	51%	1,100	62.6%	206	60.1%	141	57.6%
Persons with Disabilities	219	24.6%	35	7.7%	70	8.1%	61	3.5%	12	3.5%	6	2.4%
Veterans	33	3.7%	32	7%	64	7.4%	180	10.2%	27	7.9%	19	7.8%
Asian - Cambodian	1	0.1%	0	0%	0	0%	3	0.2%	0	0%	0	0%
Asian - Chinese	16	1.8%	1	0.2%	13	1.5%	12	0.7%	4	1.2%	1	0.4%
Asian - Filipino	25	2.8%	14	3.1%	29	3.3%	38	2.2%	7	2%	3	1.2%
Asian - Indian	7	0.8%	4	0.9%	4	0.5%	8	0.5%	3	0.9%	0	0%
Asian - Japanese	4	0.4%	1	0.2%	7	0.8%	10	0.6%	2	0.6%	0	0%
Asian - Korean	9	1%	3	0.7%	5	0.6%	9	0.5%	2	0.6%	1	0.4%
Asian - Laotian	0	0%	2	0.4%	0	0%	0	0%	1	0.3%	0	0%
Asian - Vietnamese	5	0.6%	2	0.4%	7	0.8%	9	0.5%	1	0.3%	1	0.4%
Asian - Other or Multiple	33	3.7%	15	3.3%	9	1%	25	1.4%	2	0.6%	1	0.4%
Black	123	13.8%	76	16.7%	152	17.6%	327	18.6%	52	15.2%	30	12.2%
Hispanic	233	26.2%	151	33.2%	287	33.1%	599	34.1%	105	30.6%	78	31.8%
Native American or Alaska Native	12	1.3%	1	0.2%	3	0.3%	6	0.3%	1	0.3%	1	0.4%
Pacific Islander - Guamanian	0	0%	1	0.2%	0	0%	3	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%	3	0.2%	0	0%	1	0.4%
Pacific Islander - Samoan	0	0%	4	0.9%	4	0.5%	6	0.3%	1	0.3%	0	0%
Pacific Islander - Other or Multiple	0	0%	2	0.4%	1	0.1%	0	0%	0	0%	0	0%
White	381	42.8%	160	35.2%	312	36%	655	37.3%	149	43.4%	124	50.6%
Other or Multiple Race or Ethnicity	40	4.5%	18	4%	33	3.8%	44	2.5%	13	3.8%	4	1.6%
Total	890	0.4%	455	0.2%	866	0.4%	1,757	0.8%	343	0.2%	245	0.1%

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

Table F  
Computer  
& Math

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	1	100%	5	20%	36	48.6%	54	58.1%	119	45.4%	268	57.4%	165	46.7%
Men	0	0%	20	80%	38	51.4%	39	41.9%	143	54.6%	199	42.6%	188	53.3%
Persons with Disabilities	0	0%	3	12%	7	9.5%	13	14%	28	10.7%	82	17.6%	68	19.3%
Veterans	0	0%	2	8%	2	2.7%	4	4.3%	6	2.3%	15	3.2%	17	4.8%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	8%	7	9.5%	7	7.5%	23	8.8%	57	12.2%	27	7.6%
Asian - Filipino	0	0%	2	8%	3	4.1%	6	6.5%	17	6.5%	29	6.2%	14	4%
Asian - Indian	0	0%	2	8%	2	2.7%	6	6.5%	11	4.2%	18	3.9%	4	1.1%
Asian - Japanese	0	0%	1	4%	4	5.4%	0	0%	8	3.1%	7	1.5%	12	3.4%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	2	0.8%	2	0.4%	0	0%
Asian - Laotian	0	0%	1	4%	0	0%	1	1.1%	1	0.4%	0	0%	0	0%
Asian - Vietnamese	0	0%	2	8%	1	1.4%	3	3.2%	5	1.9%	9	1.9%	9	2.5%
Asian - Other or Multiple	0	0%	0	0%	4	5.4%	5	5.4%	18	6.9%	15	3.2%	16	4.5%
Black	0	0%	2	8%	2	2.7%	11	11.8%	19	7.3%	21	4.5%	28	7.9%
Hispanic	0	0%	5	20%	14	18.9%	11	11.8%	31	11.8%	55	11.8%	50	14.2%
Native American or Alaska Native	0	0%	0	0%	1	1.4%	1	1.1%	0	0%	0	0%	2	0.6%
Pacific Islander - Guamanian	0	0%	1	4%	0	0%	1	1.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	1.4%	0	0%	2	0.8%	4	0.9%	2	0.6%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	0	0%	6	24%	30	40.5%	38	40.9%	107	40.8%	230	49.3%	172	48.7%
Other or Multiple Race or Ethnicity	1	100%	1	4%	5	6.8%	3	3.2%	17	6.5%	20	4.3%	17	4.8%
Total	1	<0.1%	25	<0.1%	74	<0.1%	93	<0.1%	262	0.1%	467	0.2%	353	0.2%

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

Table F  
Computer  
& Math

Group Type	\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	50	41.3%	13	22.8%	3	30%	4	50%	13	36.1%
Men	71	58.7%	44	77.2%	7	70%	4	50%	23	63.9%
Persons with Disabilities	25	20.7%	10	17.5%	3	30%	2	25%	5	13.9%
Veterans	6	5%	2	3.5%	0	0%	0	0%	0	0%
Asian - Cambodian	1	0.8%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	10	8.3%	4	7%	0	0%	4	50%	12	33.3%
Asian - Filipino	13	10.7%	5	8.8%	1	10%	0	0%	0	0%
Asian - Indian	6	5%	8	14%	0	0%	0	0%	2	5.6%
Asian - Japanese	4	3.3%	2	3.5%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	1	1.8%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	6	5%	1	1.8%	0	0%	0	0%	1	2.8%
Asian - Other or Multiple	8	6.6%	8	14%	0	0%	0	0%	1	2.8%
Black	4	3.3%	2	3.5%	0	0%	0	0%	0	0%
Hispanic	7	5.8%	8	14%	1	10%	1	12.5%	1	2.8%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%
White	60	49.6%	17	29.8%	8	80%	3	37.5%	19	52.8%
Other or Multiple Race or Ethnicity	2	1.7%	1	1.8%	0	0%	0	0%	0	0%
Total	121	0.1%	57	<0.1%	10	<0.1%	8	<0.1%	36	<0.1%

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

# Table F Construction

Group Type	\$30,001 - \$40,000	\$40,001 - \$50,000	\$50,001 - \$60,000	\$60,001 - \$70,000	\$70,001 - \$80,000	\$80,001 - \$90,000	\$90,001 - \$100,000
Women	55 7.7%	91 6%	72 3%	41 2.9%	36 7.1%	7 6.2%	5 11.9%
Men	655 92.3%	1,430 94%	2,304 97%	1,359 97.1%	472 92.9%	106 93.8%	37 88.1%
Persons with Disabilities	5 0.7%	70 4.6%	244 10.3%	173 12.4%	82 16.1%	19 16.8%	12 28.6%
Veterans	24 3.4%	84 5.5%	184 7.7%	140 10%	49 9.6%	1 0.9%	1 2.4%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Chinese	2 0.3%	2 0.1%	4 0.2%	3 0.2%	0 0%	0 0%	0 0%
Asian - Filipino	9 1.3%	32 2.1%	38 1.6%	38 2.7%	16 3.1%	0 0%	1 2.4%
Asian - Indian	3 0.4%	0 0%	3 0.1%	6 0.4%	2 0.4%	0 0%	0 0%
Asian - Japanese	0 0%	3 0.2%	4 0.2%	3 0.2%	1 0.2%	0 0%	2 4.8%
Asian - Korean	1 0.1%	2 0.1%	3 0.1%	1 0.1%	0 0%	0 0%	0 0%
Asian - Laotian	0 0%	1 0.1%	2 0.1%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	0 0%	1 0.1%	5 0.2%	13 0.9%	1 0.2%	0 0%	0 0%
Asian - Other or Multiple	6 0.8%	7 0.5%	7 0.3%	8 0.6%	2 0.4%	1 0.9%	0 0%
Black	123 17.3%	194 12.8%	206 8.7%	75 5.4%	28 5.5%	1 0.9%	4 9.5%
Hispanic	264 37.2%	435 28.6%	674 28.4%	364 26%	138 27.2%	25 22.1%	9 21.4%
Native American or Alaska Native	13 1.8%	31 2%	33 1.4%	13 0.9%	1 0.2%	0 0%	0 0%
Pacific Islander - Guamanian	2 0.3%	1 0.1%	3 0.1%	3 0.2%	1 0.2%	0 0%	0 0%
Pacific Islander - Hawaiian	1 0.1%	0 0%	5 0.2%	3 0.2%	1 0.2%	0 0%	0 0%
Pacific Islander - Samoan	3 0.4%	7 0.5%	9 0.4%	7 0.5%	1 0.2%	0 0%	0 0%
Pacific Islander - Other or Multiple	2 0.3%	0 0%	2 0.1%	1 0.1%	0 0%	0 0%	0 0%
White	233 32.8%	760 50%	1,327 55.9%	822 58.7%	299 58.9%	79 69.9%	25 59.5%
Other or Multiple Race or Ethnicity	48 6.8%	45 3%	51 2.1%	40 2.9%	17 3.3%	7 6.2%	1 2.4%
Total	710 0.3%	1,521 0.7%	2,376 1.1%	1,400 0.7%	508 0.2%	113 0.1%	42 <0.1%

# Table F Construction

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

Group Type	\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	0	0%	0	0%	2	4.2%	2	13.3%
Men	15	100%	17	100%	46	95.8%	13	86.7%
Persons with Disabilities	2	13.3%	1	5.9%	6	12.5%	5	33.3%
Veterans	2	13.3%	2	11.8%	1	2.1%	1	6.7%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	1	2.1%	2	13.3%
Asian - Filipino	0	0%	1	5.9%	1	2.1%	0	0%
Asian - Indian	0	0%	0	0%	1	2.1%	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 or Multiple	0	0%	0	0%	0	0%	0	0%
Black	0	0%	1	5.9%	2	4.2%	0	0%
Hispanic	0	0%	1	5.9%	5	10.4%	0	0%
Native American or Alaska Native	0	0%	1	5.9%	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%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%
White	14	93.3%	12	70.6%	38	79.2%	13	86.7%
Other or Multiple Race or Ethnicity	1	6.7%	1	5.9%	0	0%	0	0%
Total	15	<0.1%	17	<0.1%	48	<0.1%	15	<0.1%

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

# Table F Education

Group Type	\$10,001 - \$20,000	\$20,001 - \$30,000	\$30,001 - \$40,000	\$40,001 - \$50,000	\$50,001 - \$60,000	\$60,001 - \$70,000	\$70,001 - \$80,000
Women	7 77.8%	12 75%	100 65.4%	73 83.9%	27 56.3%	91 48.1%	115 49.4%
Men	2 22.2%	4 25%	53 34.6%	14 16.1%	21 43.8%	98 51.9%	118 50.6%
Persons with Disabilities	0 0%	5 31.3%	34 22.2%	14 16.1%	7 14.6%	18 9.5%	27 11.6%
Veterans	0 0%	0 0%	3 2%	3 3.4%	0 0%	10 5.3%	8 3.4%
Asian - Cambodian	0 0%	0 0%	1 0.7%	0 0%	0 0%	0 0%	1 0.4%
Asian - Chinese	0 0%	1 6.3%	2 1.3%	2 2.3%	0 0%	2 1.1%	4 1.7%
Asian - Filipino	0 0%	0 0%	4 2.6%	2 2.3%	0 0%	4 2.1%	2 0.9%
Asian - Indian	0 0%	1 6.3%	1 0.7%	0 0%	0 0%	1 0.5%	4 1.7%
Asian - Japanese	0 0%	0 0%	1 0.7%	1 1.1%	1 2.1%	0 0%	1 0.4%
Asian - Korean	0 0%	0 0%	0 0%	0 0%	1 2.1%	1 0.5%	0 0%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	1 11.1%	0 0%	1 0.7%	0 0%	0 0%	1 0.5%	0 0%
Asian - Other or Multiple	0 0%	0 0%	1 0.7%	1 1.1%	0 0%	1 0.5%	7 3%
Black	1 11.1%	1 6.3%	22 14.4%	10 11.5%	4 8.3%	15 7.9%	21 9%
Hispanic	0 0%	2 12.5%	53 34.6%	22 25.3%	4 8.3%	40 21.2%	36 15.5%
Native American or Alaska Native	0 0%	0 0%	1 0.7%	0 0%	2 4.2%	2 1.1%	4 1.7%
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%	0 0%	0 0%	1 0.4%
Pacific Islander - Samoan	0 0%	0 0%	1 0.7%	1 1.1%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.4%
White	7 77.8%	11 68.8%	63 41.2%	43 49.4%	34 70.8%	113 59.8%	142 60.9%
Other or Multiple Race or Ethnicity	0 0%	0 0%	2 1.3%	5 5.7%	2 4.2%	9 4.8%	9 3.9%
Total	9 <0.1%	16 <0.1%	153 0.1%	87 <0.1%	48 <0.1%	189 0.1%	233 0.1%

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

# Table F Education

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	81	43.3%	214	55.2%	199	51.3%	191	46.6%	21	37.5%	2	66.7%
Men	106	56.7%	174	44.8%	189	48.7%	219	53.4%	35	62.5%	1	33.3%
Persons with Disabilities	20	10.7%	36	9.3%	48	12.4%	61	14.9%	7	12.5%	0	0%
Veterans	20	10.7%	21	5.4%	33	8.5%	30	7.3%	3	5.4%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	1.1%	5	1.3%	3	0.8%	1	0.2%	0	0%	0	0%
Asian - Filipino	5	2.7%	5	1.3%	4	1%	10	2.4%	1	1.8%	0	0%
Asian - Indian	3	1.6%	4	1%	1	0.3%	6	1.5%	0	0%	1	33.3%
Asian - Japanese	1	0.5%	1	0.3%	3	0.8%	1	0.2%	0	0%	0	0%
Asian - Korean	0	0%	1	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	0.3%	0	0%	0	0%	1	1.8%	0	0%
Asian - Other or Multiple	1	0.5%	8	2.1%	9	2.3%	3	0.7%	0	0%	0	0%
Black	13	7%	31	8%	27	7%	36	8.8%	7	12.5%	0	0%
Hispanic	29	15.5%	68	17.5%	63	16.2%	75	18.3%	10	17.9%	0	0%
Native American or Alaska Native	0	0%	4	1%	2	0.5%	1	0.2%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.3%	1	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	124	66.3%	240	61.9%	263	67.8%	264	64.4%	35	62.5%	2	66.7%
Other or Multiple Race or Ethnicity	9	4.8%	19	4.9%	12	3.1%	12	2.9%	2	3.6%	0	0%
Total	187	0.1%	388	0.2%	388	0.2%	410	0.2%	56	<0.1%	3	<0.1%

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%	104	37.4%	111	37.4%	23	37.7%	37	34.9%	8	21.6%	5	25%	2	50%
Men	2	66.7%	174	62.6%	186	62.6%	38	62.3%	69	65.1%	29	78.4%	15	75%	2	50%
Persons with Disabilities	0	0%	2	0.7%	11	3.7%	5	8.2%	12	11.3%	3	8.1%	4	20%	2	50%
Veterans	0	0%	3	1.1%	9	3%	1	1.6%	9	8.5%	4	10.8%	4	20%	2	50%
Asian - Cambodian	0	0%	0	0%	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	4	1.4%	4	1.3%	0	0%	0	0%	1	2.7%	0	0%	0	0%
Asian - Filipino	0	0%	8	2.9%	19	6.4%	0	0%	0	0%	0	0%	1	5%	0	0%
Asian - Indian	0	0%	0	0%	3	1%	0	0%	0	0%	1	2.7%	0	0%	0	0%
Asian - Japanese	0	0%	4	1.4%	7	2.4%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	1	0.4%	4	1.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	1	0.3%	1	1.6%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	2	0.7%	14	4.7%	1	1.6%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	3	1.1%	8	2.7%	0	0%	0	0%	0	0%	0	0%	0	0%
Black	0	0%	4	1.4%	5	1.7%	2	3.3%	2	1.9%	2	5.4%	0	0%	1	25%
Hispanic	1	33.3%	60	21.6%	115	38.7%	18	29.5%	29	27.4%	3	8.1%	3	15%	0	0%
Native American or Alaska Native	0	0%	4	1.4%	1	0.3%	2	3.3%	2	1.9%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	0.4%	0	0%	0	0%	1	0.9%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	2	0.7%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	2	0.7%	1	0.3%	0	0%	1	0.9%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	2	66.7%	172	61.9%	105	35.4%	37	60.7%	66	62.3%	29	78.4%	16	80%	3	75%
Other or Multiple Race or Ethnicity	0	0%	13	4.7%	7	2.4%	0	0%	5	4.7%	1	2.7%	0	0%	0	0%
Total	3	<0.1%	278	0.1%	297	0.1%	61	0%	106	<0.1%	37	0%	20	<0.1%	4	<0.1%

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

Table F  
Food Prep.  
& Serving

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	128	69.6%	128	59.8%	453	65.7%	252	40.1%	170	28.9%	34	35.8%	10	29.4%	7	22.6%
Men	56	30.4%	86	40.2%	237	34.3%	376	59.9%	418	71.1%	61	64.2%	24	70.6%	24	77.4%
Persons with Disabilities	16	8.7%	2	0.9%	56	8.1%	34	5.4%	48	8.2%	20	21.1%	7	20.6%	9	29%
Veterans	1	0.5%	5	2.3%	12	1.7%	35	5.6%	81	13.8%	15	15.8%	8	23.5%	7	22.6%
Asian - Cambodian	0	0%	2	0.9%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	1.1%	7	3.3%	17	2.5%	8	1.3%	2	0.3%	1	1.1%	0	0%	0	0%
Asian - Filipino	50	27.2%	17	7.9%	183	26.5%	57	9.1%	41	7%	5	5.3%	0	0%	5	16.1%
Asian - Indian	3	1.6%	1	0.5%	15	2.2%	9	1.4%	6	1%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	1	0.5%	2	0.3%	2	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	1	0.5%	0	0%	2	0.3%	2	0.3%	1	0.2%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	5	2.7%	1	0.5%	5	0.7%	5	0.8%	5	0.9%	0	0%	0	0%	0	0%
Asian - Other or Multiple	3	1.6%	1	0.5%	7	1%	15	2.4%	7	1.2%	0	0%	0	0%	0	0%
Black	25	13.6%	33	15.4%	67	9.7%	65	10.4%	66	11.2%	13	13.7%	8	23.5%	5	16.1%
Hispanic	47	25.5%	91	42.5%	216	31.3%	262	41.7%	237	40.3%	28	29.5%	9	26.5%	8	25.8%
Native American or Alaska Native	1	0.5%	1	0.5%	6	0.9%	4	0.6%	3	0.5%	0	0%	1	2.9%	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	0.2%	1	1.1%	0	0%	0	0%
Pacific Islander - Samoan	1	0.5%	1	0.5%	2	0.3%	5	0.8%	4	0.7%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	43	23.4%	54	25.2%	160	23.2%	181	28.8%	207	35.2%	45	47.4%	14	41.2%	12	38.7%
Other or Multiple Race or Ethnicity	3	1.6%	4	1.9%	8	1.2%	12	1.9%	8	1.4%	2	2.1%	2	5.9%	1	3.2%
Total	184	0.1%	214	0.1%	690	0.3%	628	0.3%	588	0.3%	95	<0.1%	34	<0.1%	31	<0.1%

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

Table F  
Healthcare  
Practitioner

Group Type	Under \$10,000	\$10,001 - \$20,000	\$20,001 - \$30,000	\$30,001 - \$40,000	\$40,001 - \$50,000	\$50,001 - \$60,000	\$60,001 - \$70,000
Women	2 66.7%	42 56%	38 69.1%	386 70.6%	940 75.7%	466 70.8%	3,718 64.9%
Men	1 33.3%	33 44%	17 30.9%	161 29.4%	302 24.3%	192 29.2%	2,009 35.1%
Persons with Disabilities	0 0%	1 1.3%	1 1.8%	20 3.7%	91 7.3%	36 5.5%	342 6%
Veterans	0 0%	0 0%	0 0%	6 1.1%	24 1.9%	19 2.9%	151 2.6%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%	1 0.1%	2 0.3%	9 0.2%
Asian - Chinese	0 0%	0 0%	1 1.8%	2 0.4%	10 0.8%	7 1.1%	43 0.8%
Asian - Filipino	0 0%	6 8%	10 18.2%	83 15.2%	355 28.6%	98 14.9%	932 16.3%
Asian - Indian	0 0%	0 0%	1 1.8%	9 1.6%	17 1.4%	30 4.6%	91 1.6%
Asian - Japanese	0 0%	0 0%	0 0%	2 0.4%	3 0.2%	0 0%	17 0.3%
Asian - Korean	0 0%	0 0%	0 0%	2 0.4%	0 0%	1 0.2%	15 0.3%
Asian - Laotian	1 33.3%	0 0%	0 0%	1 0.2%	2 0.2%	0 0%	5 0.1%
Asian - Vietnamese	0 0%	0 0%	2 3.6%	6 1.1%	21 1.7%	9 1.4%	63 1.1%
Asian - Other or Multiple	0 0%	1 1.3%	1 1.8%	14 2.6%	33 2.7%	22 3.3%	190 3.3%
Black	0 0%	16 21.3%	3 5.5%	90 16.5%	158 12.7%	102 15.5%	1,182 20.6%
Hispanic	0 0%	23 30.7%	10 18.2%	180 32.9%	337 27.1%	185 28.1%	1,458 25.5%
Native American or Alaska Native	0 0%	1 1.3%	1 1.8%	3 0.5%	4 0.3%	3 0.5%	28 0.5%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.2%	2 <0.1%
Pacific Islander - Hawaiian	0 0%	0 0%	1 1.8%	0 0%	2 0.2%	1 0.2%	3 0.1%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	1 0.2%	7 0.6%	3 0.5%	21 0.4%
Pacific Islander - Other or Multiple	0 0%	0 0%	0 0%	1 0.2%	0 0%	0 0%	7 0.1%
White	1 33.3%	26 34.7%	20 36.4%	149 27.2%	269 21.7%	185 28.1%	1,592 27.8%
Other or Multiple Race or Ethnicity	1 33.3%	2 2.7%	5 9.1%	4 0.7%	23 1.9%	9 1.4%	69 1.2%
Total	3 <0.1%	75 <0.1%	55 <0.1%	547 0.3%	1,242 0.6%	658 0.3%	5,727 2.7%

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

Table F  
Healthcare  
Practitioner

Group Type	\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	913	62.4%	764	68.6%	912	67.4%	1,390	72.2%	1,183	71%	251	64.7%	859	41.6%
Men	551	37.6%	349	31.4%	442	32.6%	536	27.8%	483	29%	137	35.3%	1,205	58.4%
Persons with Disabilities	124	8.5%	145	13%	90	6.6%	146	7.6%	115	6.9%	29	7.5%	169	8.2%
Veterans	48	3.3%	28	2.5%	47	3.5%	50	2.6%	55	3.3%	19	4.9%	88	4.3%
Asian - Cambodian	8	0.5%	0	0%	1	0.1%	1	0.1%	1	0.1%	1	0.3%	0	0%
Asian - Chinese	27	1.8%	43	3.9%	36	2.7%	46	2.4%	36	2.2%	26	6.7%	126	6.1%
Asian - Filipino	180	12.3%	198	17.8%	272	20.1%	751	39%	546	32.8%	79	20.4%	186	9%
Asian - Indian	21	1.4%	14	1.3%	72	5.3%	98	5.1%	59	3.5%	7	1.8%	209	10.1%
Asian - Japanese	5	0.3%	21	1.9%	2	0.1%	13	0.7%	5	0.3%	3	0.8%	19	0.9%
Asian - Korean	6	0.4%	14	1.3%	16	1.2%	21	1.1%	9	0.5%	5	1.3%	34	1.6%
Asian - Laotian	1	0.1%	1	0.1%	4	0.3%	1	0.1%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	22	1.5%	13	1.2%	16	1.2%	40	2.1%	13	0.8%	35	9%	96	4.7%
Asian - Other or Multiple	33	2.3%	27	2.4%	55	4.1%	87	4.5%	56	3.4%	18	4.6%	152	7.4%
Black	284	19.4%	127	11.4%	219	16.2%	258	13.4%	201	12.1%	40	10.3%	188	9.1%
Hispanic	307	21%	148	13.3%	197	14.5%	155	8%	205	12.3%	32	8.2%	162	7.8%
Native American or Alaska Native	5	0.3%	1	0.1%	6	0.4%	2	0.1%	8	0.5%	1	0.3%	10	0.5%
Pacific Islander - Guamanian	0	0%	2	0.2%	1	0.1%	0	0%	2	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	1	0.1%	1	0.1%	0	0%	1	0.1%	0	0%	1	<0.1%
Pacific Islander - Samoan	7	0.5%	3	0.3%	4	0.3%	9	0.5%	6	0.4%	1	0.3%	5	0.2%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%
White	527	36%	472	42.4%	428	31.6%	420	21.8%	497	29.8%	134	34.5%	796	38.6%
Other or Multiple Race or Ethnicity	30	2%	28	2.5%	24	1.8%	23	1.2%	20	1.2%	6	1.5%	80	3.9%
Total	1,464	0.7%	1,113	0.5%	1,354	0.6%	1,926	0.9%	1,666	0.8%	388	0.2%	2,064	1%

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

Table F  
Healthcare  
Support

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	6	85.7%	89	76.7%	878	82.1%	86	92.5%	276	95.8%	119	91.5%	25	96.2%
Men	1	14.3%	27	23.3%	191	17.9%	7	7.5%	12	4.2%	11	8.5%	1	3.8%
Persons with Disabilities	0	0%	0	0%	30	2.8%	10	10.8%	9	3.1%	12	9.2%	3	11.5%
Veterans	0	0%	1	0.9%	4	0.4%	1	1.1%	1	0.3%	4	3.1%	1	3.8%
Asian - Cambodian	0	0%	0	0%	5	0.5%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	4	0.4%	0	0%	0	0%	2	1.5%	0	0%
Asian - Filipino	1	14.3%	42	36.2%	313	29.3%	4	4.3%	10	3.5%	9	6.9%	0	0%
Asian - Indian	1	14.3%	2	1.7%	70	6.5%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	1	0.9%	0	0%	0	0%	0	0%	2	1.5%	0	0%
Asian - Korean	0	0%	0	0%	3	0.3%	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	0	0%	0	0%	2	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	1	0.9%	35	3.3%	0	0%	5	1.7%	0	0%	0	0%
Black	0	0%	43	37.1%	233	21.8%	8	8.6%	23	8%	11	8.5%	3	11.5%
Hispanic	5	71.4%	16	13.8%	248	23.2%	27	29%	119	41.3%	60	46.2%	6	23.1%
Native American or Alaska Native	0	0%	2	1.7%	9	0.8%	1	1.1%	3	1%	1	0.8%	1	3.8%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	1.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	7	0.7%	0	0%	0	0%	1	0.8%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	0	0%	9	7.8%	127	11.9%	50	53.8%	122	42.4%	39	30%	15	57.7%
Other or Multiple Race or Ethnicity	0	0%	0	0%	12	1.1%	2	2.2%	6	2.1%	5	3.8%	1	3.8%
Total	7	<0.1%	116	0.1%	1,069	0.5%	93	<0.1%	288	0.1%	130	0.1%	26	<0.1%

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

Table F  
Installation/  
Maintenance

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	127	33.6%	5	6.4%	31	8.1%	27	3.8%	15	1.7%	10	2.8%	11	4.4%
Men	251	66.4%	73	93.6%	352	91.9%	691	96.2%	866	98.3%	351	97.2%	238	95.6%
Persons with Disabilities	7	1.9%	11	14.1%	19	5%	75	10.4%	122	13.8%	35	9.7%	36	14.5%
Veterans	10	2.6%	3	3.8%	13	3.4%	66	9.2%	113	12.8%	36	10%	38	15.3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	0.3%	0	0%	4	1%	6	0.8%	7	0.8%	0	0%	3	1.2%
Asian - Filipino	5	1.3%	5	6.4%	14	3.7%	12	1.7%	21	2.4%	8	2.2%	5	2%
Asian - Indian	3	0.8%	0	0%	1	0.3%	3	0.4%	6	0.7%	0	0%	3	1.2%
Asian - Japanese	0	0%	0	0%	1	0.3%	7	1%	4	0.5%	2	0.6%	2	0.8%
Asian - Korean	0	0%	0	0%	2	0.5%	1	0.1%	1	0.1%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	6	0.8%	5	0.6%	3	0.8%	1	0.4%
Asian - Other or Multiple	0	0%	0	0%	2	0.5%	8	1.1%	4	0.5%	1	0.3%	1	0.4%
Black	15	4%	9	11.5%	8	2.1%	28	3.9%	29	3.3%	9	2.5%	17	6.8%
Hispanic	124	32.8%	27	34.6%	114	29.8%	180	25.1%	201	22.8%	52	14.4%	43	17.3%
Native American or Alaska Native	5	1.3%	0	0%	5	1.3%	10	1.4%	12	1.4%	3	0.8%	4	1.6%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	2	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	1.3%	1	0.3%	1	0.1%	2	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	2	0.3%	2	0.2%	0	0%	1	0.4%
Pacific Islander - Other or Multiple	0	0%	1	1.3%	0	0%	0	0%	0	0%	0	0%	0	0%
White	172	45.5%	35	44.9%	220	57.4%	430	59.9%	560	63.6%	274	75.9%	164	65.9%
Other or Multiple Race or Ethnicity	53	14%	0	0%	11	2.9%	23	3.2%	25	2.8%	9	2.5%	5	2%
Total	378	0.2%	78	<0.1%	383	0.2%	718	0.3%	881	0.4%	361	0.2%	249	0.1%

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

Table F  
Installation/  
Maintenance

Group Type	\$90,001 - \$100,000	\$100,001 - \$110,000	\$110,001 - \$120,000	\$120,001 - \$130,000
Women	2 2.7%	3 6.7%	1 6.3%	0 0%
Men	71 97.3%	42 93.3%	15 93.8%	17 100%
Persons with Disabilities	10 13.7%	6 13.3%	1 6.3%	2 11.8%
Veterans	17 23.3%	6 13.3%	2 12.5%	4 23.5%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%
Asian - Chinese	0 0%	0 0%	0 0%	0 0%
Asian - Filipino	1 1.4%	1 2.2%	0 0%	0 0%
Asian - Indian	0 0%	0 0%	0 0%	0 0%
Asian - Japanese	1 1.4%	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%	1 2.2%	0 0%	0 0%
Asian - Other or Multiple	0 0%	0 0%	0 0%	0 0%
Black	0 0%	1 2.2%	1 6.3%	0 0%
Hispanic	10 13.7%	11 24.4%	4 25%	4 23.5%
Native American or Alaska Native	0 0%	3 6.7%	0 0%	0 0%
Pacific Islander - Guamanian	0 0%	1 2.2%	0 0%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	0 0%	1 2.2%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	0 0%	0 0%	0 0%
White	59 80.8%	25 55.6%	11 68.8%	13 76.5%
Other or Multiple Race or Ethnicity	2 2.7%	1 2.2%	0 0%	0 0%
Total	73 <0.1%	45 <0.1%	16 <0.1%	17 <0.1%

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

Table F  
Legal

Group Type	\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000	
Women	0	0%	16	80%	111	79.3%	186	74.4%	336	75.2%	119	54.1%	149	56.4%
Men	2	100%	4	20%	29	20.7%	64	25.6%	111	24.8%	101	45.9%	115	43.6%
Persons with Disabilities	0	0%	3	15%	11	7.9%	26	10.4%	57	12.8%	17	7.7%	23	8.7%
Veterans	0	0%	1	5%	4	2.9%	6	2.4%	13	2.9%	1	0.5%	1	0.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%
Asian - Chinese	0	0%	0	0%	4	2.9%	10	4%	12	2.7%	11	5%	15	5.7%
Asian - Filipino	0	0%	2	10%	9	6.4%	12	4.8%	23	5.1%	2	0.9%	8	3%
Asian - Indian	0	0%	0	0%	4	2.9%	6	2.4%	5	1.1%	3	1.4%	10	3.8%
Asian - Japanese	0	0%	0	0%	3	2.1%	2	0.8%	7	1.6%	2	0.9%	3	1.1%
Asian - Korean	0	0%	0	0%	1	0.7%	2	0.8%	6	1.3%	13	5.9%	8	3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.7%	1	0.4%	3	0.7%	3	1.4%	4	1.5%
Asian - Other or Multiple	0	0%	0	0%	5	3.6%	8	3.2%	8	1.8%	6	2.7%	9	3.4%
Black	0	0%	0	0%	13	9.3%	30	12%	68	15.2%	9	4.1%	13	4.9%
Hispanic	1	50%	6	30%	30	21.4%	45	18%	76	17%	24	10.9%	26	9.8%
Native American or Alaska Native	0	0%	1	5%	0	0%	2	0.8%	1	0.2%	1	0.5%	1	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%	1	0.4%	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.7%	3	1.2%	2	0.4%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
White	1	50%	11	55%	62	44.3%	114	45.6%	221	49.4%	133	60.5%	155	58.7%
Other or Multiple Race or Ethnicity	0	0%	0	0%	7	5%	14	5.6%	13	2.9%	13	5.9%	11	4.2%
Total	2	<0.1%	20	<0.1%	140	0.1%	250	0.1%	447	0.2%	220	0.1%	264	0.1%

# Table F Legal

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

Group Type	\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	140	59.8%	232	58.1%	164	56.9%	1,163	49.3%
Men	94	40.2%	167	41.9%	124	43.1%	1,198	50.7%
Persons with Disabilities	24	10.3%	49	12.3%	42	14.6%	354	15%
Veterans	4	1.7%	13	3.3%	5	1.7%	75	3.2%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	17	7.3%	23	5.8%	17	5.9%	106	4.5%
Asian - Filipino	3	1.3%	7	1.8%	7	2.4%	41	1.7%
Asian - Indian	2	0.9%	7	1.8%	9	3.1%	21	0.9%
Asian - Japanese	5	2.1%	3	0.8%	6	2.1%	33	1.4%
Asian - Korean	6	2.6%	11	2.8%	10	3.5%	42	1.8%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.4%	5	1.3%	7	2.4%	23	1%
Asian - Other or Multiple	6	2.6%	7	1.8%	10	3.5%	31	1.3%
Black	8	3.4%	13	3.3%	7	2.4%	115	4.9%
Hispanic	25	10.7%	35	8.8%	14	4.9%	195	8.3%
Native American or Alaska Native	2	0.9%	1	0.3%	1	0.3%	8	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	<0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	1	0.4%	2	0.5%	0	0%	2	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%
White	147	62.8%	266	66.7%	188	65.3%	1,684	71.3%
Other or Multiple Race or Ethnicity	11	4.7%	19	4.8%	12	4.2%	57	2.4%
Total	234	0.1%	399	0.2%	288	0.1%	2,361	1.1%

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

Table F  
Life Science

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	3	100%	365	53%	117	45.9%	196	45.1%	258	44%	387	54.8%	666	52%
Men	0	0%	324	47%	138	54.1%	239	54.9%	329	56%	319	45.2%	616	48%
Persons with Disabilities	0	0%	30	4.4%	13	5.1%	21	4.8%	40	6.8%	78	11%	218	17%
Veterans	0	0%	4	0.6%	6	2.4%	18	4.1%	17	2.9%	13	1.8%	49	3.8%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.2%	1	0.1%	1	0.1%
Asian - Chinese	0	0%	23	3.3%	8	3.1%	10	2.3%	25	4.3%	31	4.4%	59	4.6%
Asian - Filipino	0	0%	8	1.2%	1	0.4%	7	1.6%	16	2.7%	15	2.1%	30	2.3%
Asian - Indian	0	0%	5	0.7%	5	2%	8	1.8%	7	1.2%	22	3.1%	26	2%
Asian - Japanese	0	0%	5	0.7%	3	1.2%	5	1.1%	6	1%	7	1%	7	0.5%
Asian - Korean	0	0%	5	0.7%	1	0.4%	2	0.5%	5	0.9%	4	0.6%	6	0.5%
Asian - Laotian	0	0%	2	0.3%	1	0.4%	0	0%	0	0%	0	0%	1	0.1%
Asian - Vietnamese	0	0%	3	0.4%	5	2%	3	0.7%	3	0.5%	11	1.6%	11	0.9%
Asian - Other or Multiple	0	0%	21	3%	5	2%	5	1.1%	16	2.7%	30	4.2%	25	2%
Black	0	0%	5	0.7%	5	2%	13	3%	19	3.2%	18	2.5%	49	3.8%
Hispanic	1	33.3%	54	7.8%	46	18%	69	15.9%	105	17.9%	85	12%	146	11.4%
Native American or Alaska Native	0	0%	4	0.6%	1	0.4%	3	0.7%	5	0.9%	8	1.1%	9	0.7%
Pacific Islander - Guamanian	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%	1	0.1%
Pacific Islander - Hawaiian	0	0%	1	0.1%	1	0.4%	2	0.5%	1	0.2%	2	0.3%	1	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.2%	4	0.7%	0	0%	4	0.3%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	1	0.2%	0	0%	1	0.1%	0	0%
White	2	66.7%	473	68.7%	150	58.8%	270	62.1%	353	60.1%	434	61.5%	853	66.5%
Other or Multiple Race or Ethnicity	0	0%	79	11.5%	23	9%	36	8.3%	21	3.6%	37	5.2%	53	4.1%
Total	3	<0.1%	689	0.3%	255	0.1%	435	0.2%	587	0.3%	706	0.3%	1,282	0.6%

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

Table F  
Life Science

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	595	47.6%	632	50.4%	305	44.1%	369	51.3%	450	52.9%	235	48.2%
Men	656	52.4%	623	49.6%	386	55.9%	351	48.8%	400	47.1%	253	51.8%
Persons with Disabilities	237	18.9%	199	15.9%	84	12.2%	109	15.1%	101	11.9%	55	11.3%
Veterans	36	2.9%	33	2.6%	28	4.1%	21	2.9%	20	2.4%	14	2.9%
Asian - Cambodian	0	0%	4	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	71	5.7%	84	6.7%	55	8%	30	4.2%	22	2.6%	12	2.5%
Asian - Filipino	28	2.2%	15	1.2%	17	2.5%	11	1.5%	4	0.5%	5	1%
Asian - Indian	29	2.3%	33	2.6%	11	1.6%	5	0.7%	13	1.5%	8	1.6%
Asian - Japanese	31	2.5%	27	2.2%	16	2.3%	5	0.7%	12	1.4%	12	2.5%
Asian - Korean	8	0.6%	12	1%	4	0.6%	13	1.8%	5	0.6%	2	0.4%
Asian - Laotian	1	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	14	1.1%	4	0.3%	7	1%	5	0.7%	5	0.6%	2	0.4%
Asian - Other or Multiple	35	2.8%	41	3.3%	26	3.8%	18	2.5%	25	2.9%	4	0.8%
Black	49	3.9%	60	4.8%	33	4.8%	40	5.6%	47	5.5%	24	4.9%
Hispanic	109	8.7%	88	7%	73	10.6%	46	6.4%	83	9.8%	37	7.6%
Native American or Alaska Native	5	0.4%	9	0.7%	2	0.3%	3	0.4%	3	0.4%	1	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	2	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	5	0.4%	3	0.2%	1	0.1%	1	0.1%	2	0.2%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	813	65%	831	66.2%	412	59.6%	521	72.4%	609	71.6%	369	75.6%
Other or Multiple Race or Ethnicity	51	4.1%	44	3.5%	31	4.5%	22	3.1%	20	2.4%	12	2.5%
Total	1,251	0.6%	1,255	0.6%	691	0.3%	720	0.3%	850	0.4%	488	0.2%

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

# Table F Management

Group Type	\$40,001 - \$50,000	\$50,001 - \$60,000	\$60,001 - \$70,000	\$70,001 - \$80,000	\$80,001 - \$90,000	\$90,001 - \$100,000	\$100,001 - \$110,000	\$110,001 - \$120,000
Women	2 100%	6 85.7%	0 0%	6 50%	85 63.9%	413 63%	569 61.9%	329 47.3%
Men	0 0%	1 14.3%	2 100%	6 50%	48 36.1%	243 37%	350 38.1%	367 52.7%
Persons with Disabilities	0 0%	1 14.3%	0 0%	2 16.7%	23 17.3%	136 20.7%	177 19.3%	134 19.3%
Veterans	0 0%	0 0%	1 50%	0 0%	3 2.3%	34 5.2%	36 3.9%	28 4%
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%	0 0%	5 3.8%	23 3.5%	43 4.7%	19 2.7%
Asian - Filipino	0 0%	0 0%	0 0%	2 16.7%	5 3.8%	23 3.5%	30 3.3%	21 3%
Asian - Indian	0 0%	0 0%	0 0%	0 0%	0 0%	5 0.8%	10 1.1%	6 0.9%
Asian - Japanese	0 0%	0 0%	0 0%	0 0%	1 0.8%	4 0.6%	22 2.4%	14 2%
Asian - Korean	0 0%	0 0%	0 0%	0 0%	1 0.8%	1 0.2%	3 0.3%	3 0.4%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0.2%	0 0%
Asian - Vietnamese	0 0%	0 0%	0 0%	0 0%	0 0%	8 1.2%	4 0.4%	5 0.7%
Asian - Other or Multiple	0 0%	0 0%	0 0%	0 0%	3 2.3%	8 1.2%	23 2.5%	8 1.1%
Black	0 0%	1 14.3%	0 0%	1 8.3%	9 6.8%	63 9.6%	78 8.5%	39 5.6%
Hispanic	1 50%	2 28.6%	0 0%	2 16.7%	34 25.6%	128 19.5%	133 14.5%	118 17%
Native American or Alaska Native	0 0%	1 14.3%	0 0%	0 0%	0 0%	4 0.6%	4 0.4%	6 0.9%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.1%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 0.3%	3 0.4%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	1 0.8%	3 0.5%	4 0.4%	2 0.3%
Pacific Islander - Other or Multiple	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.2%	1 0.1%	0 0%
White	0 0%	3 42.9%	2 100%	7 58.3%	65 48.9%	357 54.4%	530 57.7%	430 61.8%
Other or Multiple Race or Ethnicity	1 50%	0 0%	0 0%	0 0%	9 6.8%	28 4.3%	28 3%	22 3.2%
Total	2 <0.1%	7 <0.1%	2 <0.1%	12 <0.1%	133 0.1%	656 0.3%	919 0.4%	696 0.3%

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

Table F  
Office  
Support

Group Type	Under \$10,000		\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000	
Women	0	0%	83	87.4%	956	77.7%	6,074	73.3%	10,902	76.9%	3,806	71.2%
Men	1	100%	12	12.6%	275	22.3%	2,213	26.7%	3,267	23.1%	1,543	28.8%
Persons with Disabilities	0	0%	19	20%	93	7.6%	1,050	12.7%	3,062	21.6%	1,142	21.3%
Veterans	0	0%	3	3.2%	14	1.1%	258	3.1%	559	3.9%	349	6.5%
Asian - Cambodian	0	0%	0	0%	2	0.2%	20	0.2%	19	0.1%	4	0.1%
Asian - Chinese	0	0%	3	3.2%	75	6.1%	266	3.2%	337	2.4%	186	3.5%
Asian - Filipino	0	0%	5	5.3%	67	5.4%	448	5.4%	1,033	7.3%	354	6.6%
Asian - Indian	0	0%	1	1.1%	30	2.4%	85	1%	148	1%	53	1%
Asian - Japanese	0	0%	0	0%	4	0.3%	46	0.6%	96	0.7%	35	0.7%
Asian - Korean	0	0%	1	1.1%	2	0.2%	32	0.4%	37	0.3%	17	0.3%
Asian - Laotian	0	0%	0	0%	3	0.2%	17	0.2%	21	0.1%	5	0.1%
Asian - Vietnamese	0	0%	1	1.1%	28	2.3%	131	1.6%	164	1.2%	109	2%
Asian - Other or Multiple	0	0%	0	0%	37	3%	268	3.2%	232	1.6%	72	1.3%
Black	0	0%	10	10.5%	240	19.5%	1,050	12.7%	2,184	15.4%	901	16.8%
Hispanic	0	0%	27	28.4%	312	25.3%	2,526	30.5%	4,555	32.1%	1,807	33.8%
Native American or Alaska Native	0	0%	1	1.1%	17	1.4%	80	1%	134	0.9%	38	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	9	0.1%	16	0.1%	7	0.1%
Pacific Islander - Hawaiian	0	0%	2	2.1%	1	0.1%	7	0.1%	11	0.1%	5	0.1%
Pacific Islander - Samoan	0	0%	1	1.1%	10	0.8%	64	0.8%	62	0.4%	20	0.4%
Pacific Islander - Other or Multiple	0	0%	0	0%	5	0.4%	16	0.2%	26	0.2%	4	0.1%
White	0	0%	41	43.2%	350	28.4%	2,946	35.5%	4,652	32.8%	1,593	29.8%
Other or Multiple Race or Ethnicity	1	100%	2	2.1%	47	3.8%	276	3.3%	442	3.1%	139	2.6%
Total	1	<0.1%	95	<0.1%	1,231	0.6%	8,287	3.9%	14,169	6.6%	5,349	2.5%

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

Table F  
Office  
Support

Group Type	\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000	
Women	1,487	79.4%	469	75.6%	132	72.9%	1	16.7%	0	0%
Men	386	20.6%	151	24.4%	49	27.1%	5	83.3%	5	100%
Persons with Disabilities	385	20.6%	151	24.4%	51	28.2%	0	0%	0	0%
Veterans	68	3.6%	34	5.5%	11	6.1%	1	16.7%	0	0%
Asian - Cambodian	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	16	0.9%	16	2.6%	6	3.3%	0	0%	0	0%
Asian - Filipino	87	4.6%	20	3.2%	3	1.7%	0	0%	1	20%
Asian - Indian	12	0.6%	11	1.8%	0	0%	0	0%	0	0%
Asian - Japanese	4	0.2%	5	0.8%	3	1.7%	0	0%	0	0%
Asian - Korean	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	11	0.6%	6	1%	4	2.2%	0	0%	0	0%
Asian - Other or Multiple	18	1%	12	1.9%	2	1.1%	0	0%	0	0%
Black	269	14.4%	105	16.9%	44	24.3%	0	0%	0	0%
Hispanic	557	29.7%	202	32.6%	60	33.1%	2	33.3%	2	40%
Native American or Alaska Native	18	1%	5	0.8%	2	1.1%	0	0%	0	0%
Pacific Islander - Guamanian	4	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.2%	2	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	8	0.4%	2	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	4	0.2%	0	0%	1	0.6%	0	0%	0	0%
White	808	43.1%	213	34.4%	53	29.3%	4	66.7%	2	40%
Other or Multiple Race or Ethnicity	51	2.7%	21	3.4%	3	1.7%	0	0%	0	0%
Total	1,873	0.9%	620	0.3%	181	0.1%	6	<0.1%	5	<0.1%

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

Table F  
 Personal  
 Care

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000	
Women	2	100%	57	78.1%	86	71.1%	54	64.3%	38	63.3%	2	33.3%
Men	0	0%	16	21.9%	35	28.9%	30	35.7%	22	36.7%	4	66.7%
Persons with Disabilities	0	0%	8	11%	25	20.7%	10	11.9%	3	5%	4	66.7%
Veterans	0	0%	3	4.1%	3	2.5%	5	6%	1	1.7%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	50%	3	4.1%	2	1.7%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	6	8.2%	7	5.8%	5	6%	3	5%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	1	1.4%	1	0.8%	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%	1	0.8%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	1	1.4%	2	1.7%	1	1.2%	1	1.7%	0	0%
Black	0	0%	10	13.7%	8	6.6%	4	4.8%	7	11.7%	0	0%
Hispanic	0	0%	19	26%	36	29.8%	10	11.9%	6	10%	0	0%
Native American or Alaska Native	0	0%	3	4.1%	1	0.8%	3	3.6%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	16.7%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	1	50%	29	39.7%	59	48.8%	58	69%	41	68.3%	5	83.3%
Other or Multiple Race or Ethnicity	0	0%	1	1.4%	4	3.3%	3	3.6%	2	3.3%	0	0%
Total	2	<0.1%	73	<0.1%	121	0.1%	84	<0.1%	60	<0.1%	6	<0.1%

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

# Table F Production

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	2	40%	26	38.8%	33	29.7%	23	15.9%	18	10.8%	31	3.7%	10	8.4%
Men	3	60%	41	61.2%	78	70.3%	122	84.1%	148	89.2%	810	96.3%	109	91.6%
Persons with Disabilities	0	0%	9	13.4%	18	16.2%	17	11.7%	10	6%	81	9.6%	10	8.4%
Veterans	0	0%	5	7.5%	8	7.2%	5	3.4%	15	9%	152	18.1%	32	26.9%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	2	1.8%	1	0.7%	1	0.6%	5	0.6%	0	0%
Asian - Filipino	0	0%	6	9%	5	4.5%	4	2.8%	7	4.2%	44	5.2%	2	1.7%
Asian - Indian	0	0%	0	0%	2	1.8%	2	1.4%	3	1.8%	9	1.1%	2	1.7%
Asian - Japanese	0	0%	1	1.5%	0	0%	1	0.7%	1	0.6%	1	0.1%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	2	1.4%	3	1.8%	0	0%	1	0.8%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Asian - Vietnamese	0	0%	1	1.5%	3	2.7%	2	1.4%	1	0.6%	6	0.7%	2	1.7%
Asian - Other or Multiple	1	20%	2	3%	3	2.7%	3	2.1%	2	1.2%	6	0.7%	2	1.7%
Black	2	40%	9	13.4%	16	14.4%	10	6.9%	9	5.4%	45	5.4%	1	0.8%
Hispanic	1	20%	28	41.8%	34	30.6%	35	24.1%	43	25.9%	207	24.6%	33	27.7%
Native American or Alaska Native	0	0%	0	0%	0	0%	5	3.4%	0	0%	6	0.7%	2	1.7%
Pacific Islander - Guamanian	0	0%	1	1.5%	0	0%	1	0.7%	0	0%	2	0.2%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.9%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	1	1.5%	1	0.9%	1	0.7%	0	0%	1	0.1%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	1	20%	18	26.9%	40	36%	70	48.3%	90	54.2%	486	57.8%	71	59.7%
Other or Multiple Race or Ethnicity	0	0%	0	0%	4	3.6%	8	5.5%	6	3.6%	21	2.5%	3	2.5%
Total	5	<0.1%	67	0%	111	0.1%	145	0.1%	166	0.1%	841	0.4%	119	0.1%

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

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	8 18.6%	8 8.2%	13 16%	3 13%	3 13.6%
Men	35 81.4%	89 91.8%	68 84%	20 87%	19 86.4%
Persons with Disabilities	4 9.3%	12 12.4%	3 3.7%	4 17.4%	4 18.2%
Veterans	9 20.9%	16 16.5%	18 22.2%	8 34.8%	2 9.1%
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	1 2.3%	2 2.1%	1 1.2%	0 0%	0 0%
Asian - Indian	0 0%	1 1%	2 2.5%	0 0%	1 4.5%
Asian - Japanese	0 0%	1 1%	0 0%	0 0%	0 0%
Asian - Korean	1 2.3%	0 0%	0 0%	0 0%	0 0%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Other or Multiple	2 4.7%	1 1%	0 0%	1 4.3%	0 0%
Black	2 4.7%	5 5.2%	10 12.3%	2 8.7%	0 0%
Hispanic	8 18.6%	27 27.8%	17 21%	3 13%	6 27.3%
Native American or Alaska Native	2 4.7%	1 1%	2 2.5%	1 4.3%	0 0%
Pacific Islander - Guamanian	0 0%	0 0%	1 1.2%	1 4.3%	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 or Multiple	0 0%	0 0%	0 0%	0 0%	0 0%
White	27 62.8%	56 57.7%	44 54.3%	15 65.2%	14 63.6%
Other or Multiple Race or Ethnicity	0 0%	3 3.1%	4 4.9%	0 0%	1 4.5%
Total	43 <0.1%	97 <0.1%	81 <0.1%	23 <0.1%	22 <0.1%

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

Table F  
Protective  
Service

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	11	25.6%	235	21.3%	217	11%	774	15%	691	15.7%	592	15.3%	2,351	14.2%
Men	32	74.4%	868	78.7%	1,761	89%	4,402	85%	3,714	84.3%	3,275	84.7%	14,240	85.8%
Persons with Disabilities	1	2.3%	18	1.6%	44	2.2%	147	2.8%	227	5.2%	193	5%	400	2.4%
Veterans	4	9.3%	20	1.8%	59	3%	363	7%	331	7.5%	290	7.5%	1,864	11.2%
Asian - Cambodian	0	0%	0	0%	1	0.1%	2	<0.1%	0	0%	0	0%	11	0.1%
Asian - Chinese	1	2.3%	3	0.3%	10	0.5%	35	0.7%	17	0.4%	20	0.5%	66	0.4%
Asian - Filipino	1	2.3%	11	1%	28	1.4%	81	1.6%	128	2.9%	94	2.4%	445	2.7%
Asian - Indian	0	0%	4	0.4%	5	0.3%	8	0.2%	5	0.1%	4	0.1%	36	0.2%
Asian - Japanese	0	0%	6	0.5%	10	0.5%	13	0.3%	14	0.3%	3	0.1%	38	0.2%
Asian - Korean	0	0%	1	0.1%	3	0.2%	6	0.1%	7	0.2%	5	0.1%	20	0.1%
Asian - Laotian	0	0%	0	0%	0	0%	1	<0.1%	2	<0.1%	2	0.1%	8	<0.1%
Asian - Vietnamese	0	0%	12	1.1%	3	0.2%	7	0.1%	13	0.3%	11	0.3%	35	0.2%
Asian - Other or Multiple	0	0%	7	0.6%	31	1.6%	153	3%	106	2.4%	112	2.9%	296	1.8%
Black	7	16.3%	31	2.8%	52	2.6%	218	4.2%	187	4.2%	202	5.2%	1,586	9.6%
Hispanic	10	23.3%	136	12.3%	590	29.8%	2,157	41.7%	1,578	35.8%	1,484	38.4%	7,031	42.4%
Native American or Alaska Native	0	0%	15	1.4%	17	0.9%	38	0.7%	27	0.6%	29	0.7%	74	0.4%
Pacific Islander - Guamanian	0	0%	2	0.2%	3	0.2%	1	<0.1%	0	0%	1	<0.1%	9	0.1%
Pacific Islander - Hawaiian	0	0%	3	0.3%	8	0.4%	1	<0.1%	5	0.1%	4	0.1%	23	0.1%
Pacific Islander - Samoan	1	2.3%	1	0.1%	3	0.2%	19	0.4%	28	0.6%	16	0.4%	68	0.4%
Pacific Islander - Other or Multiple	0	0%	2	0.2%	1	0.1%	1	<0.1%	0	0%	0	0%	13	0.1%
White	23	53.5%	831	75.3%	1,156	58.4%	2,357	45.5%	2,217	50.3%	1,810	46.8%	6,469	39%
Other or Multiple Race or Ethnicity	0	0%	38	3.4%	57	2.9%	78	1.5%	71	1.6%	70	1.8%	363	2.2%
Total	43	<0.1%	1,103	0.5%	1,978	0.9%	5,176	2.4%	4,405	2.1%	3,867	1.8%	16,591	7.7%

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

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	474	13.7%	458	7.5%	42	8.3%	101	14%	20	9%
Men	2,992	86.3%	5,689	92.5%	464	91.7%	620	86%	202	91%
Persons with Disabilities	123	3.5%	352	5.7%	34	6.7%	45	6.2%	8	3.6%
Veterans	427	12.3%	1,043	17%	100	19.8%	93	12.9%	36	16.2%
Asian - Cambodian	3	0.1%	2	<0.1%	0	0%	0	0%	0	0%
Asian - Chinese	15	0.4%	32	0.5%	4	0.8%	10	1.4%	3	1.4%
Asian - Filipino	63	1.8%	90	1.5%	10	2%	12	1.7%	4	1.8%
Asian - Indian	5	0.1%	8	0.1%	2	0.4%	3	0.4%	0	0%
Asian - Japanese	13	0.4%	34	0.6%	5	1%	9	1.2%	0	0%
Asian - Korean	8	0.2%	21	0.3%	2	0.4%	6	0.8%	0	0%
Asian - Laotian	0	0%	2	<0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	11	0.3%	13	0.2%	1	0.2%	1	0.1%	0	0%
Asian - Other or Multiple	34	1%	28	0.5%	2	0.4%	9	1.2%	1	0.5%
Black	274	7.9%	251	4.1%	30	5.9%	55	7.6%	11	5%
Hispanic	1,201	34.7%	1,544	25.1%	111	21.9%	172	23.9%	34	15.3%
Native American or Alaska Native	11	0.3%	46	0.7%	4	0.8%	2	0.3%	0	0%
Pacific Islander - Guamanian	2	0.1%	5	0.1%	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	5	0.1%	9	0.1%	0	0%	2	0.3%	0	0%
Pacific Islander - Samoan	14	0.4%	13	0.2%	3	0.6%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	<0.1%	3	<0.1%	0	0%	0	0%	0	0%
White	1,721	49.7%	3,932	64%	319	63%	428	59.4%	161	72.5%
Other or Multiple Race or Ethnicity	85	2.5%	114	1.9%	12	2.4%	12	1.7%	8	3.6%
Total	3,466	1.6%	6,147	2.9%	506	0.2%	721	0.3%	222	0.1%

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	50	58.1%	110	39.7%	137	41%	92	52.6%	353	60.1%	26	54.2%	39	37.9%
Men	36	41.9%	167	60.3%	197	59%	83	47.4%	234	39.9%	22	45.8%	64	62.1%
Persons with Disabilities	4	4.7%	24	8.7%	57	17.1%	32	18.3%	164	27.9%	8	16.7%	26	25.2%
Veterans	0	0%	6	2.2%	7	2.1%	8	4.6%	24	4.1%	1	2.1%	10	9.7%
Asian - Cambodian	1	1.2%	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Chinese	1	1.2%	23	8.3%	27	8.1%	4	2.3%	43	7.3%	2	4.2%	3	2.9%
Asian - Filipino	2	2.3%	31	11.2%	16	4.8%	19	10.9%	77	13.1%	0	0%	1	1%
Asian - Indian	9	10.5%	33	11.9%	13	3.9%	7	4%	11	1.9%	1	2.1%	2	1.9%
Asian - Japanese	1	1.2%	1	0.4%	5	1.5%	1	0.6%	3	0.5%	0	0%	2	1.9%
Asian - Korean	0	0%	1	0.4%	4	1.2%	3	1.7%	4	0.7%	0	0%	1	1%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	1.2%	2	0.7%	4	1.2%	2	1.1%	7	1.2%	1	2.1%	1	1%
Asian - Other or Multiple	4	4.7%	25	9%	8	2.4%	4	2.3%	17	2.9%	0	0%	1	1%
Black	39	45.3%	50	18.1%	35	10.5%	16	9.1%	53	9%	4	8.3%	8	7.8%
Hispanic	5	5.8%	45	16.2%	61	18.3%	44	25.1%	135	23%	11	22.9%	21	20.4%
Native American or Alaska Native	1	1.2%	1	0.4%	3	0.9%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.3%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.4%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	1	1.2%	3	1.1%	0	0%	0	0%	2	0.3%	1	2.1%	1	1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	17	19.8%	54	19.5%	143	42.8%	67	38.3%	214	36.5%	28	58.3%	57	55.3%
Other or Multiple Race or Ethnicity	4	4.7%	7	2.5%	14	4.2%	8	4.6%	20	3.4%	0	0%	5	4.9%
Total	86	<0.1%	277	0.1%	334	0.2%	175	0.1%	587	0.3%	48	<0.1%	103	<0.1%

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

# Table F Transport

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	101	26.9%	12	12.2%	42	8.8%	59	13.1%	25	9.2%	7	11.5%	4	5.7%
Men	275	73.1%	86	87.8%	434	91.2%	393	86.9%	247	90.8%	54	88.5%	66	94.3%
Persons with Disabilities	13	3.5%	3	3.1%	38	8%	49	10.8%	43	15.8%	7	11.5%	5	7.1%
Veterans	8	2.1%	5	5.1%	52	10.9%	54	11.9%	35	12.9%	12	19.7%	22	31.4%
Asian - Cambodian	1	0.3%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	0.5%	0	0%	4	0.8%	2	0.4%	8	2.9%	0	0%	2	2.9%
Asian - Filipino	7	1.9%	3	3.1%	24	5%	15	3.3%	6	2.2%	1	1.6%	1	1.4%
Asian - Indian	0	0%	3	3.1%	7	1.5%	7	1.5%	1	0.4%	0	0%	0	0%
Asian - Japanese	1	0.3%	1	1%	3	0.6%	2	0.4%	1	0.4%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	2	0.7%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.2%	2	0.4%	3	1.1%	0	0%	0	0%
Asian - Other or Multiple	5	1.3%	2	2%	3	0.6%	3	0.7%	3	1.1%	1	1.6%	0	0%
Black	9	2.4%	2	2%	54	11.3%	33	7.3%	9	3.3%	2	3.3%	3	4.3%
Hispanic	94	25%	37	37.8%	163	34.2%	156	34.5%	79	29%	11	18%	9	12.9%
Native American or Alaska Native	4	1.1%	0	0%	4	0.8%	4	0.9%	3	1.1%	0	0%	1	1.4%
Pacific Islander - Guamanian	1	0.3%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	1%	0	0%	2	0.4%	0	0%	0	0%	1	1.4%
Pacific Islander - Samoan	0	0%	0	0%	4	0.8%	2	0.4%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	234	62.2%	40	40.8%	198	41.6%	214	47.3%	149	54.8%	44	72.1%	51	72.9%
Other or Multiple Race or Ethnicity	18	4.8%	9	9.2%	9	1.9%	10	2.2%	8	2.9%	2	3.3%	2	2.9%
Total	376	0.2%	98	<0.1%	476	0.2%	452	0.2%	272	0.1%	61	0%	70	<0.1%

# Table F Transport

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

Group Type	\$90,001 - \$100,000		\$100,001 - \$110,000	
Women	1	10%	0	0%
Men	9	90%	4	100%
Persons with Disabilities	1	10%	1	25%
Veterans	1	10%	0	0%
Asian - Cambodian	0	0%	0	0%
Asian - Chinese	0	0%	0	0%
Asian - Filipino	0	0%	0	0%
Asian - Indian	0	0%	0	0%
Asian - Japanese	0	0%	0	0%
Asian - Korean	0	0%	0	0%
Asian - Laotian	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%
Black	0	0%	0	0%
Hispanic	0	0%	1	25%
Native American or Alaska Native	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%
White	10	100%	3	75%
Other or Multiple Race or Ethnicity	0	0%	0	0%
Total	10	<0.1%	4	<0.1%

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

Table F  
Unmapped

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	8	72.7%	1,521	56.8%	185	67.3%	48	46.6%	59	24.2%	485	30.2%	718	36.8%
Men	3	27.3%	1,159	43.2%	90	32.7%	55	53.4%	185	75.8%	1,123	69.8%	1,235	63.2%
Persons with Disabilities	4	36.4%	245	9.1%	195	70.9%	22	21.4%	29	11.9%	132	8.2%	308	15.8%
Veterans	0	0%	23	0.9%	4	1.5%	0	0%	12	4.9%	110	6.8%	168	8.6%
Asian - Cambodian	0	0%	1	0%	1	0.4%	0	0%	2	0.8%	4	0.2%	1	0.1%
Asian - Chinese	0	0%	66	2.5%	10	3.6%	6	5.8%	19	7.8%	113	7%	172	8.8%
Asian - Filipino	0	0%	64	2.4%	1	0.4%	4	3.9%	10	4.1%	96	6%	133	6.8%
Asian - Indian	0	0%	38	1.4%	6	2.2%	2	1.9%	11	4.5%	143	8.9%	118	6%
Asian - Japanese	0	0%	16	0.6%	3	1.1%	1	1%	0	0%	21	1.3%	23	1.2%
Asian - Korean	1	9.1%	9	0.3%	1	0.4%	0	0%	0	0%	10	0.6%	8	0.4%
Asian - Laotian	0	0%	3	0.1%	0	0%	0	0%	2	0.8%	3	0.2%	2	0.1%
Asian - Vietnamese	0	0%	41	1.5%	1	0.4%	7	6.8%	9	3.7%	47	2.9%	67	3.4%
Asian - Other or Multiple	0	0%	59	2.2%	5	1.8%	7	6.8%	13	5.3%	90	5.6%	89	4.6%
Black	3	27.3%	264	9.9%	30	10.9%	11	10.7%	19	7.8%	114	7.1%	156	8%
Hispanic	1	9.1%	568	21.2%	55	20%	13	12.6%	44	18%	259	16.1%	301	15.4%
Native American or Alaska Native	0	0%	17	0.6%	2	0.7%	2	1.9%	0	0%	10	0.6%	9	0.5%
Pacific Islander - Guamanian	0	0%	1	<0.1%	0	0%	0	0%	1	0.4%	2	0.1%	3	0.2%
Pacific Islander - Hawaiian	0	0%	4	0.1%	0	0%	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	0	0%	15	0.6%	6	2.2%	0	0%	4	1.6%	21	1.3%	9	0.5%
Pacific Islander - Other or Multiple	0	0%	2	0.1%	0	0%	0	0%	0	0%	1	0.1%	2	0.1%
White	6	54.5%	1,425	53.2%	139	50.5%	43	41.7%	103	42.2%	613	38.1%	779	39.9%
Other or Multiple Race or Ethnicity	0	0%	87	3.2%	15	5.5%	7	6.8%	7	2.9%	61	3.8%	79	4%
Total	11	<0.1%	2,680	1.2%	275	0.1%	103	<0.1%	244	0.1%	1,608	0.7%	1,953	0.9%

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

Table F  
Unmapped

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	1,010	37.5%	840	36.1%	430	31.4%	191	32.6%	45	36.9%	1	7.7%
Men	1,682	62.5%	1,485	63.9%	940	68.6%	394	67.4%	77	63.1%	12	92.3%
Persons with Disabilities	456	16.9%	307	13.2%	170	12.4%	79	13.5%	15	12.3%	0	0%
Veterans	229	8.5%	156	6.7%	114	8.3%	40	6.8%	9	7.4%	0	0%
Asian - Cambodian	2	0.1%	2	0.1%	3	0.2%	1	0.2%	0	0%	0	0%
Asian - Chinese	287	10.7%	269	11.6%	134	9.8%	37	6.3%	4	3.3%	1	7.7%
Asian - Filipino	145	5.4%	103	4.4%	53	3.9%	24	4.1%	3	2.5%	0	0%
Asian - Indian	133	4.9%	139	6%	106	7.7%	41	7%	8	6.6%	0	0%
Asian - Japanese	66	2.5%	39	1.7%	30	2.2%	19	3.2%	4	3.3%	0	0%
Asian - Korean	5	0.2%	16	0.7%	7	0.5%	5	0.9%	0	0%	0	0%
Asian - Laotian	2	0.1%	6	0.3%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	98	3.6%	99	4.3%	41	3%	9	1.5%	4	3.3%	0	0%
Asian - Other or Multiple	124	4.6%	114	4.9%	45	3.3%	16	2.7%	7	5.7%	0	0%
Black	203	7.5%	139	6%	82	6%	41	7%	6	4.9%	2	15.4%
Hispanic	370	13.7%	295	12.7%	163	11.9%	56	9.6%	15	12.3%	2	15.4%
Native American or Alaska Native	16	0.6%	7	0.3%	7	0.5%	3	0.5%	1	0.8%	0	0%
Pacific Islander - Guamanian	6	0.2%	2	0.1%	2	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.1%	2	0.1%	0	0%	2	0.3%	0	0%	0	0%
Pacific Islander - Samoan	19	0.7%	5	0.2%	5	0.4%	4	0.7%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	<0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
White	1,096	40.7%	1,009	43.4%	654	47.7%	296	50.6%	67	54.9%	8	61.5%
Other or Multiple Race or Ethnicity	116	4.3%	79	3.4%	37	2.7%	31	5.3%	3	2.5%	0	0%
Total	2,692	1.3%	2,325	1.1%	1,370	0.6%	585	0.3%	122	0.1%	13	0%

# Appendix

## Table G

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

# Table G

## Alameda

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

Group Type	Civil Service		Labor Force		Population	
Women	2,844	43.8%	426,470	46.9%	845,703	50.8%
Men	3,644	56.2%	483,731	53.1%	819,017	49.2%
Persons with Disabilities	1,108	17.1%	36,955	4.1%	297,150	17.8%
Veterans	205	3.2%	26,114	2.9%	58,373	3.5%
Asian - Cambodian	7	0.1%	2,028	0.2%	3,185	0.2%
Asian - Chinese	742	11.4%	89,374	9.8%	173,178	10.4%
Asian - Filipino	769	11.9%	57,214	6.3%	93,620	5.6%
Asian - Indian	298	4.6%	68,372	7.5%	131,785	7.9%
Asian - Japanese	64	1%	5,736	0.6%	11,335	0.7%
Asian - Korean	37	0.6%	10,191	1.1%	19,571	1.2%
Asian - Laotian	6	0.1%	1,442	0.2%	2,094	0.1%
Asian - Vietnamese	177	2.7%	15,729	1.7%	29,263	1.8%
Asian - Other or Multiple	308	4.7%	21,730	2.4%	36,888	2.2%
Black	854	13.2%	85,566	9.4%	170,275	10.2%
Hispanic	796	12.3%	195,488	21.5%	373,898	22.5%
Native American or Alaska Native	18	0.3%	2,553	0.3%	5,273	0.3%
Pacific Islander - Guamanian	5	0.1%	810	0.1%	1,019	0.1%
Pacific Islander - Hawaiian	5	0.1%	1,650	0.2%	2,677	0.2%
Pacific Islander - Samoan	4	0.1%	1,897	0.2%	2,696	0.2%
Pacific Islander - Other or Multiple	30	0.5%	2,926	0.3%	4,436	0.3%
White	2,138	33%	309,759	34%	522,012	31.4%
Other or Multiple Race or Ethnicity	230	3.5%	37,736	4.1%	81,515	4.9%
Total	6,488	3%	910,201	4.6%	1,664,720	4.2%

# Table G Alpine

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

Group Type	Civil Service		Labor Force		Population	
Women	8	14.8%	243	48.8%	544	47.8%
Men	46	85.2%	255	51.2%	594	52.2%
Persons with Disabilities	3	5.6%	30	6.1%	369	32.4%
Veterans	3	5.6%	33	6.6%	109	9.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	3.7%	2	0.4%	4	0.4%
Asian - Filipino	2	3.7%	2	0.3%	2	0.2%
Asian - Indian	1	1.9%	0	0%	0	0%
Asian - Japanese	0	0%	0	0.1%	0	0%
Asian - Korean	0	0%	1	0.1%	2	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	1	0.2%	3	0.3%
Black	0	0%	2	0.4%	12	1.1%
Hispanic	6	11.1%	76	15.3%	169	14.8%
Native American or Alaska Native	2	3.7%	13	2.7%	28	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.3%	3	0.3%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	1.9%	0	0%	0	0%
White	40	74.1%	383	76.9%	873	76.7%
Other or Multiple Race or Ethnicity	0	0%	16	3.3%	39	3.4%
Total	54	<0.1%	498	<0.1%	1,138	<0.1%

# Table G Amador

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

Group Type	Civil Service		Labor Force		Population	
Women	697	35.8%	7,989	48.8%	17,874	47.8%
Men	1,252	64.2%	8,374	51.2%	19,494	52.2%
Persons with Disabilities	92	4.7%	1,000	6.1%	12,112	32.4%
Veterans	153	7.9%	1,083	6.6%	3,580	9.6%
Asian - Cambodian	0	0%	0	0%	16	<0.1%
Asian - Chinese	12	0.6%	66	0.4%	140	0.4%
Asian - Filipino	54	2.8%	53	0.3%	76	0.2%
Asian - Indian	13	0.7%	0	0%	0	0%
Asian - Japanese	1	0.1%	10	0.1%	15	<0.1%
Asian - Korean	4	0.2%	20	0.1%	69	0.2%
Asian - Laotian	4	0.2%	0	0%	0	0%
Asian - Vietnamese	15	0.8%	0	0%	2	<0.1%
Asian - Other or Multiple	75	3.8%	38	0.2%	111	0.3%
Black	117	6%	73	0.4%	405	1.1%
Hispanic	323	16.6%	2,498	15.3%	5,547	14.8%
Native American or Alaska Native	28	1.4%	441	2.7%	928	2.5%
Pacific Islander - Guamanian	2	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.1%	48	0.3%	99	0.3%
Pacific Islander - Samoan	0	0%	0	0%	10	<0.1%
Pacific Islander - Other or Multiple	12	0.6%	0	0%	0	0%
White	1,243	63.8%	12,580	76.9%	28,679	76.7%
Other or Multiple Race or Ethnicity	44	2.3%	535	3.3%	1,271	3.4%
Total	1,949	0.9%	16,363	0.1%	37,368	0.1%

# Table G Butte

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

Group Type	Civil Service		Labor Force		Population	
Women	255	29.1%	53,225	50.3%	116,209	50.7%
Men	620	70.9%	52,667	49.7%	113,133	49.3%
Persons with Disabilities	99	11.3%	6,803	6.4%	78,409	34.2%
Veterans	68	7.8%	5,787	5.5%	19,032	8.3%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	0.2%	308	0.3%	427	0.2%
Asian - Filipino	11	1.3%	711	0.7%	1,399	0.6%
Asian - Indian	5	0.6%	276	0.3%	534	0.2%
Asian - Japanese	2	0.2%	22	<0.1%	31	<0.1%
Asian - Korean	0	0%	485	0.5%	879	0.4%
Asian - Laotian	0	0%	200	0.2%	292	0.1%
Asian - Vietnamese	2	0.2%	563	0.5%	563	0.2%
Asian - Other or Multiple	9	1%	3,773	3.6%	7,514	3.3%
Black	14	1.6%	3,017	2.8%	4,556	2%
Hispanic	110	12.6%	17,670	16.7%	37,275	16.3%
Native American or Alaska Native	13	1.5%	990	0.9%	2,170	0.9%
Pacific Islander - Guamanian	1	0.1%	0	0%	86	<0.1%
Pacific Islander - Hawaiian	2	0.2%	95	0.1%	143	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	667	76.2%	75,089	70.9%	164,912	71.9%
Other or Multiple Race or Ethnicity	37	4.2%	2,693	2.5%	8,561	3.7%
Total	875	0.4%	105,892	0.5%	229,342	0.6%

# Table G

## Calaveras

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

Group Type	Civil Service		Labor Force		Population	
Women	47	19%	9,692	48.8%	21,685	47.8%
Men	200	81%	10,160	51.2%	23,650	52.2%
Persons with Disabilities	27	10.9%	1,213	6.1%	14,695	32.4%
Veterans	14	5.7%	1,313	6.6%	4,343	9.6%
Asian - Cambodian	0	0%	0	0%	19	<0.1%
Asian - Chinese	1	0.4%	80	0.4%	170	0.4%
Asian - Filipino	1	0.4%	64	0.3%	92	0.2%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	12	0.1%	18	<0.1%
Asian - Korean	2	0.8%	25	0.1%	84	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	3	0%
Asian - Other or Multiple	1	0.4%	46	0.2%	135	0.3%
Black	3	1.2%	89	0.4%	491	1.1%
Hispanic	30	12.1%	3,031	15.3%	6,729	14.8%
Native American or Alaska Native	1	0.4%	536	2.7%	1,126	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.8%	58	0.3%	120	0.3%
Pacific Islander - Samoan	0	0%	0	0%	12	<0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	201	81.4%	15,262	76.9%	34,793	76.7%
Other or Multiple Race or Ethnicity	5	2%	650	3.3%	1,542	3.4%
Total	247	0.1%	19,852	0.1%	45,335	0.1%

# Table G

## Colusa

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

Group Type	Civil Service		Labor Force		Population	
Women	9	15.5%	4,057	44.2%	10,679	49.4%
Men	49	84.5%	5,127	55.8%	10,933	50.6%
Persons with Disabilities	7	12.1%	821	8.9%	7,717	35.7%
Veterans	8	13.8%	484	5.3%	1,269	5.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	8	0.1%	17	0.1%
Asian - Indian	2	3.4%	24	0.3%	67	0.3%
Asian - Japanese	0	0%	0	0%	16	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	96	1%	96	0.4%
Asian - Vietnamese	0	0%	16	0.2%	47	0.2%
Asian - Other or Multiple	0	0%	11	0.1%	78	0.4%
Black	2	3.4%	54	0.6%	112	0.5%
Hispanic	8	13.8%	3,203	34.9%	7,236	33.5%
Native American or Alaska Native	1	1.7%	76	0.8%	476	2.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	38	0.4%	52	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	44	75.9%	5,496	59.8%	12,945	59.9%
Other or Multiple Race or Ethnicity	1	1.7%	163	1.8%	471	2.2%
Total	58	<0.1%	9,184	<0.1%	21,612	0.1%

# Table G

## Contra Costa

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

Group Type	Civil Service		Labor Force		Population	
Women	710	47.7%	276,843	46.9%	585,407	51%
Men	777	52.3%	313,142	53.1%	562,168	49%
Persons with Disabilities	213	14.3%	38,233	6.5%	258,861	22.6%
Veterans	95	6.4%	20,422	3.5%	54,768	4.8%
Asian - Cambodian	0	0%	139	<0.1%	658	0.1%
Asian - Chinese	117	7.9%	24,673	4.2%	53,078	4.6%
Asian - Filipino	136	9.1%	31,158	5.3%	50,178	4.4%
Asian - Indian	44	3%	15,874	2.7%	32,886	2.9%
Asian - Japanese	17	1.1%	4,598	0.8%	8,044	0.7%
Asian - Korean	7	0.5%	4,522	0.8%	8,457	0.7%
Asian - Laotian	0	0%	1,413	0.2%	1,994	0.2%
Asian - Vietnamese	14	0.9%	6,952	1.2%	11,791	1%
Asian - Other or Multiple	48	3.2%	13,665	2.3%	25,850	2.3%
Black	243	16.3%	48,069	8.1%	93,243	8.1%
Hispanic	187	12.6%	147,726	25%	294,751	25.7%
Native American or Alaska Native	16	1.1%	1,510	0.3%	2,618	0.2%
Pacific Islander - Guamanian	1	0.1%	99	<0.1%	372	<0.1%
Pacific Islander - Hawaiian	1	0.1%	212	<0.1%	609	0.1%
Pacific Islander - Samoan	1	0.1%	734	0.1%	1,287	0.1%
Pacific Islander - Other or Multiple	9	0.6%	1,104	0.2%	1,587	0.1%
White	594	39.9%	264,112	44.8%	500,894	43.6%
Other or Multiple Race or Ethnicity	52	3.5%	23,425	4%	59,278	5.2%
Total	1,487	0.7%	589,985	3%	1,147,575	2.9%

# Table G Del Norte

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

Group Type	Civil Service		Labor Force		Population	
Women	410	29.8%	4,975	48.6%	12,587	46.1%
Men	965	70.2%	5,266	51.4%	14,727	53.9%
Persons with Disabilities	85	6.2%	599	5.8%	9,207	33.7%
Veterans	142	10.3%	799	7.8%	2,360	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	4	0.3%	14	0.1%	38	0.1%
Asian - Filipino	17	1.2%	64	0.6%	112	0.4%
Asian - Indian	1	0.1%	0	0%	17	0.1%
Asian - Japanese	3	0.2%	0	0%	11	0%
Asian - Korean	2	0.1%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.1%	0	0%	59	0.2%
Asian - Other or Multiple	13	0.9%	75	0.7%	383	1.4%
Black	20	1.5%	171	1.7%	1,028	3.8%
Hispanic	186	13.5%	1,164	11.4%	4,004	14.7%
Native American or Alaska Native	34	2.5%	242	2.4%	636	2.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	1	<0.1%
Pacific Islander - Other or Multiple	1	0.1%	71	0.7%	120	0.4%
White	1,045	76%	7,911	77.3%	19,626	71.9%
Other or Multiple Race or Ethnicity	45	3.3%	528	5.2%	1,280	4.7%
Total	1,375	0.6%	10,241	0.1%	27,314	0.1%

# Table G

## El Dorado

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

Group Type	Civil Service		Labor Force		Population	
Women	155	28.3%	38,640	45.1%	94,407	50.1%
Men	392	71.7%	46,966	54.9%	94,068	49.9%
Persons with Disabilities	65	11.9%	4,203	4.9%	47,983	25.5%
Veterans	27	4.9%	5,634	6.6%	14,222	7.5%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	3	0.5%	962	1.1%	1,806	1%
Asian - Filipino	3	0.5%	1,085	1.3%	1,520	0.8%
Asian - Indian	0	0%	1,721	2%	3,022	1.6%
Asian - Japanese	4	0.7%	197	0.2%	334	0.2%
Asian - Korean	0	0%	212	0.2%	980	0.5%
Asian - Laotian	0	0%	54	0.1%	54	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	1	0.2%	0	0%	0	0%
Black	8	1.5%	605	0.7%	1,332	0.7%
Hispanic	55	10.1%	9,616	11.2%	24,340	12.9%
Native American or Alaska Native	3	0.5%	171	0.2%	335	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 or Multiple	0	0%	0	0%	0	0%
White	445	81.4%	68,162	79.6%	146,675	77.8%
Other or Multiple Race or Ethnicity	25	4.6%	2,821	3.3%	8,077	4.3%
Total	547	0.3%	85,606	0.4%	188,475	0.5%

# Table G

## Fresno

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

Group Type	Civil Service		Labor Force		Population	
Women	3,921	46.3%	203,720	45.4%	495,085	50%
Men	4,542	53.7%	245,034	54.6%	494,750	50%
Persons with Disabilities	1,078	12.7%	36,731	8.2%	257,249	26%
Veterans	472	5.6%	19,962	4.4%	45,962	4.6%
Asian - Cambodian	14	0.2%	2,572	0.6%	5,058	0.5%
Asian - Chinese	87	1%	3,065	0.7%	6,309	0.6%
Asian - Filipino	275	3.2%	5,173	1.2%	9,796	1%
Asian - Indian	173	2%	10,548	2.4%	20,850	2.1%
Asian - Japanese	57	0.7%	2,765	0.6%	5,751	0.6%
Asian - Korean	25	0.3%	557	0.1%	865	0.1%
Asian - Laotian	10	0.1%	2,166	0.5%	6,035	0.6%
Asian - Vietnamese	55	0.6%	1,594	0.4%	3,460	0.3%
Asian - Other or Multiple	281	3.3%	18,392	4.1%	42,293	4.3%
Black	685	8.1%	19,328	4.3%	44,309	4.5%
Hispanic	3,221	38.1%	229,101	51.1%	525,882	53.1%
Native American or Alaska Native	69	0.8%	1,063	0.2%	3,145	0.3%
Pacific Islander - Guamanian	3	<0.1%	101	<0.1%	174	<0.1%
Pacific Islander - Hawaiian	7	0.1%	0	0%	23	<0.1%
Pacific Islander - Samoan	4	<0.1%	0	0%	152	<0.1%
Pacific Islander - Other or Multiple	25	0.3%	465	0.1%	1,079	0.1%
White	3,248	38.4%	142,144	31.7%	290,015	29.3%
Other or Multiple Race or Ethnicity	224	2.6%	9,720	2.2%	24,639	2.5%
Total	8,463	3.9%	448,754	2.3%	989,835	2.5%

# Table G Glenn

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

Group Type	Civil Service		Labor Force		Population	
Women	14	18.2%	5,290	44.2%	13,926	49.4%
Men	63	81.8%	6,686	55.8%	14,258	50.6%
Persons with Disabilities	7	9.1%	1,071	8.9%	10,064	35.7%
Veterans	6	7.8%	632	5.3%	1,654	5.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	10	0.1%	22	0.1%
Asian - Indian	0	0%	32	0.3%	87	0.3%
Asian - Japanese	0	0%	0	0%	21	0.1%
Asian - Korean	1	1.3%	0	0%	0	0%
Asian - Laotian	0	0%	125	1%	125	0.4%
Asian - Vietnamese	0	0%	21	0.2%	62	0.2%
Asian - Other or Multiple	0	0%	14	0.1%	102	0.4%
Black	1	1.3%	70	0.6%	146	0.5%
Hispanic	8	10.4%	4,177	34.9%	9,436	33.5%
Native American or Alaska Native	0	0%	99	0.8%	620	2.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	50	0.4%	68	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	67	87%	7,167	59.8%	16,881	59.9%
Other or Multiple Race or Ethnicity	0	0%	212	1.8%	614	2.2%
Total	77	<0.1%	11,976	0.1%	28,184	0.1%

# Table G

## Humboldt

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

Group Type	Civil Service		Labor Force		Population	
Women	404	34.3%	31,758	48.3%	69,461	50.6%
Men	774	65.7%	34,035	51.7%	67,821	49.4%
Persons with Disabilities	199	16.9%	4,818	7.3%	45,124	32.9%
Veterans	67	5.7%	3,471	5.3%	9,613	7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.1%	42	0.1%	56	<0.1%
Asian - Filipino	9	0.8%	50	0.1%	179	0.1%
Asian - Indian	2	0.2%	219	0.3%	242	0.2%
Asian - Japanese	3	0.3%	148	0.2%	180	0.1%
Asian - Korean	1	0.1%	0	0%	0	0%
Asian - Laotian	2	0.2%	0	0%	0	0%
Asian - Vietnamese	2	0.2%	87	0.1%	87	0.1%
Asian - Other or Multiple	5	0.4%	1,307	2%	3,604	2.6%
Black	10	0.8%	404	0.6%	1,795	1.3%
Hispanic	87	7.4%	7,911	12%	16,535	12%
Native American or Alaska Native	29	2.5%	1,698	2.6%	4,031	2.9%
Pacific Islander - Guamanian	0	0%	1,013	1.5%	1,824	1.3%
Pacific Islander - Hawaiian	2	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	67	<0.1%
Pacific Islander - Other or Multiple	1	0.1%	0	0%	0	0%
White	946	80.3%	50,776	77.2%	101,636	74%
Other or Multiple Race or Ethnicity	78	6.6%	2,138	3.2%	7,046	5.1%
Total	1,178	0.5%	65,793	0.3%	137,282	0.3%

# Table G Imperial

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

Group Type	Civil Service		Labor Force		Population	
Women	780	29.5%	31,070	45%	90,261	49.4%
Men	1,865	70.5%	37,926	55%	92,583	50.6%
Persons with Disabilities	107	4%	4,725	6.8%	50,063	27.4%
Veterans	191	7.2%	3,039	4.4%	6,099	3.3%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	5	0.2%	291	0.4%	736	0.4%
Asian - Filipino	28	1.1%	65	0.1%	156	0.1%
Asian - Indian	9	0.3%	73	0.1%	316	0.2%
Asian - Japanese	2	0.1%	0	0%	148	0.1%
Asian - Korean	2	0.1%	599	0.9%	599	0.3%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.1%	0	0%	115	0.1%
Asian - Other or Multiple	12	0.5%	293	0.4%	566	0.3%
Black	103	3.9%	848	1.2%	4,158	2.3%
Hispanic	1,938	73.3%	56,940	82.5%	154,406	84.4%
Native American or Alaska Native	9	0.3%	403	0.6%	1,063	0.6%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	<0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	0.1%	491	0.7%	835	0.5%
White	484	18.3%	8,659	12.6%	18,666	10.2%
Other or Multiple Race or Ethnicity	45	1.7%	334	0.5%	1,080	0.6%
Total	2,645	1.2%	68,996	0.3%	182,844	0.5%

# Table G Inyo

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

Group Type	Civil Service		Labor Force		Population	
Women	102	28.5%	4,015	48.8%	8,983	47.8%
Men	256	71.5%	4,208	51.2%	9,796	52.2%
Persons with Disabilities	41	11.5%	503	6.1%	6,087	32.4%
Veterans	19	5.3%	544	6.6%	1,799	9.6%
Asian - Cambodian	0	0%	0	0%	8	<0.1%
Asian - Chinese	3	0.8%	33	0.4%	70	0.4%
Asian - Filipino	2	0.6%	27	0.3%	38	0.2%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	5	0.1%	7	<0.1%
Asian - Korean	0	0%	10	0.1%	35	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	<0.1%
Asian - Other or Multiple	3	0.8%	19	0.2%	56	0.3%
Black	1	0.3%	37	0.4%	203	1.1%
Hispanic	32	8.9%	1,255	15.3%	2,787	14.8%
Native American or Alaska Native	17	4.7%	222	2.7%	467	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	24	0.3%	50	0.3%
Pacific Islander - Samoan	0	0%	0	0%	5	<0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	298	83.2%	6,322	76.9%	14,412	76.7%
Other or Multiple Race or Ethnicity	2	0.6%	269	3.3%	639	3.4%
Total	358	0.2%	8,223	<0.1%	18,779	<0.1%

# Table G Kern

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

Group Type	Civil Service		Labor Force		Population	
Women	2,942	35.5%	164,413	44%	434,866	48.7%
Men	5,357	64.5%	209,039	56%	458,160	51.3%
Persons with Disabilities	441	5.3%	22,083	5.9%	200,049	22.4%
Veterans	655	7.9%	16,551	4.4%	40,458	4.5%
Asian - Cambodian	3	<0.1%	398	0.1%	1,235	0.1%
Asian - Chinese	29	0.3%	2,491	0.7%	4,049	0.5%
Asian - Filipino	335	4%	10,270	2.8%	19,957	2.2%
Asian - Indian	62	0.7%	3,250	0.9%	9,357	1%
Asian - Japanese	11	0.1%	0	0%	582	0.1%
Asian - Korean	14	0.2%	553	0.1%	1,931	0.2%
Asian - Laotian	0	0%	207	0.1%	750	0.1%
Asian - Vietnamese	13	0.2%	799	0.2%	2,160	0.2%
Asian - Other or Multiple	106	1.3%	949	0.3%	2,780	0.3%
Black	628	7.6%	18,370	4.9%	45,544	5.1%
Hispanic	3,599	43.4%	197,467	52.9%	477,252	53.4%
Native American or Alaska Native	52	0.6%	1,393	0.4%	4,166	0.5%
Pacific Islander - Guamanian	2	<0.1%	103	<0.1%	249	<0.1%
Pacific Islander - Hawaiian	2	<0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	380	0.1%	1,246	0.1%
Pacific Islander - Other or Multiple	17	0.2%	0	0%	284	<0.1%
White	3,282	39.5%	130,458	34.9%	303,280	34%
Other or Multiple Race or Ethnicity	144	1.7%	6,364	1.7%	18,204	2%
Total	8,299	3.9%	373,452	1.9%	893,026	2.3%

# Table G Kings

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

Group Type	Civil Service		Labor Force		Population	
Women	1,852	34.4%	26,817	43.7%	67,848	45.4%
Men	3,530	65.6%	34,535	56.3%	81,703	54.6%
Persons with Disabilities	257	4.8%	4,080	6.7%	38,736	25.9%
Veterans	401	7.5%	6,124	10%	13,665	9.1%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	16	0.3%	69	0.1%	368	0.2%
Asian - Filipino	179	3.3%	2,172	3.5%	3,748	2.5%
Asian - Indian	19	0.4%	0	0%	0	0%
Asian - Japanese	6	0.1%	0	0%	97	0.1%
Asian - Korean	8	0.1%	0	0%	0	0%
Asian - Laotian	3	0.1%	0	0%	91	0.1%
Asian - Vietnamese	4	0.1%	17	<0.1%	55	<0.1%
Asian - Other or Multiple	83	1.5%	357	0.6%	1,034	0.7%
Black	269	5%	3,014	4.9%	8,991	6%
Hispanic	2,582	48%	31,018	50.6%	81,492	54.5%
Native American or Alaska Native	26	0.5%	158	0.3%	916	0.6%
Pacific Islander - Guamanian	1	<0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	6	0.1%	0	0%	0	0%
Pacific Islander - Samoan	2	<0.1%	0	0%	16	<0.1%
Pacific Islander - Other or Multiple	14	0.3%	0	0%	0	0%
White	2,035	37.8%	22,188	36.2%	47,645	31.9%
Other or Multiple Race or Ethnicity	128	2.4%	2,359	3.8%	5,098	3.4%
Total	5,382	2.5%	61,352	0.3%	149,551	0.4%

# Table G Lake

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

Group Type	Civil Service		Labor Force		Population	
Women	31	17%	13,796	46.8%	32,351	50.2%
Men	151	83%	15,698	53.2%	32,037	49.8%
Persons with Disabilities	19	10.4%	3,236	11%	22,528	35%
Veterans	19	10.4%	1,764	6%	5,029	7.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	1.1%	76	0.3%	421	0.7%
Asian - Filipino	0	0%	242	0.8%	466	0.7%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	1	0.5%	0	0%	26	<0.1%
Asian - Korean	0	0%	0	0%	59	0.1%
Asian - Laotian	0	0%	142	0.5%	142	0.2%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	67	0.2%	67	0.1%
Black	4	2.2%	146	0.5%	833	1.3%
Hispanic	31	17%	7,333	24.9%	15,138	23.5%
Native American or Alaska Native	0	0%	934	3.2%	2,100	3.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.5%	0	0%	35	0.1%
Pacific Islander - Samoan	0	0%	131	0.4%	131	0.2%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	135	74.2%	19,933	67.6%	43,143	67%
Other or Multiple Race or Ethnicity	8	4.4%	488	1.7%	1,827	2.8%
Total	182	0.1%	29,493	0.1%	64,388	0.2%

# Table G

## Lassen

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

Group Type	Civil Service		Labor Force		Population	
Women	742	30.6%	5,809	48.6%	14,695	46.1%
Men	1,679	69.4%	6,147	51.4%	17,194	53.9%
Persons with Disabilities	121	5%	699	5.8%	10,749	33.7%
Veterans	205	8.5%	933	7.8%	2,755	8.6%
Asian - Cambodian	1	0%	0	0%	0	0%
Asian - Chinese	3	0.1%	16	0.1%	44	0.1%
Asian - Filipino	25	1%	75	0.6%	130	0.4%
Asian - Indian	1	<0.1%	0	0%	20	0.1%
Asian - Japanese	0	0%	0	0%	13	<0.1%
Asian - Korean	2	0.1%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	1	<0.1%	0	0%	68	0.2%
Asian - Other or Multiple	32	1.3%	88	0.7%	447	1.4%
Black	61	2.5%	200	1.7%	1,201	3.8%
Hispanic	334	13.8%	1,359	11.4%	4,674	14.7%
Native American or Alaska Native	39	1.6%	283	2.4%	742	2.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	5	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	<0.1%
Pacific Islander - Other or Multiple	9	0.4%	83	0.7%	140	0.4%
White	1,874	77.4%	9,236	77.3%	22,913	71.9%
Other or Multiple Race or Ethnicity	34	1.4%	616	5.2%	1,494	4.7%
Total	2,421	1.1%	11,956	0.1%	31,888	0.1%

# Table G

## Los Angeles

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

Group Type	Civil Service		Labor Force		Population	
Women	8,785	46.8%	2,437,915	46.1%	5,158,346	50.8%
Men	10,005	53.2%	2,851,743	53.9%	5,003,723	49.2%
Persons with Disabilities	2,353	12.5%	223,881	4.2%	1,995,487	19.6%
Veterans	883	4.7%	146,931	2.8%	313,192	3.1%
Asian - Cambodian	15	0.1%	17,117	0.3%	35,377	0.3%
Asian - Chinese	1,007	5.4%	227,584	4.3%	440,052	4.3%
Asian - Filipino	1,270	6.8%	204,959	3.9%	345,666	3.4%
Asian - Indian	301	1.6%	50,609	1%	92,393	0.9%
Asian - Japanese	184	1%	49,479	0.9%	95,084	0.9%
Asian - Korean	271	1.4%	114,388	2.2%	217,915	2.1%
Asian - Laotian	5	<0.1%	1,968	0%	3,900	<0.1%
Asian - Vietnamese	396	2.1%	53,553	1%	101,565	1%
Asian - Other or Multiple	564	3%	70,330	1.3%	149,991	1.5%
Black	3,423	18.2%	394,851	7.5%	794,128	7.8%
Hispanic	5,878	31.3%	2,491,621	47.1%	4,939,500	48.6%
Native American or Alaska Native	64	0.3%	10,868	0.2%	24,951	0.2%
Pacific Islander - Guamanian	10	0.1%	848	<0.1%	1,686	<0.1%
Pacific Islander - Hawaiian	5	0%	3,073	0.1%	6,037	0.1%
Pacific Islander - Samoan	9	0%	3,491	0.1%	5,631	0.1%
Pacific Islander - Other or Multiple	38	0.2%	3,973	0.1%	6,520	0.1%
White	4,804	25.6%	1,468,446	27.8%	2,640,282	26%
Other or Multiple Race or Ethnicity	546	2.9%	122,500	2.3%	261,391	2.6%
Total	18,790	8.8%	5,289,658	26.6%	10,162,069	25.7%

# 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	1,100	44.6%	29,392	46.6%	81,286	51.8%
Men	1,366	55.4%	33,704	53.4%	75,526	48.2%
Persons with Disabilities	152	6.2%	5,342	8.5%	43,068	27.5%
Veterans	177	7.2%	2,457	3.9%	6,826	4.4%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	8	0.3%	162	0.3%	729	0.5%
Asian - Filipino	50	2%	230	0.4%	481	0.3%
Asian - Indian	38	1.5%	433	0.7%	522	0.3%
Asian - Japanese	7	0.3%	0	0%	55	<0.1%
Asian - Korean	2	0.1%	0	0%	0	0%
Asian - Laotian	3	0.1%	432	0.7%	892	0.6%
Asian - Vietnamese	5	0.2%	0	0%	163	0.1%
Asian - Other or Multiple	57	2.3%	90	0.1%	326	0.2%
Black	179	7.3%	2,981	4.7%	5,899	3.8%
Hispanic	1,082	43.9%	34,568	54.8%	90,962	58%
Native American or Alaska Native	26	1.1%	1,065	1.7%	2,344	1.5%
Pacific Islander - Guamanian	1	<0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	48	<0.1%
Pacific Islander - Other or Multiple	3	0.1%	0	0%	0	0%
White	945	38.3%	22,629	35.9%	53,107	33.9%
Other or Multiple Race or Ethnicity	57	2.3%	506	0.8%	1,284	0.8%
Total	2,466	1.2%	63,096	0.3%	156,812	0.4%

# Table G Marin

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

Group Type	Civil Service		Labor Force		Population	
Women	657	33%	65,381	49.1%	133,743	51.2%
Men	1,332	67%	67,755	50.9%	127,461	48.8%
Persons with Disabilities	100	5%	5,546	4.2%	49,362	18.9%
Veterans	169	8.5%	4,806	3.6%	12,984	5%
Asian - Cambodian	2	0.1%	149	0.1%	149	0.1%
Asian - Chinese	27	1.4%	2,380	1.8%	5,147	2%
Asian - Filipino	157	7.9%	2,438	1.8%	3,164	1.2%
Asian - Indian	27	1.4%	1,789	1.3%	2,973	1.1%
Asian - Japanese	11	0.6%	357	0.3%	1,013	0.4%
Asian - Korean	6	0.3%	1,150	0.9%	1,542	0.6%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	9	0.5%	210	0.2%	469	0.2%
Asian - Other or Multiple	88	4.4%	775	0.6%	1,283	0.5%
Black	357	17.9%	1,627	1.2%	4,076	1.6%
Hispanic	416	20.9%	18,942	14.2%	42,336	16.2%
Native American or Alaska Native	9	0.5%	338	0.3%	462	0.2%
Pacific Islander - Guamanian	7	0.4%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	3	0.2%	0	0%	55	<0.1%
Pacific Islander - Other or Multiple	20	1%	0	0%	0	0%
White	808	40.6%	97,501	73.2%	184,305	70.6%
Other or Multiple Race or Ethnicity	41	2.1%	5,480	4.1%	14,230	5.4%
Total	1,989	0.9%	133,136	0.7%	261,204	0.7%

# Table G

## Mariposa

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

Group Type	Civil Service		Labor Force		Population	
Women	37	18.8%	3,853	48.8%	8,620	47.8%
Men	160	81.2%	4,038	51.2%	9,401	52.2%
Persons with Disabilities	28	14.2%	482	6.1%	5,841	32.4%
Veterans	12	6.1%	522	6.6%	1,726	9.6%
Asian - Cambodian	0	0%	0	0%	8	0%
Asian - Chinese	1	0.5%	32	0.4%	68	0.4%
Asian - Filipino	1	0.5%	25	0.3%	37	0.2%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	5	0.1%	7	0%
Asian - Korean	0	0%	10	0.1%	33	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0%
Asian - Other or Multiple	1	0.5%	18	0.2%	54	0.3%
Black	2	1%	35	0.4%	195	1.1%
Hispanic	35	17.8%	1,205	15.3%	2,675	14.8%
Native American or Alaska Native	2	1%	213	2.7%	448	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.5%	23	0.3%	48	0.3%
Pacific Islander - Samoan	0	0%	0	0%	5	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	145	73.6%	6,067	76.9%	13,830	76.7%
Other or Multiple Race or Ethnicity	9	4.6%	258	3.3%	613	3.4%
Total	197	0.1%	7,891	0%	18,020	0%

# Table G

## Mendocino

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

Group Type	Civil Service		Labor Force		Population	
Women	126	24.2%	18,895	46.8%	44,310	50.2%
Men	394	75.8%	21,500	53.2%	43,881	49.8%
Persons with Disabilities	50	9.6%	4,432	11%	30,857	35%
Veterans	32	6.2%	2,415	6%	6,887	7.8%
Asian - Cambodian	1	0.2%	0	0%	0	0%
Asian - Chinese	0	0%	105	0.3%	577	0.7%
Asian - Filipino	4	0.8%	331	0.8%	639	0.7%
Asian - Indian	1	0.2%	0	0%	0	0%
Asian - Japanese	1	0.2%	0	0%	36	0%
Asian - Korean	0	0%	0	0%	80	0.1%
Asian - Laotian	0	0%	195	0.5%	195	0.2%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	2	0.4%	92	0.2%	92	0.1%
Black	7	1.3%	200	0.5%	1,141	1.3%
Hispanic	44	8.5%	10,044	24.9%	20,733	23.5%
Native American or Alaska Native	10	1.9%	1,280	3.2%	2,877	3.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	47	0.1%
Pacific Islander - Samoan	0	0%	180	0.4%	180	0.2%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	427	82.1%	27,301	67.6%	59,091	67%
Other or Multiple Race or Ethnicity	22	4.2%	669	1.7%	2,503	2.8%
Total	520	0.2%	40,396	0.2%	88,191	0.2%

# Table G Merced

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

Group Type	Civil Service		Labor Force		Population	
Women	154	28.8%	51,034	42.8%	134,790	49.4%
Men	381	71.2%	68,137	57.2%	138,254	50.6%
Persons with Disabilities	51	9.5%	8,006	6.7%	71,758	26.3%
Veterans	34	6.4%	3,644	3.1%	10,024	3.7%
Asian - Cambodian	0	0%	84	0.1%	84	<0.1%
Asian - Chinese	6	1.1%	187	0.2%	888	0.3%
Asian - Filipino	7	1.3%	729	0.6%	1,794	0.7%
Asian - Indian	6	1.1%	1,525	1.3%	4,176	1.5%
Asian - Japanese	2	0.4%	130	0.1%	317	0.1%
Asian - Korean	1	0.2%	302	0.3%	302	0.1%
Asian - Laotian	1	0.2%	1,488	1.2%	6,138	2.2%
Asian - Vietnamese	2	0.4%	241	0.2%	757	0.3%
Asian - Other or Multiple	2	0.4%	2,078	1.7%	6,068	2.2%
Black	12	2.2%	2,944	2.5%	7,189	2.6%
Hispanic	143	26.7%	71,959	60.4%	162,566	59.5%
Native American or Alaska Native	7	1.3%	435	0.4%	1,769	0.6%
Pacific Islander - Guamanian	1	0.2%	185	0.2%	185	0.1%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.2%	0	0%	34	<0.1%
White	330	61.7%	35,568	29.8%	75,748	27.7%
Other or Multiple Race or Ethnicity	13	2.4%	1,316	1.1%	5,029	1.8%
Total	535	0.2%	119,171	0.6%	273,044	0.7%

# Table G Modoc

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

Group Type	Civil Service		Labor Force		Population	
Women	12	16%	1,643	48.6%	4,155	46.1%
Men	63	84%	1,738	51.4%	4,862	53.9%
Persons with Disabilities	4	5.3%	198	5.8%	3,040	33.7%
Veterans	6	8%	264	7.8%	779	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	5	0.1%	12	0.1%
Asian - Filipino	0	0%	21	0.6%	37	0.4%
Asian - Indian	0	0%	0	0%	6	0.1%
Asian - Japanese	0	0%	0	0%	4	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	19	0.2%
Asian - Other or Multiple	0	0%	25	0.7%	126	1.4%
Black	0	0%	57	1.7%	340	3.8%
Hispanic	7	9.3%	384	11.4%	1,322	14.7%
Native American or Alaska Native	0	0%	80	2.4%	210	2.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	1.3%	24	0.7%	40	0.4%
White	66	88%	2,612	77.3%	6,480	71.9%
Other or Multiple Race or Ethnicity	1	1.3%	174	5.2%	422	4.7%
Total	75	<0.1%	3,381	<0.1%	9,018	<0.1%

# Table G

## Mono

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

Group Type	Civil Service		Labor Force		Population	
Women	16	13%	3,041	48.8%	6,805	47.8%
Men	107	87%	3,188	51.2%	7,422	52.2%
Persons with Disabilities	7	5.7%	381	6.1%	4,611	32.4%
Veterans	15	12.2%	412	6.6%	1,363	9.6%
Asian - Cambodian	0	0%	0	0%	6	<0.1%
Asian - Chinese	0	0%	25	0.4%	53	0.4%
Asian - Filipino	0	0%	20	0.3%	29	0.2%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	4	0.1%	6	0.1%
Asian - Korean	0	0%	8	0.1%	26	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.1%
Asian - Other or Multiple	1	0.8%	14	0.2%	42	0.3%
Black	0	0%	28	0.4%	154	1.1%
Hispanic	10	8.1%	951	15.3%	2,112	14.8%
Native American or Alaska Native	6	4.9%	168	2.7%	353	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	18	0.3%	38	0.3%
Pacific Islander - Samoan	0	0%	0	0%	4	<0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	104	84.6%	4,789	76.9%	10,918	76.7%
Other or Multiple Race or Ethnicity	2	1.6%	204	3.3%	484	3.4%
Total	123	0.1%	6,230	<0.1%	14,227	<0.1%

# Table G

## Monterey

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

Group Type	Civil Service		Labor Force		Population	
Women	1,497	36.4%	93,568	45.2%	218,827	49.8%
Men	2,615	63.6%	113,338	54.8%	220,176	50.2%
Persons with Disabilities	218	5.3%	9,872	4.8%	74,018	16.9%
Veterans	263	6.4%	9,004	4.4%	23,609	5.4%
Asian - Cambodian	4	0.1%	0	0%	21	<0.1%
Asian - Chinese	23	0.6%	2,367	1.1%	3,618	0.8%
Asian - Filipino	254	6.2%	6,894	3.3%	10,791	2.5%
Asian - Indian	26	0.6%	787	0.4%	1,775	0.4%
Asian - Japanese	13	0.3%	881	0.4%	2,164	0.5%
Asian - Korean	12	0.3%	524	0.3%	1,096	0.2%
Asian - Laotian	1	<0.1%	0	0%	0	0%
Asian - Vietnamese	30	0.7%	1,213	0.6%	2,230	0.5%
Asian - Other or Multiple	69	1.7%	1,132	0.5%	2,351	0.5%
Black	225	5.5%	3,378	1.6%	9,472	2.2%
Hispanic	1,910	46.4%	114,939	55.6%	250,679	57.1%
Native American or Alaska Native	27	0.7%	341	0.2%	426	0.1%
Pacific Islander - Guamanian	7	0.2%	170	0.1%	268	0.1%
Pacific Islander - Hawaiian	6	0.1%	288	0.1%	615	0.1%
Pacific Islander - Samoan	4	0.1%	39	<0.1%	39	<0.1%
Pacific Islander - Other or Multiple	14	0.3%	349	0.2%	792	0.2%
White	1,369	33.3%	67,288	32.5%	138,532	31.6%
Other or Multiple Race or Ethnicity	118	2.9%	6,317	3.1%	14,135	3.2%
Total	4,112	1.9%	206,906	1%	439,003	1.1%

# Table G Napa

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

Group Type	Civil Service		Labor Force		Population	
Women	1,926	55.4%	35,477	46.8%	71,126	50.2%
Men	1,548	44.6%	40,322	53.2%	70,449	49.8%
Persons with Disabilities	320	9.2%	5,181	6.8%	35,662	25.2%
Veterans	124	3.6%	3,350	4.4%	7,550	5.3%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	39	1.1%	564	0.7%	677	0.5%
Asian - Filipino	1,320	38%	2,736	3.6%	5,631	4%
Asian - Indian	92	2.6%	1,293	1.7%	2,533	1.8%
Asian - Japanese	18	0.5%	206	0.3%	433	0.3%
Asian - Korean	10	0.3%	64	0.1%	162	0.1%
Asian - Laotian	1	<0.1%	0	0%	0	0%
Asian - Vietnamese	26	0.7%	210	0.3%	352	0.2%
Asian - Other or Multiple	50	1.4%	798	1.1%	1,090	0.8%
Black	261	7.5%	1,505	2%	3,329	2.4%
Hispanic	417	12%	26,352	34.8%	48,545	34.3%
Native American or Alaska Native	9	0.3%	345	0.5%	354	0.3%
Pacific Islander - Guamanian	2	0.1%	0	0%	177	0.1%
Pacific Islander - Hawaiian	2	0.1%	0	0%	0	0%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	6	0.2%	158	0.2%	297	0.2%
White	1,159	33.4%	39,802	52.5%	74,122	52.4%
Other or Multiple Race or Ethnicity	60	1.7%	1,766	2.3%	3,873	2.7%
Total	3,474	1.6%	75,799	0.4%	141,575	0.4%

# Table G Nevada

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

Group Type	Civil Service		Labor Force		Population	
Women	94	23.5%	23,312	47.4%	50,085	50.3%
Men	306	76.5%	25,875	52.6%	49,447	49.7%
Persons with Disabilities	28	7%	3,979	8.1%	29,246	29.4%
Veterans	28	7%	3,261	6.6%	9,696	9.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.3%	85	0.2%	210	0.2%
Asian - Filipino	4	1%	0	0%	15	0%
Asian - Indian	1	0.3%	0	0%	0	0%
Asian - Japanese	3	0.8%	0	0%	146	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	1	0.3%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	3	0.8%	0	0%	0	0%
Black	5	1.3%	328	0.7%	499	0.5%
Hispanic	34	8.5%	4,435	9%	9,245	9.3%
Native American or Alaska Native	6	1.5%	149	0.3%	419	0.4%
Pacific Islander - Guamanian	1	0.3%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	334	83.5%	42,004	85.4%	85,028	85.4%
Other or Multiple Race or Ethnicity	7	1.8%	2,187	4.4%	3,972	4%
Total	400	0.2%	49,187	0.2%	99,532	0.3%

# Table G Orange

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

Group Type	Civil Service		Labor Force		Population	
Women	2,717	47.9%	759,914	45.5%	1,613,080	50.6%
Men	2,955	52.1%	911,439	54.5%	1,576,803	49.4%
Persons with Disabilities	788	13.9%	70,812	4.2%	525,467	16.5%
Veterans	203	3.6%	58,451	3.5%	128,469	4%
Asian - Cambodian	17	0.3%	6,436	0.4%	10,788	0.3%
Asian - Chinese	216	3.8%	47,049	2.8%	98,705	3.1%
Asian - Filipino	419	7.4%	51,961	3.1%	85,490	2.7%
Asian - Indian	102	1.8%	23,955	1.4%	48,930	1.5%
Asian - Japanese	45	0.8%	14,659	0.9%	28,797	0.9%
Asian - Korean	65	1.1%	44,991	2.7%	90,266	2.8%
Asian - Laotian	1	<0.1%	640	<0.1%	1,044	<0.1%
Asian - Vietnamese	368	6.5%	115,351	6.9%	230,408	7.2%
Asian - Other or Multiple	182	3.2%	27,786	1.7%	55,952	1.8%
Black	405	7.1%	28,872	1.7%	49,381	1.5%
Hispanic	1,499	26.4%	562,619	33.7%	1,091,616	34.2%
Native American or Alaska Native	25	0.4%	3,066	0.2%	5,640	0.2%
Pacific Islander - Guamanian	2	<0.1%	281	<0.1%	747	<0.1%
Pacific Islander - Hawaiian	4	0.1%	1,622	0.1%	1,950	0.1%
Pacific Islander - Samoan	10	0.2%	901	0.1%	2,014	0.1%
Pacific Islander - Other or Multiple	8	0.1%	671	<0.1%	1,370	<0.1%
White	2,133	37.6%	695,390	41.6%	1,286,226	40.3%
Other or Multiple Race or Ethnicity	171	3%	45,103	2.7%	100,559	3.2%
Total	5,672	2.6%	1,671,353	8.4%	3,189,883	8.1%

# Table G Placer

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

Group Type	Civil Service		Labor Force		Population	
Women	244	33.7%	87,103	46.6%	197,698	51.2%
Men	481	66.3%	99,664	53.4%	188,132	48.8%
Persons with Disabilities	73	10.1%	9,168	4.9%	79,351	20.6%
Veterans	40	5.5%	12,609	6.8%	30,689	8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	4	0.6%	2,163	1.2%	4,290	1.1%
Asian - Filipino	8	1.1%	4,628	2.5%	7,951	2.1%
Asian - Indian	5	0.7%	4,149	2.2%	8,849	2.3%
Asian - Japanese	2	0.3%	714	0.4%	1,706	0.4%
Asian - Korean	2	0.3%	796	0.4%	1,644	0.4%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.1%	543	0.3%	1,183	0.3%
Asian - Other or Multiple	3	0.4%	1,077	0.6%	2,414	0.6%
Black	17	2.3%	1,861	1%	5,421	1.4%
Hispanic	85	11.7%	24,785	13.3%	54,320	14.1%
Native American or Alaska Native	7	1%	920	0.5%	2,200	0.6%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.1%	204	0.1%	293	0.1%
White	559	77.1%	138,138	74%	280,047	72.6%
Other or Multiple Race or Ethnicity	29	4%	6,789	3.6%	15,512	4%
Total	725	0.3%	186,767	0.9%	385,830	1%

# Table G Plumas

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

Group Type	Civil Service		Labor Force		Population	
Women	22	22.9%	3,404	48.6%	8,612	46.1%
Men	74	77.1%	3,603	51.4%	10,077	53.9%
Persons with Disabilities	7	7.3%	410	5.8%	6,300	33.7%
Veterans	5	5.2%	547	7.8%	1,615	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	1%	10	0.1%	26	0.1%
Asian - Filipino	1	1%	44	0.6%	76	0.4%
Asian - Indian	0	0%	0	0%	11	0.1%
Asian - Japanese	0	0%	0	0%	8	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	40	0.2%
Asian - Other or Multiple	1	1%	51	0.7%	262	1.4%
Black	0	0%	117	1.7%	704	3.8%
Hispanic	5	5.2%	797	11.4%	2,739	14.7%
Native American or Alaska Native	0	0%	166	2.4%	435	2.3%
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%	1	<0.1%
Pacific Islander - Other or Multiple	0	0%	49	0.7%	82	0.4%
White	86	89.6%	5,413	77.3%	13,429	71.9%
Other or Multiple Race or Ethnicity	2	2.1%	361	5.2%	876	4.7%
Total	96	<0.1%	7,007	<0.1%	18,689	<0.1%

# Table G Riverside

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

Group Type	Civil Service		Labor Force		Population	
Women	2,828	37.1%	509,984	45.1%	1,219,004	50.3%
Men	4,801	62.9%	619,706	54.9%	1,203,600	49.7%
Persons with Disabilities	883	11.6%	62,783	5.6%	546,255	22.5%
Veterans	587	7.7%	71,867	6.4%	149,073	6.2%
Asian - Cambodian	5	0.1%	2,215	0.2%	5,423	0.2%
Asian - Chinese	55	0.7%	11,015	1%	25,781	1.1%
Asian - Filipino	219	2.9%	29,766	2.6%	57,919	2.4%
Asian - Indian	27	0.4%	7,245	0.6%	12,837	0.5%
Asian - Japanese	26	0.3%	2,444	0.2%	4,433	0.2%
Asian - Korean	19	0.2%	7,328	0.6%	13,113	0.5%
Asian - Laotian	2	<0.1%	1,560	0.1%	3,238	0.1%
Asian - Vietnamese	33	0.4%	9,421	0.8%	16,767	0.7%
Asian - Other or Multiple	75	1%	7,064	0.6%	17,131	0.7%
Black	950	12.5%	75,759	6.7%	146,537	6%
Hispanic	2,979	39%	552,664	48.9%	1,188,910	49.1%
Native American or Alaska Native	43	0.6%	3,827	0.3%	11,175	0.5%
Pacific Islander - Guamanian	7	0.1%	678	0.1%	1,131	<0.1%
Pacific Islander - Hawaiian	8	0.1%	586	0.1%	716	<0.1%
Pacific Islander - Samoan	10	0.1%	1,009	0.1%	1,935	0.1%
Pacific Islander - Other or Multiple	18	0.2%	348	<0.1%	753	<0.1%
White	2,966	38.9%	392,382	34.7%	851,798	35.2%
Other or Multiple Race or Ethnicity	187	2.5%	24,379	2.2%	63,007	2.6%
Total	7,629	3.6%	1,129,690	5.7%	2,422,604	6.1%

# Table G

## Sacramento

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

Group Type	Civil Service		Labor Force		Population	
Women	38,697	54.8%	361,432	48%	782,499	51.1%
Men	31,959	45.2%	391,847	52%	748,716	48.9%
Persons with Disabilities	10,875	15.4%	38,995	5.2%	346,467	22.6%
Veterans	3,633	5.1%	36,324	4.8%	87,411	5.7%
Asian - Cambodian	68	0.1%	835	0.1%	2,070	0.1%
Asian - Chinese	4,194	5.9%	27,341	3.6%	54,503	3.6%
Asian - Filipino	2,866	4.1%	23,999	3.2%	39,856	2.6%
Asian - Indian	1,914	2.7%	17,976	2.4%	33,852	2.2%
Asian - Japanese	991	1.4%	5,187	0.7%	10,058	0.7%
Asian - Korean	325	0.5%	2,810	0.4%	6,205	0.4%
Asian - Laotian	103	0.1%	7,280	1%	14,245	0.9%
Asian - Vietnamese	1,590	2.3%	13,707	1.8%	26,966	1.8%
Asian - Other or Multiple	2,563	3.6%	19,814	2.6%	45,423	3%
Black	6,780	9.6%	68,152	9%	144,262	9.4%
Hispanic	11,766	16.7%	170,972	22.7%	356,170	23.3%
Native American or Alaska Native	413	0.6%	1,745	0.2%	4,479	0.3%
Pacific Islander - Guamanian	81	0.1%	840	0.1%	1,243	0.1%
Pacific Islander - Hawaiian	88	0.1%	179	<0.1%	626	<0.1%
Pacific Islander - Samoan	37	0.1%	944	0.1%	1,704	0.1%
Pacific Islander - Other or Multiple	530	0.8%	6,944	0.9%	14,017	0.9%
White	33,468	47.4%	350,650	46.5%	683,444	44.6%
Other or Multiple Race or Ethnicity	2,879	4.1%	33,904	4.5%	92,092	6%
Total	70,656	33%	753,279	3.8%	1,531,215	3.9%

# Table G

## San Benito

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

Group Type	Civil Service		Labor Force		Population	
Women	37	21.1%	10,411	40.5%	27,151	46.1%
Men	138	78.9%	15,303	59.5%	31,724	53.9%
Persons with Disabilities	15	8.6%	1,198	4.7%	9,401	16%
Veterans	12	6.9%	733	2.9%	2,059	3.5%
Asian - Cambodian	0	0%	0	0%	15	0%
Asian - Chinese	1	0.6%	16	0.1%	90	0.2%
Asian - Filipino	5	2.9%	339	1.3%	526	0.9%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	3	1.7%	35	0.1%	44	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.1%	130	0.5%	271	0.5%
Asian - Other or Multiple	0	0%	0	0%	16	<0.1%
Black	3	1.7%	50	0.2%	792	1.3%
Hispanic	70	40%	18,396	71.5%	42,596	72.3%
Native American or Alaska Native	1	0.6%	26	0.1%	88	0.1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.6%	0	0%	0	0%
White	86	49.1%	6,373	24.8%	13,127	22.3%
Other or Multiple Race or Ethnicity	3	1.7%	348	1.4%	1,309	2.2%
Total	175	0.1%	25,714	0.1%	58,875	0.1%

# 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	4,401	45.4%	453,417	45.8%	1,088,361	50.4%
Men	5,295	54.6%	536,709	54.2%	1,070,144	49.6%
Persons with Disabilities	1,064	11%	56,927	5.7%	488,855	22.6%
Veterans	594	6.1%	49,387	5%	113,930	5.3%
Asian - Cambodian	10	0.1%	2,231	0.2%	4,377	0.2%
Asian - Chinese	144	1.5%	18,996	1.9%	40,676	1.9%
Asian - Filipino	564	5.8%	19,159	1.9%	37,528	1.7%
Asian - Indian	140	1.4%	9,934	1%	17,970	0.8%
Asian - Japanese	37	0.4%	1,845	0.2%	6,340	0.3%
Asian - Korean	47	0.5%	4,610	0.5%	10,049	0.5%
Asian - Laotian	4	<0.1%	562	0.1%	1,665	0.1%
Asian - Vietnamese	171	1.8%	5,876	0.6%	11,050	0.5%
Asian - Other or Multiple	297	3.1%	10,092	1%	21,556	1%
Black	1,734	17.9%	73,885	7.5%	167,581	7.8%
Hispanic	3,313	34.2%	528,854	53.4%	1,153,290	53.4%
Native American or Alaska Native	41	0.4%	2,798	0.3%	7,247	0.3%
Pacific Islander - Guamanian	3	<0.1%	212	<0.1%	532	<0.1%
Pacific Islander - Hawaiian	8	0.1%	322	<0.1%	322	<0.1%
Pacific Islander - Samoan	7	0.1%	949	0.1%	2,392	0.1%
Pacific Islander - Other or Multiple	26	0.3%	876	0.1%	3,023	0.1%
White	2,893	29.8%	286,344	28.9%	613,490	28.4%
Other or Multiple Race or Ethnicity	257	2.7%	22,581	2.3%	59,417	2.8%
Total	9,696	4.5%	990,126	5%	2,158,505	5.5%

# Table G

## San Diego

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

Group Type	Civil Service		Labor Force		Population	
Women	3,624	41.8%	789,514	46.1%	1,653,736	49.5%
Men	5,039	58.2%	921,835	53.9%	1,684,925	50.5%
Persons with Disabilities	889	10.3%	76,815	4.5%	626,202	18.8%
Veterans	647	7.5%	126,380	7.4%	307,848	9.2%
Asian - Cambodian	9	0.1%	1,911	0.1%	4,059	0.1%
Asian - Chinese	100	1.2%	32,256	1.9%	63,976	1.9%
Asian - Filipino	832	9.6%	84,459	4.9%	152,505	4.6%
Asian - Indian	34	0.4%	27,458	1.6%	46,668	1.4%
Asian - Japanese	48	0.6%	10,484	0.6%	22,601	0.7%
Asian - Korean	27	0.3%	13,850	0.8%	26,333	0.8%
Asian - Laotian	9	0.1%	3,295	0.2%	5,362	0.2%
Asian - Vietnamese	92	1.1%	27,224	1.6%	48,791	1.5%
Asian - Other or Multiple	156	1.8%	12,557	0.7%	26,872	0.8%
Black	626	7.2%	75,492	4.4%	153,775	4.6%
Hispanic	2,851	32.9%	567,579	33.2%	1,128,983	33.8%
Native American or Alaska Native	42	0.5%	5,428	0.3%	11,214	0.3%
Pacific Islander - Guamanian	6	0.1%	1,958	0.1%	3,553	0.1%
Pacific Islander - Hawaiian	13	0.2%	2,443	0.1%	4,377	0.1%
Pacific Islander - Samoan	10	0.1%	1,356	0.1%	1,788	0.1%
Pacific Islander - Other or Multiple	22	0.3%	2,322	0.1%	3,920	0.1%
White	3,482	40.2%	788,841	46.1%	1,512,571	45.3%
Other or Multiple Race or Ethnicity	304	3.5%	52,436	3.1%	121,313	3.6%
Total	8,663	4%	1,711,349	8.6%	3,338,661	8.4%

# Table G

## San Francisco

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

Group Type	Civil Service		Labor Force		Population	
Women	1,475	53.6%	251,675	45.3%	433,812	49.1%
Men	1,279	46.4%	303,435	54.7%	450,508	50.9%
Persons with Disabilities	376	13.7%	21,215	3.8%	178,190	20.1%
Veterans	92	3.3%	12,896	2.3%	26,330	3%
Asian - Cambodian	1	<0.1%	563	0.1%	766	0.1%
Asian - Chinese	470	17.1%	102,478	18.5%	187,320	21.2%
Asian - Filipino	378	13.7%	24,584	4.4%	38,372	4.3%
Asian - Indian	65	2.4%	12,545	2.3%	15,944	1.8%
Asian - Japanese	26	0.9%	5,941	1.1%	9,709	1.1%
Asian - Korean	30	1.1%	8,338	1.5%	13,355	1.5%
Asian - Laotian	2	0.1%	630	0.1%	1,027	0.1%
Asian - Vietnamese	48	1.7%	10,274	1.9%	16,820	1.9%
Asian - Other or Multiple	113	4.1%	9,631	1.7%	16,054	1.8%
Black	221	8%	19,972	3.6%	43,776	5%
Hispanic	308	11.2%	77,773	14%	134,850	15.2%
Native American or Alaska Native	8	0.3%	515	0.1%	1,981	0.2%
Pacific Islander - Guamanian	1	<0.1%	359	0.1%	359	<0.1%
Pacific Islander - Hawaiian	0	0%	311	0.1%	311	<0.1%
Pacific Islander - Samoan	1	<0.1%	994	0.2%	1,766	0.2%
Pacific Islander - Other or Multiple	11	0.4%	76	<0.1%	470	0.1%
White	1,008	36.6%	255,395	46%	355,832	40.2%
Other or Multiple Race or Ethnicity	63	2.3%	24,731	4.5%	45,608	5.2%
Total	2,754	1.3%	555,110	2.8%	884,320	2.2%

# Table G

## San Joaquin

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

Group Type	Civil Service		Labor Force		Population	
Women	3,098	47.4%	153,438	45.5%	375,509	50.4%
Men	3,432	52.6%	183,480	54.5%	369,504	49.6%
Persons with Disabilities	473	7.2%	23,440	7%	188,018	25.2%
Veterans	367	5.6%	15,029	4.5%	31,876	4.3%
Asian - Cambodian	30	0.5%	3,712	1.1%	9,243	1.2%
Asian - Chinese	112	1.7%	5,396	1.6%	13,086	1.8%
Asian - Filipino	663	10.2%	15,723	4.7%	32,916	4.4%
Asian - Indian	264	4%	9,736	2.9%	19,463	2.6%
Asian - Japanese	23	0.4%	691	0.2%	1,282	0.2%
Asian - Korean	18	0.3%	389	0.1%	1,261	0.2%
Asian - Laotian	8	0.1%	1,854	0.6%	4,833	0.6%
Asian - Vietnamese	73	1.1%	3,872	1.1%	7,163	1%
Asian - Other or Multiple	330	5.1%	5,663	1.7%	23,134	3.1%
Black	1,023	15.7%	21,854	6.5%	51,025	6.8%
Hispanic	1,584	24.3%	138,997	41.3%	310,001	41.6%
Native American or Alaska Native	49	0.8%	635	0.2%	1,454	0.2%
Pacific Islander - Guamanian	7	0.1%	248	0.1%	615	0.1%
Pacific Islander - Hawaiian	6	0.1%	317	0.1%	401	0.1%
Pacific Islander - Samoan	5	0.1%	0	0%	206	<0.1%
Pacific Islander - Other or Multiple	62	0.9%	740	0.2%	1,842	0.2%
White	2,081	31.9%	113,005	33.5%	234,144	31.4%
Other or Multiple Race or Ethnicity	192	2.9%	14,086	4.2%	32,944	4.4%
Total	6,530	3%	336,918	1.7%	745,013	1.9%

# Table G

## San Luis Obispo

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

Group Type	Civil Service		Labor Force		Population	
Women	2,196	40.5%	61,247	44.9%	139,508	49.4%
Men	3,220	59.5%	75,049	55.1%	142,924	50.6%
Persons with Disabilities	476	8.8%	7,244	5.3%	58,732	20.8%
Veterans	306	5.6%	8,731	6.4%	22,250	7.9%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	33	0.6%	300	0.2%	3,360	1.2%
Asian - Filipino	209	3.9%	2,064	1.5%	3,126	1.1%
Asian - Indian	28	0.5%	145	0.1%	840	0.3%
Asian - Japanese	22	0.4%	464	0.3%	1,145	0.4%
Asian - Korean	11	0.2%	251	0.2%	623	0.2%
Asian - Laotian	3	0.1%	0	0%	0	0%
Asian - Vietnamese	18	0.3%	0	0%	505	0.2%
Asian - Other or Multiple	49	0.9%	593	0.4%	726	0.3%
Black	192	3.5%	726	0.5%	3,620	1.3%
Hispanic	1,092	20.2%	31,623	23.2%	64,054	22.7%
Native American or Alaska Native	36	0.7%	853	0.6%	1,598	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%	217	0.2%	370	0.1%
Pacific Islander - Other or Multiple	6	0.1%	0	0%	0	0%
White	3,553	65.6%	94,742	69.5%	193,556	68.5%
Other or Multiple Race or Ethnicity	147	2.7%	4,318	3.2%	8,909	3.2%
Total	5,416	2.5%	136,296	0.7%	282,432	0.7%

# Table G

## San Mateo

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

Group Type	Civil Service		Labor Force		Population	
Women	216	38%	207,620	47.7%	391,834	50.8%
Men	352	62%	227,340	52.3%	379,999	49.2%
Persons with Disabilities	71	12.5%	15,820	3.6%	127,001	16.5%
Veterans	19	3.3%	12,295	2.8%	28,771	3.7%
Asian - Cambodian	0	0%	71	<0.1%	71	<0.1%
Asian - Chinese	38	6.7%	52,831	12.1%	87,686	11.4%
Asian - Filipino	60	10.6%	46,578	10.7%	72,167	9.4%
Asian - Indian	15	2.6%	16,632	3.8%	26,465	3.4%
Asian - Japanese	3	0.5%	4,235	1%	8,285	1.1%
Asian - Korean	2	0.4%	5,854	1.3%	9,036	1.2%
Asian - Laotian	0	0%	56	0%	56	0%
Asian - Vietnamese	3	0.5%	2,690	0.6%	3,344	0.4%
Asian - Other or Multiple	15	2.6%	6,122	1.4%	10,953	1.4%
Black	47	8.3%	10,260	2.4%	16,036	2.1%
Hispanic	113	19.9%	103,173	23.7%	189,509	24.6%
Native American or Alaska Native	2	0.4%	248	0.1%	1,392	0.2%
Pacific Islander - Guamanian	0	0%	806	0.2%	806	0.1%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	4	0.7%	1,055	0.2%	2,819	0.4%
Pacific Islander - Other or Multiple	7	1.2%	4,268	1%	6,963	0.9%
White	246	43.3%	166,836	38.4%	300,671	39%
Other or Multiple Race or Ethnicity	12	2.1%	13,245	3%	35,574	4.6%
Total	568	0.3%	434,960	2.2%	771,833	2%

# 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%	107,590	46.3%	223,662	49.9%
Men	364	62.5%	124,740	53.7%	224,500	50.1%
Persons with Disabilities	84	14.4%	12,458	5.4%	88,787	19.8%
Veterans	43	7.4%	11,385	4.9%	25,776	5.8%
Asian - Cambodian	1	0.2%	47	<0.1%	47	<0.1%
Asian - Chinese	5	0.9%	2,737	1.2%	5,732	1.3%
Asian - Filipino	12	2.1%	3,426	1.5%	6,294	1.4%
Asian - Indian	4	0.7%	512	0.2%	1,331	0.3%
Asian - Japanese	2	0.3%	756	0.3%	1,984	0.4%
Asian - Korean	2	0.3%	1,849	0.8%	3,851	0.9%
Asian - Laotian	1	0.2%	205	0.1%	382	0.1%
Asian - Vietnamese	1	0.2%	814	0.4%	1,913	0.4%
Asian - Other or Multiple	1	0.2%	1,698	0.7%	2,113	0.5%
Black	24	4.1%	4,493	1.9%	7,028	1.6%
Hispanic	200	34.4%	99,298	42.7%	204,393	45.6%
Native American or Alaska Native	2	0.3%	51	0%	756	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	144	<0.1%
Pacific Islander - Hawaiian	0	0%	130	0.1%	268	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.2%	0	0%	0	0%
White	313	53.8%	108,993	46.9%	198,009	44.2%
Other or Multiple Race or Ethnicity	13	2.2%	7,321	3.2%	13,917	3.1%
Total	582	0.3%	232,330	1.2%	448,162	1.1%

# Table G

## Santa Clara

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

Group Type	Civil Service		Labor Force		Population	
Women	754	48.7%	464,267	44.1%	958,091	49.4%
Men	793	51.3%	588,685	55.9%	980,984	50.6%
Persons with Disabilities	265	17.1%	37,297	3.5%	298,703	15.4%
Veterans	70	4.5%	27,265	2.6%	60,246	3.1%
Asian - Cambodian	0	0%	2,681	0.3%	4,773	0.2%
Asian - Chinese	110	7.1%	101,348	9.6%	189,777	9.8%
Asian - Filipino	162	10.5%	53,221	5.1%	86,775	4.5%
Asian - Indian	48	3.1%	108,551	10.3%	186,671	9.6%
Asian - Japanese	15	1%	16,406	1.6%	30,805	1.6%
Asian - Korean	10	0.6%	12,804	1.2%	24,535	1.3%
Asian - Laotian	1	0.1%	728	0.1%	1,127	0.1%
Asian - Vietnamese	89	5.8%	70,658	6.7%	132,725	6.8%
Asian - Other or Multiple	44	2.8%	23,663	2.2%	46,787	2.4%
Black	98	6.3%	26,094	2.5%	46,560	2.4%
Hispanic	389	25.1%	256,363	24.3%	495,158	25.5%
Native American or Alaska Native	7	0.5%	971	0.1%	3,697	0.2%
Pacific Islander - Guamanian	1	0.1%	768	0.1%	931	<0.1%
Pacific Islander - Hawaiian	1	0.1%	227	<0.1%	373	<0.1%
Pacific Islander - Samoan	4	0.3%	623	0.1%	1,102	0.1%
Pacific Islander - Other or Multiple	7	0.5%	1,197	0.1%	2,188	0.1%
White	514	33.2%	341,441	32.4%	607,788	31.3%
Other or Multiple Race or Ethnicity	47	3%	35,208	3.3%	77,303	4%
Total	1,547	0.7%	1,052,952	5.3%	1,939,075	4.9%

# Table G

## Santa Cruz

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

Group Type	Civil Service		Labor Force		Population	
Women	179	30.4%	67,733	46.4%	138,441	50.4%
Men	410	69.6%	78,155	53.6%	136,246	49.6%
Persons with Disabilities	64	10.9%	8,459	5.8%	62,080	22.6%
Veterans	16	2.7%	4,533	3.1%	12,156	4.4%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.8%	1,750	1.2%	4,352	1.6%
Asian - Filipino	7	1.2%	1,336	0.9%	2,638	1%
Asian - Indian	1	0.2%	422	0.3%	928	0.3%
Asian - Japanese	7	1.2%	1,048	0.7%	1,844	0.7%
Asian - Korean	1	0.2%	419	0.3%	699	0.3%
Asian - Laotian	1	0.2%	0	0%	0	0%
Asian - Vietnamese	2	0.3%	331	0.2%	645	0.2%
Asian - Other or Multiple	2	0.3%	1,092	0.7%	1,587	0.6%
Black	9	1.5%	1,219	0.8%	2,028	0.7%
Hispanic	118	20%	46,483	31.9%	93,143	33.9%
Native American or Alaska Native	3	0.5%	347	0.2%	614	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 or Multiple	0	0%	0	0%	0	0%
White	411	69.8%	87,407	59.9%	157,212	57.2%
Other or Multiple Race or Ethnicity	21	3.6%	4,034	2.8%	8,997	3.3%
Total	589	0.3%	145,888	0.7%	274,687	0.7%

# Table G

## Shasta

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

Group Type	Civil Service		Labor Force		Population	
Women	723	39.4%	37,165	46.3%	90,921	50.6%
Men	1,114	60.6%	43,092	53.7%	88,929	49.4%
Persons with Disabilities	339	18.5%	6,455	8%	64,443	35.8%
Veterans	123	6.7%	5,624	7%	14,700	8.2%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	8	0.4%	1,120	1.4%	1,660	0.9%
Asian - Filipino	23	1.3%	87	0.1%	483	0.3%
Asian - Indian	5	0.3%	131	0.2%	382	0.2%
Asian - Japanese	6	0.3%	142	0.2%	160	0.1%
Asian - Korean	3	0.2%	184	0.2%	184	0.1%
Asian - Laotian	0	0%	129	0.2%	926	0.5%
Asian - Vietnamese	2	0.1%	243	0.3%	548	0.3%
Asian - Other or Multiple	12	0.7%	315	0.4%	583	0.3%
Black	26	1.4%	882	1.1%	2,785	1.5%
Hispanic	132	7.2%	7,714	9.6%	18,287	10.2%
Native American or Alaska Native	36	2%	2,422	3%	5,544	3.1%
Pacific Islander - Guamanian	4	0.2%	118	0.1%	118	0.1%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	0.2%	0	0%	0	0%
White	1,525	83%	64,151	79.9%	143,101	79.6%
Other or Multiple Race or Ethnicity	51	2.8%	2,619	3.3%	5,089	2.8%
Total	1,837	0.9%	80,257	0.4%	179,850	0.5%

# Table G Sierra

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

Group Type	Civil Service		Labor Force		Population	
Women	5	9.8%	696	47.4%	1,496	50.3%
Men	46	90.2%	773	52.6%	1,477	49.7%
Persons with Disabilities	6	11.8%	119	8.1%	873	29.4%
Veterans	4	7.8%	97	6.6%	290	9.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	3	0.2%	6	0.2%
Asian - Filipino	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	4	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%
Black	2	3.9%	10	0.7%	15	0.5%
Hispanic	3	5.9%	132	9%	276	9.3%
Native American or Alaska Native	0	0%	4	0.3%	12	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	45	88.2%	1,254	85.4%	2,539	85.4%
Other or Multiple Race or Ethnicity	0	0%	65	4.4%	119	4%
Total	51	<0.1%	1,469	<0.1%	2,973	<0.1%

# Table G

## Siskiyou

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

Group Type	Civil Service		Labor Force		Population	
Women	88	20.3%	7,975	48.6%	20,175	46.1%
Men	346	79.7%	8,440	51.4%	23,606	53.9%
Persons with Disabilities	28	6.5%	959	5.8%	14,758	33.7%
Veterans	32	7.4%	1,280	7.8%	3,782	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.2%	22	0.1%	61	0.1%
Asian - Filipino	1	0.2%	103	0.6%	179	0.4%
Asian - Indian	0	0%	0	0%	27	0.1%
Asian - Japanese	0	0%	0	0%	18	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	94	0.2%
Asian - Other or Multiple	0	0%	121	0.7%	614	1.4%
Black	3	0.7%	274	1.7%	1,649	3.8%
Hispanic	32	7.4%	1,866	11.4%	6,418	14.7%
Native American or Alaska Native	5	1.2%	388	2.4%	1,019	2.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	1	0.2%	0	0%	2	<0.1%
Pacific Islander - Other or Multiple	1	0.2%	114	0.7%	192	0.4%
White	377	86.9%	12,681	77.3%	31,459	71.9%
Other or Multiple Race or Ethnicity	12	2.8%	846	5.2%	2,051	4.7%
Total	434	0.2%	16,415	0.1%	43,781	0.1%

# Table G Solano

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

Group Type	Civil Service		Labor Force		Population	
Women	1,991	41.7%	105,707	47.5%	224,449	50.4%
Men	2,781	58.3%	116,743	52.5%	220,595	49.6%
Persons with Disabilities	422	8.8%	17,706	8%	112,724	25.3%
Veterans	371	7.8%	18,534	8.3%	41,310	9.3%
Asian - Cambodian	2	<0.1%	256	0.1%	434	0.1%
Asian - Chinese	59	1.2%	3,834	1.7%	7,036	1.6%
Asian - Filipino	658	13.8%	25,879	11.6%	46,345	10.4%
Asian - Indian	82	1.7%	3,350	1.5%	9,173	2.1%
Asian - Japanese	20	0.4%	301	0.1%	1,116	0.3%
Asian - Korean	13	0.3%	799	0.4%	1,388	0.3%
Asian - Laotian	5	0.1%	0	0%	0	0%
Asian - Vietnamese	32	0.7%	1,546	0.7%	2,714	0.6%
Asian - Other or Multiple	166	3.5%	1,450	0.7%	3,121	0.7%
Black	757	15.9%	31,486	14.2%	57,964	13%
Hispanic	798	16.7%	54,735	24.6%	118,168	26.6%
Native American or Alaska Native	23	0.5%	346	0.2%	545	0.1%
Pacific Islander - Guamanian	9	0.2%	538	0.2%	1,980	0.4%
Pacific Islander - Hawaiian	10	0.2%	0	0%	288	0.1%
Pacific Islander - Samoan	4	0.1%	125	0.1%	375	0.1%
Pacific Islander - Other or Multiple	36	0.8%	1,004	0.5%	1,298	0.3%
White	1,976	41.4%	86,667	39%	168,818	37.9%
Other or Multiple Race or Ethnicity	122	2.6%	10,134	4.6%	24,281	5.5%
Total	4,772	2.2%	222,450	1.1%	445,044	1.1%

# Table G

## Sonoma

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

Group Type	Civil Service		Labor Force		Population	
Women	1,072	55.3%	128,585	47.6%	259,040	51.4%
Men	865	44.7%	141,511	52.4%	245,250	48.6%
Persons with Disabilities	307	15.8%	16,694	6.2%	114,240	22.7%
Veterans	56	2.9%	12,779	4.7%	30,139	6%
Asian - Cambodian	3	0.2%	691	0.3%	976	0.2%
Asian - Chinese	33	1.7%	2,549	0.9%	4,226	0.8%
Asian - Filipino	332	17.1%	2,522	0.9%	3,678	0.7%
Asian - Indian	15	0.8%	2,703	1%	4,057	0.8%
Asian - Japanese	13	0.7%	877	0.3%	1,901	0.4%
Asian - Korean	5	0.3%	641	0.2%	1,787	0.4%
Asian - Laotian	2	0.1%	137	0.1%	314	0.1%
Asian - Vietnamese	6	0.3%	932	0.3%	1,139	0.2%
Asian - Other or Multiple	27	1.4%	1,009	0.4%	2,683	0.5%
Black	83	4.3%	4,812	1.8%	7,937	1.6%
Hispanic	208	10.7%	71,088	26.3%	136,355	27%
Native American or Alaska Native	13	0.7%	1,734	0.6%	3,631	0.7%
Pacific Islander - Guamanian	0	0%	85	<0.1%	85	<0.1%
Pacific Islander - Hawaiian	6	0.3%	0	0%	115	<0.1%
Pacific Islander - Samoan	0	0%	92	<0.1%	92	<0.1%
Pacific Islander - Other or Multiple	5	0.3%	299	0.1%	505	0.1%
White	1,127	58.2%	168,012	62.2%	314,071	62.3%
Other or Multiple Race or Ethnicity	59	3%	11,913	4.4%	20,738	4.1%
Total	1,937	0.9%	270,096	1.4%	504,290	1.3%

# 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	140	42%	111,900	44.4%	275,457	50.3%
Men	193	58%	140,175	55.6%	272,317	49.7%
Persons with Disabilities	60	18%	13,605	5.4%	138,563	25.3%
Veterans	24	7.2%	7,898	3.1%	21,051	3.8%
Asian - Cambodian	1	0.3%	1,526	0.6%	4,918	0.9%
Asian - Chinese	5	1.5%	2,333	0.9%	3,134	0.6%
Asian - Filipino	5	1.5%	2,591	1%	7,207	1.3%
Asian - Indian	2	0.6%	4,410	1.7%	7,231	1.3%
Asian - Japanese	2	0.6%	275	0.1%	860	0.2%
Asian - Korean	1	0.3%	543	0.2%	1,085	0.2%
Asian - Laotian	1	0.3%	1,243	0.5%	1,405	0.3%
Asian - Vietnamese	1	0.3%	712	0.3%	1,727	0.3%
Asian - Other or Multiple	7	2.1%	1,294	0.5%	2,151	0.4%
Black	13	3.9%	7,219	2.9%	15,828	2.9%
Hispanic	112	33.6%	113,902	45.2%	253,784	46.3%
Native American or Alaska Native	2	0.6%	788	0.3%	1,435	0.3%
Pacific Islander - Guamanian	1	0.3%	165	0.1%	191	<0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	209	<0.1%
Pacific Islander - Samoan	1	0.3%	0	0%	103	<0.1%
Pacific Islander - Other or Multiple	0	0%	1,096	0.4%	2,646	0.5%
White	167	50.2%	109,146	43.3%	229,244	41.9%
Other or Multiple Race or Ethnicity	12	3.6%	4,832	1.9%	14,616	2.7%
Total	333	0.2%	252,075	1.3%	547,774	1.4%

# Table G Sutter

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

Group Type	Civil Service		Labor Force		Population	
Women	26	27.4%	18,084	41.7%	47,677	48.7%
Men	69	72.6%	25,264	58.3%	50,134	51.3%
Persons with Disabilities	8	8.4%	3,807	8.8%	28,437	29.1%
Veterans	11	11.6%	3,685	8.5%	8,761	9%
Asian - Cambodian	0	0%	0	0%	139	0.1%
Asian - Chinese	0	0%	490	1.1%	554	0.6%
Asian - Filipino	1	1.1%	201	0.5%	403	0.4%
Asian - Indian	4	4.2%	3,559	8.2%	8,449	8.6%
Asian - Japanese	0	0%	0	0%	72	0.1%
Asian - Korean	0	0%	126	0.3%	126	0.1%
Asian - Laotian	0	0%	537	1.2%	1,096	1.1%
Asian - Vietnamese	0	0%	54	0.1%	54	0.1%
Asian - Other or Multiple	1	1.1%	404	0.9%	1,079	1.1%
Black	2	2.1%	1,504	3.5%	2,830	2.9%
Hispanic	14	14.7%	13,342	30.8%	29,175	29.8%
Native American or Alaska Native	0	0%	424	1%	1,086	1.1%
Pacific Islander - Guamanian	0	0%	133	0.3%	161	0.2%
Pacific Islander - Hawaiian	0	0%	0	0%	38	<0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	69	0.2%	101	0.1%
White	72	75.8%	21,127	48.7%	48,666	49.8%
Other or Multiple Race or Ethnicity	1	1.1%	1,380	3.2%	3,783	3.9%
Total	95	<0.1%	43,348	0.2%	97,811	0.2%

# Table G

## Tehama

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

Group Type	Civil Service		Labor Force		Population	
Women	56	17.4%	11,909	44.2%	31,349	49.4%
Men	266	82.6%	15,051	55.8%	32,096	50.6%
Persons with Disabilities	37	11.5%	2,410	8.9%	22,655	35.7%
Veterans	21	6.5%	1,422	5.3%	3,724	5.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	23	0.1%	49	0.1%
Asian - Indian	0	0%	72	0.3%	196	0.3%
Asian - Japanese	0	0%	0	0%	47	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	281	1%	281	0.4%
Asian - Vietnamese	0	0%	48	0.2%	139	0.2%
Asian - Other or Multiple	0	0%	31	0.1%	229	0.4%
Black	3	0.9%	157	0.6%	329	0.5%
Hispanic	26	8.1%	9,402	34.9%	21,242	33.5%
Native American or Alaska Native	4	1.2%	224	0.8%	1,397	2.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.9%	111	0.4%	153	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	278	86.3%	16,134	59.8%	38,001	59.9%
Other or Multiple Race or Ethnicity	8	2.5%	477	1.8%	1,383	2.2%
Total	322	0.2%	26,960	0.1%	63,445	0.2%

# Table G

## Trinity

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

Group Type	Civil Service		Labor Force		Population	
Women	7	6.7%	2,491	44.2%	6,557	49.4%
Men	97	93.3%	3,148	55.8%	6,713	50.6%
Persons with Disabilities	6	5.8%	504	8.9%	4,739	35.7%
Veterans	9	8.7%	297	5.3%	779	5.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	5	0.1%	10	0.1%
Asian - Indian	0	0%	15	0.3%	41	0.3%
Asian - Japanese	1	1%	0	0%	10	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	59	1%	59	0.4%
Asian - Vietnamese	0	0%	10	0.2%	29	0.2%
Asian - Other or Multiple	0	0%	7	0.1%	48	0.4%
Black	1	1%	33	0.6%	69	0.5%
Hispanic	4	3.8%	1,967	34.9%	4,443	33.5%
Native American or Alaska Native	2	1.9%	47	0.8%	292	2.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	1%	23	0.4%	32	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	93	89.4%	3,375	59.8%	7,948	59.9%
Other or Multiple Race or Ethnicity	2	1.9%	100	1.8%	289	2.2%
Total	104	<0.1%	5,639	<0.1%	13,270	<0.1%

# Table G Tulare

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

Group Type	Civil Service		Labor Force		Population	
Women	876	51.7%	87,835	43.8%	232,250	50%
Men	818	48.3%	112,778	56.2%	232,184	50%
Persons with Disabilities	126	7.4%	8,540	4.3%	110,008	23.7%
Veterans	80	4.7%	7,410	3.7%	14,911	3.2%
Asian - Cambodian	0	0%	36	<0.1%	36	<0.1%
Asian - Chinese	5	0.3%	1,293	0.6%	1,842	0.4%
Asian - Filipino	84	5%	3,149	1.6%	4,750	1%
Asian - Indian	11	0.6%	525	0.3%	970	0.2%
Asian - Japanese	4	0.2%	495	0.2%	941	0.2%
Asian - Korean	1	0.1%	0	0%	235	0.1%
Asian - Laotian	2	0.1%	440	0.2%	1,466	0.3%
Asian - Vietnamese	6	0.4%	0	0%	22	<0.1%
Asian - Other or Multiple	14	0.8%	175	0.1%	818	0.2%
Black	36	2.1%	3,175	1.6%	6,219	1.3%
Hispanic	742	43.8%	127,289	63.5%	300,587	64.7%
Native American or Alaska Native	16	0.9%	1,202	0.6%	3,243	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	237	0.1%
Pacific Islander - Other or Multiple	1	0.1%	0	0%	0	0%
White	738	43.6%	59,612	29.7%	131,303	28.3%
Other or Multiple Race or Ethnicity	33	1.9%	3,222	1.6%	11,765	2.5%
Total	1,694	0.8%	200,613	1%	464,434	1.2%

# Table G

## Tuolumne

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

Group Type	Civil Service		Labor Force		Population	
Women	358	30.5%	11,720	48.8%	26,222	47.8%
Men	816	69.5%	12,285	51.2%	28,598	52.2%
Persons with Disabilities	73	6.2%	1,467	6.1%	17,769	32.4%
Veterans	96	8.2%	1,588	6.6%	5,252	9.6%
Asian - Cambodian	0	0%	0	0%	23	<0.1%
Asian - Chinese	1	0.1%	97	0.4%	205	0.4%
Asian - Filipino	9	0.8%	77	0.3%	112	0.2%
Asian - Indian	2	0.2%	0	0%	0	0%
Asian - Japanese	0	0%	15	0.1%	22	<0.1%
Asian - Korean	2	0.2%	30	0.1%	101	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.3%	0	0%	3	<0.1%
Asian - Other or Multiple	15	1.3%	55	0.2%	163	0.3%
Black	26	2.2%	107	0.4%	594	1.1%
Hispanic	202	17.2%	3,665	15.3%	8,137	14.8%
Native American or Alaska Native	13	1.1%	648	2.7%	1,362	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.3%	71	0.3%	145	0.3%
Pacific Islander - Samoan	0	0%	0	0%	15	<0.1%
Pacific Islander - Other or Multiple	7	0.6%	0	0%	0	0%
White	858	73.1%	18,455	76.9%	42,072	76.7%
Other or Multiple Race or Ethnicity	33	2.8%	786	3.3%	1,865	3.4%
Total	1,174	0.5%	24,005	0.1%	54,820	0.1%

# Table G

## Ventura

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

Group Type	Civil Service		Labor Force		Population	
Women	676	45.3%	202,907	46%	430,248	50.4%
Men	816	54.7%	238,086	54%	422,867	49.6%
Persons with Disabilities	177	11.9%	24,098	5.5%	192,039	22.5%
Veterans	86	5.8%	21,061	4.8%	48,575	5.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	13	0.9%	4,173	0.9%	8,182	1%
Asian - Filipino	68	4.6%	11,478	2.6%	18,561	2.2%
Asian - Indian	9	0.6%	7,005	1.6%	13,945	1.6%
Asian - Japanese	4	0.3%	3,294	0.7%	5,627	0.7%
Asian - Korean	3	0.2%	1,912	0.4%	3,101	0.4%
Asian - Laotian	0	0%	158	<0.1%	545	0.1%
Asian - Vietnamese	4	0.3%	2,722	0.6%	4,260	0.5%
Asian - Other or Multiple	9	0.6%	2,974	0.7%	7,778	0.9%
Black	127	8.5%	8,205	1.9%	15,092	1.8%
Hispanic	510	34.2%	182,515	41.4%	365,534	42.8%
Native American or Alaska Native	14	0.9%	891	0.2%	2,249	0.3%
Pacific Islander - Guamanian	2	0.1%	280	0.1%	396	<0.1%
Pacific Islander - Hawaiian	2	0.1%	92	<0.1%	92	<0.1%
Pacific Islander - Samoan	1	0.1%	115	<0.1%	115	<0.1%
Pacific Islander - Other or Multiple	6	0.4%	35	<0.1%	35	<0.1%
White	675	45.2%	203,871	46.2%	384,652	45.1%
Other or Multiple Race or Ethnicity	45	3%	11,273	2.6%	22,951	2.7%
Total	1,492	0.7%	440,993	2.2%	853,115	2.2%

# Table G Yolo

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

Group Type	Civil Service		Labor Force		Population	
Women	1,541	48.2%	53,775	48.4%	113,696	51.8%
Men	1,658	51.8%	57,244	51.6%	105,729	48.2%
Persons with Disabilities	525	16.4%	6,762	6.1%	42,475	19.4%
Veterans	152	4.8%	5,214	4.7%	10,585	4.8%
Asian - Cambodian	7	0.2%	0	0%	0	0%
Asian - Chinese	218	6.8%	5,182	4.7%	9,839	4.5%
Asian - Filipino	118	3.7%	1,917	1.7%	3,947	1.8%
Asian - Indian	71	2.2%	2,447	2.2%	4,480	2%
Asian - Japanese	58	1.8%	637	0.6%	1,023	0.5%
Asian - Korean	18	0.6%	1,625	1.5%	2,985	1.4%
Asian - Laotian	1	<0.1%	757	0.7%	1,712	0.8%
Asian - Vietnamese	88	2.8%	795	0.7%	1,826	0.8%
Asian - Other or Multiple	110	3.4%	1,316	1.2%	2,745	1.3%
Black	236	7.4%	2,595	2.3%	5,645	2.6%
Hispanic	571	17.8%	34,062	30.7%	69,521	31.7%
Native American or Alaska Native	16	0.5%	567	0.5%	1,029	0.5%
Pacific Islander - Guamanian	6	0.2%	0	0%	124	0.1%
Pacific Islander - Hawaiian	2	0.1%	112	0.1%	420	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	19	0.6%	576	0.5%	576	0.3%
White	1,538	48.1%	54,841	49.4%	101,855	46.4%
Other or Multiple Race or Ethnicity	122	3.8%	3,590	3.2%	11,698	5.3%
Total	3,199	1.5%	111,019	0.6%	219,425	0.6%

# Table G Yuba

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

Group Type	Civil Service		Labor Force		Population	
Women	238	28.6%	13,979	41.7%	36,857	48.7%
Men	594	71.4%	19,531	58.3%	38,756	51.3%
Persons with Disabilities	111	13.3%	2,943	8.8%	21,983	29.1%
Veterans	51	6.1%	2,848	8.5%	6,772	9%
Asian - Cambodian	0	0%	0	0%	107	0.1%
Asian - Chinese	21	2.5%	378	1.1%	428	0.6%
Asian - Filipino	18	2.2%	155	0.5%	312	0.4%
Asian - Indian	44	5.3%	2,751	8.2%	6,531	8.6%
Asian - Japanese	9	1.1%	0	0%	55	0.1%
Asian - Korean	4	0.5%	97	0.3%	97	0.1%
Asian - Laotian	0	0%	415	1.2%	848	1.1%
Asian - Vietnamese	7	0.8%	42	0.1%	42	0.1%
Asian - Other or Multiple	30	3.6%	312	0.9%	834	1.1%
Black	18	2.2%	1,162	3.5%	2,188	2.9%
Hispanic	96	11.5%	10,314	30.8%	22,554	29.8%
Native American or Alaska Native	7	0.8%	327	1%	839	1.1%
Pacific Islander - Guamanian	1	0.1%	102	0.3%	125	0.2%
Pacific Islander - Hawaiian	1	0.1%	0	0%	29	<0.1%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.2%	54	0.2%	78	0.1%
White	538	64.7%	16,332	48.7%	37,621	49.8%
Other or Multiple Race or Ethnicity	35	4.2%	1,067	3.2%	2,924	3.9%
Total	832	0.4%	33,510	0.2%	75,613	0.2%

# Table G State Total

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

Group Type	Civil Service		Labor Force		Population	
Women	98,830	46.1%	9,155,810	46%	19,892,055	50.3%
Men	115,510	53.9%	10,765,448	54%	19,644,724	49.7%
Persons with Disabilities	25,908	12.1%	984,213	4.9%	8,225,618	20.8%
Veterans	12,243	5.7%	829,923	4.2%	1,918,857	4.9%
Asian - Cambodian	206	0.1%	45,698	0.2%	94,090	0.2%
Asian - Chinese	7,993	3.7%	782,218	3.9%	1,509,459	3.8%
Asian - Filipino	12,635	5.9%	736,299	3.7%	1,259,967	3.2%
Asian - Indian	4,014	1.9%	423,053	2.1%	779,801	2%
Asian - Japanese	1,777	0.8%	135,501	0.7%	266,790	0.7%
Asian - Korean	1,016	0.5%	243,867	1.2%	466,747	1.2%
Asian - Laotian	183	0.1%	30,893	0.2%	64,428	0.2%
Asian - Vietnamese	3,396	1.6%	349,201	1.8%	664,481	1.7%
Asian - Other or Multiple	6,036	2.8%	272,542	1.4%	577,161	1.5%
Black	20,956	9.8%	1,058,423	5.3%	2,162,725	5.5%
Hispanic	53,331	24.9%	7,504,800	37.7%	15,476,438	39.1%
Native American or Alaska Native	1,353	0.6%	59,675	0.3%	143,107	0.4%
Pacific Islander - Guamanian	178	0.1%	10,900	0.1%	19,281	<0.1%
Pacific Islander - Hawaiian	227	0.1%	12,125	0.1%	21,529	0.1%
Pacific Islander - Samoan	131	0.1%	15,232	0.1%	28,622	0.1%
Pacific Islander - Other or Multiple	985	0.5%	30,586	0.2%	56,516	0.1%
White	93,083	43.4%	7,636,652	38.3%	14,614,136	37%
Other or Multiple Race or Ethnicity	6,840	3.2%	573,592	2.9%	1,331,501	3.4%
Total	214,340		19,921,258		39,536,779	

# Table G U.S. Total

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

Group Type	Out of State Civil Service		U.S. Total Civil Service	
Women	212	51.1%	99,042	46.1%
Men	203	48.9%	115,713	53.9%
Persons with Disabilities	58	14%	25,966	12.1%
Veterans	8	1.9%	12,251	5.7%
Asian - Cambodian	0	0%	206	0.1%
Asian - Chinese	30	7.2%	8,023	3.7%
Asian - Filipino	22	5.3%	12,657	5.9%
Asian - Indian	23	5.5%	4,037	1.9%
Asian - Japanese	7	1.7%	1,784	0.8%
Asian - Korean	14	3.4%	1,030	0.5%
Asian - Laotian	0	0%	183	0.1%
Asian - Vietnamese	6	1.4%	3,402	1.6%
Asian - Other or Multiple	13	3.1%	6,049	2.8%
Black	79	19%	21,035	9.8%
Hispanic	46	11.1%	53,377	24.9%
Native American or Alaska Native	0	0%	1,353	0.6%
Pacific Islander - Guamanian	0	0%	178	0.1%
Pacific Islander - Hawaiian	2	0.5%	229	0.1%
Pacific Islander - Samoan	0	0%	131	0.1%
Pacific Islander - Other or Multiple	0	0%	985	0.5%
White	166	40%	93,249	43.4%
Other or Multiple Race or Ethnicity	7	1.7%	6,847	3.2%
Total	415		214,755	

# Appendix

## Table H

State Civil Service Disability Representation and Hiring Goals by Agency

# Table H Agr-Chi

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
22nd District Agricultural Association	8	4.1%	-25	5
Achieving a Better Life Experience for People with Disabilities, California	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Administrative Law, Office of	0	15.8%	-1	No Goal Required
African-American Museum, California	0	0%	-3	1
Aging, Commission on	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Aging, Department of	3	23.6%	7	No Goal Required
Agricultural Associations	1	4.3%	-27	4
Agricultural Labor Relations Board	1	7.5%	-4	4
Air Resources Board	7	10.2%	-94	9
Alcoholic Beverage Control Appeals Board	0	0%	4	0
Alcoholic Beverage Control, Department of	2	14.2%	-6	No Goal Required
Alternative Energy and Advanced Transportation Financing Authority	0	0%	-3	3
Arts Council, California	0	4.8%	-3	0
Baldwin Hills Conservancy	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Business and Economic Development, Governor's Office of	4	20.8%	3	No Goal Required
Business Oversight, Department of	6	12.7%	-22	8
Business, Consumer Services, and Housing Agency	0	14.3%	-1	No Goal Required
Child Support Services, Department of	91	18.6%	10	No Goal Required
Children and Families First Commission	1	20.5%	1	No Goal Required

# Table H Coa-Dev

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
Coachella Valley Mountains Conservancy	0	33.3%	0	No Goal Required
Coastal Commission, California	0	12.6%	-7	1
Coastal Conservancy, State	1	25.4%	5	No Goal Required
Colorado River Board	1	12.5%	-1	1
Community Colleges, California	1	13.8%	-4	No Goal Required
Community Services and Development, Department of	0	17.9%	1	No Goal Required
Compensation Insurance Fund, State	28	30.8%	604	No Goal Required
Conservation Corps, California	5	20.8%	8	No Goal Required
Conservation, Department of	5	17%	2	No Goal Required
Consumer Affairs, Department of	44	15.5%	-37	No Goal Required
Controller, Office of the California State	6	15.8%	-12	No Goal Required
Corrections and Rehabilitation, California Department of	151	8.1%	-2387	135
Debt and Investment Advisory Commission, California	0	5.9%	-2	1
Debt Limit Allocation Committee, California	0	11.1%	-1	2
Delta Protection Commission	0	33.3%	1	No Goal Required
Delta Stewardship Council	2	9.3%	-4	2
Developmental Disabilities, State Council on	23	30.1%	10	No Goal Required
Developmental Services, Department of	9	11.7%	-98	6

# Table H Ear-Fis

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
Earthquake Authority, California	0	17.8%	0	No Goal Required
Education Audit Appeals Panel	0	0%	-1	0
Education, Department of	0	19.4%	56	No Goal Required
Educational Facilities Authority, California	0	33.3%	0	No Goal Required
Emergency Medical Services Authority	0	14.9%	-2	No Goal Required
Emergency Services, California Governor's Office of	16	12.3%	-42	10
Employment Development Department	0	19.6%	218	No Goal Required
Energy Resources Conservation and Development Commission	0	15.2%	-9	No Goal Required
Environmental Health Hazard Assessment, Office of	1	9.4%	-10	0
Environmental Protection Agency, California	0	13.6%	-2	No Goal Required
Equalization, Board of	27	24.4%	12	No Goal Required
Exposition and State Fair, California	0	3.3%	-61	3
Exposition Park Management, Governor's Office of	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Fair Employment and Housing, Department of	1	16.5%	-1	No Goal Required
Fair Political Practices Commission	1	17.6%	0	No Goal Required
Finance, Department of	4	13.4%	-13	No Goal Required
FISCAL	9	12.2%	-11	4
Fish and Wildlife, Department of	13	12.6%	-100	14

PWD = Persons with Disabilities

# Table H Foo-Hum

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
Food and Agriculture, Department of	9	8.2%	-139	12
Forestry and Fire Protection, Department of	45	29.5%	119	No Goal Required
Franchise Tax Board	28	13.7%	-183	No Goal Required
Gambling Control Commission, California	0	10.7%	-2	1
General Services, Department of	0	17.3%	25	No Goal Required
Government Operations Agency	0	25%	0	No Goal Required
Health and Human Services Agency, California	10	25%	3	No Goal Required
Health Benefit Exchange, California	20	16.5%	-1	No Goal Required
Health Care Services, Department of	37	15.8%	-28	No Goal Required
Health Facilities Financing Authority, California	0	6.7%	-2	2
Health Planning and Development, Office of Statewide	2	30.1%	55	No Goal Required
High Speed Rail Authority, California	2	17.2%	1	No Goal Required
Highway Patrol, California	27	16.9%	8	No Goal Required
Horse Racing Board, California	0	14.3%	-1	No Goal Required
Housing and Community Development, Department of	0	26.6%	48	No Goal Required
Housing Finance Agency, California	4	27.6%	22	No Goal Required
Human Resources, California Department of	5	22.1%	15	No Goal Required

# Table H Ind-Nat

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
Independent Living Council, State	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Industrial Relations, Department of	11	13.7%	-81	No Goal Required
Inspector General, Office of the	0	37.8%	17	No Goal Required
Insurance, Department of	8	16.1%	-5	No Goal Required
Justice, Department of	32	11.8%	-169	20
Labor and Workforce Development Agency	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Law Revision Commission, California	0	50%	1	No Goal Required
Legislative Counsel, Office of	2	18.5%	9	No Goal Required
Library, California State	0	19.7%	3	No Goal Required
Little Hoover Commission	0	0%	-1	1
Lottery, California State	0	22.8%	46	No Goal Required
Managed Health Care, Department of	7	17.8%	4	No Goal Required
Mental Health Services Oversight and Accountability Commission	1	32.3%	4	No Goal Required
Military Department	2	21.7%	12	No Goal Required
Motor Vehicles, Department of	0	18.6%	169	No Goal Required
Native American Heritage Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Natural Resources Agency, California	0	20.7%	1	No Goal Required

PWD = Persons with Disabilities

# Table H Par-San

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
Parks and Recreation, Department of	0	3.9%	-600	0
Peace Officer Standards and Training, Commission on	1	28%	11	No Goal Required
Personnel Board, State	1	26.2%	5	No Goal Required
Pesticide Regulation, Department of	3	16.6%	-1	No Goal Required
Pilot Commissioners, Board of	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Pollution Control Financing Authority, California	0	7.7%	-3	3
Prison Industry Authority, California	6	7.3%	-61	6
Public Defender, Office of the State	4	13.4%	-3	No Goal Required
Public Employees' Retirement System, California	30	15.4%	-34	No Goal Required
Public Employment Relations Board	2	35.6%	8	No Goal Required
Public Health, California Department of	0	17.9%	45	No Goal Required
Public Utilities Commission, California	10	11.9%	-50	8
Rehabilitation, Department of	0	33.1%	308	No Goal Required
Resources Recycling and Recovery, Department of	3	27.5%	74	No Goal Required
Sacramento-San Joaquin Delta Conservancy	0	12.5%	-1	1
San Diego River Conservancy	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
San Francisco Bay Conservation and Development Commission	0	2.6%	-6	1
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	0	0%	-1	1

PWD = Persons with Disabilities

# Table H San-Tax

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
San Joaquin River Conservancy	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Santa Monica Mountains Conservancy	0	50%	2	No Goal Required
Scholarshare Investment Board	0	0%	-2	2
School Finance Authority, California	0	16.7%	0	No Goal Required
Science Center, California	1	8.5%	-10	0
Secretary of State	9	18.5%	9	No Goal Required
Seismic Safety Commission	0	20%	0	No Goal Required
Sierra Nevada Conservancy	0	12.9%	-2	2
Social Services, Department of	44	11.3%	-217	3
State and Community Corrections, Board of	0	19.2%	2	No Goal Required
State Audits, Bureau of	0	18.1%	2	No Goal Required
State Hospitals, Department of	40	14.4%	-107	No Goal Required
State Lands Commission	0	29.5%	25	No Goal Required
State Mandates, Commission on	0	36.4%	2	No Goal Required
Student Aid Commission, California	5	17.8%	1	No Goal Required
Summer School for the Arts	0	0%	-1	1
Systems Integration, Office of	40	16.5%	-1	No Goal Required
Tahoe Conservancy, California	1	0%	5	2
Tax Credit Allocation Committee, California	0	6.7%	-5	3

PWD = Persons with Disabilities

# Table H Tea-Wor

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

Agency	2017 PWD Hires	2017 Adjusted PWD Representation	2017 PWD Deficiency or Surplus	2018 PWD Hiring Goal
Teacher Credentialing, Commission on	4	32.2%	22	No Goal Required
Teachers' Retirement System, California State	17	16.1%	-7	No Goal Required
Technology, Department of	0	14.2%	-20	No Goal Required
Toxic Substances Control, Department of	8	20%	31	No Goal Required
Transportation Agency, California State	0	17.1%	0	No Goal Required
Transportation Commission, California	0	50%	6	No Goal Required
Transportation, Department of	34	15.3%	-258	No Goal Required
Treasurer, Office of the State	1	13.5%	-7	No Goal Required
Unemployment Insurance Appeals Board, California	0	26.5%	35	No Goal Required
Veterans Affairs, California Department of	22	10.4%	-187	10
Victim Compensation Board, California	0	22%	11	No Goal Required
Water Resources Control Board	15	19.6%	65	No Goal Required
Water Resources, Department of	25	12.8%	-120	10
Women and Girls, Commission on the Status of	0	0%	-1	1
Workforce Development Board, California	0	15%	-1	No Goal Required

# Appendix

## Table I

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

# Table I Agr-Bus

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
22nd District Agricultural Association	0	72	0	0
Achieving a Better Life Experience for People with Disabilities, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Administrative Law, Office of	0	2	0	0
African-American Museum, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Aging, Commission on	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Aging, Department of	2	11	2	0
Agricultural Associations	4	116	0	3
Agricultural Labor Relations Board	2	3	0	1
Air Resources Board	2	188	28	3
Alcoholic Beverage Control Appeals Board	0	0	0	0
Alcoholic Beverage Control, Department of	4	80	3	5
Alternative Energy and Advanced Transportation Financing Authority	0	2	0	1
Arts Council, California	0	1	21	2
Baldwin Hills Conservancy	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Business and Economic Development, Governor's Office of	0	6	0	0
Business Oversight, Department of	1	32	2	1
Business, Consumer Services, and Housing Agency	UM Exemption	UM Exemption	UM Exemption	UM Exemption

UM = Upward Mobility

# Table I Chi-Dev

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
Child Support Services, Department of	0	21	0	1
Children and Families First Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Coachella Valley Mountains Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Coastal Commission, California	0	10	0	0
Coastal Conservancy, State	1	2	0	2
Colorado River Board	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Community Colleges, California	0	3	1	2
Community Services and Development, Department of	0	11	4	5
Compensation Insurance Fund, State	64	512	81	17
Conservation Corps, California	8	38	0	4
Conservation, Department of	13	78	4	12
Consumer Affairs, Department of	91	771	1	15
Controller, Office of the California State	18	183	55	13
Corrections and Rehabilitation, California Department of	0	3337	0	12
Debt and Investment Advisory Commission, California	0	1	0	1
Debt Limit Allocation Committee, California	0	2	0	1
Delta Protection Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Delta Stewardship Council	0	2	0	0
Developmental Disabilities, State Council on	1	15	1	2

# Table I Dev-Fis

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
Developmental Services, Department of	14	939	4	19
Earthquake Authority, California	1	11	0	1
Education Audit Appeals Panel	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Education, Department of	6	559	11	6
Educational Facilities Authority, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Emergency Medical Services Authority	0	7	4	1
Emergency Services, California Governor's Office of	5	215	12	3
Employment Development Department	63	915	81	10
Energy Resources Conservation and Development Commission	0	20	0	0
Environmental Health Hazard Assessment, Office of	0	4	0	0
Environmental Protection Agency, California	0	16	1	1
Equalization, Board of	0	20	0	2
Exposition and State Fair, California	1	71	2	1
Exposition Park Management, Governor's Office of	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Fair Employment and Housing, Department of	0	22	0	0
Fair Political Practices Commission	2	2	2	2
Finance, Department of	0	12	0	0
FISCAL	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Fish and Wildlife, Department of	26	210	63	20

UM = Upward Mobility

# Table I Foo-Ind

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
Food and Agriculture, Department of	0	438	0	13
Forestry and Fire Protection, Department of	1	339	3	38
Franchise Tax Board	1	1518	15	2
Gambling Control Commission, California	2	1	3	1
General Services, Department of	0	1388	6	7
Government Operations Agency	0	1	1	1
Health and Human Services Agency, California	1	7	0	1
Health Benefit Exchange, California	0	29	1	3
Health Care Services, Department of	10	0	10	8
Health Facilities Financing Authority, California	0	2	0	1
Health Planning and Development, Office of Statewide	2	53	2	1
High Speed Rail Authority, California	0	5	0	1
Highway Patrol, California	1	2204	4	4
Horse Racing Board, California	0	13	0	0
Housing and Community Development, Department of	0	93	0	0
Housing Finance Agency, California	0	10	6	2
Human Resources, California Department of	1	16	1	1
Independent Living Council, State	UM Exemption	UM Exemption	UM Exemption	UM Exemption

UM = Upward Mobility

# Table I Ind-Pes

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
Industrial Relations, Department of	2	898	5	4
Inspector General, Office of the	0	4	0	0
Insurance, Department of	0	215	0	1
Justice, Department of	4	956	40	4
Labor and Workforce Development Agency	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Law Revision Commission, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Legislative Counsel, Office of	2	106	25	4
Library, California State	0	40	0	0
Little Hoover Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Lottery, California State	2	107	9	1
Managed Health Care, Department of	0	25	2	2
Mental Health Services Oversight and Accountability Commission	0	1	0	1
Military Department	1	27	0	1
Motor Vehicles, Department of	0	5523	0	0
Native American Heritage Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Natural Resources Agency, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Parks and Recreation, Department of	0	719	0	0
Peace Officer Standards and Training, Commission on	0	14	1	0
Personnel Board, State	1	3	0	1
Pesticide Regulation, Department of	0	38	0	0

UM = Upward Mobility

# Table I Pil-Sch

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
Pilot Commissioners, Board of	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Pollution Control Financing Authority, California	0	3	0	1
Prison Industry Authority, California	10	506	0	6
Public Defender, Office of the State	0	5	2	2
Public Employees' Retirement System, California	0	208	0	0
Public Employment Relations Board	0	2	0	1
Public Health, California Department of	34	338	1	32
Public Utilities Commission, California	6	70	59	10
Rehabilitation, Department of	15	436	0	5
Resources Recycling and Recovery, Department of	1	59	2	1
Sacramento-San Joaquin Delta Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
San Diego River Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
San Francisco Bay Conservation and Development Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
San Joaquin River Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Santa Monica Mountains Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Scholarshare Investment Board	0	1	0	1

UM = Upward Mobility

# Table I Sch-Tra

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
School Finance Authority, California	0	2	0	1
Science Center, California	0	55	0	1
Secretary of State	1	259	54	3
Seismic Safety Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Sierra Nevada Conservancy	2	2	7	2
Social Services, Department of	0	691	23	8
State and Community Corrections, Board of	0	5	0	1
State Audits, Bureau of	0	7	2	1
State Hospitals, Department of	0	1326	0	0
State Lands Commission	0	22	0	0
State Mandates, Commission on	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Student Aid Commission, California	3	11	6	4
Summer School for the Arts	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Systems Integration, Office of	0	5	0	0
Tahoe Conservancy, California	0	1	1	0
Tax Credit Allocation Committee, California	0	3	0	0
Teacher Credentialing, Commission on	0	16	0	0
Teachers' Retirement System, California State	11	50	6	11
Technology, Department of	0	34	0	0
Toxic Substances Control, Department of	1	72	4	1
Transportation Agency, California State	5	3	2	0

UM = Upward Mobility

# Table I Tra-Wor

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

Agency	2017 Upward Mobility Hires	Number of Employees in LP Classes	2017 Employees Participating	2018 UM Hiring Goal
Transportation Commission, California	UM Exemption	<b>UM Exemption</b>	UM Exemption	<b>UM Exemption</b>
Transportation, Department of	108	<b>5981</b>	141	<b>51</b>
Treasurer, Office of the State	0	<b>17</b>	0	<b>1</b>
Unemployment Insurance Appeals Board, California	0	<b>121</b>	0	<b>1</b>
Veterans Affairs, California Department of	1	<b>972</b>	1	<b>1</b>
Victim Compensation Board, California	7	<b>32</b>	8	<b>5</b>
Water Resources Control Board	3	<b>91</b>	3	<b>3</b>
Water Resources, Department of	21	<b>62</b>	62	<b>20</b>
Women and Girls, Commission on the Status of	UM Exemption	<b>UM Exemption</b>	UM Exemption	<b>UM Exemption</b>
Workforce Development Board, California	UM Exemption	<b>UM Exemption</b>	UM Exemption	<b>UM Exemption</b>

# Appendix

## Table J

State Civil Service Separations by Agency with 30 or More Separations

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

# Table J Agr-Con

Group Type	Agricultural 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	17	48.6%	73	52.5%	33	67.3%	55	50.9%	51	62.2%	355	69.6%	21	52.5%
Men	18	51.4%	66	47.5%	16	32.7%	53	49.1%	31	37.8%	155	30.4%	19	47.5%
Persons with Disabilities	2	5.7%	15	10.8%	7	14.3%	5	4.6%	14	17.1%	143	28%	11	27.5%
Veterans	0	0%	5	3.6%	3	6.1%	0	0%	11	13.4%	30	5.9%	4	10%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%
Asian - Chinese	1	2.9%	12	8.6%	0	0%	28	25.9%	5	6.1%	26	5.1%	0	0%
Asian - Filipino	0	0%	2	1.4%	7	14.3%	5	4.6%	5	6.1%	59	11.6%	1	2.5%
Asian - Indian	0	0%	3	2.2%	1	2%	1	0.9%	4	4.9%	9	1.8%	0	0%
Asian - Japanese	0	0%	1	0.7%	0	0%	1	0.9%	0	0%	1	0.2%	0	0%
Asian - Korean	0	0%	1	0.7%	0	0%	4	3.7%	0	0%	2	0.4%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	0.7%	0	0%	0	0%	0	0%	6	1.2%	0	0%
Asian - Other or Multiple	1	2.9%	7	5%	1	2%	3	2.8%	1	1.2%	10	2%	1	2.5%
Black	0	0%	6	4.3%	3	6.1%	8	7.4%	8	9.8%	57	11.2%	1	2.5%
Hispanic	11	31.4%	21	15.1%	11	22.4%	15	13.9%	21	25.6%	100	19.6%	3	7.5%
Native American or Alaska Native	1	2.9%	0	0%	0	0%	0	0%	0	0%	2	0.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.7%	0	0%	0	0%	0	0%	2	0.4%	0	0%
White	20	57.1%	77	55.4%	23	46.9%	38	35.2%	35	42.7%	216	42.4%	27	67.5%
Other or Multiple Race or Ethnicity	1	2.9%	7	5%	3	6.1%	5	4.6%	3	3.7%	17	3.3%	7	17.5%
Total	35	0.1%	139	0.5%	49	0.2%	108	0.4%	82	0.3%	510	1.7%	40	0.1%

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

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	33	54.1%	269	67.3%	98	73.1%	3,362	50.9%	341	64.7%	191	64.3%	65	50.4%
Men	28	45.9%	131	32.8%	36	26.9%	3,249	49.1%	186	35.3%	106	35.7%	64	49.6%
Persons with Disabilities	14	23%	77	19.3%	32	23.9%	462	7%	36	6.8%	92	31%	30	23.3%
Veterans	6	9.8%	20	5%	6	4.5%	452	6.8%	11	2.1%	5	1.7%	17	13.2%
Asian - Cambodian	0	0%	0	0%	0	0%	7	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	17	4.3%	11	8.2%	56	0.8%	5	0.9%	18	6.1%	7	5.4%
Asian - Filipino	1	1.6%	16	4%	4	3%	298	4.5%	80	15.2%	10	3.4%	2	1.6%
Asian - Indian	0	0%	6	1.5%	5	3.7%	79	1.2%	10	1.9%	4	1.3%	1	0.8%
Asian - Japanese	0	0%	4	1%	3	2.2%	22	0.3%	1	0.2%	2	0.7%	0	0%
Asian - Korean	0	0%	1	0.3%	4	3%	15	0.2%	2	0.4%	1	0.3%	0	0%
Asian - Laotian	0	0%	2	0.5%	0	0%	4	0.1%	1	0.2%	1	0.3%	0	0%
Asian - Vietnamese	0	0%	5	1.3%	7	5.2%	40	0.6%	8	1.5%	4	1.3%	0	0%
Asian - Other or Multiple	0	0%	4	1%	8	6%	117	1.8%	5	0.9%	5	1.7%	3	2.3%
Black	5	8.2%	55	13.8%	14	10.4%	849	12.8%	39	7.4%	27	9.1%	17	13.2%
Hispanic	4	6.6%	79	19.8%	13	9.7%	1,914	29%	150	28.5%	77	25.9%	17	13.2%
Native American or Alaska Native	0	0%	5	1.3%	1	0.7%	43	0.7%	6	1.1%	3	1%	3	2.3%
Pacific Islander - Guamanian	1	1.6%	0	0%	0	0%	2	<0.1%	0	0%	0	0%	1	0.8%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	3	<0.1%	0	0%	2	0.7%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	3	0.8%	0	0%	13	0.2%	1	0.2%	1	0.3%	0	0%
White	48	78.7%	187	46.8%	55	41%	3,004	45.4%	205	38.9%	136	45.8%	70	54.3%
Other or Multiple Race or Ethnicity	2	3.3%	16	4%	9	6.7%	144	2.2%	14	2.7%	6	2%	8	6.2%
Total	61	0.2%	400	1.4%	134	0.5%	6,611	22.4%	527	1.8%	297	1%	129	0.4%

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

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	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Women	961	74%	44	60.3%	249	64.5%	16	32%	29	87.9%	34	66.7%	220	46.4%
Men	337	26%	29	39.7%	137	35.5%	34	68%	4	12.1%	17	33.3%	254	53.6%
Persons with Disabilities	349	26.9%	12	16.4%	116	30.1%	3	6%	4	12.1%	6	11.8%	35	7.4%
Veterans	122	9.4%	4	5.5%	17	4.4%	3	6%	0	0%	2	3.9%	18	3.8%
Asian - Cambodian	1	0.1%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Asian - Chinese	62	4.8%	3	4.1%	28	7.3%	0	0%	1	3%	5	9.8%	12	2.5%
Asian - Filipino	62	4.8%	3	4.1%	16	4.1%	3	6%	1	3%	2	3.9%	2	0.4%
Asian - Indian	21	1.6%	2	2.7%	10	2.6%	0	0%	2	6.1%	0	0%	2	0.4%
Asian - Japanese	11	0.8%	0	0%	8	2.1%	0	0%	0	0%	0	0%	6	1.3%
Asian - Korean	3	0.2%	0	0%	1	0.3%	0	0%	1	3%	0	0%	1	0.2%
Asian - Laotian	1	0.1%	0	0%	2	0.5%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	31	2.4%	0	0%	13	3.4%	0	0%	2	6.1%	0	0%	3	0.6%
Asian - Other or Multiple	37	2.9%	0	0%	20	5.2%	1	2%	0	0%	1	2%	6	1.3%
Black	251	19.3%	8	11%	33	8.5%	16	32%	7	21.2%	4	7.8%	6	1.3%
Hispanic	409	31.5%	10	13.7%	90	23.3%	5	10%	8	24.2%	7	13.7%	44	9.3%
Native American or Alaska Native	4	0.3%	0	0%	1	0.3%	1	2%	1	3%	0	0%	1	0.2%
Pacific Islander - Guamanian	1	0.1%	0	0%	1	0.3%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	8	0.6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	0.2%	0	0%	0	0%	1	2%	1	3%	1	2%	0	0%
White	362	27.9%	45	61.6%	154	39.9%	21	42%	8	24.2%	28	54.9%	365	77%
Other or Multiple Race or Ethnicity	29	2.2%	2	2.7%	9	2.3%	2	4%	0	0%	3	5.9%	26	5.5%
Total	1,298	4.4%	73	0.2%	386	1.3%	50	0.2%	33	0.1%	51	0.2%	474	1.6%

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

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	146	46.2%	229	8.6%	886	71.7%	160	40.9%	121	69.9%	384	73.4%	25	61%
Men	170	53.8%	2,431	91.4%	349	28.3%	231	59.1%	52	30.1%	139	26.6%	16	39%
Persons with Disabilities	20	6.3%	130	4.9%	199	16.1%	83	21.2%	28	16.2%	99	18.9%	17	41.5%
Veterans	15	4.7%	69	2.6%	51	4.1%	33	8.4%	11	6.4%	24	4.6%	2	4.9%
Asian - Cambodian	0	0%	1	<0.1%	3	0.2%	0	0%	0	0%	1	0.2%	0	0%
Asian - Chinese	6	1.9%	13	0.5%	59	4.8%	14	3.6%	4	2.3%	32	6.1%	3	7.3%
Asian - Filipino	8	2.5%	23	0.9%	45	3.6%	9	2.3%	2	1.2%	47	9%	0	0%
Asian - Indian	3	0.9%	2	0.1%	60	4.9%	1	0.3%	2	1.2%	21	4%	2	4.9%
Asian - Japanese	3	0.9%	16	0.6%	3	0.2%	8	2%	1	0.6%	3	0.6%	0	0%
Asian - Korean	1	0.3%	4	0.2%	5	0.4%	0	0%	1	0.6%	5	1%	0	0%
Asian - Laotian	2	0.6%	0	0%	2	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	5	1.6%	6	0.2%	20	1.6%	6	1.5%	5	2.9%	9	1.7%	2	4.9%
Asian - Other or Multiple	4	1.3%	10	0.4%	34	2.8%	4	1%	3	1.7%	18	3.4%	0	0%
Black	14	4.4%	53	2%	183	14.8%	68	17.4%	24	13.9%	75	14.3%	6	14.6%
Hispanic	91	28.8%	478	18%	236	19.1%	99	25.3%	47	27.2%	78	14.9%	7	17.1%
Native American or Alaska Native	0	0%	23	0.9%	9	0.7%	2	0.5%	3	1.7%	3	0.6%	0	0%
Pacific Islander - Guamanian	0	0%	1	<0.1%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.9%	8	0.3%	6	0.5%	0	0%	0	0%	2	0.4%	0	0%
Pacific Islander - Samoan	0	0%	1	<0.1%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.6%	4	0.2%	7	0.6%	3	0.8%	1	0.6%	2	0.4%	1	2.4%
White	164	51.9%	1,926	72.4%	524	42.4%	171	43.7%	73	42.2%	207	39.6%	20	48.8%
Other or Multiple Race or Ethnicity	10	3.2%	91	3.4%	37	3%	6	1.5%	7	4%	20	3.8%	0	0%
Total	316	1.1%	2,660	9%	1,235	4.2%	391	1.3%	173	0.6%	523	1.8%	41	0.1%

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

Table J  
Hig-Leg

Group Type	Highway Patrol, California		Housing & Community Development, Department of		Human Resources, California Department of		Industrial Relations, Department of		Insurance, Department of		Justice, Department of		Legislative Counsel, Office of	
Women	297	36%	48	60%	43	76.8%	193	66.6%	98	69.5%	359	69.7%	24	49%
Men	528	64%	32	40%	13	23.2%	97	33.4%	43	30.5%	156	30.3%	25	51%
Persons with Disabilities	77	9.3%	35	43.8%	9	16.1%	57	19.7%	19	13.5%	87	16.9%	13	26.5%
Veterans	77	9.3%	9	11.3%	1	1.8%	11	3.8%	10	7.1%	29	5.6%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	10	1.2%	1	1.3%	0	0%	12	4.1%	24	17%	16	3.1%	1	2%
Asian - Filipino	12	1.5%	3	3.8%	3	5.4%	21	7.2%	12	8.5%	25	4.9%	3	6.1%
Asian - Indian	5	0.6%	1	1.3%	2	3.6%	6	2.1%	5	3.5%	8	1.6%	3	6.1%
Asian - Japanese	4	0.5%	0	0%	3	5.4%	2	0.7%	3	2.1%	4	0.8%	0	0%
Asian - Korean	3	0.4%	0	0%	0	0%	2	0.7%	0	0%	10	1.9%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.2%	5	6.3%	2	3.6%	2	0.7%	1	0.7%	5	1%	1	2%
Asian - Other or Multiple	8	1%	0	0%	1	1.8%	8	2.8%	5	3.5%	12	2.3%	2	4.1%
Black	62	7.5%	7	8.8%	8	14.3%	34	11.7%	18	12.8%	57	11.1%	6	12.2%
Hispanic	217	26.3%	11	13.8%	6	10.7%	62	21.4%	21	14.9%	101	19.6%	9	18.4%
Native American or Alaska Native	9	1.1%	0	0%	0	0%	4	1.4%	0	0%	4	0.8%	0	0%
Pacific Islander - Guamanian	2	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	2	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
Pacific Islander - Other or Multiple	4	0.5%	3	3.8%	0	0%	0	0%	1	0.7%	3	0.6%	0	0%
White	473	57.3%	49	61.3%	29	51.8%	129	44.5%	47	33.3%	260	50.5%	23	46.9%
Other or Multiple Race or Ethnicity	11	1.3%	0	0%	2	3.6%	8	2.8%	4	2.8%	10	1.9%	0	0%
Total	825	2.8%	80	0.3%	56	0.2%	290	1%	141	0.5%	515	1.7%	49	0.2%

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

Table J  
Lot-Pub

Group Type	Lottery, California State		Managed Health Care, Department of		Motor Vehicles, Department of		Parks & Recreation, Department of		Pesticide Regulation, Department of		Prison Industry Authority, California		Public Employees' Retirement System, California	
Women	51	54.8%	36	72%	916	75.5%	670	45.6%	32	68.1%	47	32.2%	299	68.6%
Men	42	45.2%	14	28%	297	24.5%	798	54.4%	15	31.9%	99	67.8%	137	31.4%
Persons with Disabilities	25	26.9%	6	12%	242	20%	54	3.7%	11	23.4%	6	4.1%	59	13.5%
Veterans	4	4.3%	4	8%	59	4.9%	24	1.6%	1	2.1%	8	5.5%	14	3.2%
Asian - Cambodian	0	0%	0	0%	1	0.1%	1	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	3	3.2%	3	6%	25	2.1%	14	1%	2	4.3%	1	0.7%	36	8.3%
Asian - Filipino	4	4.3%	3	6%	36	3%	13	0.9%	3	6.4%	3	2.1%	11	2.5%
Asian - Indian	1	1.1%	3	6%	13	1.1%	2	0.1%	3	6.4%	1	0.7%	18	4.1%
Asian - Japanese	1	1.1%	1	2%	12	1%	8	0.5%	0	0%	0	0%	4	0.9%
Asian - Korean	0	0%	0	0%	1	0.1%	1	0.1%	0	0%	0	0%	1	0.2%
Asian - Laotian	1	1.1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	2.2%	2	4%	14	1.2%	2	0.1%	0	0%	0	0%	13	3%
Asian - Other or Multiple	5	5.4%	1	2%	28	2.3%	12	0.8%	2	4.3%	2	1.4%	16	3.7%
Black	10	10.8%	2	4%	260	21.4%	28	1.9%	2	4.3%	17	11.6%	41	9.4%
Hispanic	21	22.6%	5	10%	421	34.7%	258	17.6%	4	8.5%	59	40.4%	89	20.4%
Native American or Alaska Native	0	0%	0	0%	21	1.7%	29	2%	0	0%	2	1.4%	3	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	3	0.2%	0	0%	0	0%	1	0.7%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	5	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	7	0.6%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	2.2%	0	0%	4	0.3%	2	0.1%	0	0%	0	0%	2	0.5%
White	40	43%	29	58%	329	27.1%	1,010	68.8%	27	57.4%	55	37.7%	182	41.7%
Other or Multiple Race or Ethnicity	3	3.2%	1	2%	38	3.1%	82	5.6%	4	8.5%	5	3.4%	20	4.6%
Total	93	0.3%	50	0.2%	1,213	4.1%	1,468	5%	47	0.2%	146	0.5%	436	1.5%

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

Table J  
Pub-Sta

Group Type	Public Health, California Department of		Public Utilities Commission, California		Rehabilitation, Department of		Resources Recycling & Recovery, Department of		Secretary of State		Social Services, Department of		State Audits, Bureau of	
Women	417	74.5%	55	56.1%	232	80%	38	53.5%	47	74.6%	424	75.7%	17	54.8%
Men	143	25.5%	43	43.9%	58	20%	33	46.5%	16	25.4%	136	24.3%	14	45.2%
Persons with Disabilities	118	21.1%	11	11.2%	74	25.5%	19	26.8%	13	20.6%	81	14.5%	3	9.7%
Veterans	26	4.6%	8	8.2%	9	3.1%	2	2.8%	6	9.5%	32	5.7%	1	3.2%
Asian - Cambodian	1	0.2%	0	0%	3	1%	0	0%	0	0%	1	0.2%	0	0%
Asian - Chinese	20	3.6%	12	12.2%	5	1.7%	6	8.5%	1	1.6%	22	3.9%	2	6.5%
Asian - Filipino	42	7.5%	3	3.1%	11	3.8%	3	4.2%	2	3.2%	22	3.9%	0	0%
Asian - Indian	12	2.1%	3	3.1%	7	2.4%	0	0%	2	3.2%	8	1.4%	2	6.5%
Asian - Japanese	6	1.1%	1	1%	0	0%	1	1.4%	1	1.6%	4	0.7%	0	0%
Asian - Korean	2	0.4%	2	2%	3	1%	0	0%	1	1.6%	2	0.4%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	5	0.9%	0	0%	1	0.3%	1	1.4%	0	0%	8	1.4%	2	6.5%
Asian - Other or Multiple	14	2.5%	5	5.1%	5	1.7%	0	0%	0	0%	29	5.2%	0	0%
Black	81	14.5%	14	14.3%	37	12.8%	2	2.8%	7	11.1%	110	19.6%	1	3.2%
Hispanic	83	14.8%	11	11.2%	87	30%	17	23.9%	13	20.6%	98	17.5%	2	6.5%
Native American or Alaska Native	4	0.7%	0	0%	0	0%	0	0%	0	0%	4	0.7%	0	0%
Pacific Islander - Guamanian	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	2	0.7%	0	0%	0	0%	2	0.4%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	0.5%	0	0%	2	0.7%	0	0%	0	0%	3	0.5%	0	0%
White	270	48.2%	42	42.9%	119	41%	38	53.5%	34	54%	209	37.3%	22	71%
Other or Multiple Race or Ethnicity	15	2.7%	5	5.1%	8	2.8%	3	4.2%	2	3.2%	38	6.8%	0	0%
Total	560	1.9%	98	0.3%	290	1%	71	0.2%	63	0.2%	560	1.9%	31	0.1%

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

Table J  
Sta-Tra

Group Type	State Hospitals, Department of		Systems Integration, Office of		Tax and Fee Administration, California Department of		Teachers' Retirement System, California State		Technology, Department of		Toxic Substances Control, Department of		Transportation, Department of	
Women	993	64%	27	64.3%	128	69.9%	109	67.7%	58	54.7%	56	52.8%	499	28.1%
Men	558	36%	15	35.7%	55	30.1%	52	32.3%	48	45.3%	50	47.2%	1,279	71.9%
Persons with Disabilities	197	12.7%	8	19%	56	30.6%	22	13.7%	14	13.2%	26	24.5%	357	20.1%
Veterans	76	4.9%	2	4.8%	1	0.5%	3	1.9%	13	12.3%	5	4.7%	129	7.3%
Asian - Cambodian	0	0%	0	0%	0	0%	2	1.2%	0	0%	0	0%	2	0.1%
Asian - Chinese	18	1.2%	2	4.8%	12	6.6%	6	3.7%	10	9.4%	4	3.8%	75	4.2%
Asian - Filipino	220	14.2%	0	0%	18	9.8%	15	9.3%	4	3.8%	6	5.7%	59	3.3%
Asian - Indian	32	2.1%	3	7.1%	4	2.2%	9	5.6%	2	1.9%	4	3.8%	46	2.6%
Asian - Japanese	4	0.3%	1	2.4%	3	1.6%	3	1.9%	2	1.9%	1	0.9%	10	0.6%
Asian - Korean	10	0.6%	0	0%	0	0%	1	0.6%	0	0%	0	0%	4	0.2%
Asian - Laotian	0	0%	0	0%	1	0.5%	0	0%	2	1.9%	0	0%	3	0.2%
Asian - Vietnamese	13	0.8%	0	0%	5	2.7%	10	6.2%	1	0.9%	3	2.8%	17	1%
Asian - Other or Multiple	23	1.5%	0	0%	5	2.7%	10	6.2%	3	2.8%	4	3.8%	61	3.4%
Black	246	15.9%	6	14.3%	19	10.4%	14	8.7%	11	10.4%	11	10.4%	175	9.8%
Hispanic	306	19.7%	6	14.3%	53	29%	26	16.1%	11	10.4%	13	12.3%	288	16.2%
Native American or Alaska Native	8	0.5%	1	2.4%	0	0%	1	0.6%	0	0%	0	0%	14	0.8%
Pacific Islander - Guamanian	2	0.1%	0	0%	0	0%	1	0.6%	0	0%	0	0%	3	0.2%
Pacific Islander - Hawaiian	1	0.1%	1	2.4%	0	0%	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Other or Multiple	4	0.3%	0	0%	1	0.5%	1	0.6%	0	0%	0	0%	9	0.5%
White	636	41%	17	40.5%	52	28.4%	58	36%	56	52.8%	56	52.8%	936	52.6%
Other or Multiple Race or Ethnicity	28	1.8%	5	11.9%	10	5.5%	4	2.5%	4	3.8%	4	3.8%	72	4%
Total	1,551	5.3%	42	0.1%	183	0.6%	161	0.5%	106	0.4%	106	0.4%	1,778	6%

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

Table J  
Une-Total

Group Type	Unemployment Insurance Appeals Board, California		Veterans Affairs, California Department of		Water Resources Control Board		Water Resources, Department of		All Agencies Total	
Women	34	79.1%	374	71.8%	155	63.8%	133	45.5%	15,736	53.4%
Men	9	20.9%	147	28.2%	88	36.2%	159	54.5%	13,757	46.6%
Persons with Disabilities	11	25.6%	44	8.4%	55	22.6%	52	17.8%	4,013	13.6%
Veterans	0	0%	37	7.1%	12	4.9%	22	7.5%	1,609	5.5%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	26	0.1%
Asian - Chinese	0	0%	2	0.4%	15	6.2%	10	3.4%	814	2.8%
Asian - Filipino	0	0%	77	14.8%	11	4.5%	7	2.4%	1,385	4.7%
Asian - Indian	0	0%	11	2.1%	6	2.5%	3	1%	485	1.6%
Asian - Japanese	1	2.3%	3	0.6%	1	0.4%	4	1.4%	186	0.6%
Asian - Korean	0	0%	1	0.2%	5	2.1%	1	0.3%	107	0.4%
Asian - Laotian	0	0%	2	0.4%	0	0%	0	0%	24	0.1%
Asian - Vietnamese	0	0%	5	1%	3	1.2%	2	0.7%	312	1.1%
Asian - Other or Multiple	0	0%	7	1.3%	3	1.2%	9	3.1%	595	2%
Black	3	7%	118	22.6%	19	7.8%	13	4.5%	3,328	11.3%
Hispanic	13	30.2%	120	23%	21	8.6%	45	15.4%	6,631	22.5%
Native American or Alaska Native	0	0%	3	0.6%	0	0%	2	0.7%	228	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	24	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	44	0.1%
Pacific Islander - Samoan	0	0%	1	0.2%	1	0.4%	0	0%	26	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	96	0.3%
White	25	58.1%	157	30.1%	146	60.1%	185	63.4%	14,253	48.3%
Other or Multiple Race or Ethnicity	1	2.3%	14	2.7%	12	4.9%	11	3.8%	929	3.1%
Total	43	0.1%	521	1.8%	243	0.8%	292	1%	29,493	

# Appendix

## Table K

State Civil Service Separations by Job Category

Table K: State Civil Service Separations by Job Category

Table K  
Arc-Com

Group Type	Architecture & Engineering Occupations		Arts, Design, Entertainment, Sports, & Media Occupations		Building & Grounds Cleaning & Maintenance Occupations		Business & Financial Operations Occupations		Community & Social Services Occupations		Computer & Mathematical Occupations	
Women	233	24.7%	45	48.9%	143	32.1%	4,088	73.4%	487	62.9%	98	62.8%
Men	709	75.3%	47	51.1%	303	67.9%	1,479	26.6%	287	37.1%	58	37.2%
Persons with Disabilities	213	22.6%	15	16.3%	41	9.2%	1,077	19.3%	101	13%	26	16.7%
Veterans	55	5.8%	8	8.7%	22	4.9%	270	4.9%	48	6.2%	3	1.9%
Asian - Cambodian	0	0%	0	0%	2	0.4%	8	0.1%	1	0.1%	0	0%
Asian - Chinese	78	8.3%	2	2.2%	4	0.9%	327	5.9%	7	0.9%	16	10.3%
Asian - Filipino	47	5%	2	2.2%	20	4.5%	262	4.7%	15	1.9%	9	5.8%
Asian - Indian	39	4.1%	0	0%	0	0%	132	2.4%	4	0.5%	7	4.5%
Asian - Japanese	7	0.7%	0	0%	1	0.2%	52	0.9%	5	0.6%	0	0%
Asian - Korean	6	0.6%	1	1.1%	0	0%	25	0.4%	7	0.9%	2	1.3%
Asian - Laotian	1	0.1%	0	0%	0	0%	4	0.1%	0	0%	0	0%
Asian - Vietnamese	14	1.5%	1	1.1%	1	0.2%	109	2%	4	0.5%	1	0.6%
Asian - Other or Multiple	53	5.6%	3	3.3%	7	1.6%	175	3.1%	13	1.7%	4	2.6%
Black	52	5.5%	5	5.4%	112	25.1%	648	11.6%	153	19.8%	8	5.1%
Hispanic	92	9.8%	15	16.3%	178	39.9%	1,054	18.9%	192	24.8%	31	19.9%
Native American or Alaska Native	5	0.5%	1	1.1%	5	1.1%	34	0.6%	6	0.8%	0	0%
Pacific Islander - Guamanian	1	0.1%	0	0%	1	0.2%	1	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	1.1%	0	0%	9	0.2%	1	0.1%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	1	0.2%	2	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.1%	0	0%	1	0.2%	28	0.5%	0	0%	0	0%
White	500	53.1%	58	63%	105	23.5%	2,493	44.8%	345	44.6%	67	42.9%
Other or Multiple Race or Ethnicity	45	4.8%	3	3.3%	8	1.8%	204	3.7%	21	2.7%	11	7.1%
Total	942	3.2%	92	0.3%	446	1.5%	5,567	18.9%	774	2.6%	156	0.5%

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

Table K  
Con-Hea

Group Type	Construction & Extraction Occupations		Education, Training, & Library Occupations		Farming, Fishing, & Forestry Occupations		Food Preparation & Serving Related Occupations		Healthcare Practitioners & Technical Occupations		Healthcare Support Occupations	
Women	58	8.3%	182	61.7%	83	39.7%	259	64%	1,915	72.1%	276	86.3%
Men	637	91.7%	113	38.3%	126	60.3%	146	36%	740	27.9%	44	13.8%
Persons with Disabilities	87	12.5%	35	11.9%	4	1.9%	29	7.2%	241	9.1%	9	2.8%
Veterans	80	11.5%	17	5.8%	11	5.3%	34	8.4%	82	3.1%	2	0.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	2	0.1%	2	0.6%
Asian - Chinese	4	0.6%	1	0.3%	2	1%	2	0.5%	42	1.6%	0	0%
Asian - Filipino	11	1.6%	6	2%	3	1.4%	37	9.1%	467	17.6%	39	12.2%
Asian - Indian	1	0.1%	3	1%	1	0.5%	4	1%	92	3.5%	7	2.2%
Asian - Japanese	2	0.3%	3	1%	0	0%	1	0.2%	5	0.2%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	4	1%	13	0.5%	1	0.3%
Asian - Laotian	0	0%	2	0.7%	2	1%	0	0%	1	<0.1%	1	0.3%
Asian - Vietnamese	3	0.4%	1	0.3%	4	1.9%	1	0.2%	41	1.5%	0	0%
Asian - Other or Multiple	2	0.3%	4	1.4%	1	0.5%	6	1.5%	70	2.6%	2	0.6%
Black	70	10.1%	31	10.5%	7	3.3%	62	15.3%	410	15.4%	97	30.3%
Hispanic	149	21.4%	57	19.3%	55	26.3%	123	30.4%	455	17.1%	85	26.6%
Native American or Alaska Native	10	1.4%	1	0.3%	0	0%	3	0.7%	12	0.5%	4	1.3%
Pacific Islander - Guamanian	1	0.1%	0	0%	0	0%	0	0%	2	0.1%	0	0%
Pacific Islander - Hawaiian	2	0.3%	0	0%	1	0.5%	0	0%	2	0.1%	1	0.3%
Pacific Islander - Samoan	2	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	6	0.9%	1	0.3%	1	0.5%	1	0.2%	8	0.3%	2	0.6%
White	412	59.3%	180	61%	125	59.8%	157	38.8%	979	36.9%	76	23.8%
Other or Multiple Race or Ethnicity	20	2.9%	5	1.7%	7	3.3%	4	1%	54	2%	3	0.9%
Total	695	2.4%	295	1%	209	0.7%	405	1.4%	2,655	9%	320	1.1%

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

Table K  
Ins-Per

Group Type	Installation, Maintenance, & Repair Occupations		Legal Occupations		Life, Physical, & Social Science Occupations		Management Occupations		Office & Administrative Support Occupations		Personal Care & Service Occupations	
Women	58	13.6%	290	64.9%	718	54%	235	47.4%	4,417	80%	41	77.4%
Men	367	86.4%	157	35.1%	611	46%	261	52.6%	1,101	20%	12	22.6%
Persons with Disabilities	39	9.2%	59	13.2%	172	12.9%	87	17.5%	1,198	21.7%	10	18.9%
Veterans	41	9.6%	32	7.2%	44	3.3%	37	7.5%	273	4.9%	0	0%
Asian - Cambodian	0	0%	1	0.2%	1	0.1%	0	0%	6	0.1%	0	0%
Asian - Chinese	3	0.7%	13	2.9%	38	2.9%	17	3.4%	119	2.2%	0	0%
Asian - Filipino	4	0.9%	12	2.7%	20	1.5%	6	1.2%	247	4.5%	2	3.8%
Asian - Indian	0	0%	7	1.6%	10	0.8%	7	1.4%	72	1.3%	1	1.9%
Asian - Japanese	2	0.5%	7	1.6%	10	0.8%	5	1%	26	0.5%	2	3.8%
Asian - Korean	1	0.2%	13	2.9%	7	0.5%	1	0.2%	13	0.2%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	3	0.1%	0	0%
Asian - Vietnamese	0	0%	5	1.1%	9	0.7%	0	0%	59	1.1%	1	1.9%
Asian - Other or Multiple	3	0.7%	8	1.8%	21	1.6%	4	0.8%	101	1.8%	0	0%
Black	19	4.5%	26	5.8%	52	3.9%	24	4.8%	975	17.7%	8	15.1%
Hispanic	83	19.5%	54	12.1%	136	10.2%	66	13.3%	1,636	29.6%	12	22.6%
Native American or Alaska Native	7	1.6%	4	0.9%	10	0.8%	1	0.2%	55	1%	1	1.9%
Pacific Islander - Guamanian	2	0.5%	0	0%	0	0%	0	0%	8	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	10	0.2%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	15	0.3%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	3	0.2%	1	0.2%	25	0.5%	0	0%
White	269	63.3%	292	65.3%	939	70.7%	358	72.2%	1,976	35.8%	24	45.3%
Other or Multiple Race or Ethnicity	32	7.5%	5	1.1%	73	5.5%	6	1.2%	172	3.1%	2	3.8%
Total	425	1.4%	447	1.5%	1,329	4.5%	496	1.7%	5,518	18.7%	53	0.2%

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

Table K  
Pro-Total

Group Type	Production Occupations		Protective Service Occupations		Sales & Related Occupations		Transportation & Material Moving Occupations		Unmapped Classes		Total	
Women	14	9.3%	736	14.6%	84	59.6%	97	21.7%	1,179	40.7%	15,736	53.4%
Men	137	90.7%	4,298	85.4%	57	40.4%	350	78.3%	1,717	59.3%	13,757	46.6%
Persons with Disabilities	21	13.9%	183	3.6%	35	24.8%	20	4.5%	311	10.7%	4,013	13.6%
Veterans	33	21.9%	353	7%	9	6.4%	35	7.8%	120	4.1%	1,609	5.5%
Asian - Cambodian	0	0%	1	<0.1%	1	0.7%	1	0.2%	0	0%	26	0.1%
Asian - Chinese	0	0%	25	0.5%	3	2.1%	3	0.7%	108	3.7%	814	2.8%
Asian - Filipino	6	4%	76	1.5%	11	7.8%	6	1.3%	77	2.7%	1,385	4.7%
Asian - Indian	1	0.7%	7	0.1%	6	4.3%	3	0.7%	81	2.8%	485	1.6%
Asian - Japanese	1	0.7%	29	0.6%	1	0.7%	2	0.4%	25	0.9%	186	0.6%
Asian - Korean	0	0%	6	0.1%	0	0%	0	0%	7	0.2%	107	0.4%
Asian - Laotian	0	0%	1	<0.1%	0	0%	0	0%	9	0.3%	24	0.1%
Asian - Vietnamese	0	0%	11	0.2%	2	1.4%	1	0.2%	44	1.5%	312	1.1%
Asian - Other or Multiple	1	0.7%	46	0.9%	5	3.5%	5	1.1%	61	2.1%	595	2%
Black	8	5.3%	313	6.2%	35	24.8%	23	5.1%	190	6.6%	3,328	11.3%
Hispanic	28	18.5%	1,321	26.2%	18	12.8%	108	24.2%	683	23.6%	6,631	22.5%
Native American or Alaska Native	0	0%	40	0.8%	0	0%	6	1.3%	23	0.8%	228	0.8%
Pacific Islander - Guamanian	1	0.7%	4	0.1%	0	0%	1	0.2%	2	0.1%	24	0.1%
Pacific Islander - Hawaiian	0	0%	9	0.2%	0	0%	2	0.4%	6	0.2%	44	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	5	0.2%	26	0.1%
Pacific Islander - Other or Multiple	0	0%	8	0.2%	0	0%	1	0.2%	9	0.3%	96	0.3%
White	100	66.2%	3,003	59.7%	53	37.6%	266	59.5%	1,476	51%	14,253	48.3%
Other or Multiple Race or Ethnicity	5	3.3%	134	2.7%	6	4.3%	19	4.3%	90	3.1%	929	3.1%
Total	151	0.5%	5,034	17.1%	141	0.5%	447	1.5%	2,896	9.8%	29,493	

# Appendix

## Table L

State Civil Service Appointments by Type

Table L: State Civil Service Appointments by Type

Group Type	Intake: Outside Hires		Intake: Hires From Other State Agencies		Total Intake Hires		Advancements		Demotions	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Women	10,360	47.2%	3,426	63.1%	13,786	50.4%	6,350	53%	536	61%
Men	11,578	52.8%	2,002	36.9%	13,580	49.6%	5,622	47%	343	39%
Persons with Disabilities	830	3.8%	576	10.6%	1,406	5.1%	1,076	9%	123	14%
Veterans	528	2.4%	221	4.1%	749	2.7%	586	4.9%	39	4.4%
Asian - Cambodian	38	0.2%	13	0.2%	51	0.2%	18	0.2%	0	0%
Asian - Chinese	589	2.7%	274	5%	863	3.2%	508	4.2%	25	2.8%
Asian - Filipino	943	4.3%	500	9.2%	1,443	5.3%	606	5.1%	60	6.8%
Asian - Indian	537	2.4%	166	3.1%	703	2.6%	268	2.2%	20	2.3%
Asian - Japanese	107	0.5%	53	1%	160	0.6%	108	0.9%	6	0.7%
Asian - Korean	116	0.5%	36	0.7%	152	0.6%	71	0.6%	6	0.7%
Asian - Laotian	24	0.1%	13	0.2%	37	0.1%	22	0.2%	1	0.1%
Asian - Vietnamese	316	1.4%	148	2.7%	464	1.7%	223	1.9%	12	1.4%
Asian - Other or Multiple	712	3.2%	207	3.8%	919	3.4%	388	3.2%	24	2.7%
Black	1,940	8.8%	632	11.6%	2,572	9.4%	1,040	8.7%	92	10.5%
Hispanic	5,496	25.1%	1,093	20.1%	6,589	24.1%	2,815	23.5%	210	23.9%
Native American or Alaska Native	185	0.8%	35	0.6%	220	0.8%	66	0.6%	5	0.6%
Pacific Islander - Guamanian	17	0.1%	10	0.2%	27	0.1%	15	0.1%	2	0.2%
Pacific Islander - Hawaiian	39	0.2%	3	0.1%	42	0.2%	8	0.1%	0	0%
Pacific Islander - Samoan	15	0.1%	0	0%	15	0.1%	2	<0.1%	1	0.1%
Pacific Islander - Other or Multiple	92	0.4%	45	0.8%	137	0.5%	88	0.7%	4	0.5%
White	9,830	44.8%	1,993	36.7%	11,823	43.2%	5,292	44.2%	387	44%
Other or Multiple Race or Ethnicity	942	4.3%	207	3.8%	1,149	4.2%	434	3.6%	24	2.7%
Total	21,938	80.2%	5,428	19.8%	27,366	100%	11,972		879	

# Appendix

## Table M

State Civil Service Separations by Retirement Status

Table M: State Civil Service Separations by Retirement Status

Group Type	Non-Disability Retirement		Disability Retirement		Non-Retirement Separations		Total	
Women	3243	47.4%	176	43.1%	12317	55.4%	15736	53.4%
Men	3599	52.6%	232	56.9%	9926	44.6%	13757	46.6%
Persons with Disabilities	1456	21.3%	71	17.4%	2486	11.2%	4013	13.6%
Veterans	630	9.2%	33	8.1%	946	4.3%	1609	5.5%
Asian - Cambodian	0	0%	0	0%	26	0.1%	26	0.1%
Asian - Chinese	207	3%	2	0.5%	605	2.7%	814	2.8%
Asian - Filipino	384	5.6%	18	4.4%	983	4.4%	1385	4.7%
Asian - Indian	59	0.9%	2	0.5%	424	1.9%	485	1.6%
Asian - Japanese	82	1.2%	1	0.2%	103	0.5%	186	0.6%
Asian - Korean	20	0.3%	1	0.2%	86	0.4%	107	0.4%
Asian - Laotian	1	<0.1%	0	0%	23	0.1%	24	0.1%
Asian - Vietnamese	44	0.6%	2	0.5%	266	1.2%	312	1.1%
Asian - Other or Multiple	116	1.7%	6	1.5%	473	2.1%	595	2%
Black	701	10.2%	44	10.8%	2583	11.6%	3328	11.3%
Hispanic	1253	18.3%	100	24.5%	5278	23.7%	6631	22.5%
Native American or Alaska Native	31	0.5%	2	0.5%	195	0.9%	228	0.8%
Pacific Islander - Guamanian	5	0.1%	1	0.2%	18	0.1%	24	0.1%
Pacific Islander - Hawaiian	6	0.1%	0	0%	38	0.2%	44	0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	25	0.1%	26	0.1%
Pacific Islander - Other or Multiple	11	0.2%	2	0.5%	83	0.4%	96	0.3%
White	3740	54.7%	220	53.9%	10293	46.3%	14253	48.3%
Other or Multiple Race or Ethnicity	181	2.6%	7	1.7%	741	3.3%	929	3.1%
Total	6842	23.2%	408	1.4%	22243	75.4%	29493	

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

