

2018 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 2018



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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, age and upward mobility for state employees for the period January 1, 2018 through December 31, 2018, as well as contextual data from 2014 to 2018.¹ Civilian non-institutional California labor force² (state labor force) and California state population data are also included for comparison and except as otherwise cited are from American Community Survey 2017 1-Year Estimate Public Use Microdata Samples.

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

Executive Summary

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

This report provides civil service employee demographics, and in some instances comparable California labor force and population demographics. The report shows change in civil service composition from 2014 to 2018 and includes civil service hire and separation data as well as salary comparisons. Further, it includes agency hiring goals for persons with disabilities (PWD) and for the Upward Mobility Program (UMP) as well as participation levels for the UMP and the Limited Examination and Appointment Program (LEAP). Percentages in this report are rounded to the nearest 0.1 percent.

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

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

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

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

State Departments and the Workforce Analysis Process

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

Report Updates

In preparing the 2018 Annual Census of Employees in State Civil Service, CalHR has made the following changes from the 2017 report.

Through study of the State Controller’s employment transaction logs, CalHR has refined its process for counting separations and appointments so that employees separating temporarily, for instance due to a medical leave, are no longer counted.

CalHR has added Post Millennials to the Generational Representation of Civil Service Employees. The post millennial generation is a new category consisting of those born since 1997; post millennials are becoming a relevant demographic in the state’s civil service workforce and therefore, are included in this report.

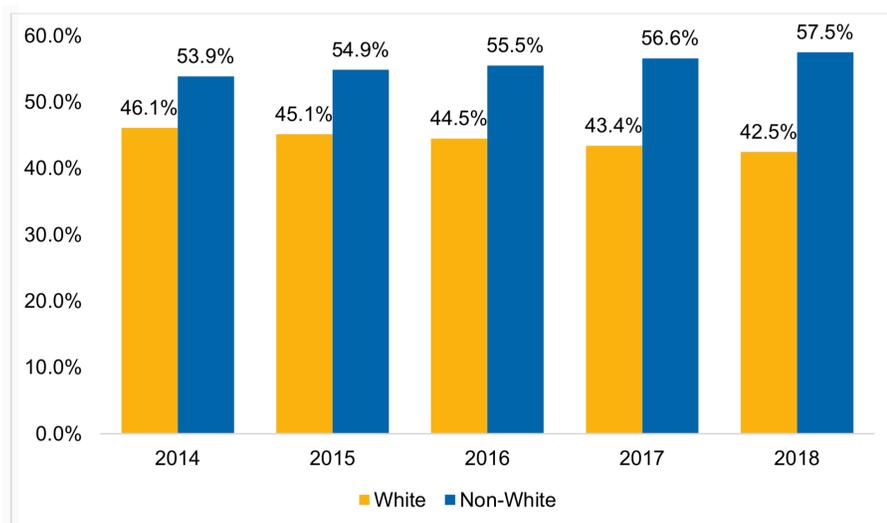
Summary of Civil Service Composition

In December 2018, the California labor force was approximately 19.5 million. Of the 19.5 million, approximately 18.7 million Californians were employed and approximately 794 thousand were unemployed.³ The civil service as of December 2018 accounted for approximately 1.2 percent of California's employed. **(Appendix, Table A)**

Race & Ethnicity

The percentage of civil service employees that are White decreased by 3.6 from 2014 to 2018, while the percentage of persons of all other races and ethnicities as a group, labeled Non-White, increased by 3.6.

Five Year Civil Service Composition of White & Non-White

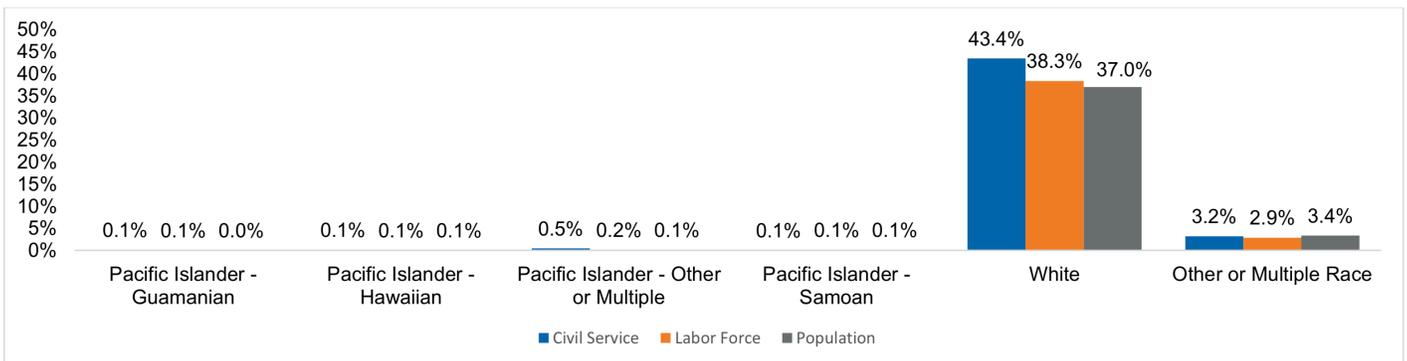
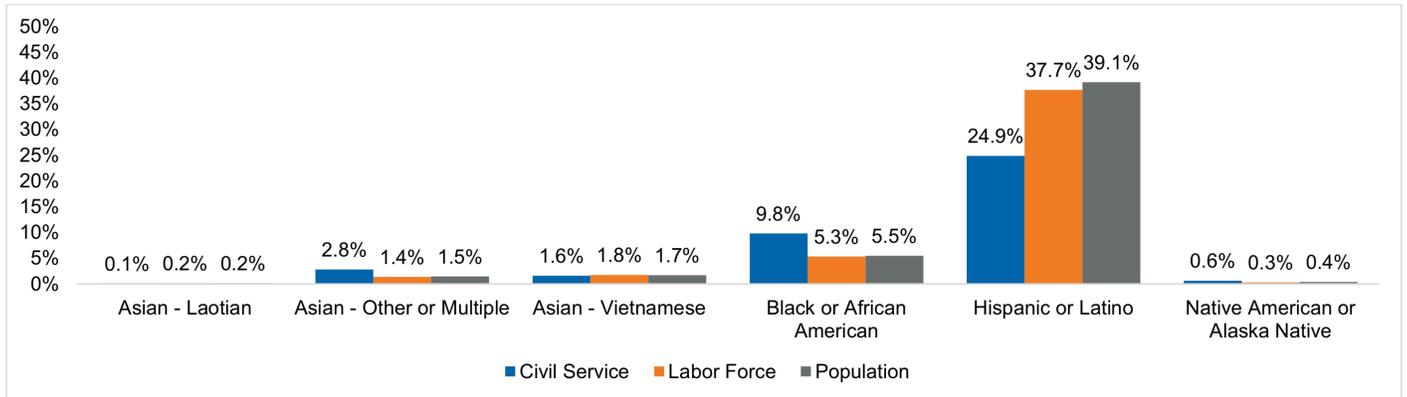
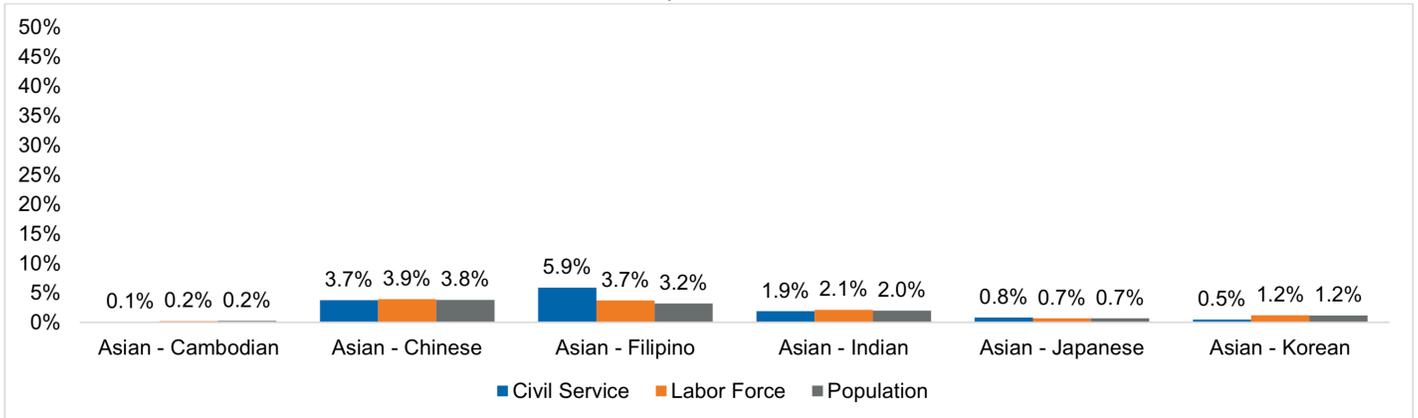


Overall, the civil service workforce increased by 2,155 persons from 214,755 in 2017 to 216,910 in 2018. **(Appendix, Table A)**

³ Report 400C: Monthly Labor Force Data for Counties, Employment Development Department, December 2018 – Revised. Note: Data from Report 400C may be rounded.

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

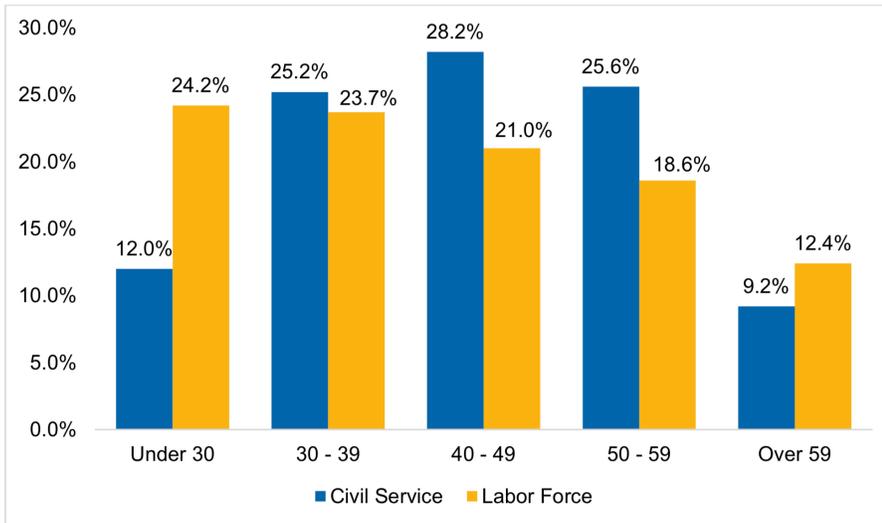
Race & Ethnicity in California's Civil Service Against the California Labor Force & California Population



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

⁴ American Community Survey 2017 1-Year Estimates: Public Use Microdata Samples.

Age Range Comparison Between Civil Service & State Labor Force

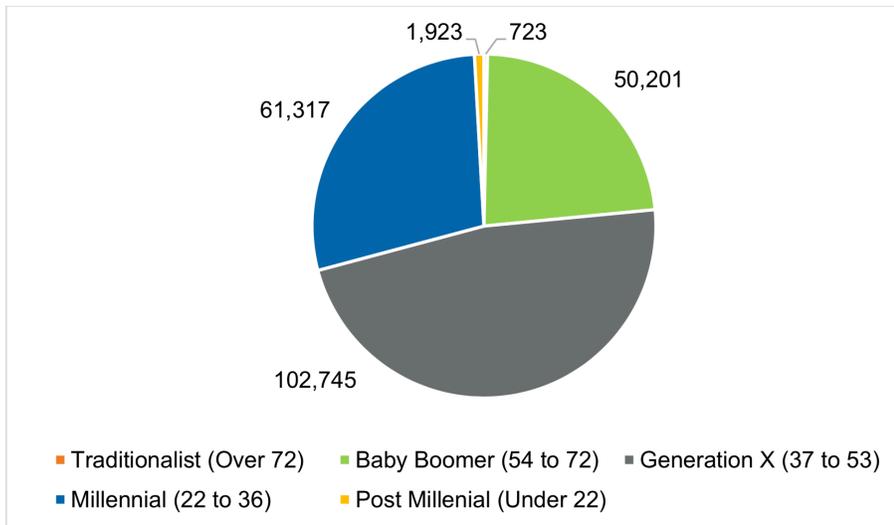


Age

Civil service has a higher percentage of persons aged 30 to 59 than does the state labor force.⁵ The percentage of persons Under 30 is less than half of what it is in the labor force.

The **most common** age range in civil service was the **40 to 49** age range at **28.2 percent**. Only **9.2 percent** of civil service employees were **over 59**.

2018 Generational Representation of Civil Service Employees



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

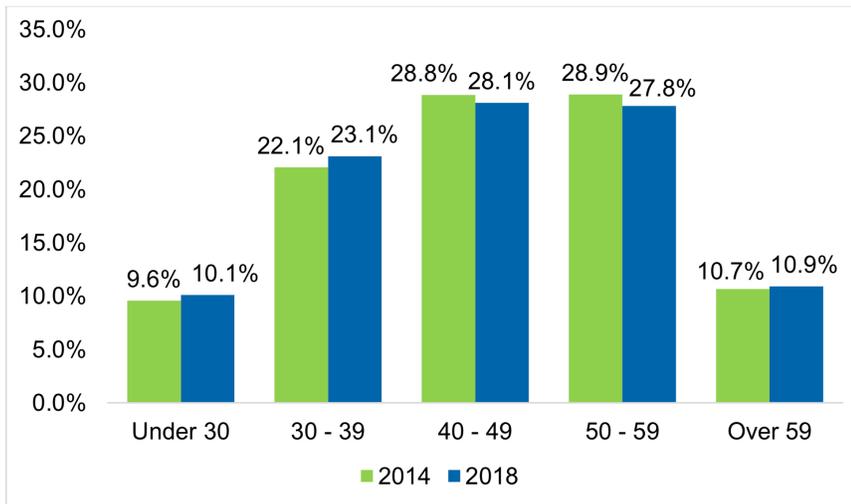
Almost half (102,745; 47.4 percent) of civil service employees are **Generation X** (ages 37 to 53). In 2018, for the first time in civil service, **Millennials** (ages 22 to 36; 61,317; 28.3%) outnumbered **Baby Boomers** (ages 53 to 71; 50,201; 23.1%). Also in 2018, the newly reported **Post-Millennials** (under 22; 1,923; 0.9%) outnumber Traditionalists (aged over 72; 723; 0.3%)

⁵ Annual Social and Economic Supplement, Current Population Survey, U.S. Census Bureau, 2018. Percentages do not add to 100% due to rounding.

In civil service, the age range with the lowest representation was the Under 30 group. The 30-39 group is up one percentage point over the past five years, which is the largest increase of any group. While the 50-59 group had the highest representation in 2014, the 40-49 group had the highest representation in 2018. The biggest decrease over the last five years was in the 50-59 age range, which is down 1.1 percentage points during that period. **(Appendix, Table C)**

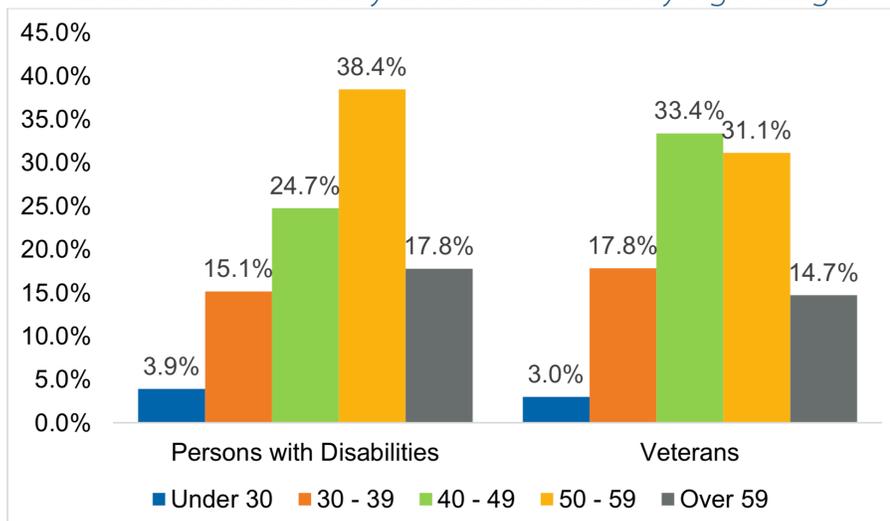
In the past five years, the civil service has become younger, with the percentage of employees under 40 growing from 31.6% to 33.2%, but the percentage of employees over 59 also grew from 10.7% to 10.9%. Overall, the distribution of employees across age ranges has become more equally distributed over the past five years.

Civil Service Composition by Age Range for 2014 & 2018



A tabulation of civil service disability and veteran status by age shows the following results. More persons with disabilities were in the 50 to 59 age range (38.4 percent) than any other age range. For veterans, the percentage was highest in the 40 to 49 age range (33.4 percent). Both groups had the lowest representation in the Under 30 range, which had 3.9 percent of persons with disabilities and 3.0 percent of veterans. **(Appendix, Table C)**

Civil Service Disability & Veteran Status by Age Range



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

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

Gender Majority Age Range Comparison

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

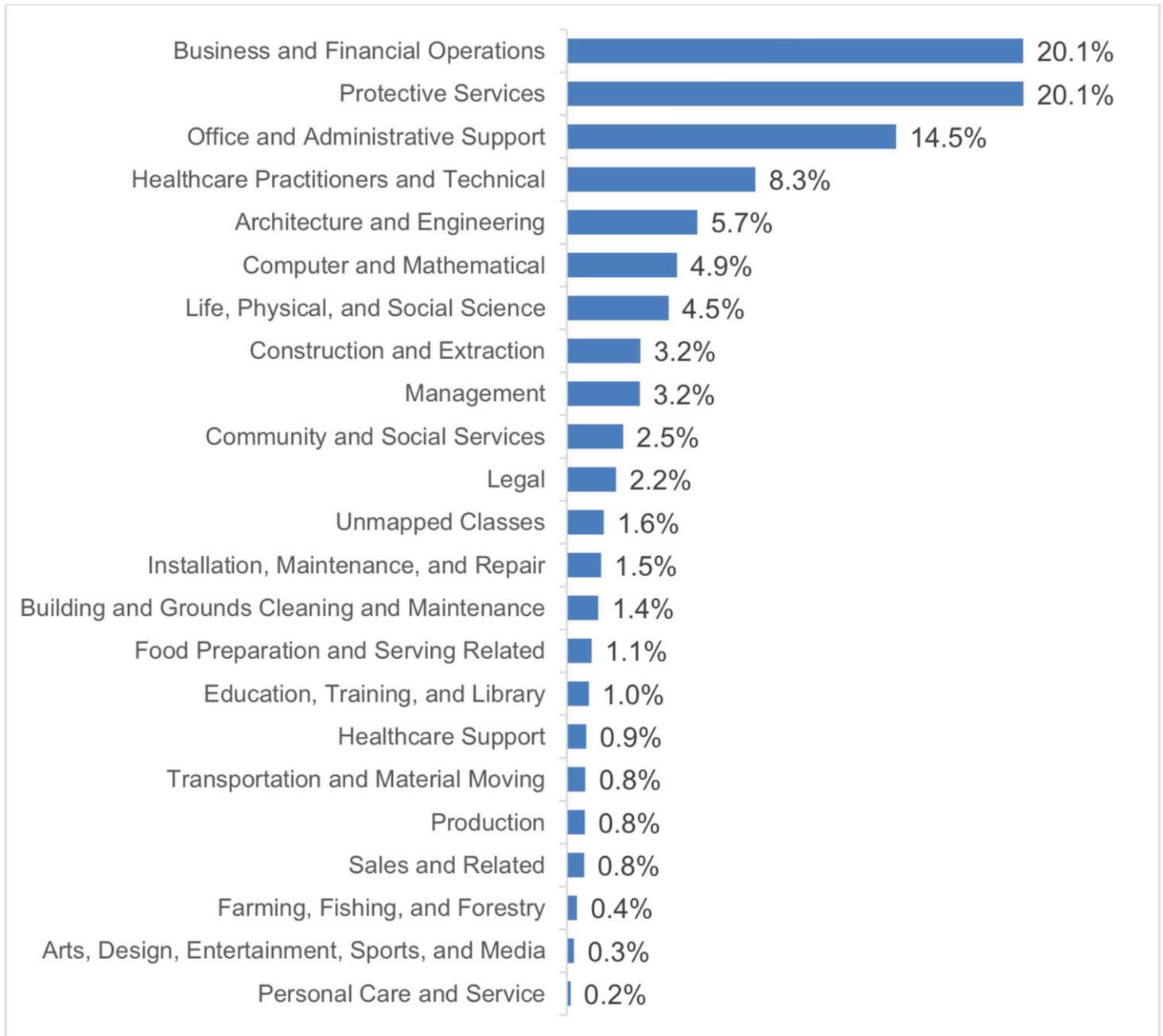
Since June 2008, the earliest data readily available, this same pattern has held in state civil service. In contrast, women have not been the majority in any of these age ranges within California's labor force as far back as comparison data is readily available, 2012. Presumably, this pattern occurs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

Job Category

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

The Business and Financial Operations, Protective Services, and Office and Administrative Support categories combined represent over 50 percent of the civil service workforce. The Personal Care and Services, Arts, Design, and Entertainment, and the Farming, Fishing, and Forestry categories combined total less than 1 percent of the civil service workforce.

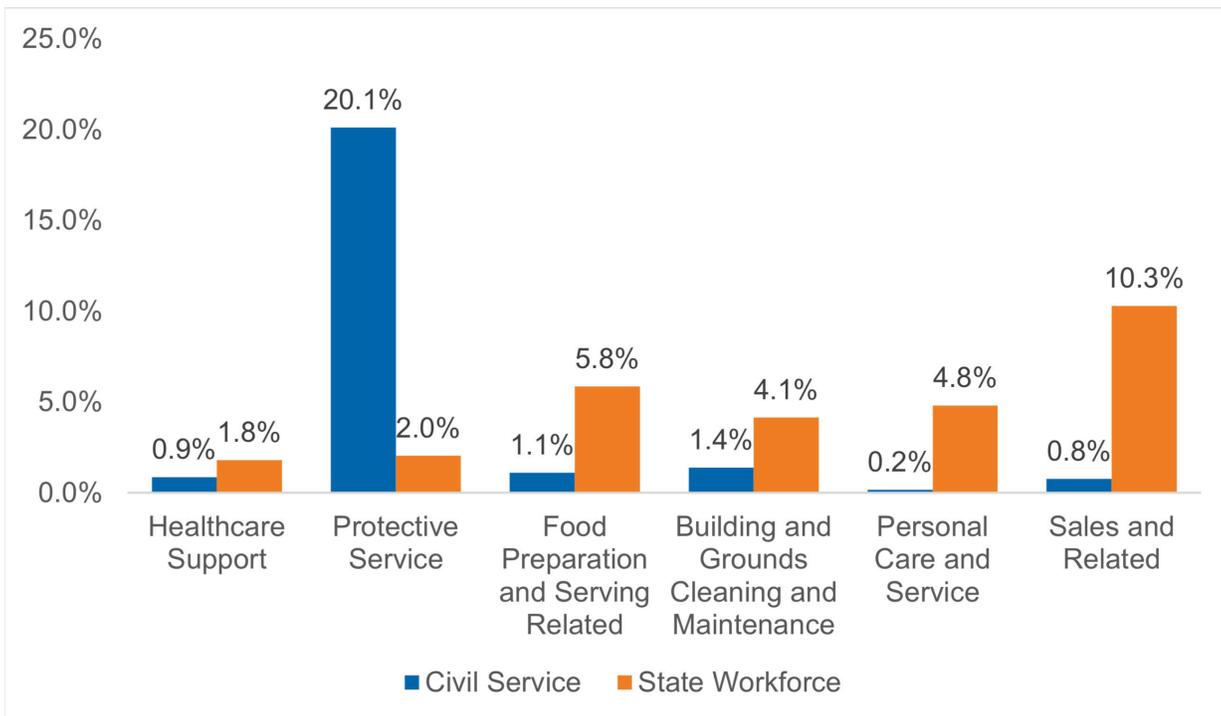
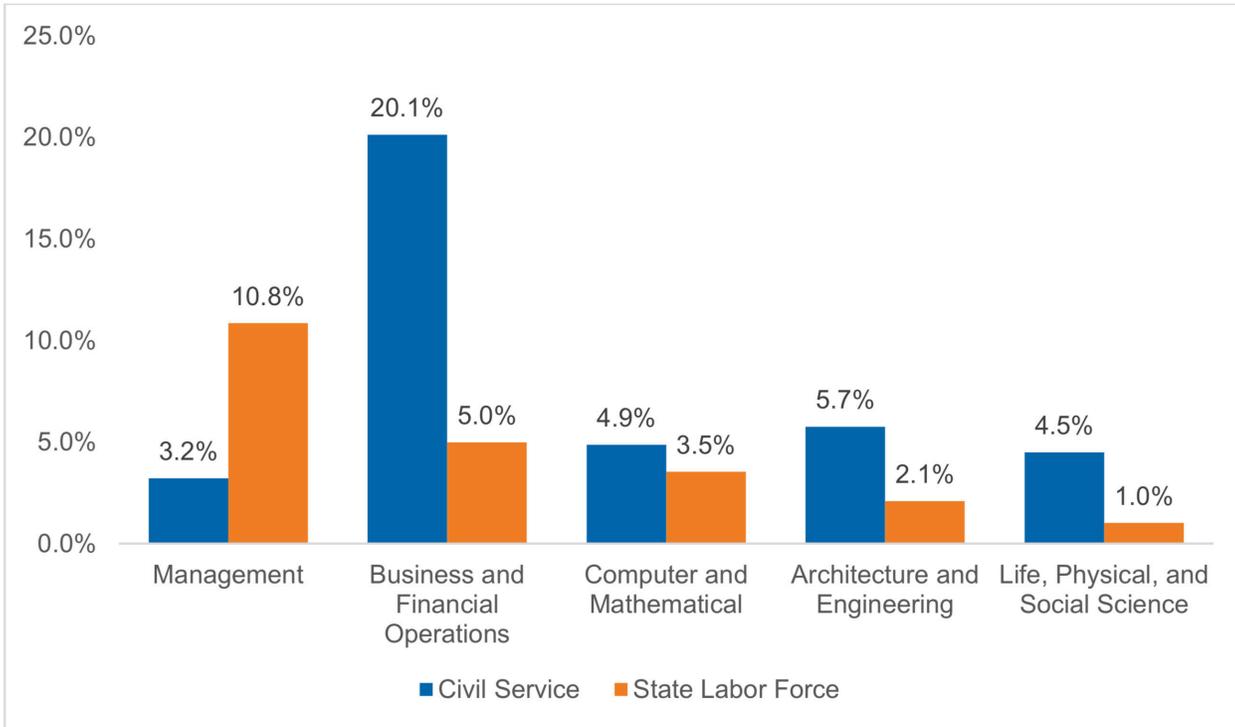
Civil Service Composition by Job Category



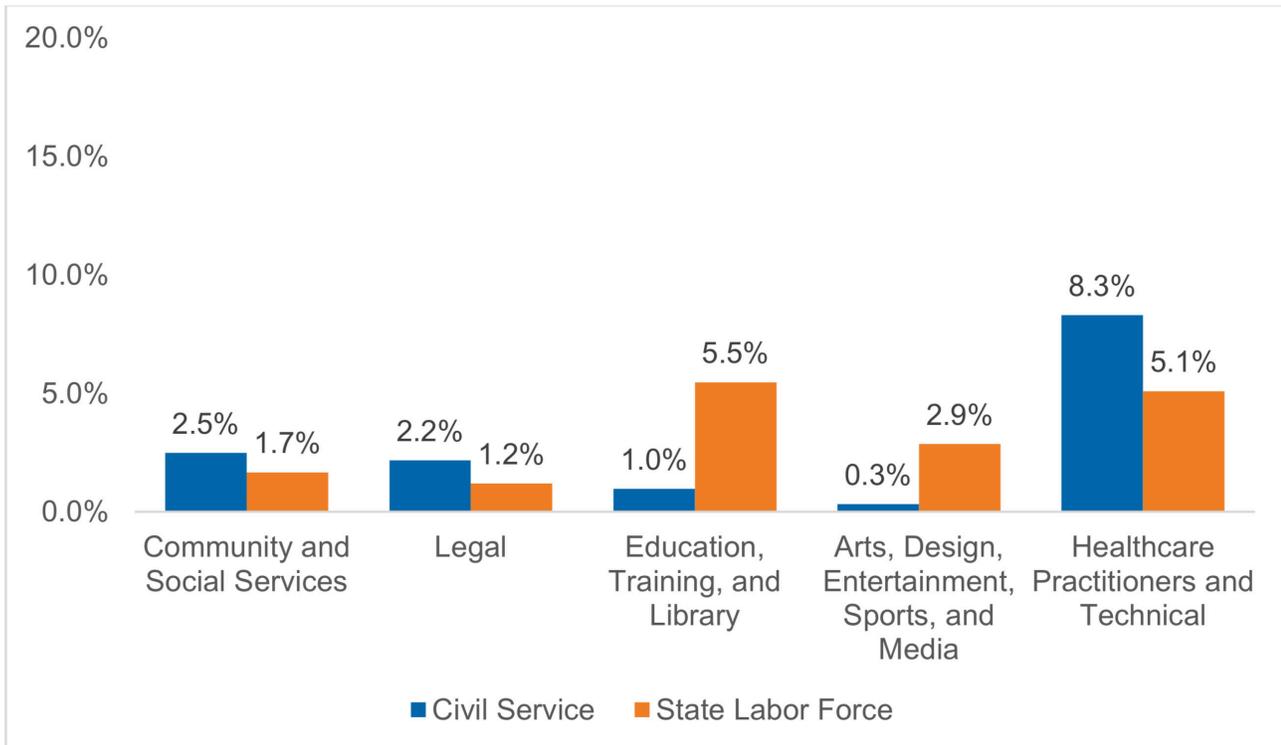
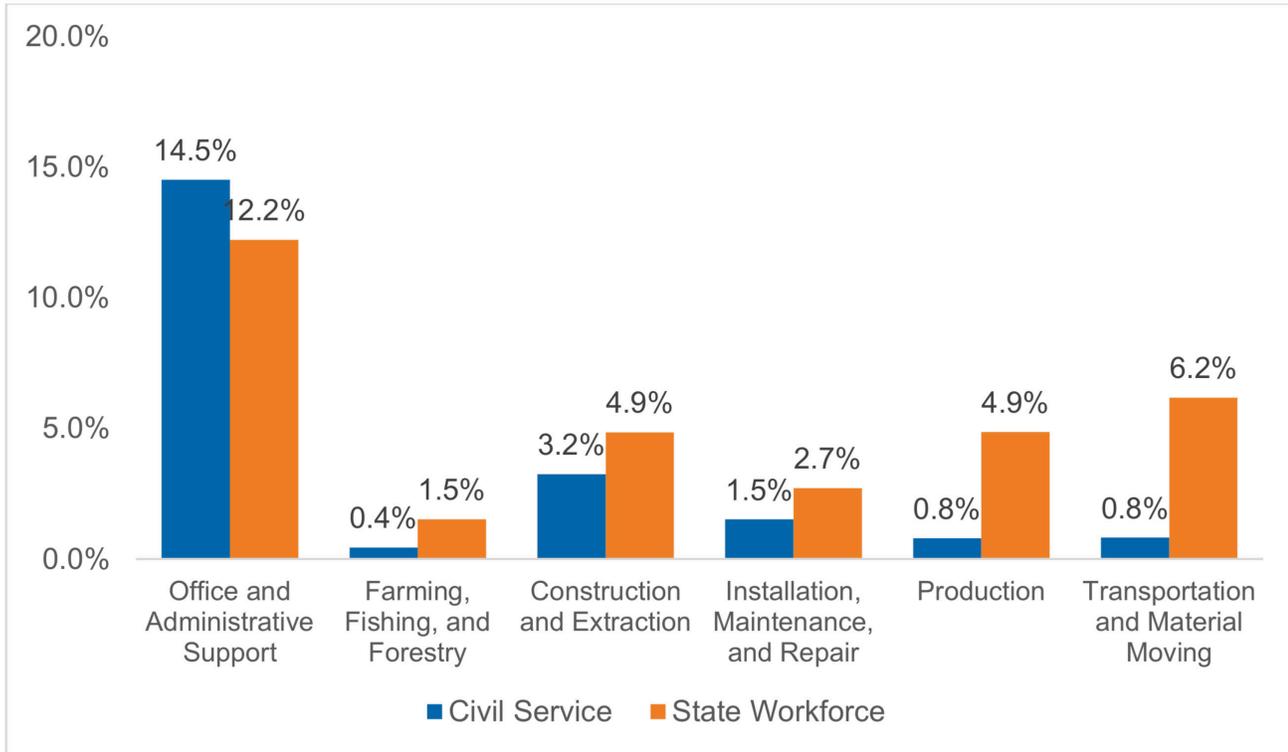
⁶Federal Bureau of Labor Statistics Standardized Occupational Classification System Major Occupational Groups.

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

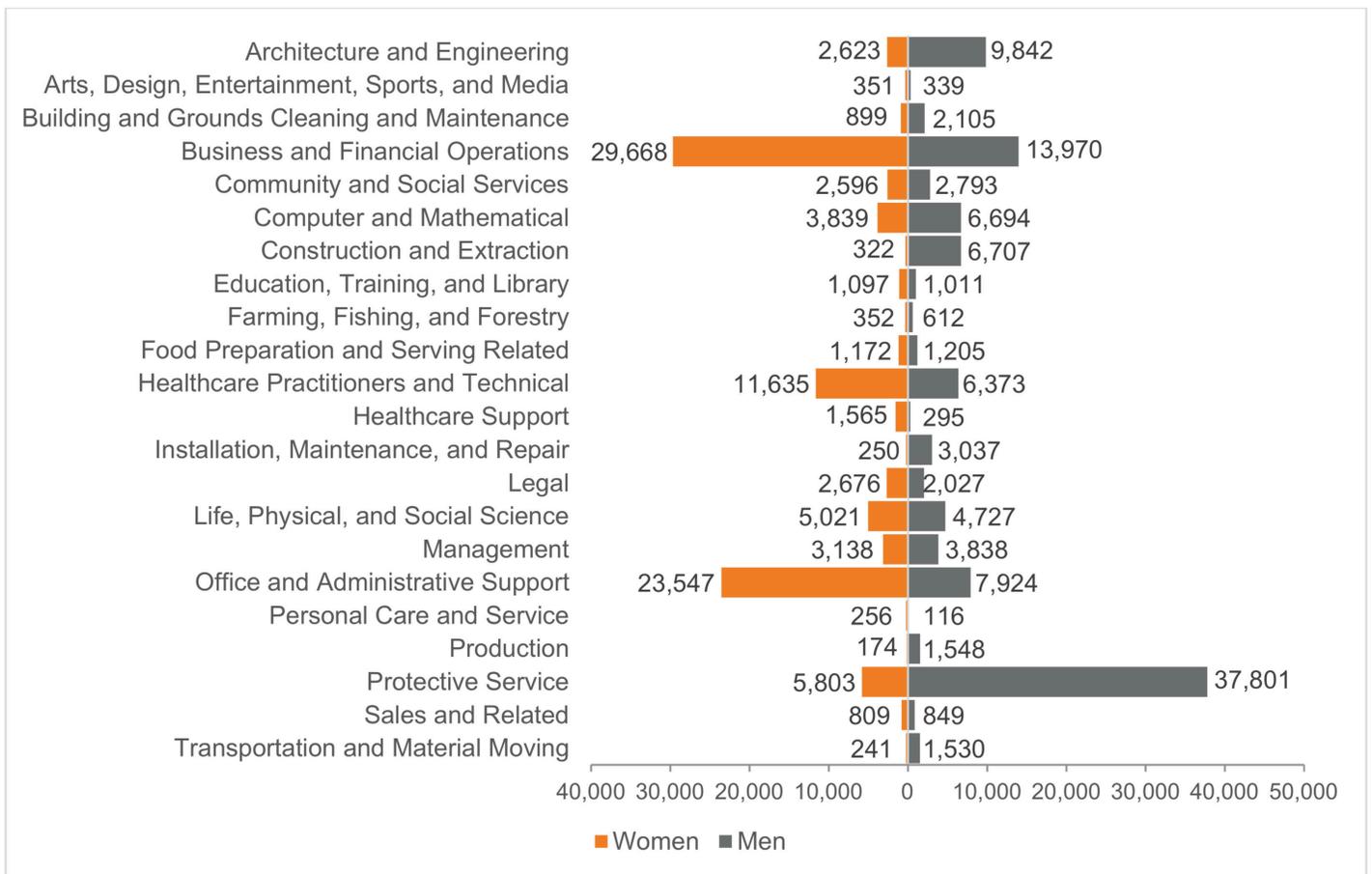
Civil Service & State Labor Force Job Category Distribution



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



Civil Service Composition by Job Category & Gender



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

(Appendix, Table D)

Occupational Categories Where Men Represented 70 Percent or More

Occupational Category	% Men
Architecture & Engineering	79%
Building & Grounds Cleaning & Maintenance	70.1%
Construction & Extraction	95.4%
Installation, Maintenance, & Repair	92.4%
Production	89.9%
Protective Service	86.7%
Transportation & Material Moving	86.4%

Women represented 70 percent or more in two occupational categories:

(Appendix, Table D)

Occupational Categories Where Women Represented 70 Percent or More

Occupational Category	% Women
Healthcare Support	84.1%
Office & Administrative Support	74.8%

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

(Appendix, Table D)

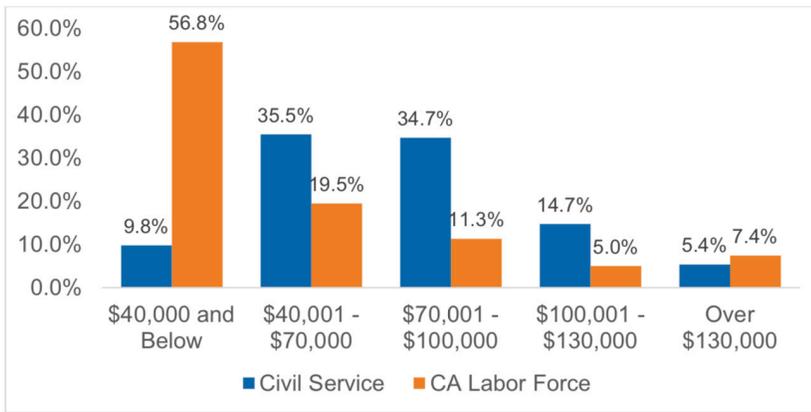
Civil Service Highest Representation of Race & Ethnicity by Job Category

Race & Ethnicity	Job Category	%
Asian - Cambodian	Business & Financial Operations	26.9%
Asian - Chinese	Business & Financial Operations	36%
Asian - Filipino	Healthcare Practitioners & Technical	28.5%
Asian - Indian	Business & Financial Operations	22.1%
Asian - Japanese	Business & Financial Operations	31%
Asian - Korean	Business & Financial Operations	28.2%
Asian - Laotian	Business & Financial Operations	32.3%
Asian - Vietnamese	Business & Financial Operations	17.8%
Asian - Other or Multiple	Business & Financial Operations	47.9%
Black	Office & Administrative Support	22.6%
Hispanic	Protective Service	29.7%
Native American or Alaska Native	Office & Administrative Support	20.8%
Pacific Islander - Guamanian	Office & Administrative Support	14.2%
Pacific Islander - Hawaiian	Business & Financial Operations	28.2%
Pacific Islander - Samoan	Protective Service	24.7%
Pacific Islander - Other or Multiple	Business & Financial Operations	29.9%
White	Protective Service	22.5%
Other or Multiple Race or Ethnicity	Business & Financial Operations	24.7%

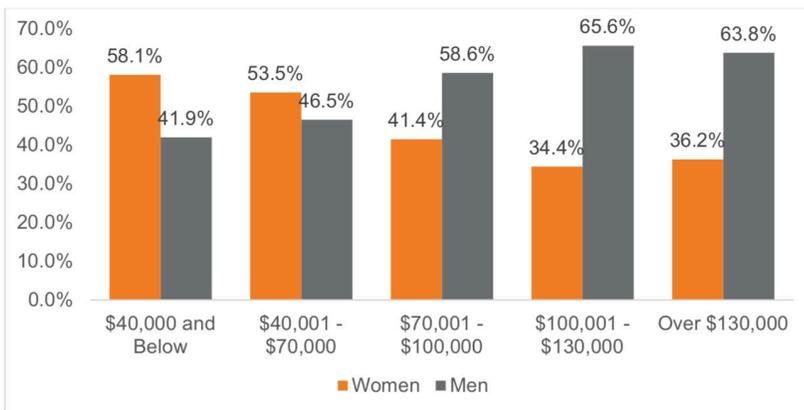
The largest number of **Persons with Disabilities** (6,860; 28.9 percent) work in **Business and Financial Operations**, and the lowest number (33; 0.1 percent) work in Farming, Fishing, and Forestry. **(Appendix, Table D)**

The largest number of **Veterans** work in **Protective Service** (4,339; 38.4 percent), and the lowest number work in Healthcare Support (8; 0.1 percent). **(Appendix, Table D)**

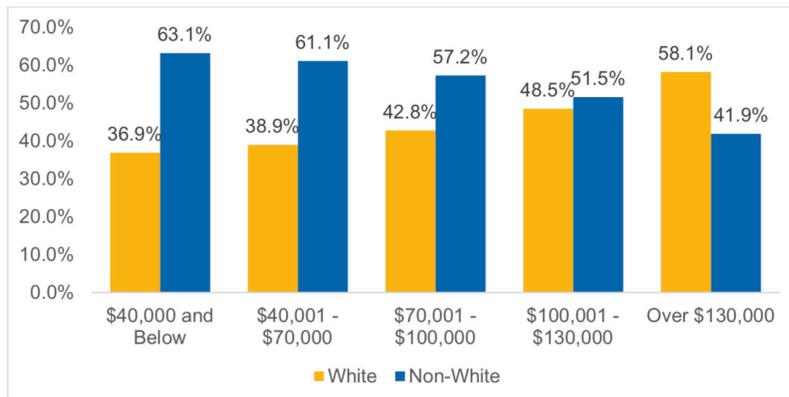
Civil Service & State Labor Force Composition Comparison by Salary Range



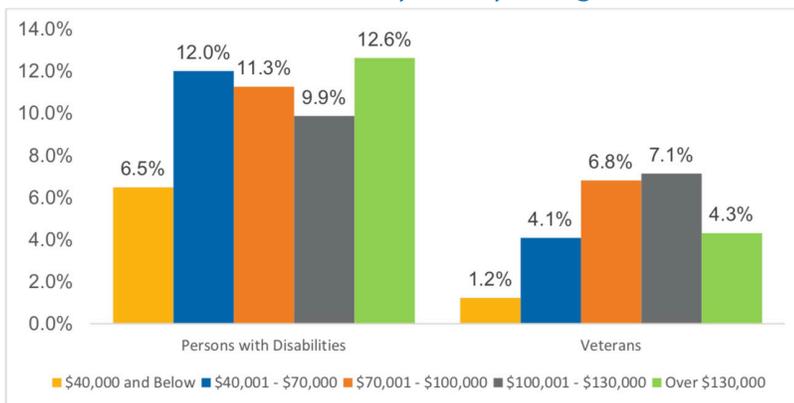
Civil Service Composition by Salary Range & Gender



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



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



Salary

Comparing civil service employees to the California labor force, civil service employees had the highest percentage (35.5 percent) in the \$40,001 - \$70,000 range and lowest (5.4 percent) in the Over \$130,000 range. The California labor force had the highest percentage (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 were 50 percent or more in all salary ranges \$70,001 and above. The range with the highest proportion of men (65.6 percent) was \$100,001 - \$130,000.

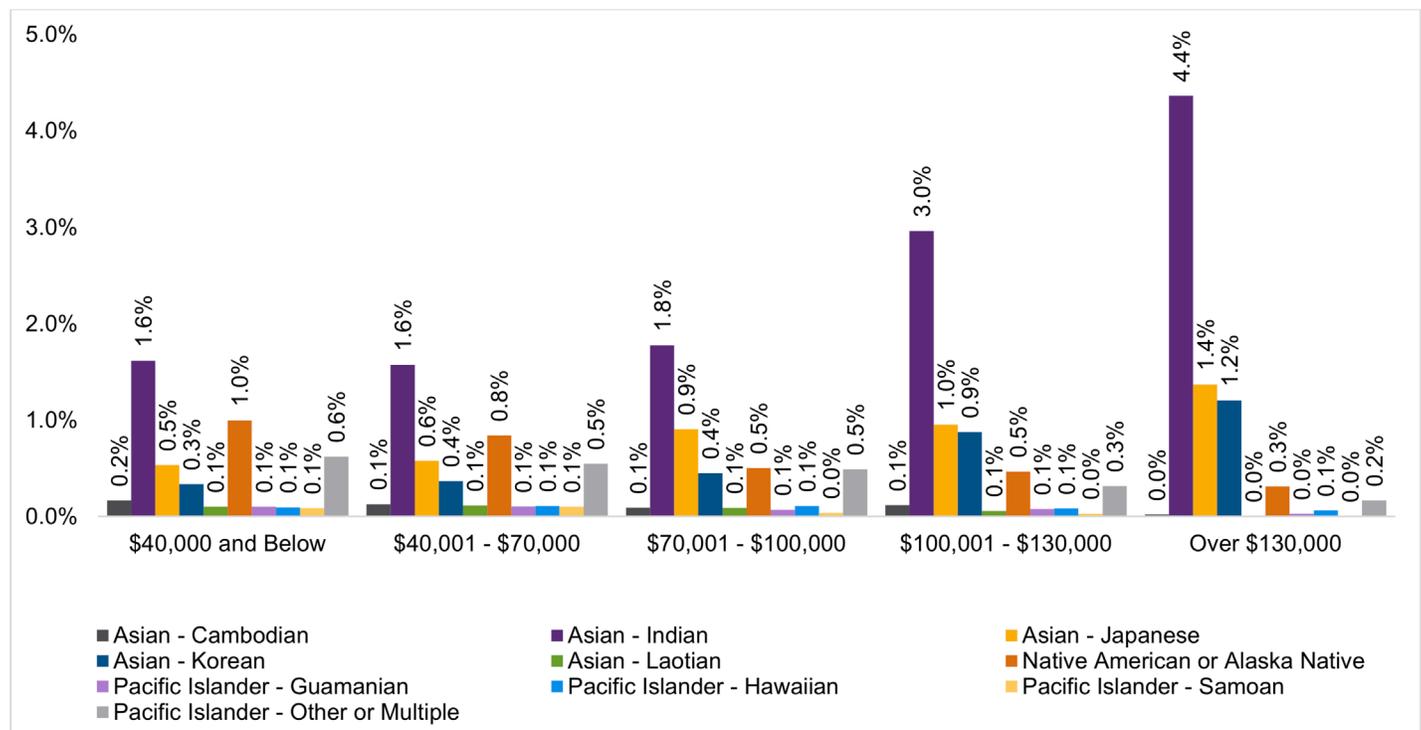
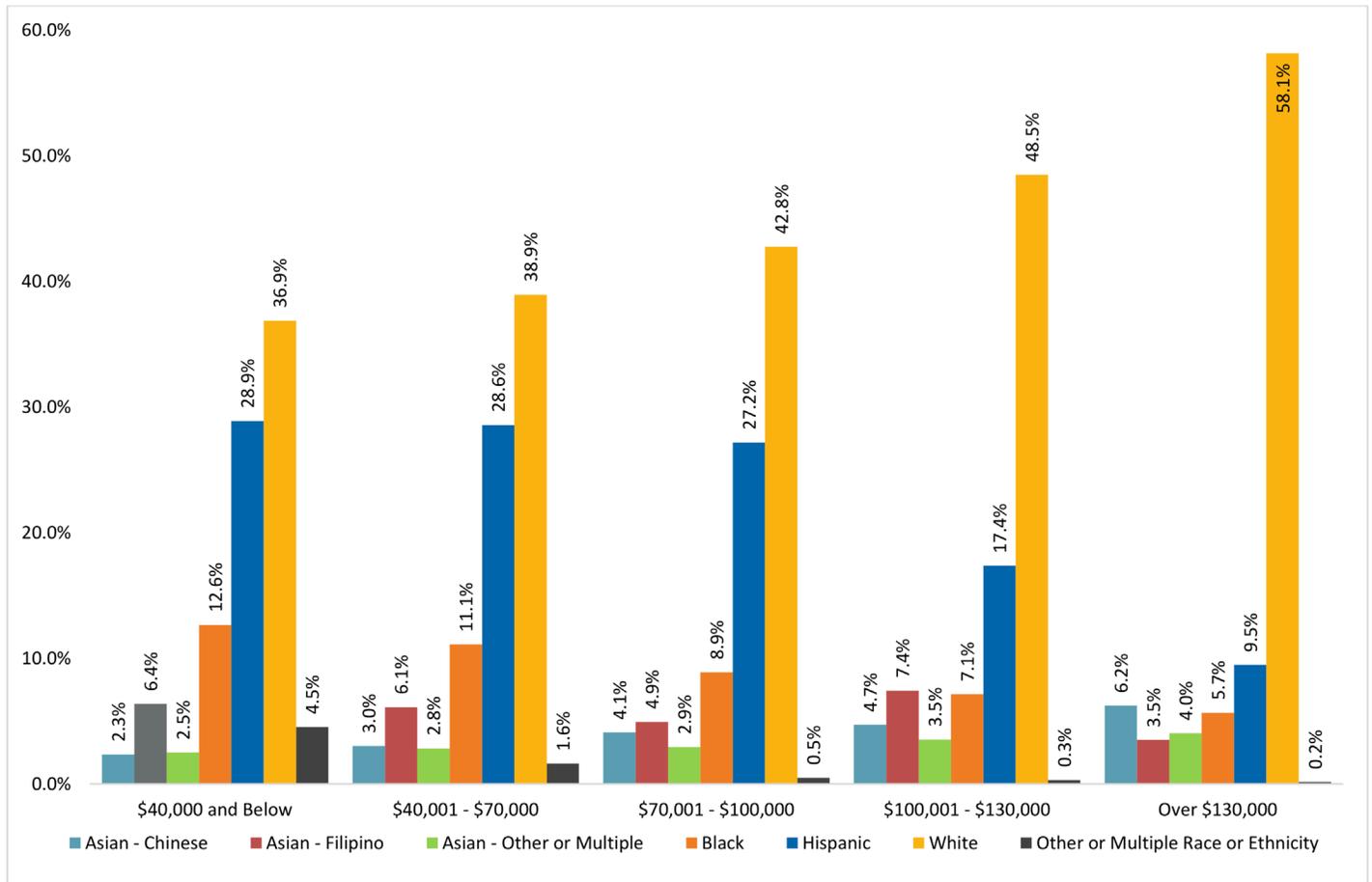
Women were 50 percent or more in all salary ranges \$70,000 and below. The \$40,001 and Below range had the highest proportion of Women (58.1 percent). **(Appendix, Table E)**

The range with the highest representation of Non-White employees was \$40,000 and Below. The range with the highest proportion of White employees was Over \$130,000.

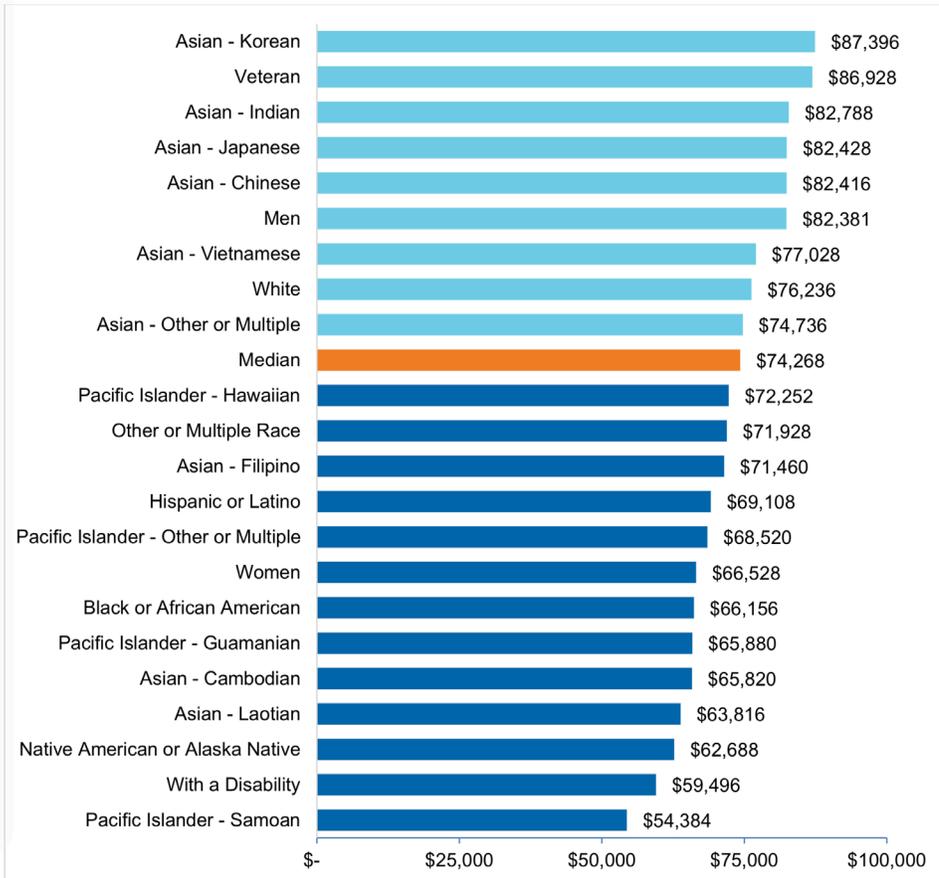
The salary range with the highest proportion of persons with disabilities (12.6 percent) was the Over \$130,000 range. The salary range with the highest proportion of veterans (7.1 percent) was the \$100,001 - \$130,000 range.

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

Civil Service Race & Ethnicity by Salary Range



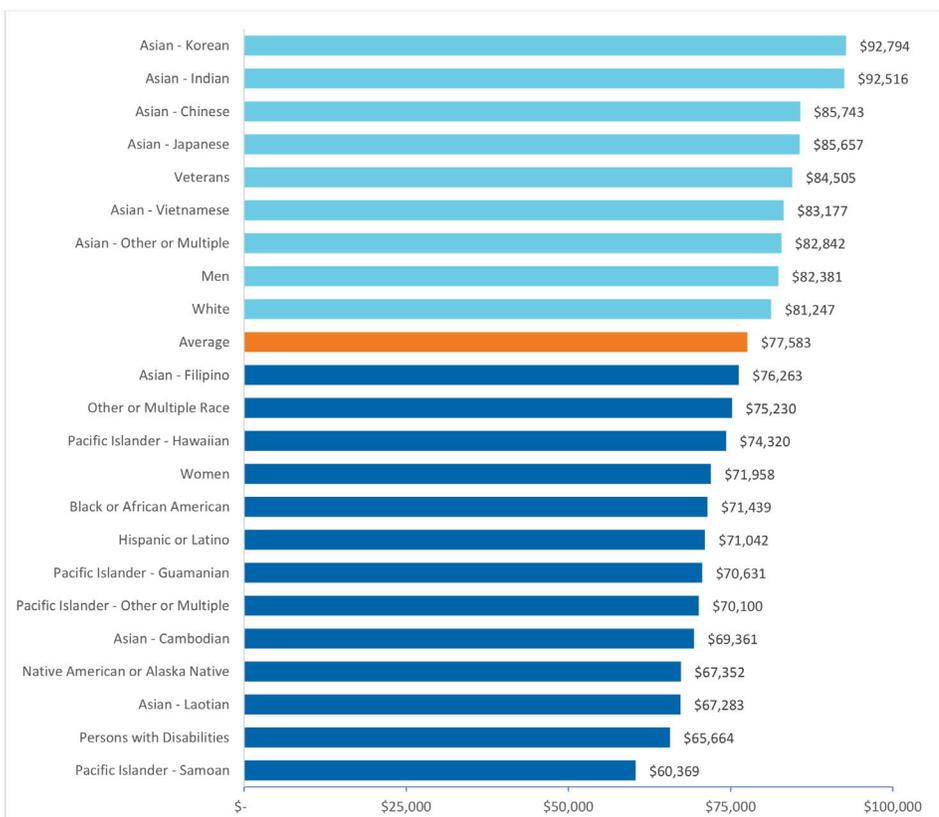
Civil Service Median Base Pay by Employee Group



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

The overall median base pay for civil service was \$74,268.

Civil Service Average Base Pay by Employee Group



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

County Profile

The three counties that had the greatest number of employees in state civil service during 2018 were as follows:

Of the 58 counties in the State of California, the following three had the highest employment numbers in the civilian state labor force during 2017:⁸

Civil Service

Sacramento County

(71,430) 32.9%

Los Angeles County

(19,379) 8.9%

San Bernardino County

(10,074) 4.6%

State Labor Force

Los Angeles

(5,289,658) 26.6%

San Diego County

(1,711,349) 8.6%

Orange County

(1,671,353) 8.4%

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

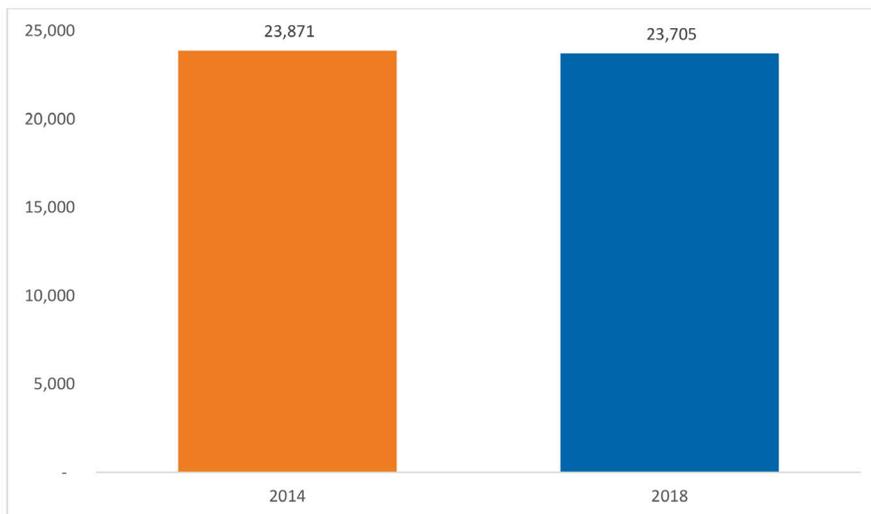
⁸American Community Survey 2017 1-Year Estimates: Public Use Microdata Samples.

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.

Over the past five years, the number of persons with disabilities in civil service decreased by 166 (0.7% percent) from 23,871 in 2014 to 23,705 in 2018. Civil service employees who have identified themselves as persons with disabilities now represent 10.9 percent of the civil service workforce. **(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 142 agencies: **(Appendix, Table H)**

46

agencies met or exceeded California disability parity of 16.6 percent.

28

agencies were between 13.3 percent and 16.6 percent disability representation.

47

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

5

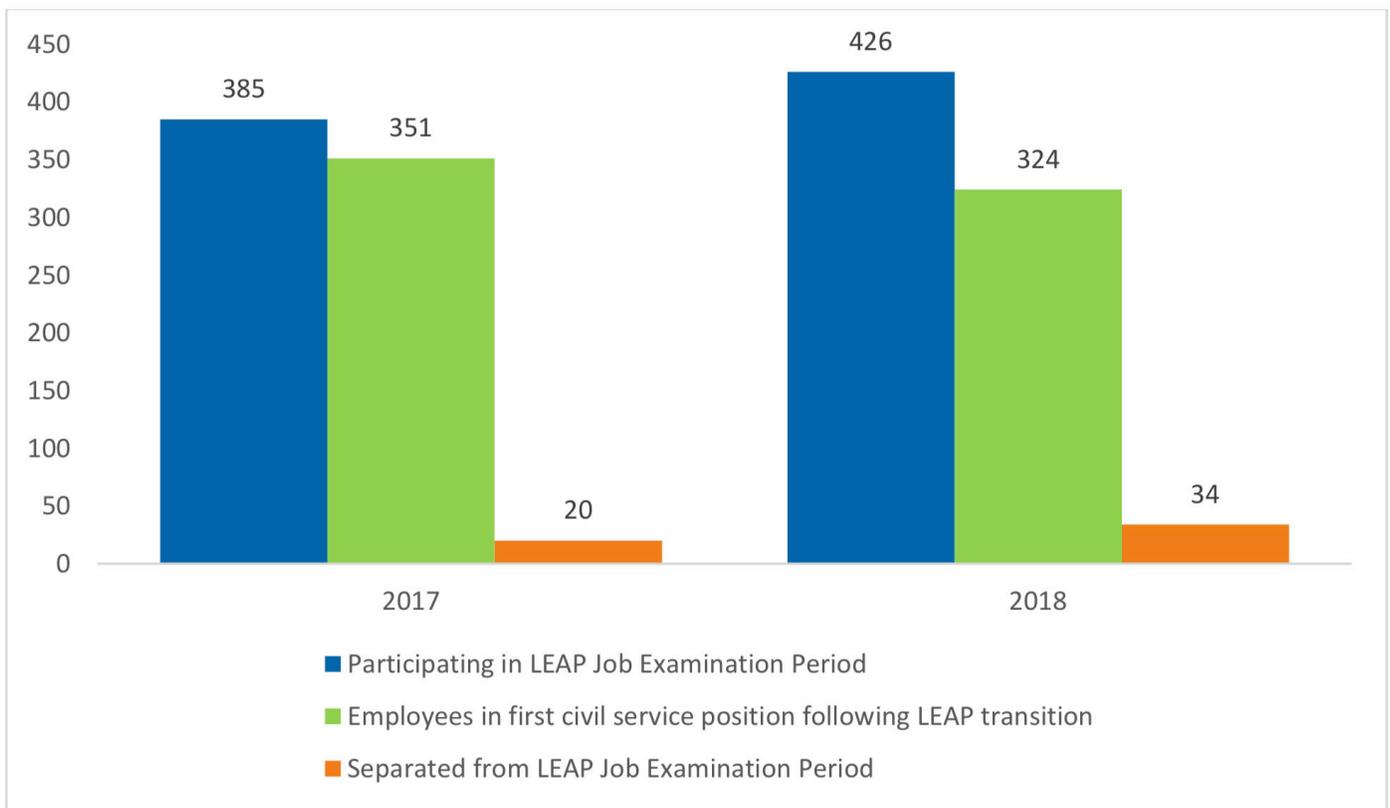
agencies met exemption criteria of having two or fewer employees in each job category.

Limited Examination & Appointment Program

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

In 2018, 426 LEAP appointments were made compared to 385 in 2017. The graph below illustrates the appointment rate over the past two years.⁹

LEAP Employment Statistics



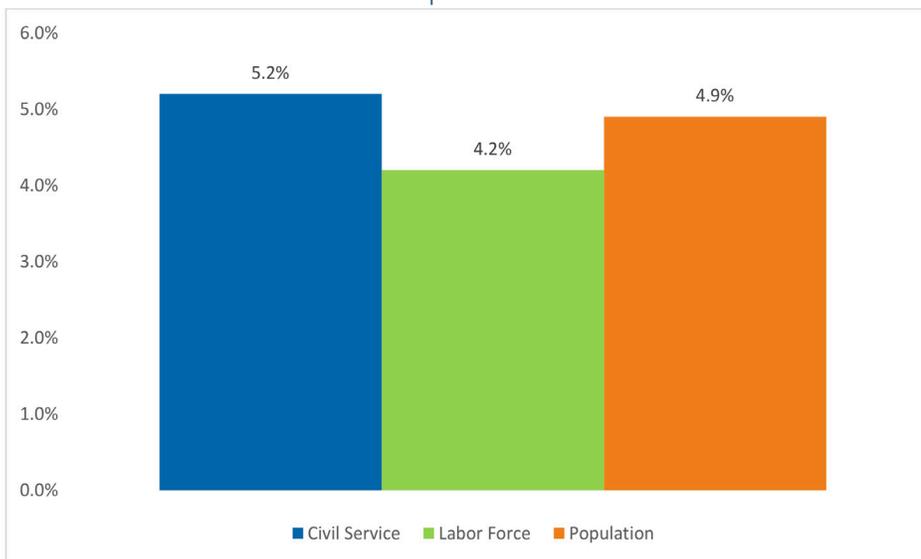
⁹Information is from the State Controller's Office Current and History files. These show current and immediate past positions, but not prior positions, so only those in the JEP and those in their initial civil service position following conversion to a civil service position from the JEP are identifiable.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

Civil Service Representation of Veterans¹⁰

As of December 31, 2018, California employed approximately 11,296 veterans. This was a decrease of 955 veterans from 2017. In 2018, Veterans represented 5.2 percent of the civil service. In 2017, veterans represented 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 2018 was 634 and the number of veteran retirements was 750 (Appendix, Table L and Table M). The proportionately high retirement rate among veterans in state civil service is consistent with federal estimates showing that over two thirds of California veterans are age 55 and older.¹¹

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



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

¹¹ State Summary Report, National Center for Veterans Analysis and Statistics, U.S. Department of Veterans Affairs, September 27, 2018.

Civil Service Upward Mobility

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

Statewide, agencies have set goals totaling 458 new upward mobility hires for 2019. This was 12 (2.7 percent) more than the hiring goals of 446 upward mobility hires set for 2018.

The following is information on upward mobility as reported by 142 agencies: **(Appendix, Table I)**

During 2018, Upward Mobility hires numbered **514**, exceeding goals by **15.2%**.

During 2019:

36,326

civil service employees were in low-paying classifications and 2.1% of them were participating in the upward mobility program.

60

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

79

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

Civil Service Hires & Separations

Hires Overall

Total hires into civil service during 2018 were 32,124. **(Appendix, Table L)**

This was approximately 0.1 percent of the state labor force according to the Employment Development Department, Report 400C for 2018.

There were 17,184 advancements, and 1,133 demotions in civil service during 2018. **(Appendix, Table L)**

Separations Overall

A separation from civil service may be due to retirement, layoff, acceptance of an exempt appointment, resignation, rejection during probationary period, dismissal, or death. In a change from last year, temporary leaves of absence and suspensions are no longer included in separation tallies. In the appendix, Table J shows separations by agency (with 30 or more separations), and Table K shows separations by job category.

There were 23,234 permanent separations from civil service during 2018, which is 10.7 percent of the 216,910 employees as of December 31, 2018.

During 2018, 9,992 (43.0 percent) of those separating from state civil service were Women, and 13,242 (57.0 percent) were Men.

Of separations during 2018, 51.2 percent were by people identified as White. Racial/Ethnic groups that made up the next highest percentages of separations were Hispanic (22.1 percent), Black (9.5 percent), and Filipino (4.6 percent), corresponding with their relative levels of employment within the civil service. **(Appendix, Table K)**

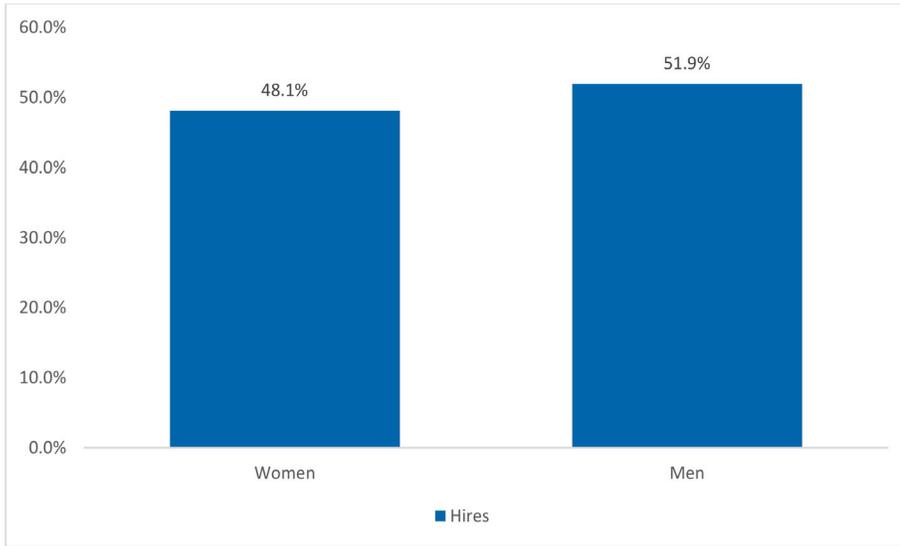
Separations Due to Retirements¹² in 2018 **(Appendix, Table M)**

- 8,608 (37.0 percent) of permanent separations were due to retirement.
- Of race and ethnicity, the highest retirements were White (53.2 percent) and Hispanic (18.4 percent).
- Women represented 48.8 percent of retirements and men 51.2 percent of retirements.
- Persons with disabilities were 20.6 percent of total retirements.
- Veterans were 8.7 percent of total retirements.

¹²Includes retirements and disability retirements.

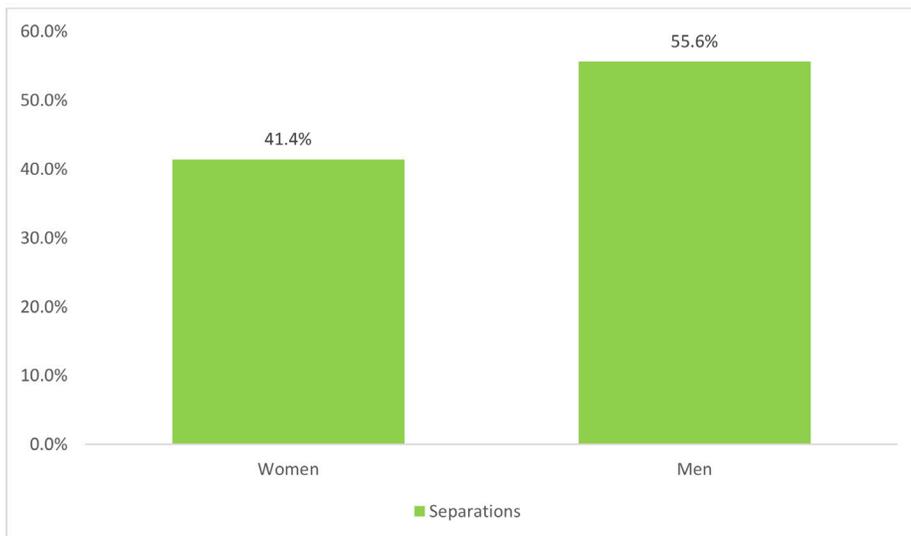
Of the 32,164 hires in civil service, men were 16,700 (51.9 percent) and women were 15,464 (48.1 percent). [\(Appendix, Table L\)](#)

Civil Service Hires by Gender



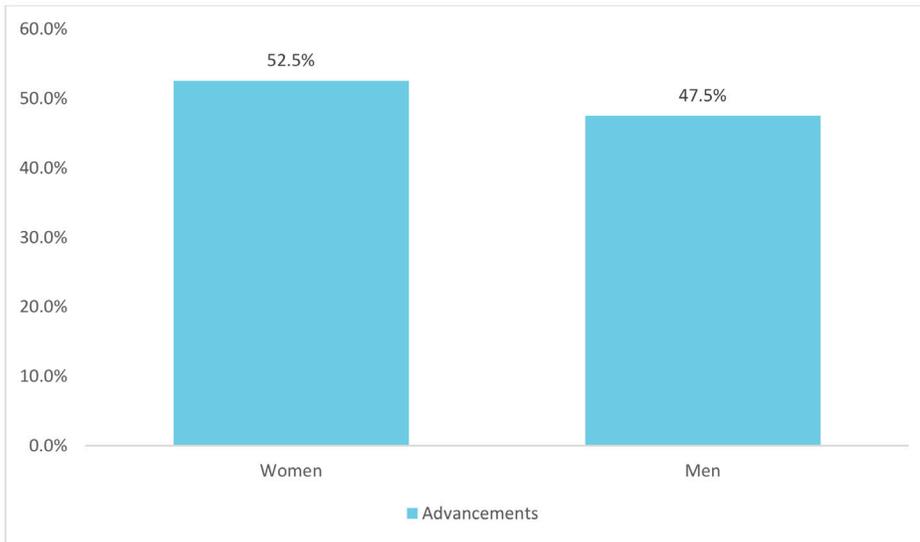
Of the 23,234 separations in civil service, men were 12,949 (55.6 percent) and women were 9,641 (41.4 percent). [\(Appendix, Table J\)](#)

Civil Service Separations by Gender



Of the 17,184 advancements in civil service, women received 9,025 (52.5 percent) and men received 8,159 (47.5 percent). [\(Appendix, Table L\)](#)

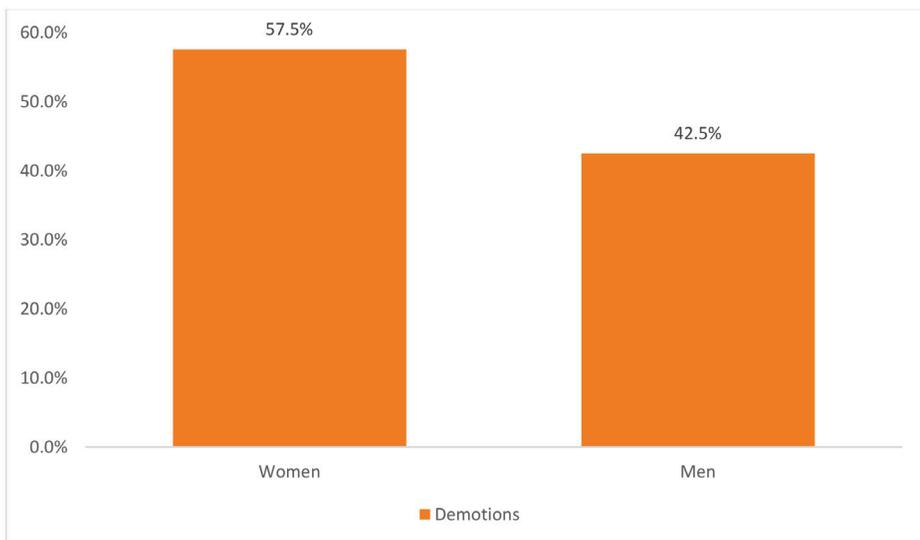
Civil Service Advancements by Gender



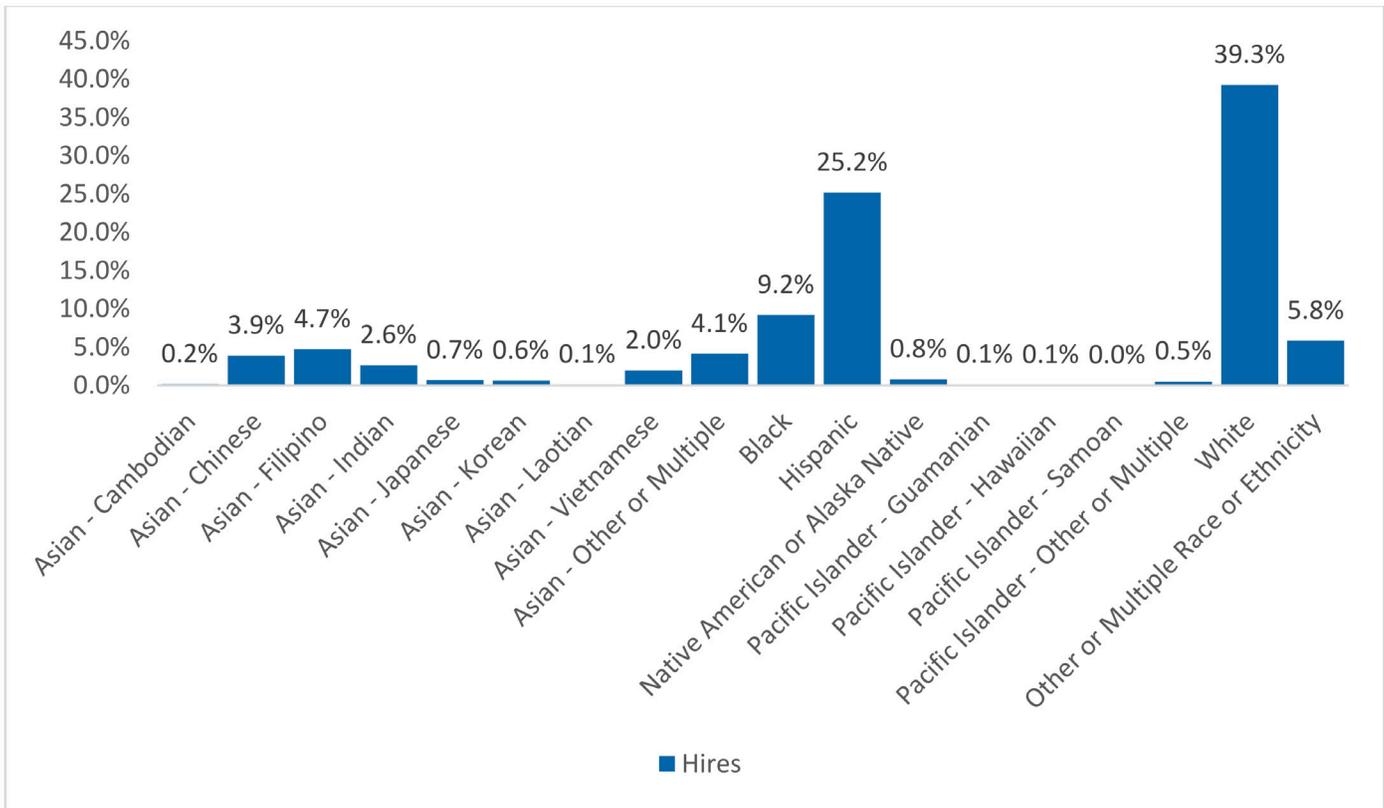
A civil service appointment is counted as an advancement any time there is a classification change and an increase in pay.

Of the 1,133 demotions in civil service, women had 652 (57.5 percent) and men had 481 (42.5 percent). [\(Appendix, Table L\)](#)

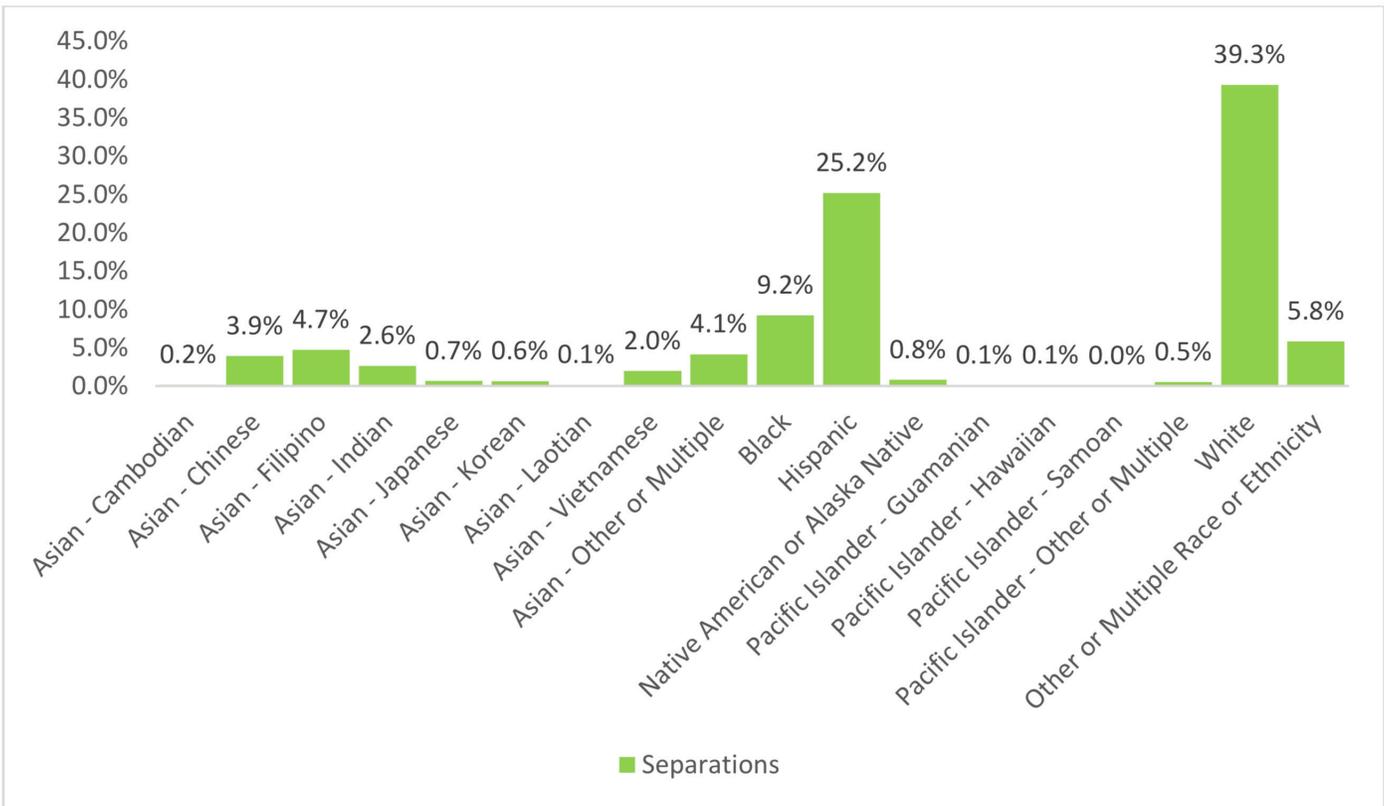
Civil Service Demotions by Gender



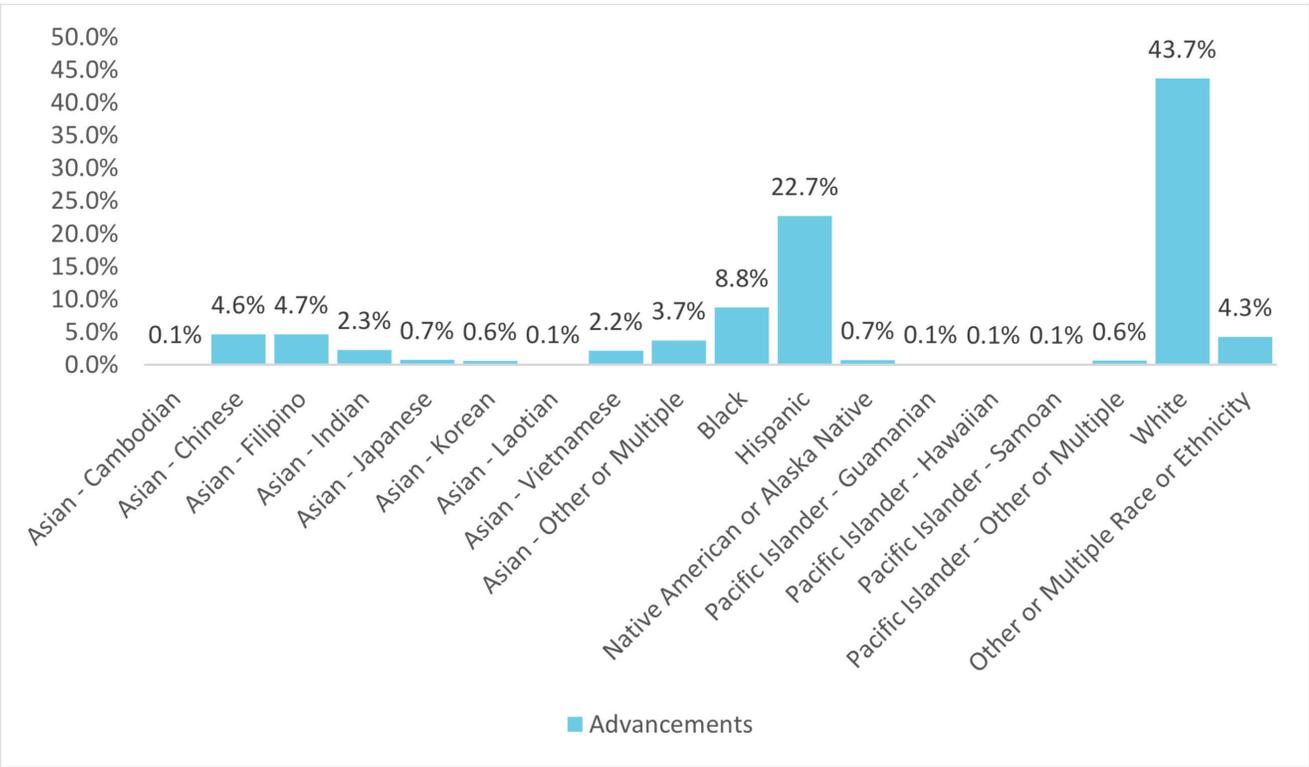
Civil Service Hires by Race & Ethnicity



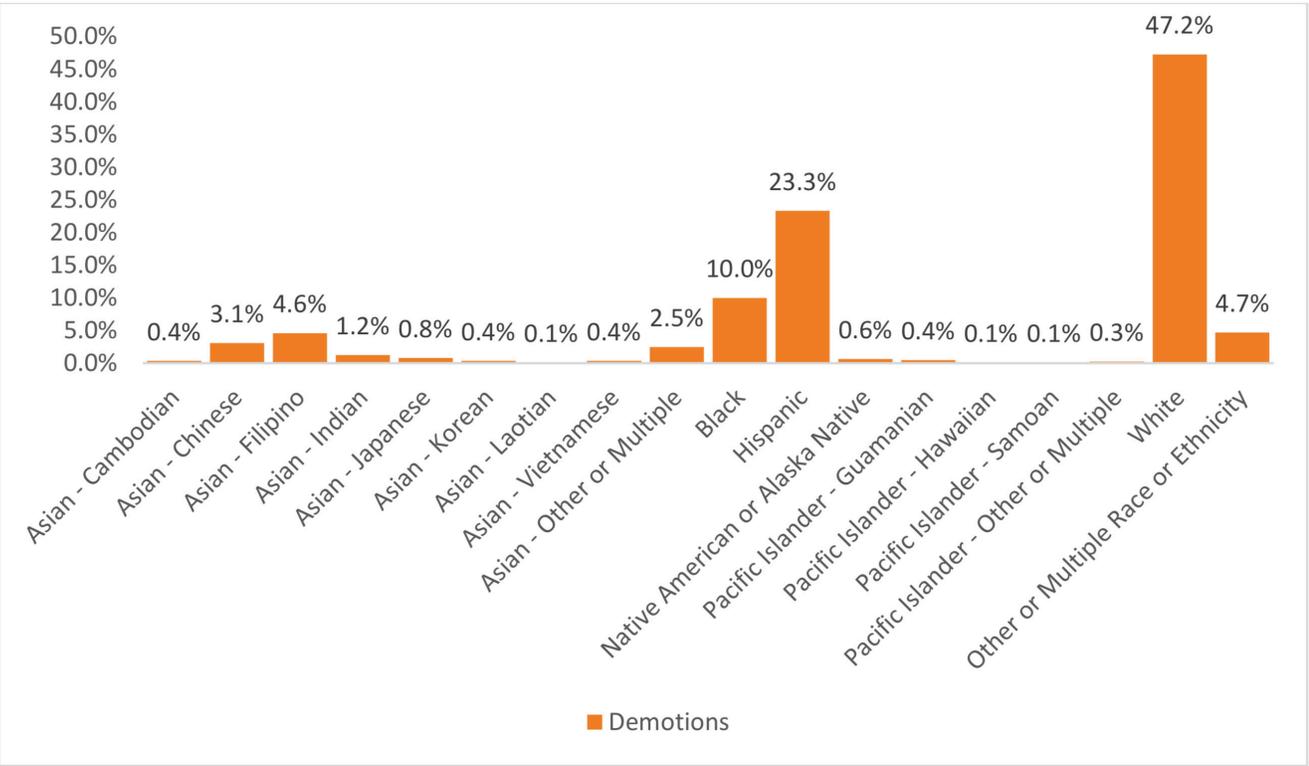
Civil Service Separations by Race & Ethnicity



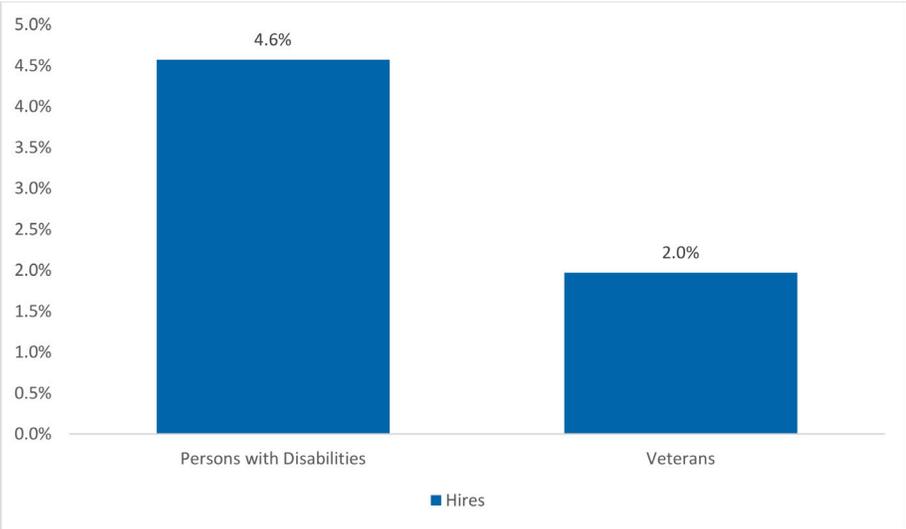
Civil Service Advancements by Race & Ethnicity



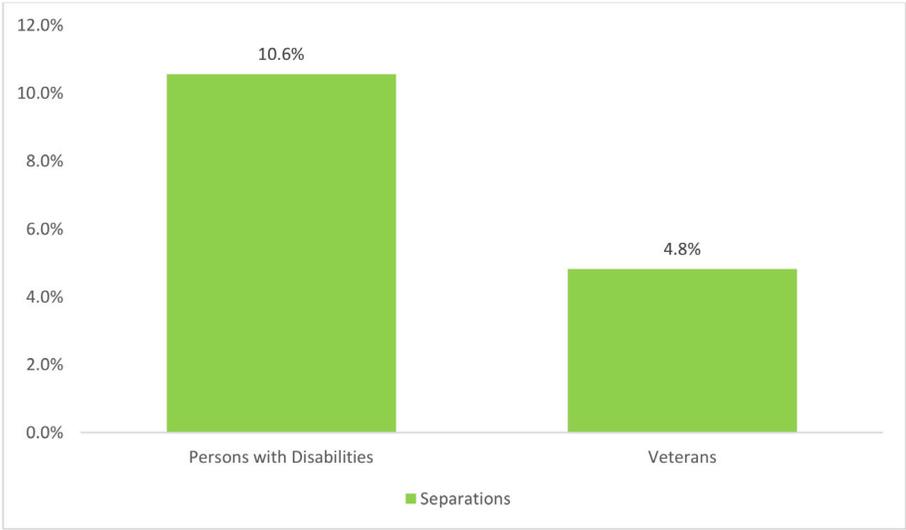
Civil Service Demotions by Race & Ethnicity



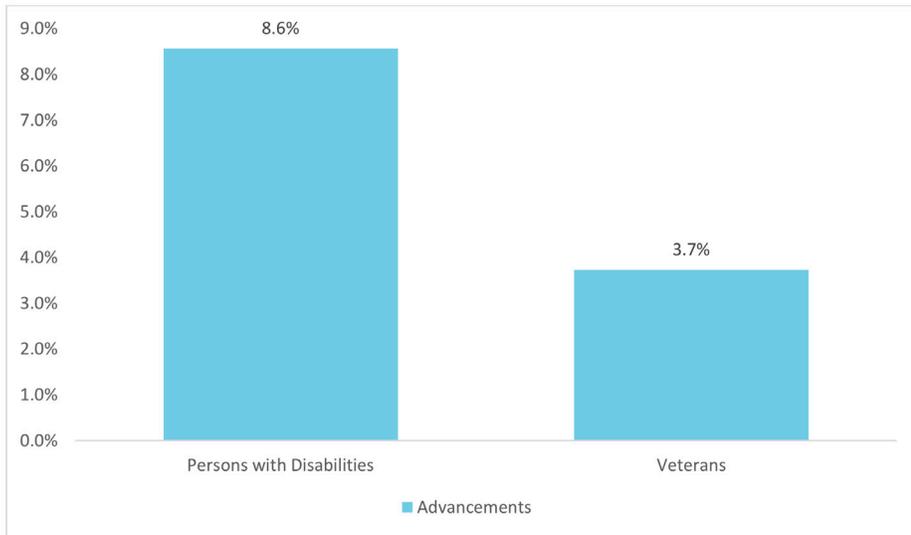
Civil Service Hires by Disability & Veteran Status



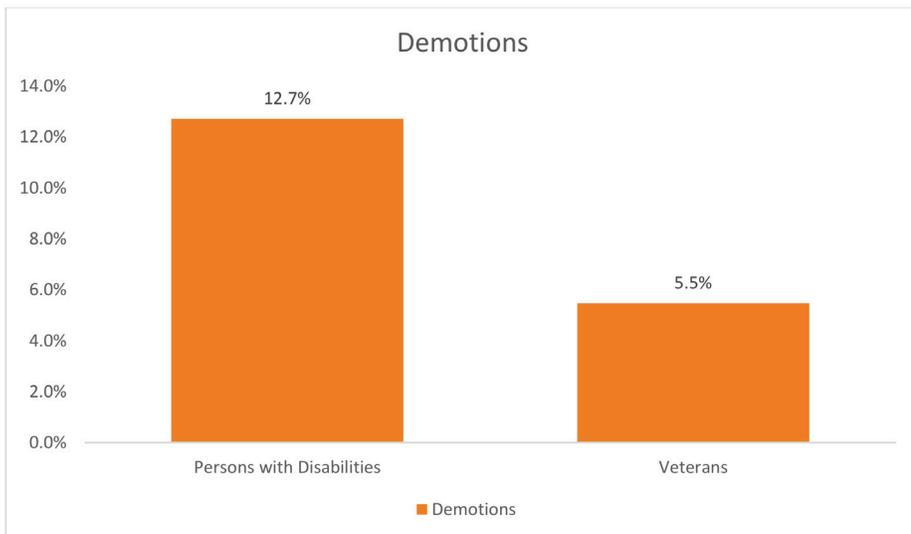
Civil Service Separations by Disability & Veteran Status



Civil Service Advancements by Disability & Veteran Status



Civil Service Demotions by Disability & Veteran Status



Data References

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

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

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

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

Data in the following table came from the State Controller's Office employment history database, CalHR's employee demographic survey results, and from the U.S. Census Bureau 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 on page 7 was provided by the California Employment Development Department in Report 400C: Monthly Labor Force Data for Counties December 2018 Revised May 31, 2019.

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	13,635	13.7%	10,070	8.6%	23,705	10.9%
Veterans	1,312	1.3%	9,984	8.5%	11,296	5.2%
Asian - Cambodian	129	0.1%	109	0.1%	238	0.1%
Asian - Chinese	4,368	4.4%	3,748	3.2%	8,116	3.7%
Asian - Filipino	7,033	7%	5,503	4.7%	12,536	5.8%
Asian - Indian	2,149	2.2%	2,190	1.9%	4,339	2%
Asian - Japanese	841	0.8%	858	0.7%	1,699	0.8%
Asian - Korean	528	0.5%	581	0.5%	1,109	0.5%
Asian - Laotian	103	0.1%	89	0.1%	192	0.1%
Asian - Vietnamese	1,764	1.8%	1,797	1.5%	3,561	1.6%
Asian - Other or Multiple	2,920	2.9%	3,588	3.1%	6,508	3%
Black or African American	11,805	11.8%	9,028	7.7%	20,833	9.6%
Hispanic or Latino	24,795	24.8%	30,384	26%	55,179	25.4%
Native American or Alaska Native	672	0.7%	745	0.6%	1,417	0.7%
Pacific Islander - Guamanian	91	0.1%	86	0.1%	177	0.1%
Pacific Islander - Hawaiian	100	0.1%	115	0.1%	215	0.1%
Pacific Islander - Samoan	82	0.1%	48	0%	130	0.1%
Pacific Islander - Other or Multiple	503	0.5%	535	0.5%	1,038	0.5%
White	38,405	38.5%	53,755	45.9%	92,160	42.5%
Other or Multiple Race	3,559	3.6%	3,904	3.3%	7,463	3.4%
Total	99,847	46%	117,063	54%	216,910	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	68.5%	81	37.7%	47	47%	83	40.9%	33	67.3%	706	44.3%	230	54.4%
Men	34	31.5%	134	62.3%	53	53%	120	59.1%	16	32.7%	887	55.7%	193	45.6%
Persons with Disabilities	24	22.2%	7	3.3%	1	1%	7	3.4%	7	14.3%	143	9%	50	11.8%
Veterans	6	5.6%	11	5.1%	2	2%	6	3%	1	2%	45	2.8%	35	8.3%
Asian - Cambodian	0	0%	0	0%	1	1%	0	0%	0	0%	3	0.2%	2	0.5%
Asian - Chinese	6	5.6%	2	0.9%	1	1%	1	0.5%	0	0%	176	11%	14	3.3%
Asian - Filipino	4	3.7%	2	1.9%	4	4%	2	1%	0	0%	44	2.8%	27	6.4%
Asian - Indian	2	1.9%	1	0.5%	0	0%	0	0%	0	0%	62	3.9%	5	1.2%
Asian - Japanese	1	0.9%	0	0%	0	0%	0	0%	0	0%	26	1.6%	6	1.4%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	21	1.3%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.9%	1	0.5%	2	2%	0	0%	0	0%	47	3%	6	1.4%
Asian - Other or Multiple	3	2.8%	0	0%	2	2%	2	1%	2	4.1%	85	5.3%	10	2.4%
Black or African American	5	4.6%	15	7%	2	2%	5	2.5%	1	2%	74	4.6%	25	5.9%
Hispanic or Latino	14	13%	74	34.4%	30	30%	64	31.5%	26	53.1%	213	13.4%	125	29.6%
Native American or Alaska Native	0	0%	3	1.4%	2	2%	2	1%	0	0%	3	0.2%	3	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%	2	0.5%
Pacific Islander - Samoan	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	1	1%	0	0%	0	0%	16	1%	3	0.7%
White	68	63%	96	44.7%	53	53%	115	56.7%	18	36.7%	752	47.2%	181	42.8%
Other or Multiple Race or Ethnicity	3	2.8%	19	8.8%	0	0%	12	5.9%	2	4.1%	68	4.3%	14	3.3%
Total	108	100%	215	100%	100	100%	203	100%	49	100%	1,593	100%	423	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	42	53.3%	331	54%	332	61.8%	25	69.4%	107	64.5%	44	69.8%	72	58.1%
Men	37	46.8%	273	46%	205	38.2%	11	20.6%	59	35.5%	19	30.2%	52	41.9%
Persons with Disabilities	16	20.3%	68	11.4%	100	18.6%	8	22.2%	21	12.7%	14	22.2%	14	11.3%
Veterans	1	1.3%	20	53.4%	30	5.6%	1	2.8%	1	0.6%	1	1.6%	4	3.2%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	82	13.8%	33	6.1%	0	0%	11	6.6%	3	4.8%	8	6.5%
Asian - Filipino	4	5.1%	53	8.9%	25	4.7%	0	0%	8	4.8%	8	12.7%	2	1.6%
Asian - Indian	4	5.1%	18	3%	35	6.5%	1	2.8%	2	1.2%	1	1.6%	5	4%
Asian - Japanese	1	1.3%	7	1.2%	7	1.3%	1	2.8%	1	0.6%	0	0%	1	0.8%
Asian - Korean	0	0%	24	4%	7	1.3%	1	2.8%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	2	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	1.3%	19	3.2%	11	2%	0	0%	1	0.6%	0	0%	1	0.8%
Asian - Other or Multiple	2	2.5%	36	6.1%	15	2.8%	0	0%	2	1.2%	0	0%	4	3.2%
Black or African American	9	11.4%	58	9.8%	38	7.1%	2	5.6%	10	6%	2	3.2%	14	11.3%
Hispanic or Latino	9	11.4%	88	14.8%	84	15.6%	6	16.7%	20	12%	5	7.9%	29	23.4%
Native American or Alaska Native	0	0%	0	0%	6	1.1%	0	0%	2	1.2%	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	2	2.5%	0	0%	0	0%	0	0%	1	0.6%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	2	0.3%	3	0.6%	0	0%	1	0.6%	1	1.6%	2	1.6%
White	42	53.2%	182	30.6%	245	45.6%	22	61.1%	106	63.9%	39	61.9%	56	45.2%
Other or Multiple Race or Ethnicity	4	6.3%	23	3.9%	26	5.2%	3	8.3%	1	0.6%	4	6.3%	1	.8%
Total	79	100%	594	100%	543	100%	36	100%	166	100%	63	100%	124	100%

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

Table B
Com-Cor

Group	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	58 54.7%	2,725 65.2%	150 46.3%	205 37.1%	2,031 58.1%	790 57.4%	22,726 38.3%
Men	48 45.3%	1,457 34.8%	174 53.7%	348 62.9%	1,467 41.9%	587 42.6%	36,572 61.7%
Persons with Disabilities	15 14.2%	1,212 29%	52 16%	78 14.1%	489 14%	195 14.2%	2,638 4.4%
Veterans	2 1.9%	132 3.2%	6 1.9%	19 3.4%	166 4.7%	48 3.5%	4,193 7.1%
Asian - Cambodian	0 0%	2 <0.1%	0 0%	1 0.2%	2 0.1%	5 0.4%	50 0.1%
Asian - Chinese	5 4.7%	244 5.8%	3 0.9%	19 3.4%	104 3%	113 8.2%	529 0.9%
Asian - Filipino	5 4.7%	553 13.2%	7 2.2%	20 3.6%	131 3.7%	91 6.6%	3,145 5.3%
Asian - Indian	2 1.9%	135 3.2%	1 0.3%	12 2.2%	56 1.6%	41 3%	711 1.2%
Asian - Japanese	1 0.9%	39 0.9%	1 0.3%	6 1.1%	33 0.9%	21 1.5%	170 0.3%
Asian - Korean	0 0%	24 0.6%	3 0.9%	4 0.7%	14 0.4%	8 0.6%	151 0.3%
Asian - Laotian	0 0%	5 0.1%	0 0%	0 0%	4 0.1%	5 0.4%	32 0.1%
Asian - Vietnamese	1 0.9%	65 1.6%	2 0.6%	5 0.9%	47 1.3%	71 5.2%	312 0.5%
Asian - Other or Multiple	1 0.9%	102 2.4%	6 1.9%	14 2.5%	79 2.3%	70 5.1%	1,578 2.7%
Black or African American	18 17%	371 8.9%	16 4.9%	40 7.2%	407 11.6%	128 9.3%	6,192 10.4%
Hispanic or Latino	19 17.9%	874 20.9%	70 21.6%	49 8.9%	749 21.4%	245 17.8%	21,462 36.2%
Native American or Alaska Native	0 0%	18 0.4%	3 0.9%	5 0.9%	25 0.7%	7 0.5%	374 0.6%
Pacific Islander - Guamanian	0 0%	7 0.2%	0 0%	1 0.2%	1 <0.1%	3 0.2%	35 0.1%
Pacific Islander - Hawaiian	0 0%	1 <0.1%	1 0.3%	1 0.2%	5 0.1%	0 0%	53 0.1%
Pacific Islander - Samoan	0 0%	5 0.1%	0 0%	0 0%	1 <0.1%	0 0%	28 0%
Pacific Islander - Other or Multiple	1 0.9%	7 0.2%	1 0.3%	2 0.4%	16 0.5%	8 0.6%	303 0.5%
White	44 41.5%	1,599 38.2%	156 48.1%	347 62.7%	1,695 48.5%	508 36.9%	22,730 38.3%
Other or Multiple Race	9 8.5%	131 3.1%	54 16.7%	27 4.9%	129 3.7%	53 3.8%	1,443 2.4%
Total	106 100%	4,182 100%	324 100%	553 100%	3,498 100%	1,377 100%	59,298 100%

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

Group	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	29 56.9%	54 81.8%	1,492 58.3%	36 63.2%	1,242 63.1%	50 58.8%	414 41.9%
Men	22 43.1%	12 18.2%	1,068 41.7%	21 36.8%	726 36.9%	35 41.2%	574 58.1%
Persons with Disabilities	4 7.8%	23 34.8%	188 7.3%	8 14%	311 15.8%	12 14.1%	114 11.5%
Veterans	2 3.9%	1 1.5%	81 3.2%	2 3.5%	55 2.8%	6 7.1%	95 9.6%
Asian - Cambodian	0 0%	0 0%	8 0.3%	0 0%	0 0%	0 0%	0 0%
Asian - Chinese	6 11.8%	1 1.5%	44 1.7%	2 3.5%	99 5%	2 2.4%	38 3.8%
Asian - Filipino	0 0%	5 7.6%	275 10.7%	2 3.5%	96 4.9%	0 0%	31 3.1%
Asian - Indian	2 3.9%	2 3%	35 1.4%	0 0%	29 1.5%	0 0%	14 1.4%
Asian - Japanese	0 0%	2 3%	13 0.5%	0 0%	40 2%	1 1.2%	10 1%
Asian - Korean	0 0%	0 0%	5 0.2%	1 1.8%	8 0.4%	1 1.2%	0 0%
Asian - Laotian	0 0%	0 0%	2 0.1%	0 0%	1 0.1%	1 1.2%	0 0%
Asian - Vietnamese	1 2%	1 1.5%	53 2.1%	0 0%	27 1.4%	0 0%	16 1.6%
Asian - Other or Multiple	0 0%	0 0%	67 2.6%	2 3.5%	62 3.2%	2 2.4%	29 2.9%
Black or African American	1 2%	4 6.1%	178 7%	4 7%	182 9.2%	4 4.7%	54 5.5%
Hispanic or Latino	4 7.8%	7 10.6%	875 34.2%	7 12.3%	398 20.2%	13 15.3%	142 14.4%
Native American or Alaska Native	0 0%	1 1.5%	18 0.7%	1 1.8%	10 0.5%	1 1.2%	3 0.3%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	0 0%	4 0.2%	0 0%	1 0.1%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 0.2%
Pacific Islander - Samoan	0 0%	0 0%	2 0.1%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	0 0%	7 0.3%	0 0%	10 0.5%	0 0%	7 0.7%
White	33 64.7%	41 62.1%	924 36.1%	35 61.4%	931 47.3%	56 65.9%	594 60.1%
Other or Multiple Race	4 7.8%	2 3%	54 2.1%	3 5.3%	71 3.6%	4 4.7%	47 4.8%
Total	51 100%	66 100%	2,560 100%	57 100%	1,968 100%	85 100%	988 100%

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

Table B
Emp-Fai

Group	Employment Development Department	Energy Resources Conservation & Development Commission	Environmental Health Hazard Assessment, Office of	Environmental Protection Agency	Equalization, Board of	Exposition & State Fair, California	Fair Employment & Housing, Department of
Women	4,556 64%	264 44.9%	82 64.6%	27 42.2%	80 60.6%	274 43.7%	141 73.4%
Men	2,563 36%	324 55.1%	45 35.4%	37 57.8%	52 39.4%	353 56.3%	51 26.6%
Persons with Disabilities	1,308 18.4%	79 13.4%	11 8.7%	7 10.9%	31 23.5%	29 4.6%	33 17.2%
Veterans	446 6.3%	20 3.4%	3 2.4%	2 3.1%	4 3%	15 2.4%	7 3.6%
Asian - Cambodian	14 0.2%	1 0.2%	0 0%	0 0%	0 0%	0 0%	1 0.5%
Asian - Chinese	492 6.9%	49 8.3%	19 15%	2 3.1%	9 6.8%	10 1.6%	8 4.2%
Asian - Filipino	432 6.1%	22 3.7%	4 3.1%	2 3.1%	4 3%	11 1.8%	7 3.6%
Asian - Indian	146 2.1%	17 2.9%	6 4.7%	1 1.6%	2 1.5%	2 0.3%	5 2.6%
Asian - Japanese	69 1%	8 1.4%	3 2.4%	1 1.6%	3 2.3%	6 1%	3 1.6%
Asian - Korean	38 0.5%	3 0.5%	1 0.8%	0 0%	4 3%	0 0%	2 1%
Asian - Laotian	9 0.1%	1 0.2%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	247 3.5%	9 1.5%	3 2.4%	3 4.7%	1 0.8%	4 0.6%	5 2.6%
Asian - Other or Multiple	261 3.7%	18 3.1%	5 3.9%	1 1.6%	6 4.5%	9 1.4%	2 1%
Black or African American	1,056 14.8%	27 4.6%	4 3.1%	5 7.8%	9 6.8%	88 14%	42 21.9%
Hispanic or Latino	2,120 29.8%	80 13.6%	15 11.8%	8 12.5%	8 6.1%	98 15.6%	61 31.8%
Native American or Alaska Native	36 0.5%	2 0.3%	0 0%	0 0%	1 0.8%	7 1.1%	0 0%
Pacific Islander - Guamanian	7 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	49 0.7%	1 0.2%	0 0%	1 1.6%	0 0%	2 0.3%	1 0.5%
White	1,882 26.4%	319 54.3%	65 51.2%	32 50%	76 57.6%	352 56.1%	43 22.4%
Other or Multiple Race	240 3.4%	31 5.3%	2 1.6%	8 12.5%	9 6.8%	37 5.9%	10 5.2%
Total	7,119 100%	588 100%	127 100%	64 100%	132 100%	627 100%	192 100%

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

Table B
Fai-Fra

Group	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	45 61.6%	237 55.5%	133 51%	1,232 43%	888 47.2%	904 15.2%	3,736 60.6%
Men	28 38.4%	190 44.5%	128 49%	1,631 57%	992 52.8%	5,053 84.8%	2,428 39.4%
Persons with Disabilities	10 13.7%	51 11.9%	28 10.7%	288 10.1%	126 6.7%	766 12.9%	777 12.6%
Veterans	3 4.1%	9 2.1%	11 4.2%	138 4.8%	48 2.6%	295 5%	243 3.9%
Asian - Cambodian	0 0%	2 0.5%	0 0%	2 0.1%	3 0.2%	2 <0.1%	11 0.2%
Asian - Chinese	5 6.8%	42 9.8%	21 8%	70 2.4%	62 3.3%	43 0.7%	507 8.2%
Asian - Filipino	1 1.4%	17 4%	16 6.1%	40 1.4%	70 3.7%	61 1%	294 4.8%
Asian - Indian	3 4.1%	9 2.1%	39 14.9%	14 0.5%	31 1.6%	17 0.3%	257 4.2%
Asian - Japanese	1 1.4%	9 2.1%	5 1.9%	35 1.2%	32 1.7%	33 0.6%	67 1.1%
Asian - Korean	2 2.7%	2 0.5%	1 0.4%	8 0.3%	19 1%	12 0.2%	54 0.9%
Asian - Laotian	0 0%	0 0%	1 0.4%	4 0.1%	1 0.1%	1 <0.1%	16 0.3%
Asian - Vietnamese	0 0%	13 3%	9 3.4%	20 0.7%	36 1.9%	23 0.4%	269 4.4%
Asian - Other or Multiple	3 4.1%	33 7.7%	16 6.1%	57 2%	42 2.2%	37 0.6%	236 3.8%
Black or African American	3 4.1%	19 4.4%	27 10.3%	60 2.1%	74 3.9%	114 1.9%	669 10.9%
Hispanic or Latino	7 9.6%	62 14.5%	28 10.7%	283 9.9%	493 26.2%	971 16.3%	1,205 19.5%
Native American or Alaska Native	0 0%	1 0.2%	3 1.1%	17 0.6%	24 1.3%	71 1.2%	28 0.5%
Pacific Islander - Guamanian	0 0%	0 0%	1 0.4%	2 0.1%	6 0.3%	4 0.1%	9 0.1%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	1 <0.1%	2 0.1%	14 0.2%	7 0.1%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	1 <0.1%	1 0.1%	4 0.1%	4 0.1%
Pacific Islander - Other or Multiple	0 0%	3 0.7%	0 0%	8 0.3%	13 0.7%	8 0.1%	73 1.2%
White	46 63%	193 45.2%	82 31.4%	2,063 72.1%	890 47.3%	4,354 73.1%	2,274 36.9%
Other or Multiple Race	2 2.7%	22 5.2%	12 4.6%	178 6.2%	81 4.3%	188 3.2%	184 3%
Total	73 100%	427 100%	261 100%	2,863 100%	1,880 100%	5,957 100%	6,164 100%

Table B Gen-Hig

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

Group	General Services, Department of	Health & Human Services Agency	Health Benefit Exchange, California	Health Care Services, Department of	Health Planning & Development, Office of Statewide	High Speed Rail Authority, California	Highway Patrol, California
Women	1,314 38.2%	26 68.4%	715 64.5%	2,132 62.4%	185 44.8%	90 52.3%	2,325 22.1%
Men	2,127 61.8%	12 31.6%	394 35.5%	1,284 37.6%	228 55.2%	82 47.7%	8,179 77.9%
Persons with Disabilities	539 15.7%	8 21.1%	163 14.7%	486 14.2%	111 26.9%	26 15.1%	781 7.4%
Veterans	159 4.6%	1 2.6%	47 4.2%	119 3.5%	16 3.9%	4 2.3%	1,323 12.6%
Asian - Cambodian	3 0.1%	0 0%	6 0.5%	5 0.1%	1 0.2%	0 0%	2 <0.1%
Asian - Chinese	199 5.8%	0 0%	31 2.8%	325 9.5%	46 11.1%	11 6.4%	133 1.3%
Asian - Filipino	161 4.7%	4 10.5%	31 2.8%	245 7.2%	8 1.9%	10 5.8%	212 2%
Asian - Indian	68 2%	0 0%	23 2.1%	115 3.4%	16 3.9%	2 1.2%	57 0.5%
Asian - Japanese	48 1.4%	1 2.6%	6 0.5%	40 1.2%	3 0.7%	3 1.7%	66 0.6%
Asian - Korean	12 0.3%	0 0%	3 0.3%	28 0.8%	6 1.5%	1 0.6%	34 0.3%
Asian - Laotian	3 0.1%	0 0%	4 0.4%	7 0.2%	2 0.5%	0 0%	2 <0.1%
Asian - Vietnamese	54 1.6%	0 0%	25 2.3%	133 3.9%	4 1%	4 2.3%	43 0.4%
Asian - Other or Multiple	78 2.3%	1 2.6%	42 3.8%	175 5.1%	20 4.8%	4 2.3%	81 0.8%
Black or African American	565 16.4%	3 7.9%	115 10.4%	323 9.5%	31 7.5%	12 7%	484 4.6%
Hispanic or Latino	795 23.1%	5 13.2%	274 24.7%	542 15.9%	58 14%	32 18.6%	2,701 25.7%
Native American or Alaska Native	26 0.8%	0 0%	8 0.7%	15 0.4%	1 0.2%	0 0%	78 0.7%
Pacific Islander - Guamanian	4 0.1%	0 0%	1 0.1%	2 0.1%	0 0%	0 0%	8 0.1%
Pacific Islander - Hawaiian	4 0.1%	0 0%	0 0%	5 0.1%	1 0.2%	1 0.6%	17 0.2%
Pacific Islander - Samoan	0 0%	0 0%	1 0.1%	2 0.1%	0 0%	0 0%	8 0.1%
Pacific Islander - Other or Multiple	22 0.6%	1 2.6%	9 0.8%	26 0.8%	1 0.2%	4 2.3%	28 0.3%
White	1,276 37.1%	20 52.6%	474 42.7%	1,272 37.2%	199 48.2%	79 45.9%	6,347 60.4%
Other or Multiple Race	123 3.6%	3 7.9%	56 5%	156 4.6%	16 3.9%	9 5.2%	203 1.9%
Total	3,441 100%	38 100%	1,109 100%	3,416 100%	413 100%	172 100%	10,504 100%

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

Table B Hor-Ins

Group	Horse Racing Board, California	Housing & Community Development, Department of	Housing Finance Agency, California	Human Resources, California Department of	Industrial Relations, Department of	Inspector General, Office of the	Insurance, Department of
Women	26 59.1%	292 54.4%	127 68.3%	190 65.3%	1,649 60.4%	52 51.5%	667 55.9%
Men	18 40.9%	245 45.6%	59 31.7%	101 34.7%	1,083 39.6%	49 48.5%	527 44.1%
Persons with Disabilities	4 9.1%	123 22.9%	49 26.3%	58 19.9%	355 13%	38 37.6%	161 13.5%
Veterans	2 4.5%	28 5.2%	10 5.4%	13 4.5%	85 3.1%	3 3%	63 5.3%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%	4 0.1%	0 0%	3 0.3%
Asian - Chinese	0 0%	21 3.9%	9 4.8%	7 2.4%	194 7.1%	5 5%	136 11.4%
Asian - Filipino	2 4.5%	13 2.4%	4 2.2%	15 5.2%	317 11.6%	9 8.9%	115 9.6%
Asian - Indian	0 0%	13 2.4%	3 1.6%	7 2.4%	49 1.8%	3 3%	30 2.5%
Asian - Japanese	1 2.3%	4 0.7%	3 1.6%	1 0.3%	26 1%	0 0%	12 1%
Asian - Korean	0 0%	2 0.4%	0 0%	2 0.7%	41 1.5%	0 0%	17 1.4%
Asian - Laotian	0 0%	1 0.2%	1 0.5%	0 0%	3 0.1%	0 0%	1 0.1%
Asian - Vietnamese	0 0%	11 2%	3 1.6%	6 2.1%	53 1.9%	2 2%	23 1.9%
Asian - Other or Multiple	1 2.3%	10 1.9%	6 3.2%	8 2.7%	75 2.7%	5 5%	43 3.6%
Black or African American	3 6.8%	62 11.5%	20 10.8%	33 11.3%	223 8.2%	5 5%	105 8.8%
Hispanic or Latino	16 36.4%	102 19%	28 15.1%	48 16.5%	658 24.1%	13 12.9%	214 17.9%
Native American or Alaska Native	0 0%	3 0.6%	0 0%	2 0.7%	10 0.4%	1 1%	3 0.3%
Pacific Islander - Guamanian	0 0%	1 0.2%	0 0%	1 0.3%	1 <0.1%	0 0%	1 0.1%
Pacific Islander - Hawaiian	0 0%	2 0.4%	1 0.5%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	1 <0.1%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	5 0.9%	3 1.6%	1 0.3%	8 0.3%	0 0%	3 0.3%
White	20 45.5%	270 50.3%	96 51.6%	145 49.8%	981 35.9%	58 57.4%	443 37.1%
Other or Multiple Race	1 2.3%	17 3.2%	9 4.8%	15 5.2%	88 3.2%	0 0%	45 3.8%
Total	44 100%	537 100%	186 100%	291 100%	2,732 100%	101 100%	1,194 100%

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

Group	Justice, Department of	Legislative Counsel, Office of	Library, California State	Lottery, California State	Managed Health Care, Department of	Mental Health Services Oversight and Accountability Commission	Military Department
Women	2,685 59.7%	227 44.2%	80 70.2%	329 42%	276 63.9%	24 70.6%	97 35.3%
Men	1,809 40.3%	287 55.8%	34 29.8%	454 58%	156 36.1%	10 29.4%	178 64.7%
Persons with Disabilities	447 9.9%	85 16.5%	22 19.3%	157 20.1%	67 15.5%	9 26.5%	55 20%
Veterans	149 3.3%	22 4.3%	4 3.5%	38 4.9%	13 3%	0 0%	36 13.1%
Asian - Cambodian	2 <0.1%	1 0.2%	0 0%	3 0.4%	0 0%	0 0%	0 0%
Asian - Chinese	273 6.1%	31 6%	4 3.5%	27 3.4%	45 10.4%	2 5.9%	2 0.7%
Asian - Filipino	238 5.3%	20 3.9%	0 0%	36 4.6%	19 4.4%	2 5.9%	12 4.4%
Asian - Indian	102 2.3%	27 5.3%	0 0%	23 2.9%	19 4.4%	1 2.9%	2 0.7%
Asian - Japanese	73 1.6%	11 2.1%	1 0.9%	10 1.3%	3 0.7%	0 0%	2 0.7%
Asian - Korean	49 1.1%	4 0.8%	2 1.8%	6 0.8%	1 0.2%	0 0%	1 0.4%
Asian - Laotian	8 0.2%	1 0.2%	0 0%	1 0.1%	0 0%	0 0%	0 0%
Asian - Vietnamese	78 1.7%	15 2.9%	1 0.9%	14 1.8%	13 3%	0 0%	4 1.5%
Asian - Other or Multiple	123 2.7%	27 5.3%	4 3.5%	18 2.3%	22 5.1%	0 0%	4 1.5%
Black or African American	363 8.1%	52 10.1%	10 8.8%	64 8.2%	33 7.6%	1 2.9%	23 8.4%
Hispanic or Latino	834 18.6%	82 16%	18 15.8%	196 25%	58 13.4%	2 5.9%	54 19.6%
Native American or Alaska Native	24 0.5%	0 0%	0 0%	7 0.9%	1 0.2%	1 2.9%	0 0%
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%	0 0%	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	30 0.7%	4 0.8%	0 0%	3 0.4%	4 0.9%	0 0%	0 0%
White	2,151 47.9%	224 43.6%	66 57.9%	342 43.7%	192 44.4%	25 73.5%	152 55.3%
Other or Multiple Race	129 2.9%	15 2.9%	8 7%	31 4.0%	20 4.6%	0 0%	18 6.5%
Total	4,494 100%	514 100%	114 100%	783 100%	432 100%	34 100%	275 100%

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

Table B
Mot-Pri

Group	Motor Vehicles, Department of	Natural Resources Agency, California	Parks & Recreation, Department of	Peace Officer Standards and Training, Commission on	Personnel Board, State	Pesticide Regulation, Department of	Prison Industry Authority, California
Women	6,475 70%	29 78.4%	2,057 39.1%	57 53.3%	35 58.3%	217 55.5%	338 32%
Men	2,776 30%	8 21.6%	3,209 60.9%	50 46.7%	25 41.7%	174 44.5%	718 68%
Persons with Disabilities	1,454 15.7%	6 16.2%	171 3.2%	28 26.2%	14 23.3%	50 12.8%	46 4.4%
Veterans	308 3.3%	0 0%	119 2.3%	5 4.7%	7 11.7%	10 2.6%	39 3.7%
Asian - Cambodian	14 0.2%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.1%
Asian - Chinese	305 3.3%	0 0%	47 0.9%	7 6.5%	2 3.3%	31 7.9%	7 0.7%
Asian - Filipino	472 5.1%	0 0%	72 1.4%	3 2.8%	0 0%	9 2.3%	26 2.5%
Asian - Indian	181 2%	0 0%	11 0.2%	1 0.9%	1 1.7%	12 3.1%	5 0.5%
Asian - Japanese	70 0.8%	0 0%	25 0.5%	2 1.9%	1 1.7%	11 2.8%	1 0.1%
Asian - Korean	48 0.5%	1 2.7%	7 0.1%	0 0%	1 1.7%	3 0.8%	5 0.5%
Asian - Laotian	12 0.1%	0 0%	1 <0.1%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	167 1.8%	0 0%	28 0.5%	2 1.9%	1 1.7%	7 1.8%	6 0.6%
Asian - Other or Multiple	231 2.5%	1 2.7%	39 0.7%	5 4.7%	3 5%	15 3.8%	18 1.7%
Black or African American	1,654 17.9%	0 0%	108 2.1%	6 5.6%	4 6.7%	17 4.3%	81 7.7%
Hispanic or Latino	3,377 36.5%	3 8.1%	778 14.8%	13 12.1%	9 15%	53 13.6%	357 33.8%
Native American or Alaska Native	77 0.8%	0 0%	71 1.3%	2 1.9%	0 0%	2 0.5%	9 0.9%
Pacific Islander - Guamanian	16 0.2%	0 0%	2 <0.1%	0 0%	0 0%	0 0%	1 0.1%
Pacific Islander - Hawaiian	4 <0.1%	0 0%	14 0.3%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	25 0.3%	0 0%	2 <0.1%	0 0%	0 0%	1 0.3%	0 0%
Pacific Islander - Other or Multiple	53 0.6%	0 0%	12 0.2%	0 0%	0 0%	1 0.3%	5 0.5%
White	2,205 23.8%	31 83.8%	3,852 73.1%	62 57.9%	34 56.7%	208 53.2%	511 48.4%
Other or Multiple Race	340 3.7%	1 2.7%	197 3.7%	4 3.7%	4 6.7%	21 5.4%	23 2.2%
Total	9,251 100%	37 100%	5,266 100%	107 100%	60 100%	391 100%	1,056 100%

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

Table B
Pub-Reh

Group	Public Defender, Office of the State	Public Employees' Retirement System, California	Public Employment Relations Board	Public Health, California Department of	Public Utilities Commission, California	Real Estate, Department of	Rehabilitation, Department of
Women	39 61.9%	1,541 57%	28 52.8%	2,546 68.4%	504 46.3%	197 63.8%	1,347 72.3%
Men	24 38.1%	1,161 43%	25 47.2%	1,177 31.6%	585 53.7%	112 36.2%	517 27.7%
Persons with Disabilities	8 12.7%	391 14.5%	14 26.4%	565 15.2%	113 10.4%	32 10.4%	575 30.8%
Veterans	3 4.8%	106 3.9%	2 3.8%	145 3.9%	33 3%	10 3.2%	46 2.5%
Asian - Cambodian	0 0%	5 0.2%	0 0%	5 0.1%	2 0.2%	0 0%	8 0.4%
Asian - Chinese	0 0%	215 8%	3 5.7%	256 6.9%	173 15.9%	27 8.7%	70 3.8%
Asian - Filipino	1 1.6%	120 4.4%	5 9.4%	368 9.9%	64 5.9%	18 5.8%	95 5.1%
Asian - Indian	0 0%	119 4.4%	0 0%	94 2.5%	34 3.1%	7 2.3%	30 1.6%
Asian - Japanese	0 0%	57 2.1%	2 3.8%	55 1.5%	14 1.3%	4 1.3%	15 0.8%
Asian - Korean	0 0%	14 0.5%	3 5.7%	26 0.7%	13 1.2%	2 0.6%	13 0.7%
Asian - Laotian	0 0%	4 0.1%	0 0%	4 0.1%	1 0.1%	0 0%	1 0.1%
Asian - Vietnamese	0 0%	99 3.7%	1 1.9%	84 2.3%	16 1.5%	4 1.3%	27 1.4%
Asian - Other or Multiple	1 1.6%	107 4%	2 3.8%	133 3.6%	47 4.3%	15 4.9%	63 3.4%
Black or African American	6 9.5%	222 8.2%	1 1.9%	433 11.6%	93 8.5%	40 12.9%	216 11.6%
Hispanic or Latino	8 12.7%	432 16%	7 13.2%	592 15.9%	134 12.3%	61 19.7%	500 26.8%
Native American or Alaska Native	0 0%	9 0.3%	0 0%	17 0.5%	3 0.3%	2 0.6%	15 0.8%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	3 0.1%	0 0%	0 0%	1 0.1%
Pacific Islander - Hawaiian	0 0%	3 0.1%	0 0%	3 0.1%	0 0%	0 0%	2 0.1%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	1 <0.1%	0 0%	1 0.3%	0 0%
Pacific Islander - Other or Multiple	0 0%	16 0.6%	0 0%	18 0.5%	2 0.2%	2 0.6%	3 0.2%
White	44 69.8%	1,147 42.5%	27 50.9%	1,470 39.5%	453 41.6%	120 38.8%	722 38.7%
Other or Multiple Race	3 4.8%	133 4.9%	2 3.8%	161 4.3%	40 3.7%	6 1.9%	83 4.5%
Total	63 100%	2,702 100%	53 100%	3,723 100%	1,089 100%	309 100%	1,864 100%

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

Table B
Res-Sta

Group	Resources Recycling & Recovery, Department of	San Francisco Bay Conservation & Development Commission	Science Center, California	Secretary of State	Sierra Nevada Conservancy	Social Services, Department of	State & Community Corrections, Board of
Women	388 56.2%	27 60%	40 32.3%	267 57.5%	24 70.6%	2,977 70.6%	56 68.3%
Men	302 43.8%	18 40%	84 67.7%	197 42.5%	10 29.4%	1,240 29.4%	26 31.7%
Persons with Disabilities	179 25.9%	1 2.2%	8 6.5%	78 16.8%	4 11.8%	442 10.5%	14 17.1%
Veterans	32 4.6%	0 0%	5 4%	20 4.3%	1 2.9%	111 2.6%	3 3.7%
Asian - Cambodian	2 0.3%	0 0%	0 0%	0 0%	0 0%	8 0.2%	0 0%
Asian - Chinese	41 5.9%	4 8.9%	3 2.4%	29 6.3%	0 0%	194 4.6%	1 1.2%
Asian - Filipino	27 3.9%	1 2.2%	4 3.2%	30 6.5%	0 0%	264 6.3%	2 2.4%
Asian - Indian	15 2.2%	1 2.2%	2 1.6%	9 1.9%	0 0%	77 1.8%	2 2.4%
Asian - Japanese	8 1.2%	0 0%	0 0%	9 1.9%	0 0%	44 1%	1 1.2%
Asian - Korean	1 0.1%	0 0%	1 0.8%	2 0.4%	0 0%	31 0.7%	0 0%
Asian - Laotian	0 0%	0 0%	0 0%	1 0.2%	0 0%	5 0.1%	0 0%
Asian - Vietnamese	7 1%	0 0%	1 0.8%	5 1.1%	0 0%	47 1.1%	3 3.7%
Asian - Other or Multiple	29 4.2%	1 2.2%	0 0%	19 4.1%	0 0%	195 4.6%	2 2.4%
Black or African American	48 7%	4 8.9%	33 26.6%	50 10.8%	0 0%	615 14.6%	10 12.2%
Hispanic or Latino	114 16.5%	4 8.9%	55 44.4%	83 17.9%	4 11.8%	894 21.2%	11 13.4%
Native American or Alaska Native	2 0.3%	0 0%	1 0.8%	5 1.1%	0 0%	17 0.4%	2 2.4%
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%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	1 0.2%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	5 0.7%	0 0%	0 0%	4 0.9%	0 0%	20 0.5%	0 0%
White	362 52.5%	30 66.7%	19 15.3%	194 41.8%	28 82.4%	1,503 35.6%	45 54.9%
Other or Multiple Race	29 4.2%	0 0%	5 4%	23 5%	2 5.9%	300 7.1%	3 3.7%
Total	690 100%	45 100%	124 100%	464 100%	34 100%	4,217 100%	82 100%

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

Table B
Sta-Tax

Group	State Audits, Bureau of	State Hospitals, Department of	State Lands Commission	Student Aid Commission, California	Systems Integration, Office of	Tahoe Conservancy, California	Tax & Fee Administration, California Department of
Women	98 54.1%	5,848 55.3%	91 44.2%	62 59.6%	172 56.4%	11 33.3%	2,272 59.7%
Men	83 45.9%	4,735 44.7%	115 55.8%	42 40.4%	133 43.6%	22 66.7%	1,536 40.3%
Persons with Disabilities	29 16%	1,009 9.5%	54 26.2%	15 14.4%	39 12.8%	4 12.1%	881 23.1%
Veterans	2 1.1%	346 3.3%	18 8.7%	7 6.7%	10 3.3%	0 0%	138 3.6%
Asian - Cambodian	0 0%	10 0.1%	0 0%	0 0%	0 0%	0 0%	6 0.2%
Asian - Chinese	9 5%	161 1.5%	10 4.9%	3 2.9%	17 5.6%	0 0%	345 9.1%
Asian - Filipino	2 1.1%	1,764 16.7%	8 3.9%	7 6.7%	10 3.3%	0 0%	201 5.3%
Asian - Indian	3 1.7%	264 2.5%	6 2.9%	5 4.8%	33 10.8%	0 0%	111 2.9%
Asian - Japanese	0 0%	58 0.5%	3 1.5%	1 1%	4 1.3%	0 0%	48 1.3%
Asian - Korean	3 1.7%	64 0.6%	1 0.5%	0 0%	1 0.3%	0 0%	49 1.3%
Asian - Laotian	0 0%	6 0.1%	0 0%	0 0%	0 0%	0 0%	9 0.2%
Asian - Vietnamese	2 1.1%	152 1.4%	1 0.5%	2 1.9%	7 2.3%	0 0%	126 3.3%
Asian - Other or Multiple	3 1.7%	300 2.8%	4 1.9%	5 4.8%	7 2.3%	0 0%	138 3.6%
Black or African American	5 2.8%	1,579 14.9%	9 4.4%	7 6.7%	28 9.2%	0 0%	333 8.7%
Hispanic or Latino	16 8.8%	2,475 23.4%	36 17.5%	32 30.8%	39 12.8%	2 6.1%	907 23.8%
Native American or Alaska Native	1 0.6%	45 0.4%	1 0.5%	1 1.0%	4 1.3%	0 0%	23 0.6%
Pacific Islander - Guamanian	0 0%	4 <0.1%	0 0%	0 0%	0 0%	0 0%	3 0.1%
Pacific Islander - Hawaiian	0 0%	5 <0.1%	1 0.5%	1 1%	1 0.3%	0 0%	3 0.1%
Pacific Islander - Samoan	0 0%	1 <0.1%	0 0%	0 0%	0 0%	0 0%	2 0.1%
Pacific Islander - Other or Multiple	2 1.1%	26 0.2%	1 0.5%	0 0%	2 0.7%	0 0%	25 0.7%
White	129 71.3%	3,466 32.8%	119 57.8%	36 34.6%	137 44.9%	30 90.9%	1,352 35.5%
Other or Multiple Race	6 3.3%	203 1.9%	6 2.9%	4 3.8%	15 4.9%	1 3%	127 3.3%
Total	181 100%	10,583 100%	206 100%	104 100%	305 100%	33 100%	3,808 100%

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

Table B
Tax-Tra

Group	Tax Appeals, Office of	Tax Credit Allocation Committee, California	Teachers' Retirement System, California State	Technology, Department of	Toxic Substances Control, Department of	Transportation Agency, California State	Transportation, Department of
Women	35 56.5%	21 47.7%	679 57.9%	355 41.9%	456 51.3%	26 61.9%	5,184 25.3%
Men	27 43.5%	23 52.3%	494 42.1%	493 58.1%	433 48.7%	16 38.1%	15,319 74.7%
Persons with Disabilities	10 16.1%	3 6.8%	169 14.4%	112 13.2%	161 18.1%	6 14.3%	2,586 12.6%
Veterans	4 6.5%	2 4.5%	31 2.6%	63 7.4%	33 3.7%	0 0%	809 3.9%
Asian - Cambodian	0 0%	0 0%	4 0.3%	1 0.1%	0 0%	0 0%	26 0.1%
Asian - Chinese	2 3.2%	4 9.1%	85 7.2%	64 7.5%	75 8.4%	0 0%	1,135 5.5%
Asian - Filipino	0 0%	1 2.3%	55 4.7%	29 3.4%	37 4.2%	1 2.4%	902 4.4%
Asian - Indian	3 4.8%	0 0%	31 2.6%	44 5.2%	30 3.4%	0 0%	672 3.3%
Asian - Japanese	0 0%	0 0%	20 1.7%	23 2.7%	15 1.7%	0 0%	143 0.7%
Asian - Korean	2 3.2%	0 0%	7 0.6%	2 0.2%	11 1.2%	0 0%	122 0.6%
Asian - Laotian	0 0%	0 0%	1 0.1%	3 0.4%	2 0.2%	0 0%	20 0.1%
Asian - Vietnamese	2 3.2%	2 4.5%	33 2.8%	20 2.4%	16 1.8%	2 4.8%	752 3.7%
Asian - Other or Multiple	3 4.8%	4 9.1%	59 5%	37 4.4%	44 4.9%	5 11.9%	994 4.8%
Black or African American	8 12.9%	4 9.1%	76 6.5%	77 9.1%	62 7%	5 11.9%	1,639 8%
Hispanic or Latino	9 14.5%	14 31.8%	201 17.1%	123 14.5%	136 15.3%	8 19%	4,080 19.9%
Native American or Alaska Native	0 0%	0 0%	6 0.5%	6 0.7%	2 0.2%	0 0%	167 0.8%
Pacific Islander - Guamanian	0 0%	0 0%	3 0.3%	0 0%	0 0%	0 0%	18 0.1%
Pacific Islander - Hawaiian	0 0%	0 0%	1 0.1%	2 0.2%	1 0.1%	0 0%	20 0.1%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	17 0.1%
Pacific Islander - Other or Multiple	0 0%	0 0%	8 0.7%	1 0.1%	5 0.6%	0 0%	85 0.4%
White	29 46.8%	13 29.5%	537 45.8%	372 43.9%	414 46.6%	17 40.5%	8,697 42.4%
Other or Multiple Race	4 6.5%	2 4.5%	46 3.9%	44 5.2%	39 4.4%	4 9.5%	1,014 4.9%
Total	62 100%	44 100%	1,173 100%	848 100%	889 100%	42 100%	20,503 100%

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

Group	Treasurer, Office of the State	Unemployment Insurance Appeals Board, California	Veterans Affairs, California Department of	Victim Compensation Board, California	Water Resources Control Board	Water Resources, Department of	Wildlife Conservation Board, California
Women	120 58.3%	218 63.6%	2,075 66.5%	157 71.7%	1,082 48.9%	1,024 32.7%	13 41.9%
Men	86 41.7%	125 36.4%	1,045 33.5%	62 28.3%	1,132 51.1%	2,109 67.3%	18 58.1%
Persons with Disabilities	29 14.1%	88 25.7%	295 9.5%	50 22.8%	381 17.2%	378 12.1%	6 19.4%
Veterans	9 4.4%	4 1.2%	168 5.4%	8 3.7%	60 2.7%	211 6.7%	2 6.5%
Asian - Cambodian	0 0%	0 0%	2 0.1%	0 0%	2 0.1%	1 <0.1%	0 0%
Asian - Chinese	28 13.6%	13 3.8%	37 1.2%	7 3.2%	132 6%	169 5.4%	0 0%
Asian - Filipino	16 7.8%	17 5%	725 23.2%	7 3.2%	73 3.3%	85 2.7%	0 0%
Asian - Indian	5 2.4%	1 0.3%	63 2%	5 2.3%	64 2.9%	102 3.3%	1 3.2%
Asian - Japanese	5 2.4%	4 1.2%	15 0.5%	2 0.9%	20 0.9%	35 1.1%	1 3.2%
Asian - Korean	2 1%	1 0.3%	17 0.5%	0 0%	17 0.8%	11 0.4%	0 0%
Asian - Laotian	1 0.5%	0 0%	1 <0.1%	0 0%	0 0%	1 <0.1%	0 0%
Asian - Vietnamese	6 2.9%	8 2.3%	26 0.8%	4 1.8%	30 1.4%	40 1.3%	0 0%
Asian - Other or Multiple	18 8.7%	2 0.6%	67 2.1%	10 4.6%	79 3.6%	139 4.4%	0 0%
Black or African American	18 8.7%	32 9.3%	435 13.9%	22 10%	92 4.2%	127 4.1%	1 3.2%
Hispanic or Latino	20 9.7%	88 25.7%	730 23.4%	50 22.8%	282 12.7%	485 15.5%	3 9.7%
Native American or Alaska Native	1 0.5%	0 0%	17 0.5%	0 0%	16 0.7%	28 0.9%	0 0%
Pacific Islander - Guamanian	0 0%	1 0.3%	1 <0.1%	0 0%	1 <0.1%	7 0.2%	0 0%
Pacific Islander - Hawaiian	1 0.5%	0 0%	3 0.1%	0 0%	0 0%	2 0.1%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	1 <0.1%	0 0%	1 <0.1%	1 <0.1%	0 0%
Pacific Islander - Other or Multiple	1 0.5%	3 0.9%	8 0.3%	0 0%	7 0.3%	17 0.5%	0 0%
White	75 36.4%	164 47.8%	887 28.4%	100 45.7%	1,285 58%	1,752 55.9%	25 80.6%
Other or Multiple Race	9 4.4%	9 2.6%	85 2.7%	12 5.5%	113 5.1%	131 4.2%	0 0%
Total	206 100%	343 100%	3,120 100%	219 100%	2,214 100%	3,133 100%	31 100%

Appendix

Table C

State Civil Service Composition by Age and Gender

Table C: State Civil Service Composition by Age and Gender

Table C
Age
<25-34

Group Type	Women Under 25	Men Under 25	Women 25-29	Men 25-29	Women 30-34	Men 30-34
Persons with Disabilities	107 3.6%	76 1.9%	468 5.6%	275 2.6%	879 7.8%	657 4.5%
Veterans	3 0.1%	18 0.5%	41 0.5%	274 2.6%	94 0.8%	664 4.5%
Asian - Cambodian	5 0.2%	4 0.1%	13 0.2%	13 0.1%	34 0.3%	25 0.2%
Asian - Chinese	101 3.4%	116 2.9%	325 3.9%	326 3.1%	475 4.2%	481 3.3%
Asian - Filipino	107 3.6%	76 1.9%	343 4.1%	371 3.5%	552 4.9%	618 4.2%
Asian - Indian	57 1.9%	60 1.5%	191 2.3%	174 1.6%	305 2.7%	250 1.7%
Asian - Japanese	21 0.7%	21 0.5%	50 0.6%	44 0.4%	71 0.6%	77 0.5%
Asian - Korean	4 0.1%	13 0.3%	39 0.5%	36 0.3%	59 0.5%	61 0.4%
Asian - Laotian	4 0.1%	1 <0.1%	9 0.1%	19 0.2%	21 0.2%	11 0.1%
Asian - Vietnamese	39 1.3%	55 1.4%	178 2.1%	163 1.5%	278 2.5%	230 1.6%
Asian - Other or Multiple	104 3.5%	108 2.7%	372 4.4%	467 4.4%	531 4.7%	606 4.1%
Black or African American	211 7.2%	184 4.6%	718 8.6%	569 5.3%	1,077 9.5%	888 6.1%
Hispanic or Latino	958 32.6%	1,349 34%	2,737 32.7%	3,859 36.1%	3,243 28.6%	4,361 29.8%
Native American or Alaska Native	28 1%	33 0.8%	73 0.9%	76 0.7%	87 0.8%	96 0.7%
Pacific Islander - Guamanian	1 <0.1%	6 0.2%	8 0.1%	5 <0.1%	10 0.1%	9 0.1%
Pacific Islander - Hawaiian	4 0.1%	3 0.1%	5 0.1%	8 0.1%	6 0.1%	14 0.1%
Pacific Islander - Samoan	2 0.1%	2 0.1%	6 0.1%	2 <0.1%	16 0.1%	5 <0.1%
Pacific Islander - Other or Multiple	15 0.5%	16 0.4%	49 0.6%	54 0.5%	67 0.6%	91 0.6%
White	1,092 37.1%	1,731 43.6%	2,817 33.6%	4,014 37.6%	4,043 35.7%	6,321 43.2%
Other or Multiple Race	189 6.4%	189 4.8%	444 5.3%	486 4.5%	449 4%	498 3.4%
Total	2,942 1.4%	3,967 1.8%	8,377 3.9%	10,686 4.9%	11,324 5.2%	14,642 6.8%

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	1,204	9.7%	851	5.3%	1,364	10.6%	1,020	6.3%	2,064	14%	1,415	8.1%
Veterans	129	1%	1,125	7.0%	147	1.1%	1,452	9%	206	1.4%	1,965	11.2%
Asian - Cambodian	35	0.3%	17	0.1%	17	0.1%	22	0.1%	17	0.1%	14	0.1%
Asian - Chinese	543	4.4%	480	3%	593	4.6%	467	2.9%	708	4.8%	515	2.9%
Asian - Filipino	705	5.7%	738	4.6%	962	7.5%	778	4.8%	1,195	8.1%	869	4.9%
Asian - Indian	382	3.1%	276	1.7%	389	3%	313	1.9%	304	2.1%	282	1.6%
Asian - Japanese	85	0.7%	89	0.6%	91	0.7%	102	0.6%	139	0.9%	118	0.7%
Asian - Korean	82	0.7%	90	0.6%	105	0.8%	100	0.6%	110	0.7%	125	0.7%
Asian - Laotian	28	0.2%	17	0.1%	18	0.1%	12	0.1%	16	0.1%	19	0.1%
Asian - Vietnamese	253	2%	227	1.4%	308	2.4%	269	1.7%	282	1.9%	356	2%
Asian - Other or Multiple	503	4%	502	3.1%	352	2.7%	383	2.4%	378	2.6%	464	2.6%
Black or African American	1,275	10.2%	1,003	6.3%	1,504	11.7%	1,152	7.1%	1,983	13.5%	1,483	8.4%
Hispanic or Latino	3,544	28.4%	4,682	29.3%	3,588	27.9%	4,722	29.3%	3,654	24.8%	4,458	25.4%
Native American or Alaska Native	90	0.7%	88	0.6%	98	0.8%	110	0.7%	103	0.7%	90	0.5%
Pacific Islander - Guamanian	10	0.1%	17	0.1%	21	0.2%	10	0.1%	8	0.1%	16	0.1%
Pacific Islander - Hawaiian	8	0.1%	13	0.1%	22	0.2%	22	0.1%	21	0.1%	11	0.1%
Pacific Islander - Samoan	12	0.1%	4	<0.1%	11	0.1%	9	0.1%	12	0.1%	11	0.1%
Pacific Islander - Other or Multiple	89	0.7%	99	0.6%	63	0.5%	70	0.4%	60	0.4%	74	0.4%
White	4,359	34.9%	7,092	44.4%	4,229	32.9%	7,094	44%	5,295	35.9%	8,163	46.5%
Other or Multiple Race	471	3.8%	527	3.3%	467	3.6%	505	3.1%	455	3.1%	501	2.9%
Total	12,474	5.8%	15,961	7.4%	12,838	5.9%	16,140	7.4%	14,740	6.8%	17,569	8.1%

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 Men	
Persons with Disabilities	2,739	17.9%	1,746	11.7%	2,609	20.7%	2,019	16.0%	1,582	23.7%	1,353	19.2%
Veterans	262	1.7%	1,685	11.3%	232	1.8%	1,338	10.6%	150	2.2%	856	12.1%
Asian - Cambodian	6	<0.1%	7	<0.1%	2	<0.1%	5	<0.1%	0	0%	1	<0.1%
Asian - Chinese	722	4.7%	488	3.3%	533	4.2%	473	3.7%	261	3.9%	256	3.6%
Asian - Filipino	1,237	8.1%	803	5.4%	1,032	8.2%	659	5.2%	644	9.6%	410	5.8%
Asian - Indian	247	1.6%	301	2%	156	1.2%	238	1.9%	80	1.2%	153	2.2%
Asian - Japanese	147	1%	141	0.9%	134	1.1%	160	1.3%	70	1%	72	1%
Asian - Korean	53	0.3%	72	0.5%	45	0.4%	43	0.3%	27	0.4%	20	0.3%
Asian - Laotian	5	<0.1%	4	<0.1%	2	<0.1%	5	<0.1%	0	<0.1%	1	<0.1%
Asian - Vietnamese	238	1.6%	225	1.5%	115	0.9%	153	1.2%	53	0.8%	70	1%
Asian - Other or Multiple	308	2%	404	2.7%	213	1.7%	330	2.6%	120	1.8%	210	3%
Black or African American	2,236	14.6%	1,485	9.9%	1,735	13.8%	1,269	10.1%	812	12.2%	720	10.2%
Hispanic or Latino	3,367	22%	3,352	22.4%	2,422	19.2%	2,262	17.9%	1,024	15.3%	1,023	14.5%
Native American or Alaska Native	79	0.5%	98	0.7%	69	0.5%	77	0.6%	35	0.5%	56	0.8%
Pacific Islander - Guamanian	10	0.1%	9	0.1%	20	0.2%	8	0.1%	3	<0.1%	4	0.1%
Pacific Islander - Hawaiian	12	0.1%	17	0.1%	9	0.1%	18	0.1%	7	0.1%	4	0.1%
Pacific Islander - Samoan	13	0.1%	8	0.1%	9	0.1%	3	<0.1%	1	<0.1%	4	0.1%
Pacific Islander - Other or Multiple	76	0.5%	63	0.4%	48	0.4%	43	0.3%	31	0.5%	19	0.3%
White	6,111	39.9%	7,016	47%	5,706	45.3%	6,497	51.5%	3,306	49.5%	3,793	53.8%
Other or Multiple Race	445	2.9%	446	3%	358	2.8%	376	3%	209	3.1%	237	3.4%
Total	15,312	7.1%	14,939	6.9%	12,608	5.8%	12,619	5.8%	6,683	3.1%	7,053	3.3%

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

Table C
Age
>64-Total

Group Type	Women Over 64		Men Over 64		Total Women		Total Men		Total	
Persons with Disabilities	619	24.3%	658	18.9%	13,635	13.7%	10,070	8.6%	23,705	10.9%
Veterans	48	1.9%	607	17.4%	1,312	1.3%	9,984	8.5%	11,296	5.2%
Asian - Cambodian	0	0%	1	< 0.1%	129	0.1%	109	0.1%	238	0.1%
Asian - Chinese	107	4.2%	146	4.2%	4,368	4.4%	3,748	3.2%	8,116	3.7%
Asian - Filipino	256	10%	181	5.2%	7,033	7%	5,503	4.7%	12,536	5.8%
Asian - Indian	38	1.5%	143	4.1%	2,149	2.2%	2,190	1.9%	4,339	2%
Asian - Japanese	33	1.3%	34	1%	841	0.8%	858	0.7%	1,699	0.8%
Asian - Korean	4	0.2%	21	0.6%	528	0.5%	581	0.5%	1,109	0.5%
Asian - Laotian	0	0%	0	0%	103	0.1%	89	0.1%	192	0.1%
Asian - Vietnamese	20	0.8%	49	1.4%	1,764	1.8%	1,797	1.5%	3,561	1.6%
Asian - Other or Multiple	39	1.5%	114	3.3%	2,920	2.9%	3,588	3.1%	6,508	3%
Black or African American	254	10%	275	7.9%	11,805	11.8%	9,028	7.7%	20,833	9.6%
Hispanic or Latino	258	10.1%	316	9.1%	24,795	24.8%	30,384	26%	55,179	25.4%
Native American or Alaska Native	10	0.4%	21	0.6%	672	0.7%	745	0.6%	1,417	0.7%
Pacific Islander - Guamanian	0	0%	2	0.1%	91	0.1%	86	0.1%	177	0.1%
Pacific Islander - Hawaiian	6	0.2%	5	0.1%	100	0.1%	115	0.1%	215	0.1%
Pacific Islander - Samoan	0	0%	0	0%	82	0.1%	48	<0.1%	130	0.1%
Pacific Islander - Other or Multiple	5	0.2%	6	0.2%	503	0.5%	535	0.5%	1,038	0.5%
White	1,447	56.8%	2,034	58.3%	38,405	38.5%	53,755	45.9%	92,160	42.5%
Other or Multiple Race	72	2.8%	139	4%	3,559	3.6%	3,904	3.3%	7,463	3.4%
Total	2,549	1.2%	3,487	1.6%	99,847	46%	117,063	54%	216,910	

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 and Maintenance Occupations		Business & Financial Operations Occupations		Community & Social Service Occupations		Computer & Mathematical Occupations		Construction & Extraction Occupations	
Women	2,623	21%	351	50.9%	899	29.9%	29,668	68%	2,596	48.2%	3,839	36.4%	322	4.6%
Men	9,842	79%	339	49.1%	2,105	70.1%	13,970	32%	2,793	51.8%	6,694	63.6%	6,707	95.4%
Persons with Disabilities	1,632	13.1%	97	14.1%	240	8%	6,860	15.7%	548	10.2%	1,441	13.7%	534	7.6%
Veterans	366	2.9%	30	4.3%	70	2.3%	1,541	3.5%	381	7.1%	710	6.7%	436	6.2%
Asian - Cambodian	24	0.2%	0	0%	2	0.1%	64	0.1%	5	0.1%	19	0.2%	0	0%
Asian - Chinese	1,183	9.5%	26	3.8%	50	1.7%	2,919	6.7%	55	1%	1,112	10.6%	13	0.2%
Asian - Filipino	645	5.2%	26	3.8%	173	5.8%	2,688	6.2%	128	2.4%	605	5.7%	127	1.8%
Asian - Indian	681	5.5%	1	0.1%	31	1%	960	2.2%	34	0.6%	709	6.7%	21	0.3%
Asian - Japanese	129	1%	6	0.9%	8	0.3%	526	1.2%	23	0.4%	187	1.8%	12	0.2%
Asian - Korean	129	1%	1	0.1%	1	<0.1%	313	0.7%	31	0.6%	54	0.5%	6	0.1%
Asian - Laotian	11	0.1%	0	0%	0	0%	62	0.1%	3	0.1%	19	0.2%	3	<0.1%
Asian - Vietnamese	709	5.7%	3	0.4%	6	0.2%	1,157	2.7%	30	0.6%	420	4%	20	0.3%
Asian - Other or Multiple	971	7.8%	9	1.3%	27	0.9%	1,704	3.9%	115	2.1%	559	5.3%	36	0.5%
Black or African American	503	4%	44	6.4%	626	20.8%	4,266	9.8%	838	15.6%	726	6.9%	653	9.3%
Hispanic or Latino	1,574	12.6%	119	17.2%	1,293	43%	9,111	20.9%	1,804	33.5%	1,307	12.4%	2,105	29.9%
Native American or Alaska Native	35	0.3%	4	0.6%	29	1%	214	0.5%	46	0.9%	44	0.4%	100	1.4%
Pacific Islander - Guamanian	5	<0.1%	0	0%	2	0.1%	44	0.1%	5	0.1%	17	0.2%	12	0.2%
Pacific Islander - Hawaiian	4	<0.1%	0	0%	5	0.2%	50	0.1%	4	0.1%	6	0.1%	9	0.1%
Pacific Islander - Samoan	2	<0.1%	0	0%	2	0.1%	23	0.1%	3	0.1%	3	<0.1%	9	0.1%
Pacific Islander - Other or Multiple	33	0.3%	1	0.1%	21	0.7%	310	0.7%	20	0.4%	72	0.7%	32	0.5%
White	5,129	41.1%	426	61.7%	645	21.5%	17,387	39.8%	2,053	38.1%	4,236	40.2%	3,591	51.1%
Other or Multiple Race	698	5.6%	24	3.5%	83	2.8%	1,840	4.2%	192	3.6%	438	4.2%	280	4%
Total	12,465	5.7%	690	0.3%	3,004	1.4%	43,638	20.1%	5,389	2.5%	10,533	4.9%	7,029	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	1,097 52%	352 36.5%	1,172 49.3%	11,635 64.6%	1,565 84.1%	250 7.6%	2,676 56.9%
Men	1,011 48%	612 63.5%	1,205 50.7%	6,373 35.4%	295 15.9%	3,037 92.4%	2,027 43.1%
Persons with Disabilities	254 12%	33 3.4%	159 6.7%	1,161 6.4%	47 2.5%	273 8.3%	576 12.2%
Veterans	114 5.4%	29 3%	142 6%	470 2.6%	8 0.4%	271 8.2%	117 2.5%
Asian - Cambodian	2 0.1%	2 0.2%	4 0.2%	26 0.1%	6 0.3%	0 0%	1 <0.1%
Asian - Chinese	19 0.9%	13 1.3%	32 1.3%	391 2.2%	5 0.3%	20 0.6%	237 5%
Asian - Filipino	38 1.8%	30 3.1%	327 13.8%	3,576 19.9%	399 21.5%	78 2.4%	116 2.5%
Asian - Indian	19 0.9%	2 0.2%	36 1.5%	666 3.7%	76 4.1%	14 0.4%	75 1.6%
Asian - Japanese	7 0.3%	9 0.9%	4 0.2%	86 0.5%	3 0.2%	15 0.5%	63 1.3%
Asian - Korean	4 0.2%	9 0.9%	6 0.3%	131 0.7%	2 0.1%	4 0.1%	118 2.5%
Asian - Laotian	1 <0.1%	0 0%	0 0%	15 0.1%	0 0%	1 <0.1%	0 0%
Asian - Vietnamese	4 0.2%	17 1.8%	17 0.7%	336 1.9%	1 0.1%	16 0.5%	50 1.1%
Asian - Other or Multiple	31 1.5%	19 2%	27 1.1%	719 4%	53 2.8%	24 0.7%	95 2%
Black or African American	174 8.3%	25 2.6%	269 11.3%	2,888 16%	349 18.8%	119 3.6%	265 5.6%
Hispanic or Latino	416 19.7%	304 31.5%	909 38.2%	3,420 19%	547 29.4%	815 24.8%	485 10.3%
Native American or Alaska Native	17 0.8%	13 1.3%	18 0.8%	77 0.4%	18 1%	49 1.5%	20 0.4%
Pacific Islander - Guamanian	0 0%	4 0.4%	0 0%	9 <0.1%	0 0%	4 0.1%	0 0%
Pacific Islander - Hawaiian	3 0.1%	1 0.1%	2 0.1%	11 0.1%	0 0%	5 0.2%	4 0.1%
Pacific Islander - Samoan	1 <0.1%	0 0%	0 0%	9 0%	0 0%	1 <0.1%	1 <0.1%
Pacific Islander - Other or Multiple	3 0.1%	5 0.5%	14 0.6%	74 0.4%	11 0.6%	8 0.2%	11 0.2%
White	1,293 61.3%	467 48.4%	666 28%	5,222 29.0%	356 19.1%	1,990 60.5%	2,998 63.7%
Other or Multiple Race	76 3.6%	44 4.6%	46 1.9%	352 2%	34 1.8%	124 3.8%	164 3.5%
Total	2,108 1%	964 0.4%	2,377 1.1%	18,008 8.3%	1,860 0.9%	3,287 1.5%	4,703 2.2%

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

Table D
Lif-Pro

Group Type	Life, Physical, & Social Science Occupations		Management Occupations		Office & Administrative Support Occupations		Personal Care & Service Occupations		Production Occupations		Protective Service Occupations	
Women	5,021	51.5%	3,138	45%	23,547	74.8%	256	68.8%	174	10.1%	5,803	13.3%
Men	4,727	48.5%	3,838	55%	7,924	25.2%	116	31.2%	1,548	89.9%	37,801	86.7%
Persons with Disabilities	1,109	11.4%	1,039	14.9%	5,247	16.7%	47	12.6%	155	9.0%	1,437	3.3%
Veterans	243	2.5%	401	5.7%	1,139	3.6%	14	3.8%	243	14.1%	4,339	10%
Asian - Cambodian	9	0.1%	1	<0.1%	44	0.1%	0	0%	0	0%	19	<0.1%
Asian - Chinese	468	4.8%	314	4.5%	848	2.7%	4	1.1%	11	0.6%	200	0.5%
Asian - Filipino	187	1.9%	208	3%	1,893	6%	34	9.1%	74	4.3%	916	2.1%
Asian - Indian	191	2%	228	3.3%	353	1.1%	0	0%	19	1.1%	77	0.2%
Asian - Japanese	141	1.4%	113	1.6%	190	0.6%	3	0.8%	5	0.3%	131	0.3%
Asian - Korean	71	0.7%	30	0.4%	90	0.3%	1	0.3%	8	0.5%	74	0.2%
Asian - Laotian	4	<0.1%	2	<0.1%	49	0.2%	0	0%	1	0.1%	18	<0.1%
Asian - Vietnamese	81	0.8%	66	0.9%	439	1.4%	1	0.3%	15	0.9%	103	0.2%
Asian - Other or Multiple	275	2.8%	163	2.3%	661	2.1%	7	1.9%	24	1.4%	831	1.9%
Black or African American	401	4.1%	500	7.2%	4,709	15%	37	9.9%	98	5.7%	2,723	6.2%
Hispanic or Latino	1,090	11.2%	983	14.1%	10,227	32.5%	76	20.4%	466	27.1%	16,394	37.6%
Native American or Alaska Native	57	0.6%	35	0.5%	295	0.9%	5	1.3%	22	1.3%	254	0.6%
Pacific Islander - Guamanian	4	<0.1%	6	0.1%	37	0.1%	1	0.3%	5	0.3%	19	<0.1%
Pacific Islander - Hawaiian	10	0.1%	9	0.1%	28	0.1%	0	0%	2	0.1%	53	0.1%
Pacific Islander - Samoan	3	<0.1%	2	<0.1%	51	0.2%	0	0%	0	0%	16	<0.1%
Pacific Islander - Other or Multiple	27	0.3%	23	0.3%	168	0.5%	0	0%	4	0.2%	168	0.4%
White	6,220	63.8%	4,019	57.6%	10,326	32.8%	192	51.6%	917	53.3%	20,716	47.5%
Other or Multiple Race	509	5.2%	274	3.9%	1,063	3.4%	11	3%	51	3%	892	2%
Total	9,748	4.5%	6,976	3.2%	31,471	14.5%	372	0.2%	1,722	0.8%	43,604	20.1%

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	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Women	809	48.8%	241	13.6%	1,813	51.3%	99,847	46%
Men	849	51.2%	1,530	86.4%	1,720	48.7%	117,063	54%
Persons with Disabilities	296	17.9%	142	8.0%	378	10.7%	23,705	10.9%
Veterans	54	3.3%	157	8.9%	21	0.6%	11,296	5.2%
Asian - Cambodian	3	0.2%	1	0.1%	6	0.2%	238	0.1%
Asian - Chinese	103	6.2%	15	0.8%	78	2.2%	8,116	3.7%
Asian - Filipino	148	8.9%	59	3.3%	61	1.7%	12,536	5.8%
Asian - Indian	81	4.9%	17	1%	48	1.4%	4,339	2%
Asian - Japanese	10	0.6%	7	0.4%	21	0.6%	1,699	0.8%
Asian - Korean	15	0.9%	2	0.1%	9	0.3%	1,109	0.5%
Asian - Laotian	0	0%	0	0%	3	0.1%	192	0.1%
Asian - Vietnamese	17	1%	6	0.3%	47	1.3%	3,561	1.6%
Asian - Other or Multiple	61	3.7%	16	0.9%	81	2.3%	6,508	3.0%
Black or African American	208	12.5%	114	6.4%	298	8.4%	20,833	9.6%
Hispanic or Latino	334	20.1%	547	30.9%	853	24.1%	55,179	25.4%
Native American or Alaska Native	5	0.3%	19	1.1%	41	1.2%	1,417	0.7%
Pacific Islander - Guamanian	1	0.1%	1	0.1%	1	<0.1%	177	0.1%
Pacific Islander - Hawaiian	1	0.1%	5	0.3%	3	0.1%	215	0.1%
Pacific Islander - Samoan	0	0%	1	0.1%	3	0.1%	130	0.1%
Pacific Islander - Other or Multiple	9	0.5%	6	0.3%	18	0.5%	1,038	0.5%
White	603	36.4%	888	50.1%	1,820	51.5%	92,160	42.5%
Other or Multiple Race	59	3.6%	67	3.8%	142	4%	7,463	3.4%
Total	1,658	0.8%	1,771	0.8%	3,533	1.6%	216,910	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	2 40%	255 69.9%	3,160 56.8%	8,892 58.2%	15,730 61.5%	11,671 48.5%	13,772 50.4%	13,108 48.2%
Men	3 60%	110 30.1%	2,401 43.2%	6,379 41.8%	9,844 38.5%	12,391 51.5%	13,535 49.6%	14,108 51.8%
Persons with Disabilities	1 20%	23 6.3%	271 4.9%	1,079 7.1%	3,430 13.4%	2,761 11.5%	3,049 11.2%	3,339 12.3%
Veterans	0 0%	2 0.5%	40 0.7%	218 1.4%	860 3.4%	1,081 4.5%	1,197 4.4%	1,480 5.4%
Asian - Cambodian	0 0%	0 0%	6 0.1%	29 0.2%	35 0.1%	28 0.1%	34 0.1%	28 0.1%
Asian - Chinese	0 0%	7 1.9%	161 2.9%	329 2.2%	704 2.8%	741 3.1%	873 3.2%	1,017 3.7%
Asian - Filipino	0 0%	60 16.4%	175 3.1%	1,115 7.3%	1,678 6.6%	1,145 4.8%	1,879 6.9%	1,418 5.2%
Asian - Indian	1 20%	5 1.4%	68 1.2%	268 1.8%	376 1.5%	330 1.4%	502 1.8%	486 1.8%
Asian - Japanese	0 0%	0 0%	31 0.6%	82 0.5%	135 0.5%	134 0.6%	174 0.6%	245 0.9%
Asian - Korean	0 0%	2 0.5%	11 0.2%	58 0.4%	79 0.3%	90 0.4%	112 0.4%	123 0.5%
Asian - Laotian	0 0%	0 0%	3 0.1%	18 0.1%	41 0.2%	27 0.1%	19 0.1%	27 0.1%
Asian - Vietnamese	0 0%	2 0.5%	61 1.1%	200 1.3%	359 1.4%	404 1.7%	448 1.6%	419 1.5%
Asian - Other or Multiple	0 0%	5 1.4%	130 2.3%	395 2.6%	640 2.5%	641 2.7%	894 3.3%	912 3.4%
Black or African American	0 0%	43 11.8%	573 10.3%	2,066 13.5%	3,264 12.8%	2,385 9.9%	2,882 10.6%	2,439 9.0%
Hispanic or Latino	1 20%	118 32.3%	1,287 23.1%	4,718 30.9%	7,767 30.4%	7,395 30.7%	6,814 25.0%	7,454 27.4%
Native American or Alaska Native	1 20%	3 0.8%	74 1.3%	133 0.9%	265 1%	187 0.8%	193 0.7%	165 0.6%
Pacific Islander - Guamanian	0 0%	0 0%	2 <0.1%	19 0.1%	23 0.1%	29 0.1%	26 0.1%	18 0.1%
Pacific Islander - Hawaiian	1 20%	1 0.3%	5 0.1%	13 0.1%	27 0.1%	26 0.1%	29 0.1%	32 0.1%
Pacific Islander - Samoan	0 0%	0 0%	4 0.1%	14 0.1%	38 0.1%	16 0.1%	22 0.1%	9 <0.1%
Pacific Islander - Other or Multiple	0 0%	2 0.5%	26 0.5%	103 0.7%	152 0.6%	119 0.5%	149 0.5%	156 0.6%
White	0 0%	102 27.9%	2,605 46.8%	5,107 33.4%	9,009 35.2%	9,598 39.9%	11,349 41.6%	11,321 41.6%
Other or Multiple Race	1 0%	15 4.1%	339 6.1%	604 4%	982 3.8%	767 3.2%	908 3.3%	947 3.5%
Total	5 <0.1%	365 0.2%	5,561 2.6%	15,271 7%	25,574 11.8%	24,062 11.1%	27,307 12.6%	27,216 12.5%

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

Table E
\$80,001
- \$130,000⁺

Group Type	\$80,001 - \$90,000	\$90,001 - \$100,000	\$100,001 - \$110,000	\$110,001 - \$120,000	\$120,001 - \$130,000	Over \$130,000	Total
Women	10,909 35.3%	7,143 41.9%	4,609 29.7%	4,483 38.5%	1,903 39.9%	4,210 36.2%	99,847 46%
Men	20,021 64.7%	9,919 58.1%	1,0924 70.3%	7,158 61.5%	2,863 60.1%	7,407 63.8%	117,063 54%
Persons with Disabilities	2,979 9.6%	2,153 12.6%	1,428 9.2%	1,238 10.6%	487 10.2%	1,467 12.6%	23,705 10.9%
Veterans	2,478 8%	1,162 6.8%	1,412 9.1%	553 4.8%	313 6.6%	500 4.3%	11,296 5.2%
Asian - Cambodian	22 0.1%	17 0.1%	23 0.1%	12 0.1%	2 <0.1%	2 <0.1%	238 0.1%
Asian - Chinese	1,042 3.4%	1,017 6%	637 4.1%	709 6.1%	155 3.3%	724 6.2%	8,116 3.7%
Asian - Filipino	1,536 5%	756 4.4%	703 4.5%	1,443 12.4%	222 4.7%	406 3.5%	12,536 5.8%
Asian - Indian	394 1.3%	456 2.7%	384 2.5%	483 4.1%	79 1.7%	507 4.4%	4,339 2%
Asian - Japanese	208 0.7%	227 1.3%	149 1%	108 0.9%	47 1%	159 1.4%	1,699 0.8%
Asian - Korean	122 0.4%	93 0.5%	102 0.7%	127 1.1%	50 1%	140 1.2%	1,109 0.5%
Asian - Laotian	21 0.1%	18 0.1%	9 0.1%	7 0.1%	2 <0.1%	0 0%	192 0.1%
Asian - Vietnamese	338 1.1%	343 2%	353 2.3%	358 3.1%	44 0.9%	232 2%	3,561 1.6%
Asian - Other or Multiple	786 2.5%	508 3%	453 2.9%	562 4.8%	114 2.4%	468 4%	6,508 3%
Black or African American	2,872 9.3%	1,370 8%	1,144 7.4%	813 7%	324 6.8%	658 5.7%	20,833 9.6%
Hispanic or Latino	9,410 30.4%	3,573 20.9%	3,209 20.7%	1,594 13.7%	739 15.5%	1,100 9.5%	55,179 25.4%
Native American or Alaska Native	137 0.4%	75 0.4%	77 0.5%	47 0.4%	24 0.5%	36 0.3%	1,417 0.7%
Pacific Islander - Guamanian	21 0.1%	12 0.1%	13 0.1%	10 0.1%	1 <0.1%	3 <0.1%	177 0.1%
Pacific Islander - Hawaiian	36 0.1%	12 0.1%	12 0.1%	10 0.1%	4 0.1%	7 0.1%	215 0.1%
Pacific Islander - Samoan	13 <0.1%	5 <0.1%	7 <0.1%	2 <0.1%	0 0%	0 0%	130 0.1%
Pacific Islander - Other or Multiple	149 0.5%	63 0.4%	52 0.3%	35 0.3%	13 0.3%	19 0.2%	1,038 0.5%
White	12,905 41.7%	7,927 46.5%	7,766 50%	4,894 42%	2,822 59.2%	6,755 58.1%	92,160 42.5%
Other or Multiple Race	918 3%	590 3.5%	440 2.8%	427 3.7%	124 2.6%	401 3.5%	7,463 3.4%
Total	30,930 14.3%	17,062 7.9%	15,533 7.2%	11,641 5.4%	4,766 2.2%	11,617 5.4%	21,6910 100%

Appendix

Table F

State Civil Service Composition by Job Category and Salary

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

Table F
Architects
& Engineers

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	10	58.8%	33	32%	27	22.9%	41	34.7%	271	25.1%	160	30.6%
Men	7	41.2%	70	68%	91	77.1%	77	65.3%	808	74.9%	363	69.4%
Persons with Disabilities	1	5.9%	2	1.9%	3	2.5%	13	11%	127	11.8%	36	6.9%
Veterans	0	0%	0	0%	0	0%	4	3.4%	55	5.1%	15	2.9%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	2	0.2%	1	0.2%
Asian - Chinese	3	17.6%	2	1.9%	4	3.4%	6	5.1%	72	6.7%	50	9.6%
Asian - Filipino	3	17.6%	3	2.9%	10	8.5%	5	4.2%	64	5.9%	25	4.8%
Asian - Indian	1	5.9%	4	3.9%	7	5.9%	4	3.4%	44	4.1%	29	5.5%
Asian - Japanese	0	0%	0	0%	1	0.8%	1	0.8%	7	0.6%	6	1.1%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	4	0.4%	3	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	1	0.1%	1	0.2%
Asian - Vietnamese	1	5.9%	6	5.8%	7	5.9%	5	4.2%	53	4.9%	31	5.9%
Asian - Other or Multiple	0	0%	6	5.8%	11	9.3%	7	5.9%	83	7.7%	45	8.6%
Black or African American	0	0%	8	7.8%	6	5.1%	5	4.2%	66	6.1%	19	3.6%
Hispanic or Latino	1	5.9%	30	29.1%	15	12.7%	18	15.3%	200	18.5%	86	16.4%
Native American or Alaska Native	0	0%	1	1%	1	0.8%	1	0.8%	8	0.7%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	1.0%	0	0%	0	0%	3	0.3%	1	0.2%
White	6	35.3%	32	31.1%	42	35.6%	61	51.7%	375	34.8%	182	34.8%
Other or Multiple Race	2	11.8%	10	9.7%	14	11.9%	5	4.2%	94	8.7%	44	8.4%
Total	17	0%	103	<0.1%	118	0.1%	118	0.1%	1,079	0.5%	523	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	141	28.8%	148	29.7%	492	21.2%	719	18.1%	87	17.1%	494	18.2%
Men	349	71.2%	351	70.3%	1,829	78.8%	3,254	81.9%	423	82.9%	2,220	81.8%
Persons with Disabilities	39	8%	34	6.8%	315	13.6%	555	14%	51	10%	456	16.8%
Veterans	17	3.5%	6	1.2%	66	2.8%	109	2.7%	13	2.5%	81	3%
Asian - Cambodian	3	0.6%	0	0%	12	0.5%	5	0.1%	0	0%	1	<0.1%
Asian - Chinese	41	8.4%	46	9.2%	163	7%	454	11.4%	47	9.2%	295	10.9%
Asian - Filipino	27	5.5%	26	5.2%	167	7.2%	205	5.2%	17	3.3%	93	3.4%
Asian - Indian	31	6.3%	23	4.6%	125	5.4%	228	5.7%	27	5.3%	158	5.8%
Asian - Japanese	2	0.4%	4	0.8%	21	0.9%	38	1%	6	1.2%	43	1.6%
Asian - Korean	3	0.6%	9	1.8%	14	0.6%	59	1.5%	7	1.4%	30	1.1%
Asian - Laotian	1	0.2%	1	0.2%	3	0.1%	4	0.1%	0	0%	0	0%
Asian - Vietnamese	23	4.7%	17	3.4%	220	9.5%	283	7.1%	16	3.1%	47	1.7%
Asian - Other or Multiple	47	9.6%	33	6.6%	203	8.7%	353	8.9%	28	5.5%	155	5.7%
Black or African American	20	4.1%	13	2.6%	134	5.8%	146	3.7%	13	2.5%	73	2.7%
Hispanic or Latino	74	15.1%	54	10.8%	337	14.5%	453	11.4%	55	10.8%	251	9.2%
Native American or Alaska Native	1	0.2%	2	0.4%	5	0.2%	9	0.2%	0	0%	7	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	4	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	<0.1%	1	<0.1%	0	0%	1	<0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.4%	1	0.2%	7	0.3%	13	0.3%	1	0.2%	4	0.1%
White	189	38.6%	237	47.5%	775	33.4%	1,506	37.9%	275	53.9%	1,449	53.4%
Other or Multiple Race	26	5.3%	33	6.6%	134	5.8%	211	5.3%	18	3.5%	107	3.9%
Total	490	0.2%	499	0.2%	2,321	1.1%	3,973	1.8%	510	0.2%	2,714	1.3%

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		\$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%	5	71.4%	39	81.3%	56	52.3%	63	41.7%	117	46.2%	23	51.1%	47	60.3%
Men	0	0%	2	28.6%	9	18.8%	51	47.7%	88	58.3%	136	53.8%	22	48.9%	31	39.7%
Persons with Disabilities	0	0%	0	0%	4	8.3%	10	9.3%	14	9.3%	43	17%	10	22.2%	16	20.5%
Veterans	0	0%	0	0%	1	2.1%	5	4.7%	4	2.6%	16	6.3%	3	6.7%	1	1.3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	1	2.1%	5	4.7%	6	4%	8	3.2%	2	4.4%	4	5.1%
Asian - Filipino	0	0%	0	0%	0	0%	3	2.8%	10	6.6%	8	3.2%	2	4.4%	3	3.8%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	1	0.7%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	1	0.9%	1	0.7%	2	0.8%	0	0%	2	2.6%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1.3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	2	1.9%	1	0.7%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	3	2%	5	2%	0	0%	1	1.3%
Black or African American	0	0%	0	0%	6	12.5%	6	5.6%	13	8.6%	16	6.3%	0	0%	3	3.8%
Hispanic or Latino	0	0%	0	0%	10	20.8%	22	20.6%	25	16.6%	49	19.4%	6	13.3%	7	9%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%	2	1.3%	1	0.4%	0	0%	1	1.3%
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%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%	0	0%
White	1	100%	7	100%	30	62.5%	60	56.1%	85	56.3%	156	61.7%	33	73.3%	54	69.2%
Other or Multiple Race	0	0%	0	0%	1	2.1%	8	7.5%	4	2.6%	7	2.8%	2	4.4%	2	2.6%
Total	1	<0.1%	7	<0.1%	48	<0.1%	107	<0.1%	151	0.1%	253	0.1%	45	<0.1%	78	<0.1%

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

Table F
 Building
 Maint.

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - 60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	12	44.4%	83	37.6%	723	33.9%	66	14.8%	8	6.3%	7	13.7%	0	0%
Men	15	55.6%	138	62.4%	1,410	66.1%	379	85.2%	118	93.7%	44	86.3%	1	100%
Persons with Disabilities	1	3.7%	1	0.5%	186	8.7%	41	9.2%	4	3.2%	7	13.7%	0	0%
Veterans	0	0%	1	0.5%	43	2%	18	4%	3	2.4%	5	9.8%	0	0%
Asian - Cambodian	0	0%	0	0%	2	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	0.5%	46	2.2%	2	0.4%	1	0.8%	0	0%	0	0%
Asian - Filipino	0	0%	10	4.5%	144	6.8%	17	3.8%	0	0%	1	2%	1	100%
Asian - Indian	0	0%	5	2.3%	22	1%	3	0.7%	1	0.8%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	4	0.2%	2	0.4%	0	0%	2	3.9%	0	0%
Asian - Korean	0	0%	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	5	0.2%	0	0%	0	0%	1	2%	0	0%
Asian - Other or Multiple	1	3.7%	2	0.9%	20	0.9%	3	0.7%	1	0.8%	0	0%	0	0%
Black or African American	7	25.9%	44	19.9%	500	23.4%	67	15.1%	6	4.8%	2	3.9%	0	0%
Hispanic or Latino	13	48.1%	98	44.3%	934	43.8%	170	38.2%	63	50%	15	29.4%	0	0%
Native American or Alaska Native	0	0%	4	1.8%	18	0.8%	7	1.6%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	2	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	2	0.1%	2	0.4%	1	0.8%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	2	1.6%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.5%	17	0.8%	2	0.4%	1	0.8%	0	0%	0	0%
White	5	18.5%	43	19.5%	367	17.2%	157	35.3%	45	35.7%	28	54.9%	0	0%
Other or Multiple Race	1	3.7%	13	5.9%	49	2.3%	13	2.9%	5	4%	2	3.9%	0	0%
Total	27	<0.1%	221	0.1%	2,133	1%	445	0.2%	126	0.1%	51	<0.1%	1	<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	100%	23	92%	410	69.8%	2,694	67.2%	4,253	66.4%	6,402	69.2%	7,688	70.5%
Men	0	0%	2	8%	177	30.2%	1,312	32.8%	2,152	33.6%	2,845	30.8%	3,216	29.5%
Persons with Disabilities	0	0%	0	0%	35	6%	338	8.4%	691	10.8%	1,371	14.8%	2,071	19%
Veterans	0	0%	1	4%	8	1.4%	94	2.3%	167	2.6%	320	3.5%	462	4.2%
Asian - Cambodian	0	0%	0	0%	2	0.3%	8	0.2%	13	0.2%	15	0.2%	10	0.1%
Asian - Chinese	0	0%	2	8%	44	7.5%	266	6.6%	382	6%	542	5.9%	670	6.1%
Asian - Filipino	0	0%	1	4%	46	7.8%	200	5%	374	5.8%	544	5.9%	667	6.1%
Asian - Indian	0	0%	1	4%	28	4.8%	129	3.2%	147	2.3%	208	2.2%	189	1.7%
Asian - Japanese	0	0%	0	0%	4	0.7%	28	0.7%	44	0.7%	87	0.9%	176	1.6%
Asian - Korean	0	0%	0	0%	5	0.9%	38	0.9%	40	0.6%	68	0.7%	64	0.6%
Asian - Laotian	0	0%	0	0%	3	0.5%	14	0.3%	8	0.1%	11	0.1%	15	0.1%
Asian - Vietnamese	0	0%	1	4%	23	3.9%	160	4%	199	3.1%	254	2.7%	255	2.3%
Asian - Other or Multiple	0	0%	1	4%	43	7.3%	227	5.7%	308	4.8%	406	4.4%	343	3.1%
Black or African American	0	0%	2	8%	44	7.5%	386	9.6%	616	9.6%	937	10.1%	1,133	10.4%
Hispanic or Latino	0	0%	3	12%	92	15.7%	879	21.9%	1,553	24.2%	2,043	22.1%	2,229	20.4%
Native American or Alaska Native	0	0%	0	0%	5	0.9%	32	0.8%	34	0.5%	47	0.5%	55	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	7	0.2%	8	0.1%	10	0.1%	8	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	6	0.1%	5	0.1%	10	0.1%	19	0.2%
Pacific Islander - Samoan	0	0%	0	0%	1	0.2%	3	0.1%	5	0.1%	9	0.1%	4	<0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	10	1.7%	44	1.1%	52	0.8%	79	0.9%	57	0.5%
White	1	100%	14	56%	201	34.2%	1,388	34.6%	2,351	36.7%	3,587	38.8%	4,496	41.2%
Other or Multiple Race	0	0%	0	0%	36	6.1%	191	4.8%	266	4.2%	390	4.2%	514	4.7%
Total	1	<0.1%	25	<0.1%	587	0.3%	4,006	1.8%	6,405	3%	9,247	4.3%	10,904	5%

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	5,117	69.3%	2,231	64%	638	58.2%	126	43%	46	44.2%	39	40.6%
Men	2,270	30.7%	1,256	36%	458	41.8%	167	57%	58	55.8%	57	59.4%
Persons with Disabilities	1,425	19.3%	678	19.4%	184	16.8%	43	14.7%	17	16.3%	7	7.3%
Veterans	279	3.8%	153	4.4%	46	4.2%	5	1.7%	2	1.9%	4	4.2%
Asian - Cambodian	7	0.1%	7	0.2%	0	0%	1	0.3%	1	1%	0	0%
Asian - Chinese	556	7.5%	286	8.2%	127	11.6%	29	9.9%	6	5.8%	9	9.4%
Asian - Filipino	597	8.1%	189	5.4%	55	5%	11	3.8%	3	2.9%	1	1%
Asian - Indian	146	2%	74	2.1%	22	2%	8	2.7%	5	4.8%	3	3.1%
Asian - Japanese	90	1.2%	58	1.7%	29	2.6%	6	2%	2	1.9%	2	2.1%
Asian - Korean	54	0.7%	21	0.6%	15	1.4%	4	1.4%	3	2.9%	1	1%
Asian - Laotian	6	0.1%	4	0.1%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	158	2.1%	87	2.5%	18	1.6%	1	0.3%	1	1%	0	0%
Asian - Other or Multiple	212	2.9%	113	3.2%	33	3%	8	2.7%	5	4.8%	5	5.2%
Black or African American	748	10.1%	288	8.3%	82	7.5%	11	3.8%	8	7.7%	11	11.5%
Hispanic or Latino	1,393	18.9%	675	19.4%	195	17.8%	35	11.9%	10	9.6%	4	4.2%
Native American or Alaska Native	27	0.4%	12	0.3%	2	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	8	0.1%	3	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	5	0.1%	4	0.1%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	50	0.7%	13	0.4%	3	0.3%	1	0.3%	1	1%	0	0%
White	3,042	41.2%	1,538	44.1%	489	44.6%	169	57.7%	55	52.9%	56	58.3%
Other or Multiple Race	288	3.9%	114	3.3%	24	2.2%	9	3.1%	4	3.8%	4	4.2%
Total	7,387	3.4%	3,487	1.6%	1,096	0.5%	293	0.1%	104	<0.1%	96	<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%	2	100%	38	74.5%	30	58.8%	156	63.2%	167	56.2%
Men	0	0%	2	100%	0	0%	13	25.5%	21	41.2%	91	36.8%	130	43.8%
Persons with Disabilities	1	100%	0	0%	0	0%	6	11.8%	29	56.9%	67	27.1%	52	17.5%
Veterans	0	0%	0	0%	0	0%	1	2%	2	3.9%	3	1.2%	12	4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	1	2%	1	2%	3	1.2%	6	2%
Asian - Filipino	0	0%	0	0%	0	0%	0	0%	0	0%	6	2.4%	4	1.3%
Asian - Indian	1	100%	1	50%	0	0%	0	0%	1	2%	2	0.8%	2	0.7%
Asian - Japanese	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	1	0.3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%	0	0%	3	1.2%	2	0.7%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	1	2%	4	1.6%	12	4%
Black or African American	0	0%	0	0%	0	0%	5	9.8%	2	3.9%	28	11.3%	45	15.2%
Hispanic or Latino	0	0%	0	0%	1	50%	14	27.5%	12	23.5%	80	32.4%	99	33.3%
Native American or Alaska Native	0	0%	0	0%	0	0%	3	5.9%	1	2%	4	1.6%	10	3.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	2	0.7%
White	0	0%	1	50%	1	50%	26	51%	30	58.8%	104	42.1%	105	35.4%
Other or Multiple Race	0	0%	0	0%	0	0%	1	2%	3	5.9%	10	4%	9	3%
Total	1	<0.1%	2	<0.1%	2	<0.1%	51	<0.1%	51	<0.1%	247	0.1%	297	0.1%

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

Table F
Community
Services

Group Type	\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	561	61%	278	53.4%	370	51.1%	702	37.4%	95	44.6%	192	40.3%	4	50%
Men	359	39%	243	46.6%	354	48.9%	1,174	62.6%	118	55.4%	284	59.7%	4	50%
Persons with Disabilities	213	23.2%	25t	4.8%	64	8.8%	73	3.9%	6	2.8%	12	2.5%	0	0%
Veterans	29	3.2%	34	6.5%	65	9%	180	9.6%	20	9.4%	35	7.4%	0	0%
Asian - Cambodian	1	0.1%	0	0%	0	0%	2	0.1%	1	0.5%	0	0%	0	0%
Asian - Chinese	15	1.6%	2	0.4%	7	1%	13	0.7%	3	1.4%	4	0.8%	0	0%
Asian - Filipino	20	2.2%	13	2.5%	20	2.8%	48	2.6%	6	2.8%	10	2.1%	1	12.5%
Asian - Indian	7	0.8%	2	0.4%	5	0.7%	8	0.4%	2	0.9%	3	0.6%	0	0%
Asian - Japanese	3	0.3%	0	0%	5	0.7%	11	0.6%	1	0.5%	2	0.4%	0	0%
Asian - Korean	11	1.2%	1	0.2%	5	0.7%	9	0.5%	0	0%	3	0.6%	0	0%
Asian - Laotian	1	0.1%	0	0%	1	0.1%	0	0%	0	0%	1	0.2%	0	0%
Asian - Vietnamese	5	0.5%	2	0.4%	4	0.6%	8	0.4%	4	1.9%	2	0.4%	0	0%
Asian - Other or Multiple	36	3.9%	21	4%	12	1.7%	25	1.3%	1	0.5%	3	0.6%	0	0%
Black or African American	132	14.3%	76	14.6%	121	16.7%	328	17.5%	33	15.5%	67	14.1%	1	12.5%
Hispanic or Latino	245	26.6%	202	38.8%	244	33.7%	677	36.1%	67	31.5%	162	34%	1	12.5%
Native American or Alaska Native	11	1.2%	5	1%	2	0.3%	6	0.3%	2	0.9%	2	0.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	4	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%	1	0.1%	1	0.5%	1	0.2%	0	0%
Pacific Islander - Samoan	0	0%	2	0.4%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.2%	4	0.8%	3	0.4%	7	0.4%	0	0%	1	0.2%	0	0%
White	374	40.7%	177	34%	267	36.9%	675	36%	86	40.4%	202	42.4%	5	62.5%
Other or Multiple Race	56	6.1%	14	2.7%	27	3.7%	53	2.8%	6	2.8%	13	2.7%	0	0%
Total	920	0.4%	521	0.2%	724	0.3%	1,876	0.9%	213	0.1%	476	0.2%	8	<0.1%

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

Table F
Computer
& Math

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	0	0%	3	75%	4	28.6%	46	38.7%	113	31.7%	335	31.2%	675	37.9%
Men	1	100%	1	25%	10	71.4%	73	61.3%	243	68.3%	740	68.8%	1,104	62.1%
Persons with Disabilities	0	0%	0	0%	2	14.3%	5	4.2%	29	8.1%	81	7.5%	182	10.2%
Veterans	0	0%	0	0%	0	0%	4	3.4%	12	3.4%	43	4%	109	6.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	2	0.6%	6	0.6%	2	0.1%
Asian - Chinese	0	0%	0	0%	2	14.3%	7	5.9%	25	7%	91	8.5%	145	8.2%
Asian - Filipino	0	0%	0	0%	0	0%	7	5.9%	20	5.6%	72	6.7%	101	5.7%
Asian - Indian	0	0%	0	0%	1	7.1%	7	5.9%	19	5.3%	82	7.6%	168	9.4%
Asian - Japanese	0	0%	0	0%	0	0%	3	2.5%	5	1.4%	19	1.8%	23	1.3%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	5	0.5%	14	0.8%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.8%	3	0.8%	1	0.1%	4	0.2%
Asian - Vietnamese	0	0%	0	0%	1	7.1%	8	6.7%	17	4.8%	32	3%	53	3%
Asian - Other or Multiple	0	0%	2	50%	0	0%	6	5%	22	6.2%	73	6.8%	85	4.8%
Black or African American	0	0%	0	0%	1	7.1%	9	7.6%	24	6.7%	83	7.7%	107	6%
Hispanic or Latino	0	0%	0	0%	5	35.7%	23	19.3%	54	15.2%	132	12.3%	251	14.1%
Native American or Alaska Native	0	0%	0	0%	0	0%	1	0.8%	1	0.3%	6	0.6%	6	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.8%	2	0.6%	3	0.3%	1	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	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%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	1	0.3%	12	1.1%	21	1.2%
White	1	100%	2	50%	3	21.4%	40	33.6%	135	37.9%	398	37%	727	40.9%
Other or Multiple Race	0	0%	0	0%	1	7.1%	6	5%	26	7.3%	60	5.6%	69	3.9%
Total	1	<0.1%	4	0%	14	<0.1%	119	0.1%	356	0.2%	1,075	0.5%	1,779	0.8%

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

Table F Computer & Math

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	805	38.7%	1,660	39.8%	169	20.5%	12	19.7%	1	12.5%	16	38.1%
Men	1,277	61.3%	2,507	60.2%	656	79.5%	49	80.3%	7	87.5%	26	61.9%
Persons with Disabilities	340	16.3%	684	16.4%	99	12%	12	19.7%	2	25%	5	11.9%
Veterans	165	7.9%	313	7.5%	63	7.6%	1	1.6%	0	0%	0	0%
Asian - Cambodian	1	0%	4	0.1%	4	0.5%	0	0%	0	0%	0	0%
Asian - Chinese	217	10.4%	482	11.6%	121	14.7%	5	8.2%	0	0%	17	40.5%
Asian - Filipino	144	6.9%	219	5.3%	38	4.6%	3	4.9%	1	12.5%	0	0%
Asian - Indian	104	5%	234	5.6%	85	10.3%	6	9.8%	1	12.5%	2	4.8%
Asian - Japanese	23	1.1%	103	2.5%	10	1.2%	1	1.6%	0	0%	0	0%
Asian - Korean	9	0.4%	17	0.4%	8	1%	1	1.6%	0	0%	0	0%
Asian - Laotian	2	0.1%	7	0.2%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	80	3.8%	192	4.6%	35	4.2%	1	1.6%	0	0%	1	2.4%
Asian - Other or Multiple	105	5%	209	5%	46	5.6%	9	14.8%	1	12.5%	1	2.4%
Black or African American	173	8.3%	302	7.2%	25	3%	2	3.3%	0	0%	0	0%
Hispanic or Latino	279	13.4%	504	12.1%	54	6.5%	3	4.9%	0	0%	2	4.8%
Native American or Alaska Native	11	0.5%	18	0.4%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	2	0.1%	6	0.1%	2	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	<0.1%	3	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	2	0.1%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	8	0.4%	26	0.6%	4	0.5%	0	0%	0	0%	0	0%
White	835	40.1%	1,680	40.3%	364	44.1%	27	44.3%	5	62.5%	19	45.2%
Other or Multiple Race	86	4.1%	160	3.8%	27	3.3%	3	4.9%	0	0%	0	0%
Total	2,082	1%	4,167	1.9%	825	0.4%	61	<0.1%	8	<0.1%	42	<0.1%

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

Table F Construction

Group Type	\$30,001 - 40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	36	8.2%	129	6.9%	49	2.5%	55	3.1%	17	3%	25	9%
Men	405	91.8%	1,737	93.1%	1,890	97.5%	1,722	96.9%	554	97%	254	91%
Persons with Disabilities	1	0.2%	51	2.7%	153	7.9%	195	11%	51	8.9%	57	20.4%
Veterans	5	1.1%	75	4%	134	6.9%	142	8%	61	10.7%	13	4.7%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	0.2%	3	0.2%	2	0.1%	6	0.3%	0	0%	0	0%
Asian - Filipino	2	0.5%	34	1.8%	26	1.3%	42	2.4%	15	2.6%	6	2.2%
Asian - Indian	3	0.7%	5	0.3%	2	0.1%	5	0.3%	5	0.9%	0	0%
Asian - Japanese	0	0%	2	0.1%	2	0.1%	3	0.2%	2	0.4%	1	0.4%
Asian - Korean	0	0%	2	0.1%	1	0.1%	3	0.2%	0	0%	0	0%
Asian - Laotian	0	0%	1	0.1%	1	0.1%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	1	0.2%	1	0.1%	5	0.3%	9	0.5%	4	0.7%	0	0%
Asian - Other or Multiple	3	0.7%	11	0.6%	7	0.4%	13	0.7%	1	0.2%	1	0.4%
Black or African American	60	13.6%	257	13.8%	176	9.1%	119	6.7%	24	4.2%	12	4.3%
Hispanic or Latino	161	36.5%	639	34.2%	542	28%	522	29.4%	145	25.4%	78	28%
Native American or Alaska Native	6	1.4%	36	1.9%	28	1.4%	23	1.3%	4	0.7%	1	0.4%
Pacific Islander - Guamanian	1	0.2%	4	0.2%	2	0.1%	3	0.2%	1	0.2%	1	0.4%
Pacific Islander - Hawaiian	0	0%	1	0.1%	4	0.2%	3	0.2%	1	0.2%	0	0%
Pacific Islander - Samoan	2	0.5%	4	0.2%	1	0.1%	2	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.5%	13	0.7%	7	0.4%	7	0.4%	3	0.5%	0	0%
Other or Multiple Race	46	10.4%	101	5.4%	48	2.5%	53	3%	16	2.8%	10	3.6%
White	153	34.7%	752	40.3%	1,085	56%	963	54.2%	350	61.3%	169	60.6%
Total	441	0.2%	1,866	0.9%	1,939	0.9%	1,777	0.8%	571	0.3%	279	0.1%

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

Table F
Construction

Group Type	\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	6	10.5%	0	0%	0	0%	3	5.8%	2	11.8%
Men	51	89.5%	12	100%	18	100%	49	94.2%	15	88.2%
Persons with Disabilities	12	21.1%	1	8.3%	1	5.6%	5	9.6%	7	41.2%
Veterans	2	3.5%	0	0%	3	16.7%	0	0%	1	5.9%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%	1	5.9%
Asian - Filipino	0	0%	1	8.3%	0	0%	1	1.9%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	1	1.9%	0	0%
Asian - Japanese	2	3.5%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	3	5.3%	0	0%	0	0%	2	3.8%	0	0%
Hispanic or Latino	7	12.3%	3	25%	1	5.6%	6	11.5%	1	5.9%
Native American or Alaska Native	1	1.8%	0	0%	0	0%	1	1.9%	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	41	71.9%	7	58.3%	15	83.3%	41	78.8%	15	88.2%
Other or Multiple Race	3	5.3%	1	8.3%	2	11.1%	0	0%	0	0%
Total	57	<0.1%	12	<0.1%	18	<0.1%	52	<0.1%	17	<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	1	100%	10	76.9%	90	65.2%	66	80.5%	22	56.4%	55	47.4%	107	50.5%
Men	0	0%	3	23.1%	48	34.8%	16	19.5%	17	43.6%	61	52.6%	105	49.5%
Persons with Disabilities	0	0%	5	38.5%	25	18.1%	15	18.3%	6	15.4%	13	11.2%	20	9.4%
Veterans	0	0%	0	0%	3	2.2%	3	3.7%	0	0%	1	0.9%	7	3.3%
Asian - Cambodian	0	0%	0	0%	1	0.7%	0	0%	0	0%	0	0%	1	0.5%
Asian - Chinese	0	0%	1	7.7%	1	0.7%	0	0%	1	2.6%	1	0.9%	2	0.9%
Asian - Filipino	0	0%	1	7.7%	3	2.2%	2	2.4%	1	2.6%	1	0.9%	2	0.9%
Asian - Indian	0	0%	1	7.7%	0	0%	0	0%	0	0%	1	0.9%	2	0.9%
Asian - Japanese	0	0%	0	0%	0	0%	1	1.2%	0	0%	1	0.9%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	1	2.6%	0	0%	2	0.9%
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%	0	0%	0	0%	2	1.7%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	1	1.2%	2	5.1%	0	0%	5	2.4%
Black or African American	0	0%	0	0%	18	13%	8	9.8%	1	2.6%	11	9.5%	20	9.4%
Hispanic or Latino	0	0%	0	0%	45	32.6%	22	26.8%	4	10.3%	26	22.4%	42	19.8%
Native American or Alaska Native	0	0%	0	0%	1	0.7%	0	0%	1	2.6%	2	1.7%	2	0.9%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.5%
Pacific Islander - Other or Multiple	0	0%	0	0%	1	0.7%	0	0%	0	0%	0	0%	2	0.9%
White	1	100%	9	69.2%	64	46.4%	43	52.4%	28	71.8%	69	59.5%	121	57.1%
Other or Multiple Race	0	0%	1	7.7%	3	2.2%	5	6.1%	0	0%	2	1.7%	10	4.7%
Total	1	<0.1%	13	0%	138	0.1%	82	0%	39	0%	116	0.1%	212	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	83	51.9%	200	53.9%	153	49.2%	255	47.2%	41	48.8%	14	34.1%
Men	77	48.1%	171	46.1%	158	50.8%	285	52.8%	43	51.2%	27	65.9%
Persons with Disabilities	18	11.3%	31	8.4%	34	10.9%	72	13.3%	9	10.7%	6	14.6%
Veterans	8	5%	24	6.5%	25	8%	35	6.5%	7	8.3%	1	2.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	0.6%	6	1.6%	3	1%	2	0.4%	1	1.2%	0	0%
Asian - Filipino	3	1.9%	7	1.9%	4	1.3%	7	1.3%	6	7.1%	1	2.4%
Asian - Indian	2	1.3%	5	1.3%	0	0%	7	1.3%	0	0%	1	2.4%
Asian - Japanese	2	1.3%	0	0%	0	0%	2	0.4%	1	1.2%	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%	0	0%	0	0%	0	0%	0	0%	1	2.4%
Asian - Other or Multiple	3	1.9%	8	2.2%	4	1.3%	6	1.1%	2	2.4%	0	0%
Black or African American	13	8.1%	24	6.5%	28	9%	37	6.9%	10	11.9%	4	9.8%
Hispanic or Latino	26	16.3%	65	17.5%	48	15.4%	123	22.8%	7	8.3%	8	19.5%
Native American or Alaska Native	3	1.9%	3	0.8%	3	1%	2	0.4%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.6%	0	0%	1	0.3%	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	98	61.3%	232	62.5%	210	67.5%	336	62.2%	57	67.9%	25	61%
Other or Multiple Race	8	5%	20	5.4%	10	3.2%	16	3%	0	0%	1	2.4%
Total	160	0.1%	371	0.2%	311	0.1%	540	0.2%	84	<0.1%	41	<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		\$90,001 - \$100,000	
Women	0	0%	31	27.7%	241	39.1%	31	41.3%	32	34.4%	8	22.9%	5	23.8%	3	42.9%	1	33.3%
Men	1	100%	81	72.3%	376	60.9%	44	58.7%	61	65.6%	27	77.1%	16	76.2%	4	57.1%	2	66.7%
Persons with Disabilities	0	0%	1	0.9%	7	1.1%	6	8%	8	8.6%	4	11.4%	4	19%	1	14.3%	2	66.7%
Veterans	0	0%	0	0%	10	1.6%	2	2.7%	8	8.6%	3	8.6%	4	19%	0	0%	2	66.7%
Asian - Cambodian	0	0%	0	0%	2	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	1.8%	9	1.5%	1	1.3%	0	0%	0	0%	1	4.8%	0	0%	0	0%
Asian - Filipino	0	0%	0	0%	29	4.7%	0	0%	0	0%	0	0%	0	0%	1	14.3%	0	0%
Asian - Indian	0	0%	0	0%	1	0.2%	0	0%	0	0%	1	2.9%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	9	1.5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	9	1.5%	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%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	16	2.6%	1	1.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	2	1.8%	17	2.8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	0	0%	5	4.5%	11	1.8%	4	5.3%	2	2.2%	2	5.7%	0	0%	0	0%	1	33.3%
Hispanic or Latino	0	0%	12	10.7%	241	39.1%	21	28%	22	23.7%	5	14.3%	3	14.3%	0	0%	0	0%
Native American or Alaska Native	0	0%	1	0.9%	8	1.3%	3	4%	0	0%	1	2.9%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	0.9%	2	0.3%	0	0%	1	1.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.9%	4	0.6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	1	100%	82	73.2%	225	36.5%	45	60%	64	68.8%	25	71.4%	17	81%	6	85.7%	2	66.7%
Other or Multiple Race	0	0%	6	5.4%	33	5.3%	0	0%	4	4.3%	1	2.9%	0	0%	0	0%	0	0%
Total	1	<0.1%	112	0.1%	617	0.3%	75	<0.1%	93	<0.1%	35	<0.1%	21	<0.1%	7	<0.1%	3	<0.1%

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

Table F
Food Prep.
& Serving

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000	
Women	121	71.2%	81	67.5%	468	66.6%	222	41.5%	209	32%	48	37.8%	11	29.7%	11	39.3%	1	33.3%
Men	49	28.8%	39	32.5%	235	33.4%	313	58.5%	445	68%	79	62.2%	26	70.3%	17	60.7%	2	66.7%
Persons with Disabilities	12	7.1%	0	0%	44	6.3%	25	4.7%	40	6.1%	20	15.7%	11	29.7%	7	25%	0	0%
Veterans	0	0%	0	0%	13	1.8%	25	4.7%	71	10.9%	19	15%	10	27%	4	14.3%	0	0%
Asian - Cambodian	0	0%	0	0%	2	0.3%	2	0.4%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	3	1.8%	1	0.8%	18	2.6%	6	1.1%	3	0.5%	1	0.8%	0	0%	0	0%	0	0%
Asian - Filipino	54	31.8%	21	17.5%	149	21.2%	43	8%	50	7.6%	7	5.5%	0	0%	3	10.7%	0	0%
Asian - Indian	3	1.8%	1	0.8%	16	2.3%	6	1.1%	9	1.4%	1	0.8%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	3	0.4%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	1	0.6%	0	0%	2	0.3%	1	0.2%	2	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%	0	0%	0	0%
Asian - Vietnamese	2	1.2%	0	0%	5	0.7%	4	0.7%	4	0.6%	2	1.6%	0	0%	0	0%	0	0%
Asian - Other or Multiple	3	1.8%	1	0.8%	4	0.6%	9	1.7%	9	1.4%	0	0%	1	2.7%	0	0%	0	0%
Black or African American	14	8.2%	20	16.7%	75	10.7%	58	10.8%	73	11.2%	18	14.2%	7	18.9%	3	10.7%	1	33.3%
Hispanic or Latino	53	31.2%	43	35.8%	250	35.6%	226	42.2%	274	41.9%	44	34.6%	11	29.7%	7	25%	1	33.3%
Native American or Alaska Native	1	0.6%	0	0%	5	0.7%	6	1.1%	4	0.6%	1	0.8%	0	0%	1	3.6%	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%	2	0.3%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.6%	0	0%	3	0.4%	6	1.1%	4	0.6%	0	0%	0	0%	0	0%	0	0%
White	32	18.8%	28	23.3%	160	22.8%	155	29%	209	32%	52	40.9%	16	43.2%	13	46.4%	1	33.3%
Other or Multiple Race	3	1.8%	5	4.2%	11	1.6%	12	2.2%	11	1.7%	1	0.8%	2	5.4%	1	3.6%	0	0%
Total	170	0.1%	120	0.1%	703	0.3%	535	0.2%	654	0.3%	127	0.1%	37	<0.1%	28	<0.1%	3	<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	1	33.3%	41	59.4%	16	88.9%	253	65.7%	594	72.9%	573	82.7%	3,336	64.7%
Men	2	66.7%	28	40.6%	2	11.1%	132	34.3%	221	27.1%	120	17.3%	1,818	35.3%
Persons with Disabilities	0	0%	0	0%	0	0%	8	2.1%	52	6.4%	56	8.1%	262	5.1%
Veterans	0	0%	0	0%	0	0%	4	1%	9	1.1%	21	3%	103	2%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%	9	0.2%
Asian - Chinese	0	0%	0	0%	0	0%	1	0.3%	8	1%	7	1%	34	0.7%
Asian - Filipino	0	0%	2	2.9%	2	11.1%	49	12.7%	257	31.5%	100	14.4%	848	16.5%
Asian - Indian	0	0%	0	0%	0	0%	10	2.6%	13	1.6%	24	3.5%	105	2%
Asian - Japanese	0	0%	0	0%	0	0%	1	0.3%	3	0.4%	0	0%	14	0.3%
Asian - Korean	0	0%	1	1.4%	0	0%	1	0.3%	1	0.1%	0	0%	10	0.2%
Asian - Laotian	0	0%	0	0%	0	0%	2	0.5%	0	0%	1	0.1%	4	0.1%
Asian - Vietnamese	0	0%	0	0%	1	5.6%	2	0.5%	13	1.6%	13	1.9%	43	0.8%
Asian - Other or Multiple	0	0%	1	1.4%	0	0%	10	2.6%	28	3.4%	19	2.7%	174	3.4%
Black or African American	0	0%	10	14.5%	4	22.2%	75	19.5%	109	13.4%	95	13.7%	1,087	21.1%
Hispanic or Latino	1	33.3%	27	39.1%	4	22.2%	135	35.1%	196	24%	209	30.2%	1,341	26%
Native American or Alaska Native	1	33.3%	2	2.9%	0	0%	1	0.3%	3	0.4%	3	0.4%	24	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%	1	<0.1%
Pacific Islander - Hawaiian	1	33.3%	0	0%	0	0%	0	0%	0	0%	0	0%	5	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	6	0.7%	3	0.4%	23	0.4%
White	0	0%	19	27.5%	6	33.3%	93	24.2%	166	20.4%	200	28.9%	1,350	26.2%
Other or Multiple Race	0	0%	7	10.1%	1	5.6%	5	1.3%	10	1.2%	19	2.7%	76	1.5%
Total	3	<0.1%	69	<0.1%	18	<0.1%	385	0.2%	815	0.4%	693	0.3%	5,154	2.4%

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	1,325	64.3%	700	66%	742	63.6%	640	71.3%	2,071	71.2%	354	68.7%	989	43.7%
Men	735	35.7%	360	34%	424	36.4%	258	28.7%	836	28.8%	161	31.3%	1,276	56.3%
Persons with Disabilities	142	6.9%	112	10.6%	92	7.9%	41	4.6%	185	6.4%	44	8.5%	167	7.4%
Veterans	72	3.5%	31	2.9%	29	2.5%	16	1.8%	78	2.7%	21	4.1%	86	3.8%
Asian - Cambodian	8	0.4%	1	0.1%	1	0.1%	2	0.2%	2	0.1%	1	0.2%	1	0%
Asian - Chinese	31	1.5%	35	3.3%	26	2.2%	25	2.8%	66	2.3%	13	2.5%	145	6.4%
Asian - Filipino	273	13.3%	195	18.4%	168	14.4%	215	23.9%	1,129	38.8%	128	24.9%	210	9.3%
Asian - Indian	24	1.2%	12	1.1%	44	3.8%	60	6.7%	142	4.9%	12	2.3%	220	9.7%
Asian - Japanese	7	0.3%	13	1.2%	10	0.9%	0	0%	15	0.5%	1	0.2%	22	1%
Asian - Korean	10	0.5%	17	1.6%	7	0.6%	15	1.7%	25	0.9%	4	0.8%	40	1.8%
Asian - Laotian	1	<0.1%	1	0.1%	3	0.3%	1	0.1%	1	<0.1%	1	0.2%	0	0%
Asian - Vietnamese	34	1.7%	12	1.1%	15	1.3%	17	1.9%	45	1.5%	7	1.4%	134	5.9%
Asian - Other or Multiple	63	3.1%	30	2.8%	42	3.6%	42	4.7%	117	4%	21	4.1%	172	7.6%
Black or African American	389	18.9%	148	14%	170	14.6%	159	17.7%	355	12.2%	74	14.4%	213	9.4%
Hispanic or Latino	511	24.8%	166	15.7%	203	17.4%	103	11.5%	284	9.8%	58	11.3%	182	8%
Native American or Alaska Native	13	0.6%	3	0.3%	3	0.3%	3	0.3%	6	0.2%	6	1.2%	9	0.4%
Pacific Islander - Guamanian	2	0.1%	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%	1	0.1%	0	0%	0	0%	1	<0.1%
Pacific Islander - Samoan	2	0.1%	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	10	0.5%	3	0.3%	2	0.2%	6	0.7%	13	0.4%	1	0.2%	7	0.3%
White	651	31.6%	397	37.5%	430	36.9%	233	25.9%	667	22.9%	180	35%	830	36.6%
Other or Multiple Race	30	1.5%	24	2.3%	40	3.4%	16	1.8%	37	1.3%	8	1.6%	79	3.5%
Total	2,060	0.9%	1,060	0.5%	1,166	0.5%	898	0.4%	2,907	1.3%	515	0.2%	2,265	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		\$80,001 - \$90,000	
Women	10	90.9%	98	74.8%	800	80.6%	225	83.6%	217	96%	143	92.3%	49	92.5%	23	100%
Men	1	9.1%	33	25.2%	192	19.4%	44	16.4%	9	4%	12	7.7%	4	7.5%	0	0%
Persons with Disabilities	0	0%	0	0%	20	2%	6	2.2%	5	2.2%	11	7.1%	2	3.8%	3	13%
Veterans	0	0%	0	0%	2	0.2%	1	0.4%	0	0%	1	0.6%	4	7.5%	0	0%
Asian - Cambodian	0	0%	0	0%	6	0.6%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	1	0.1%	3	1.1%	0	0%	1	0.6%	0	0%	0	0%
Asian - Filipino	1	9.1%	27	20.6%	299	30.1%	52	19.3%	8	3.5%	10	6.5%	1	1.9%	1	4.3%
Asian - Indian	1	9.1%	3	2.3%	54	5.4%	18	6.7%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	2	3.8%	0	0%
Asian - Korean	0	0%	0	0%	2	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	8	6.1%	28	2.8%	12	4.5%	4	1.8%	1	0.6%	0	0%	0	0%
Black or African American	2	18.2%	33	25.2%	198	20%	76	28.3%	23	10.2%	8	5.2%	6	11.3%	3	13%
Hispanic or Latino	6	54.5%	35	26.7%	254	25.6%	63	23.4%	88	38.9%	69	44.5%	27	50.9%	5	21.7%
Native American or Alaska Native	0	0%	2	1.5%	8	0.8%	3	1.1%	3	1.3%	1	0.6%	0	0%	1	4.3%
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%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.8%	6	0.6%	3	1.1%	0	0%	1	0.6%	0	0%	0	0%
White	1	9.1%	13	9.9%	123	12.4%	34	12.6%	97	42.9%	60	38.7%	16	30.2%	12	52.2%
Other or Multiple Race	0	0%	9	6.9%	11	1.1%	5	1.9%	3	1.3%	4	2.6%	1	1.9%	1	4.3%
Total	11	<0.1%	131	0.1%	992	0.5%	269	0.1%	226	0.1%	155	0.1%	53	<0.1%	23	<0.1%

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

Table F
Installation/
Maintenance

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	127	35.4%	18	20.2%	9	4.4%	41	5.4%	26	2.7%	10	2.8%
Men	232	64.6%	71	79.8%	194	95.6%	723	94.6%	928	97.3%	348	97.2%
Persons with Disabilities	4	1.1%	2	2.2%	9	4.4%	51	6.7%	112	11.7%	40	11.2%
Veterans	3	0.8%	2	2.2%	7	3.4%	42	5.5%	105	11%	38	10.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	0.3%	0	0%	2	1%	6	0.8%	6	0.6%	2	0.6%
Asian - Filipino	6	1.7%	3	3.4%	4	2%	23	3%	21	2.2%	12	3.4%
Asian - Indian	1	0.3%	0	0%	0	0%	3	0.4%	4	0.4%	4	1.1%
Asian - Japanese	0	0%	0	0%	1	0.5%	5	0.7%	6	0.6%	2	0.6%
Asian - Korean	0	0%	0	0%	0	0%	3	0.4%	1	0.1%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	5	0.7%	6	0.6%	0	0%
Asian - Other or Multiple	4	1.1%	0	0%	1	0.5%	10	1.3%	8	0.8%	1	0.3%
Black or African American	12	3.3%	4	4.5%	10	4.9%	24	3.1%	29	3%	17	4.7%
Hispanic or Latino	108	30.1%	29	32.6%	73	36%	217	28.4%	226	23.7%	66	18.4%
Native American or Alaska Native	7	1.9%	0	0%	3	1.5%	12	1.6%	15	1.6%	4	1.1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.1%	0	0%	2	0.6%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.5%	2	0.3%	2	0.2%	0	0%
Pacific Islander - Samoan	0	0%	1	1.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.3%	0	0%	0	0%	3	0.4%	1	0.1%	1	0.3%
White	172	47.9%	46	51.7%	105	51.7%	428	56%	605	63.4%	234	65.4%
Other or Multiple Race	47	13.1%	6	6.7%	3	1.5%	21	2.7%	24	2.5%	13	3.6%
Total	359	0.2%	89	<0.1%	203	0.1%	764	0.4%	954	0.4%	358	0.2%

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

Table F
Installation/
Maintenance

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	11	3.4%	3	2%	2	4.3%	3	15.8%	0	0%	0	0%
Men	309	96.6%	150	98%	45	95.7%	16	84.2%	5	100%	16	100%
Persons with Disabilities	30	9.4%	13	8.5%	8	17%	2	10.5%	0	0%	2	12.5%
Veterans	34	10.6%	25	16.3%	9	19.1%	2	10.5%	0	0%	4	25%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	0.6%	1	0.7%	0	0%	0	0%	0	0%	0	0%
Asian - Filipino	7	2.2%	2	1.3%	0	0%	0	0%	0	0%	0	0%
Asian - Indian	2	0.6%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	4	1.3%	0	0%	1	2.1%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	13	4.1%	8	5.2%	1	2.1%	0	0%	1	20%	0	0%
Hispanic or Latino	47	14.7%	26	17%	12	25.5%	6	31.6%	1	20%	4	25%
Native American or Alaska Native	2	0.6%	2	1.3%	4	8.5%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	2.1%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.7%	1	2.1%	0	0%	0	0%	0	0%
White	237	74.1%	109	71.2%	26	55.3%	13	68.4%	3	60%	12	75%
Other or Multiple Race	5	1.6%	4	2.6%	1	2.1%	0	0%	0	0%	0	0%
Total	320	0.1%	153	0.1%	47	<0.1%	19	<0.1%	5	<0.1%	16	<0.1%

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

Table F
Legal

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	
Women	13	76.5%	97	78.9%	174	74.7%	260	78.5%	167	67.1%	153	55%
Men	4	23.5%	26	21.1%	59	25.3%	71	21.5%	82	32.9%	125	45%
Persons with Disabilities	0	0%	10	8.1%	23	9.9%	40	12.1%	24	9.6%	22	7.9%
Veterans	0	0%	2	1.6%	7	3%	9	2.7%	4	1.6%	3	1.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	1	5.9%	6	4.9%	11	4.7%	7	2.1%	12	4.8%	18	6.5%
Asian - Filipino	1	5.9%	9	7.3%	13	5.6%	22	6.6%	5	2%	2	0.7%
Asian - Indian	1	5.9%	2	1.6%	5	2.1%	5	1.5%	4	1.6%	5	1.8%
Asian - Japanese	0	0%	1	0.8%	3	1.3%	1	0.3%	7	2.8%	2	0.7%
Asian - Korean	0	0%	1	0.8%	2	0.9%	4	1.2%	7	2.8%	14	5%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	2	1.6%	3	1.3%	2	0.6%	0	0%	3	1.1%
Asian - Other or Multiple	0	0%	3	2.4%	9	3.9%	6	1.8%	7	2.8%	7	2.5%
Black or African American	1	5.9%	15	12.2%	20	8.6%	56	16.9%	13	5.2%	12	4.3%
Hispanic or Latino	3	17.6%	32	26%	47	20.2%	65	19.6%	29	11.6%	29	10.4%
Native American or Alaska Native	0	0%	0	0%	1	0.4%	4	1.2%	0	0%	1	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.4%	1	0.3%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.3%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.8%	2	0.9%	2	0.6%	1	0.4%	0	0%
White	8	47.1%	42	34.1%	107	45.9%	142	42.9%	155	62.2%	172	61.9%
Other or Multiple Race	2	11.8%	9	7.3%	9	3.9%	13	3.9%	9	3.6%	13	4.7%
Total	17	<0.1%	123	0.1%	233	0.1%	331	0.2%	249	0.1%	278	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	76	53.5%	268	59.7%	209	56.9%	1,259	50.1%
Men	66	46.5%	181	40.3%	158	43.1%	1,255	49.9%
Persons with Disabilities	11	7.7%	43	9.6%	37	10.1%	366	14.6%
Veterans	2	1.4%	3	0.7%	12	3.3%	75	3%
Asian - Cambodian	0	0%	1	0.2%	0	0%	0	0%
Asian - Chinese	8	5.6%	29	6.5%	22	6%	123	4.9%
Asian - Filipino	4	2.8%	10	2.2%	5	1.4%	45	1.8%
Asian - Indian	3	2.1%	10	2.2%	8	2.2%	32	1.3%
Asian - Japanese	2	1.4%	6	1.3%	3	0.8%	38	1.5%
Asian - Korean	7	4.9%	16	3.6%	14	3.8%	53	2.1%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	3	2.1%	3	0.7%	5	1.4%	29	1.2%
Asian - Other or Multiple	4	2.8%	13	2.9%	7	1.9%	39	1.6%
Black or African American	9	6.3%	15	3.3%	10	2.7%	114	4.5%
Hispanic or Latino	12	8.5%	45	10%	27	7.4%	196	7.8%
Native American or Alaska Native	0	0%	4	0.9%	1	0.3%	9	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	1	0.2%	2	0.5%	2	0.1%
White	83	58.5%	272	60.6%	254	69.2%	1,763	70.1%
Other or Multiple Race	7	4.9%	24	5.3%	9	2.5%	69	2.7%
Total	142	0.1%	449	0.2%	367	0.2%	2,514	1.2%

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

Table F
Life Science

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	0	0%	382	56.9%	116	43.6%	248	52.3%	439	53.1%	350	53.2%	478	52%
Men	1	100%	289	43.1%	150	56.4%	226	47.7%	387	46.9%	308	46.8%	441	48%
Persons with Disabilities	0	0%	22	3.3%	12	4.5%	22	4.6%	42	5.1%	51	7.8%	112	12.2%
Veterans	0	0%	3	0.4%	2	0.8%	24	5.1%	13	1.6%	13	2%	19	2.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%	4	0.4%
Asian - Chinese	0	0%	22	3.3%	9	3.4%	15	3.2%	36	4.4%	27	4.1%	39	4.2%
Asian - Filipino	0	0%	5	0.7%	5	1.9%	16	3.4%	25	3%	17	2.6%	17	1.8%
Asian - Indian	0	0%	4	0.6%	5	1.9%	3	0.6%	18	2.2%	11	1.7%	25	2.7%
Asian - Japanese	0	0%	7	1%	2	0.8%	4	0.8%	13	1.6%	7	1.1%	9	1%
Asian - Korean	0	0%	4	0.6%	1	0.4%	1	0.2%	8	1%	5	0.8%	5	0.5%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.2%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	0	0%	3	0.4%	3	1.1%	8	1.7%	8	1%	6	0.9%	12	1.3%
Asian - Other or Multiple	0	0%	17	2.5%	12	4.5%	5	1.1%	22	2.7%	24	3.6%	28	3%
Black or African American	0	0%	7	1%	2	0.8%	19	4%	41	5%	25	3.8%	28	3%
Hispanic or Latino	0	0%	84	12.5%	47	17.7%	76	16%	148	17.9%	97	14.7%	108	11.8%
Native American or Alaska Native	0	0%	3	0.4%	3	1.1%	1	0.2%	5	0.6%	5	0.8%	7	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%	1	0.1%
Pacific Islander - Hawaiian	0	0%	1	0.1%	0	0%	1	0.2%	1	0.1%	0	0%	3	0.3%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%	1	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	1	0.4%	1	0.2%	6	0.7%	4	0.6%	3	0.3%
Other or Multiple Race	0	0%	87	13%	19	7.1%	46	9.7%	61	7.4%	32	4.9%	47	5.1%
White	1	100%	427	63.6%	157	59%	276	58.2%	431	52.2%	398	60.5%	582	63.3%
Total	1	<0.1%	671	0.3%	266	0.1%	474	0.2%	826	0.4%	658	0.3%	919	0.4%

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	748	49.2%	660	50.6%	353	55.5%	337	47.8%	560	52.8%	350	49.4%
Men	772	50.8%	644	49.4%	283	44.5%	368	52.2%	500	47.2%	358	50.6%
Persons with Disabilities	281	18.5%	203	15.6%	68	10.7%	74	10.5%	140	13.2%	82	11.6%
Veterans	53	3.5%	37	2.8%	13	2%	29	4.1%	18	1.7%	19	2.7%
Asian - Cambodian	0	0%	3	0.2%	1	0.2%	0	0%	0	0%	0	0%
Asian - Chinese	74	4.9%	83	6.4%	51	8%	53	7.5%	42	4%	17	2.4%
Asian - Filipino	35	2.3%	21	1.6%	13	2%	17	2.4%	11	1%	5	0.7%
Asian - Indian	32	2.1%	37	2.8%	17	2.7%	15	2.1%	9	0.8%	15	2.1%
Asian - Japanese	27	1.8%	23	1.8%	12	1.9%	13	1.8%	7	0.7%	17	2.4%
Asian - Korean	5	0.3%	10	0.8%	10	1.6%	5	0.7%	12	1.1%	5	0.7%
Asian - Laotian	1	0.1%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	14	0.9%	6	0.5%	6	0.9%	4	0.6%	8	0.8%	3	0.4%
Asian - Other or Multiple	42	2.8%	28	2.1%	31	4.9%	25	3.5%	29	2.7%	12	1.7%
Black or African American	63	4.1%	51	3.9%	44	6.9%	35	5%	55	5.2%	31	4.4%
Hispanic or Latino	158	10.4%	110	8.4%	58	9.1%	64	9.1%	89	8.4%	51	7.2%
Native American or Alaska Native	11	0.7%	8	0.6%	4	0.6%	3	0.4%	6	0.6%	1	0.1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	2	0.3%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.2%	0	0%	0	0%	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	4	0.3%	3	0.2%	2	0.3%	1	0.1%	1	0.1%	1	0.1%
White	988	65%	863	66.2%	366	57.5%	439	62.3%	760	71.7%	532	75.1%
Other or Multiple Race	63	4.1%	56	4.3%	21	3.3%	28	4%	31	2.9%	18	2.5%
Total	1,520	0.7%	1,304	0.6%	636	0.3%	705	0.3%	1,060	0.5%	708	0.3%

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	
Women	1	100%	5	83.3%	1	33.3%	6	20%	68	50%	363	56.2%
Men	0	0%	1	16.7%	2	66.7%	24	80%	68	50%	283	43.8%
Persons with Disabilities	0	0%	1	16.7%	0	0%	1	3.3%	16	11.8%	118	18.3%
Veterans	0	0%	0	0%	0	0%	1	3.3%	10	7.4%	37	5.7%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	2	6.7%	4	2.9%	28	4.3%
Asian - Filipino	0	0%	0	0%	0	0%	2	6.7%	4	2.9%	24	3.7%
Asian - Indian	0	0%	0	0%	0	0%	2	6.7%	11	8.1%	15	2.3%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	3	2.2%	8	1.2%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	1	3.3%	0	0%	2	0.3%
Asian - Other or Multiple	0	0%	0	0%	0	0%	1	3.3%	5	3.7%	10	1.5%
Black or African American	0	0%	1	16.7%	1	33.3%	2	6.7%	6	4.4%	53	8.2%
Hispanic or Latino	0	0%	1	16.7%	1	33.3%	5	16.7%	25	18.4%	124	19.2%
Native American or Alaska Native	0	0%	1	16.7%	0	0%	0	0%	1	0.7%	3	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%
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%	3	2.2%	1	0.2%
White	1	100%	2	33.3%	1	33.3%	14	46.7%	69	50.7%	346	53.6%
Other or Multiple Race	0	0%	1	16.7%	0	0%	1	3.3%	5	3.7%	28	4.3%
Total	1	<0.1%	6	<0.1%	3	<0.1%	30	<0.1%	136	0.1%	646	0.3%

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

Table F
Management

Group Type	\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	968	56.4%	431	41%	316	50.7%	979	35.4%
Men	748	43.6%	620	59%	307	49.3%	1,785	64.6%
Persons with Disabilities	298	17.4%	152	14.5%	103	16.5%	350	12.7%
Veterans	94	5.5%	56	5.3%	32	5.1%	171	6.2%
Asian - Cambodian	0	0%	1	0.1%	0	0%	0	0%
Asian - Chinese	96	5.6%	61	5.8%	13	2.1%	110	4%
Asian - Filipino	72	4.2%	39	3.7%	22	3.5%	45	1.6%
Asian - Indian	58	3.4%	60	5.7%	10	1.6%	72	2.6%
Asian - Japanese	30	1.7%	24	2.3%	13	2.1%	35	1.3%
Asian - Korean	5	0.3%	13	1.2%	1	0.2%	9	0.3%
Asian - Laotian	1	0.1%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	27	1.6%	16	1.5%	3	0.5%	17	0.6%
Asian - Other or Multiple	39	2.3%	20	1.9%	8	1.3%	80	2.9%
Black or African American	154	9%	77	7.3%	31	5%	175	6.3%
Hispanic or Latino	282	16.4%	122	11.6%	118	18.9%	305	11%
Native American or Alaska Native	9	0.5%	7	0.7%	5	0.8%	9	0.3%
Pacific Islander - Guamanian	2	0.1%	1	0.1%	0	0%	2	0.1%
Pacific Islander - Hawaiian	2	0.1%	3	0.3%	0	0%	3	0.1%
Pacific Islander - Samoan	2	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	7	0.4%	5	0.5%	2	0.3%	5	0.2%
White	876	51%	546	52%	377	60.5%	1,787	64.7%
Other or Multiple Race	54	3.1%	55	5.2%	20	3.2%	110	4%
Total	1,716	0.8%	1,051	0.5%	623	0.3%	2,764	1.3%

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%	62	88.6%	724	78.8%	4,935	72.6%	10,854	76.4%	4,612	71.7%
Men	1	100%	8	11.4%	195	21.2%	1,863	27.4%	3,357	23.6%	1,818	28.3%
Persons with Disabilities	0	0%	8	11.4%	73	7.9%	492	7.2%	2,691	18.9%	1,364	21.2%
Veterans	0	0%	2	2.9%	11	1.2%	97	1.4%	524	3.7%	376	5.8%
Asian - Cambodian	0	0%	0	0%	2	0.2%	11	0.2%	23	0.2%	7	0.1%
Asian - Chinese	0	0%	4	5.7%	59	6.4%	176	2.6%	351	2.5%	211	3.3%
Asian - Filipino	0	0%	3	4.3%	40	4.4%	338	5%	948	6.7%	423	6.6%
Asian - Indian	0	0%	0	0%	20	2.2%	104	1.5%	134	0.9%	68	1.1%
Asian - Japanese	0	0%	0	0%	6	0.7%	41	0.6%	82	0.6%	46	0.7%
Asian - Korean	0	0%	0	0%	2	0.2%	34	0.5%	31	0.2%	21	0.3%
Asian - Laotian	0	0%	0	0%	1	0.1%	12	0.2%	24	0.2%	11	0.2%
Asian - Vietnamese	0	0%	0	0%	19	2.1%	116	1.7%	148	1%	131	2%
Asian - Other or Multiple	0	0%	0	0%	28	3%	218	3.2%	271	1.9%	103	1.6%
Black or African American	0	0%	9	12.9%	178	19.4%	941	13.8%	2,091	14.7%	1,039	16.2%
Hispanic or Latino	0	0%	16	22.9%	254	27.6%	2,129	31.3%	4,685	33%	2,197	34.2%
Native American or Alaska Native	0	0%	0	0%	13	1.4%	53	0.8%	152	1.1%	51	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	11	0.2%	9	0.1%	12	0.2%
Pacific Islander - Hawaiian	0	0%	1	1.4%	1	0.1%	6	0.1%	10	0.1%	7	0.1%
Pacific Islander - Samoan	0	0%	0	0%	2	0.2%	9	0.1%	28	0.2%	7	0.1%
Pacific Islander - Other or Multiple	0	0%	1	1.4%	10	1.1%	47	0.7%	73	0.5%	26	0.4%
White	0	0%	32	45.7%	254	27.6%	2,252	33.1%	4,677	32.9%	1,903	29.6%
Other or Multiple Race	1	100%	4	5.7%	30	3.3%	300	4.4%	474	3.3%	167	2.6%
Total	1	<0.1%	70	<0.1%	919	0.4%	6,798	3.1%	14,211	6.6%	6,430	3%

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

Table F
Office
Support

Group Type	\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000	
Women	1,679	79.5%	446	75.1%	181	73.6%	54	65.1%	0	0%
Men	434	20.5%	148	24.9%	65	26.4%	29	34.9%	6	100%
Persons with Disabilities	403	19.1%	137	23.1%	57	23.2%	22	26.5%	0	0%
Veterans	77	3.6%	31	5.2%	17	6.9%	4	4.8%	0	0%
Asian - Cambodian	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	26	1.2%	11	1.9%	8	3.3%	2	2.4%	0	0%
Asian - Filipino	109	5.2%	24	4%	4	1.6%	3	3.6%	1	16.7%
Asian - Indian	15	0.7%	7	1.2%	5	2%	0	0%	0	0%
Asian - Japanese	7	0.3%	3	0.5%	5	2%	0	0%	0	0%
Asian - Korean	1	<0.1%	1	0.2%	0	0%	0	0%	0	0%
Asian - Laotian	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	13	0.6%	9	1.5%	0	0%	3	3.6%	0	0%
Asian - Other or Multiple	22	1%	13	2.2%	5	2%	1	1.2%	0	0%
Black or African American	295	14%	85	14.3%	49	19.9%	22	26.5%	0	0%
Hispanic or Latino	645	30.5%	192	32.3%	77	31.3%	30	36.1%	2	33.3%
Native American or Alaska Native	20	0.9%	4	0.7%	1	0.4%	1	1.2%	0	0%
Pacific Islander - Guamanian	5	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.1%	1	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	4	0.2%	0	0%	0	0%	1	1.2%	0	0%
Pacific Islander - Other or Multiple	5	0.2%	6	1%	0	0%	0	0%	0	0%
White	882	41.7%	219	36.9%	85	34.6%	19	22.9%	3	50%
Other or Multiple Race	60	2.8%	19	3.2%	7	2.8%	1	1.2%	0	0%
Total	2,113	1%	594	0.3%	246	0.1%	83	<0.1%	6	<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	1	100%	46	82.1%	97	70.3%	71	67%	39	60%	2	33.3%
Men	0	0%	10	17.9%	41	29.7%	35	33%	26	40%	4	66.7%
Persons with Disabilities	0	0%	4	7.1%	25	18.1%	11	10.4%	3	4.6%	4	66.7%
Veterans	0	0%	3	5.4%	4	2.9%	3	2.8%	4	6.2%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	1.8%	3	2.2%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	8	14.3%	10	7.2%	13	12.3%	3	4.6%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	1	1.8%	2	1.4%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	1	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	0.7%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	1	1.8%	4	2.9%	1	0.9%	1	1.5%	0	0%
Black or African American	0	0%	8	14.3%	16	11.6%	7	6.6%	6	9.2%	0	0%
Hispanic or Latino	0	0%	13	23.2%	42	30.4%	18	17%	3	4.6%	0	0%
Native American or Alaska Native	0	0%	2	3.6%	1	0.7%	1	0.9%	1	1.5%	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	100%	19	33.9%	55	39.9%	62	58.5%	50	76.9%	5	83.3%
Other or Multiple Race	0	0%	3	5.4%	4	2.9%	3	2.8%	1	1.5%	0	0%
Total	1	<0.1%	56	<0.1%	138	0.1%	106	<0.1%	65	<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	3 23.1%	30 42.3%	27 27.8%	27 20.8%	17 11.8%	14 3.1%	18 3.3%
Men	10 76.9%	41 57.7%	70 72.2%	103 79.2%	127 88.2%	437 96.9%	520 96.7%
Persons with Disabilities	0 0%	9 12.7%	13 13.4%	8 6.2%	11 7.6%	37 8.2%	49 9.1%
Veterans	0 0%	2 2.8%	5 5.2%	3 2.3%	9 6.3%	72 16%	99 18.4%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Chinese	0 0%	0 0%	2 2.1%	2 1.5%	2 1.4%	5 1.1%	0 0%
Asian - Filipino	0 0%	4 5.6%	4 4.1%	3 2.3%	5 3.5%	33 7.3%	21 3.9%
Asian - Indian	0 0%	0 0%	0 0%	1 0.8%	3 2.1%	6 1.3%	5 0.9%
Asian - Japanese	0 0%	1 1.4%	0 0%	1 0.8%	0 0%	2 0.4%	0 0%
Asian - Korean	0 0%	0 0%	0 0%	2 1.5%	2 1.4%	2 0.4%	1 0.2%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.2%	0 0%
Asian - Vietnamese	0 0%	1 1.4%	2 2.1%	2 1.5%	2 1.4%	2 0.4%	6 1.1%
Asian - Other or Multiple	0 0%	3 4.2%	1 1%	3 2.3%	3 2.1%	6 1.3%	4 0.7%
Black or African American	3 23.1%	10 14.1%	12 12.4%	9 6.9%	6 4.2%	26 5.8%	15 2.8%
Hispanic or Latino	3 23.1%	29 40.8%	32 33%	43 33.1%	37 25.7%	109 24.2%	147 27.3%
Native American or Alaska Native	1 7.7%	1 1.4%	0 0%	5 3.8%	1 0.7%	3 0.7%	4 0.7%
Pacific Islander - Guamanian	0 0%	1 1.4%	0 0%	0 0%	0 0%	2 0.4%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	1 1%	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%	2 2.8%	0 0%	0 0%	1 0.7%	0 0%	1 0.2%
White	5 38.5%	18 25.4%	37 38.1%	54 41.5%	76 52.8%	238 52.8%	324 60.2%
Other or Multiple Race	1 7.7%	1 1.4%	6 6.2%	5 3.8%	6 4.2%	15 3.3%	10 1.9%
Total	13 <0.1%	71 <0.1%	97 <0.1%	130 0.1%	144 0.1%	451 0.2%	538 0.2%

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	13	28.9%	7	6.7%	10	13.9%	1	4.5%	7	20.6%
Men	32	71.1%	98	93.3%	62	86.1%	21	95.5%	27	79.4%
Persons with Disabilities	1	2.2%	12	11.4%	6	8.3%	4	18.2%	5	14.7%
Veterans	6	13.3%	17	16.2%	16	22.2%	9	40.9%	5	14.7%
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	0	0%	3	2.9%	1	1.4%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	2	2.8%	1	4.5%	1	2.9%
Asian - Japanese	0	0%	1	1%	0	0%	0	0%	0	0%
Asian - Korean	1	2.2%	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	4.4%	1	1%	0	0%	0	0%	1	2.9%
Black or African American	1	2.2%	6	5.7%	6	8.3%	2	9.1%	2	5.9%
Hispanic or Latino	9	20%	28	26.7%	17	23.6%	5	22.7%	7	20.6%
Native American or Alaska Native	1	2.2%	3	2.9%	2	2.8%	0	0%	1	2.9%
Pacific Islander - Guamanian	0	0%	0	0%	1	1.4%	0	0%	1	2.9%
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	31	68.9%	60	57.1%	41	56.9%	13	59.1%	20	58.8%
Other or Multiple Race	0	0%	3	2.9%	2	2.8%	1	4.5%	1	2.9%
Total	45	<0.1%	105	<0.1%	72	<0.1%	22	<0.1%	34	<0.1%

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

Table F
Protective
Service

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%	6	33.3%	245	21.3%	137	11%	526	13.2%	436	13.5%	1,081	15.6%
Men	0	0%	12	66.7%	906	78.7%	1,105	89%	3,451	86.8%	2,804	86.5%	5,868	84.4%
Persons with Disabilities	0	0%	0	0%	16	1.4%	24	1.9%	111	2.8%	199	6.1%	151	2.2%
Veterans	0	0%	1	5.6%	19	1.7%	25	2%	159	4%	231	7.1%	505	7.3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	2	0.1%	1	<0.1%	1	<0.1%
Asian - Chinese	0	0%	0	0%	5	0.4%	5	0.4%	23	0.6%	19	0.6%	20	0.3%
Asian - Filipino	0	0%	0	0%	15	1.3%	15	1.2%	41	1%	73	2.3%	170	2.4%
Asian - Indian	0	0%	0	0%	2	0.2%	4	0.3%	8	0.2%	4	0.1%	8	0.1%
Asian - Japanese	0	0%	0	0%	9	0.8%	4	0.3%	9	0.2%	13	0.4%	6	0.1%
Asian - Korean	0	0%	0	0%	0	0%	3	0.2%	6	0.2%	5	0.2%	3	<0.1%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	1	<0.1%	0	0%	4	0.1%
Asian - Vietnamese	0	0%	0	0%	8	0.7%	4	0.3%	5	0.1%	10	0.3%	11	0.2%
Asian - Other or Multiple	0	0%	0	0%	6	0.5%	21	1.7%	108	2.7%	52	1.6%	267	3.8%
Black or African American	0	0%	0	0%	37	3.2%	33	2.7%	127	3.2%	69	2.1%	353	5.1%
Hispanic or Latino	1	100%	6	33.3%	155	13.5%	390	31.4%	1,621	40.8%	1,032	31.9%	3,247	46.7%
Native American or Alaska Native	0	0%	1	5.6%	16	1.4%	10	0.8%	24	0.6%	22	0.7%	51	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	2	0.2%	1	0.1%	0	0%	2	0.1%	1	<0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	3	0.3%	3	0.2%	3	0.1%	4	0.1%	2	<0.1%
Pacific Islander - Samoan	0	0%	0	0%	1	0.1%	1	0.1%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	3	0.3%	0	0%	9	0.2%	9	0.3%	44	0.6%
White	0	0%	11	61.1%	851	73.9%	687	55.3%	1,917	48.2%	1,861	57.4%	2,681	38.6%
Other or Multiple Race	0	0%	0	0%	38	3.3%	61	4.9%	72	1.8%	64	2%	80	1.2%
Total	1	<0.1%	18	<0.1%	1,151	0.5%	1,242	0.6%	3,977	1.8%	3,240	1.5%	6,949	3.2%

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

Table F
Protective
Service

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	2,234	14.7%	436	11.6%	408	7.5%	155	11.7%	92	9.8%	46	12.4%
Men	13,000	85.3%	3,313	88.4%	5,007	92.5%	1,165	88.3%	845	90.2%	325	87.6%
Persons with Disabilities	359	2.4%	130	3.5%	284	5.2%	86	6.5%	63	6.7%	14	3.8%
Veterans	1,666	10.9%	440	11.7%	880	16.3%	196	14.8%	164	17.5%	53	14.3%
Asian - Cambodian	10	0.1%	2	0.1%	2	<0.1%	1	0.1%	0	0%	0	0%
Asian - Chinese	54	0.4%	24	0.6%	30	0.6%	7	0.5%	7	0.7%	6	1.6%
Asian - Filipino	413	2.7%	70	1.9%	81	1.5%	15	1.1%	18	1.9%	5	1.3%
Asian - Indian	29	0.2%	10	0.3%	6	0.1%	3	0.2%	2	0.2%	1	0.3%
Asian - Japanese	32	0.2%	9	0.2%	33	0.6%	2	0.2%	12	1.3%	2	0.5%
Asian - Korean	23	0.2%	4	0.1%	19	0.4%	4	0.3%	6	0.6%	1	0.3%
Asian - Laotian	10	0.1%	1	<0.1%	2	<0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	32	0.2%	12	0.3%	18	0.3%	1	0.1%	2	0.2%	0	0%
Asian - Other or Multiple	290	1.9%	40	1.1%	25	0.5%	10	0.8%	9	1%	3	0.8%
Black or African American	1,467	9.6%	284	7.6%	172	3.2%	96	7.3%	51	5.4%	34	9.2%
Hispanic or Latino	6,538	42.9%	1,410	37.6%	1,335	24.7%	372	28.2%	201	21.5%	86	23.2%
Native American or Alaska Native	62	0.4%	17	0.5%	37	0.7%	11	0.8%	3	0.3%	0	0%
Pacific Islander - Guamanian	8	0.1%	0	0%	4	0.1%	0	0%	1	0.1%	0	0%
Pacific Islander - Hawaiian	24	0.2%	3	0.1%	5	0.1%	3	0.2%	3	0.3%	0	0%
Pacific Islander - Samoan	9	0.1%	1	<0.1%	3	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	72	0.5%	11	0.3%	15	0.3%	1	0.1%	4	0.4%	0	0%
White	5,820	38.2%	1,769	47.2%	3,539	65.4%	760	57.6%	598	63.8%	222	59.8%
Other or Multiple Race	341	2.2%	82	2.2%	89	1.6%	34	2.6%	20	2.1%	11	3%
Total	15,234	7%	3,749	1.7%	5,415	2.5%	1,320	0.6%	937	0.4%	371	0.2%

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

Table F
Sales
& Related

Group Type	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000	
Women	1	100%	29	54.7%	117	43.5%	120	36.3%	135	50.8%
Men	0	0%	24	45.3%	152	56.5%	211	63.7%	131	49.2%
Persons with Disabilities	0	0%	2	3.8%	15	5.6%	49	14.8%	42	15.8%
Veterans	0	0%	0	0%	4	1.5%	8	2.4%	7	2.6%
Asian - Cambodian	0	0%	1	1.9%	1	0.4%	1	0.3%	0	0%
Asian - Chinese	0	0%	1	1.9%	22	8.2%	20	6%	15	5.6%
Asian - Filipino	0	0%	2	3.8%	26	9.7%	16	4.8%	26	9.8%
Asian - Indian	0	0%	5	9.4%	36	13.4%	15	4.5%	9	3.4%
Asian - Japanese	0	0%	0	0%	0	0%	5	1.5%	2	0.8%
Asian - Korean	0	0%	0	0%	1	0.4%	4	1.2%	3	1.1%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.4%	2	0.6%	6	2.3%
Asian - Other or Multiple	0	0%	4	7.5%	24	8.9%	5	1.5%	8	3%
Black or African American	0	0%	24	45.3%	54	20.1%	39	11.8%	20	7.5%
Hispanic or Latino	0	0%	3	5.7%	36	13.4%	69	20.8%	57	21.4%
Native American or Alaska Native	0	0%	0	0%	1	0.4%	3	0.9%	1	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.3%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.4%	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%	1	0.4%	2	0.6%	0	0%
White	1	100%	13	24.5%	56	20.8%	132	39.9%	111	41.7%
Other or Multiple Race	0	0%	0	0%	9	3.3%	17	5.1%	8	3%
Total	1	<0.1%	53	<0.1%	269	0.1%	331	0.2%	266	0.1%

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

Table F
Sales
& Related

Group Type	\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000	
Women	88	56.4%	267	58.6%	52	41.9%	0	0%
Men	68	43.6%	189	41.4%	72	58.1%	2	100%
Persons with Disabilities	38	24.4%	121	26.5%	29	23.4%	0	0%
Veterans	7	4.5%	19	4.2%	9	7.3%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	9	5.8%	32	7%	4	3.2%	0	0%
Asian - Filipino	24	15.4%	53	11.6%	1	0.8%	0	0%
Asian - Indian	4	2.6%	9	2%	3	2.4%	0	0%
Asian - Japanese	0	0%	2	0.4%	1	0.8%	0	0%
Asian - Korean	4	2.6%	2	0.4%	1	0.8%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	6	1.3%	2	1.6%	0	0%
Asian - Other or Multiple	4	2.6%	14	3.1%	2	1.6%	0	0%
Black or African American	14	9%	46	10.1%	11	8.9%	0	0%
Hispanic or Latino	35	22.4%	107	23.5%	27	21.8%	0	0%
Native American or Alaska Native	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	1.9%	1	0.2%	2	1.6%	0	0%
Other or Multiple Race	5	3.2%	15	3.3%	5	4%	0	0%
White	54	34.6%	169	37.1%	65	52.4%	2	100%
Total	156	0.1%	456	0.2%	124	0.1%	2	<0.01

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	
Women	89	25.9%	10	15.9%	47	10.3%	35	8.8%	49	13.3%
Men	255	74.1%	53	84.1%	410	89.7%	362	91.2%	320	86.7%
Persons with Disabilities	9	2.6%	1	1.6%	33	7.2%	38	9.6%	47	12.7%
Veterans	4	1.2%	0	0%	34	7.4%	46	11.6%	40	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%	1	0.3%	0	0%
Asian - Chinese	0	0%	0	0%	4	0.9%	2	0.5%	7	1.9%
Asian - Filipino	8	2.3%	2	3.2%	27	5.9%	9	2.3%	12	3.3%
Asian - Indian	0	0%	1	1.6%	8	1.8%	7	1.8%	1	0.3%
Asian - Japanese	1	0.3%	0	0%	3	0.7%	1	0.3%	2	0.5%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	2	0.5%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	1.6%	1	0.2%	1	0.3%	3	0.8%
Asian - Other or Multiple	3	0.9%	0	0%	6	1.3%	3	0.8%	3	0.8%
Black or African American	10	2.9%	4	6.3%	44	9.6%	29	7.3%	21	5.7%
Hispanic or Latino	95	27.6%	16	25.4%	159	34.8%	133	33.5%	125	33.9%
Native American or Alaska Native	6	1.7%	0	0%	3	0.7%	6	1.5%	3	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.3%	0	0%
Pacific Islander - Hawaiian	1	0.3%	0	0%	1	0.2%	1	0.3%	1	0.3%
Pacific Islander - Samoan	0	0%	0	0%	1	0.2%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	3	0.7%	3	0.8%	0	0%
White	201	58.4%	27	42.9%	184	40.3%	192	48.4%	180	48.8%
Other or Multiple Race	19	5.5%	12	19%	13	2.8%	8	2%	9	2.4%
Total	344	0.2%	63	<0.1%	457	0.2%	397	0.2%	369	0.2%

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

Table F Transport

Group Type	\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000	
Women	7	13.7%	3	4%	1	11.1%	0	0%	0	0%
Men	44	86.3%	72	96%	8	88.9%	5	100%	1	100%
Persons with Disabilities	7	13.7%	5	6.7%	1	11.1%	0	0%	1	100%
Veterans	9	17.6%	22	29.3%	2	22.2%	0	0%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	2.7%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	1	1.3%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	1	2%	0	0%	0	0%	0	0%	0	0%
Black or African American	3	5.9%	3	4%	0	0%	0	0%	0	0%
Hispanic or Latino	8	15.7%	10	13.3%	0	0%	1	20%	0	0%
Native American or Alaska Native	0	0%	1	1.3%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	1.3%	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	35	68.6%	55	73.3%	9	100%	4	80%	1	100%
Other or Multiple Race	4	7.8%	2	2.7%	0	0%	0	0%	0	0%
Total	51	<0.1%	75	<0.1%	9	<0.1%	5	<0.1%	1	<0.1%

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

Table F
Unmapped

Group Type	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000	
Women	4	50%	1,425	56.6%	311	66%	37	54.4%	1	10%	13	22.8%	3	7%
Men	4	50%	1,092	43.4%	160	34%	31	45.6%	9	90%	44	77.2%	40	93%
Persons with Disabilities	2	25%	151	6%	184	39.1%	37	54.4%	2	20%	0	0%	1	2.3%
Veterans	0	0%	13	0.5%	3	0.6%	0	0%	0	0%	0	0%	0	0%
Asian - Cambodian	0	0%	4	0.2%	2	0.4%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	68	2.7%	9	1.9%	0	0%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	43	1.7%	12	2.5%	2	2.9%	0	0%	0	0%	1	2.3%
Asian - Indian	0	0%	31	1.2%	12	2.5%	1	1.5%	0	0%	0	0%	1	2.3%
Asian - Japanese	0	0%	16	0.6%	4	0.8%	0	0%	0	0%	0	0%	1	2.3%
Asian - Korean	0	0%	5	0.2%	3	0.6%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	2	0.1%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	36	1.4%	9	1.9%	1	1.5%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	61	2.4%	17	3.6%	1	1.5%	0	0%	0	0%	1	2.3%
Black or African American	1	12.5%	247	9.8%	33	7%	5	7.4%	0	0%	5	8.8%	2	4.7%
Hispanic or Latino	2	25%	527	20.9%	107	22.7%	19	27.9%	2	20%	26	45.6%	20	46.5%
Native American or Alaska Native	0	0%	34	1.4%	3	0.6%	1	1.5%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	2	0.1%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	2	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	12	0.5%	6	1.3%	0	0%	0	0%	0	0%	0	0%
White	5	62.5%	1,311	52.1%	234	49.7%	34	50%	8	80%	26	45.6%	16	37.2%
Other or Multiple Race	0	0%	115	4.6%	18	3.8%	4	5.9%	0	0%	0	0%	1	2.3%
Total	8	<0.1%	2,517	1.2%	471	0.2%	68	<0.1%	10	<0.1%	57	<0.1%	43	<0.1%

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

Table F
Unmapped

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	3	4.1%	2	1.7%	1	0.8%	1	5.3%	1	33.3%	11	40.7%
Men	71	95.9%	114	98.3%	119	99.2%	18	94.7%	2	66.7%	16	59.3%
Persons with Disabilities	0	0%	1	0.9%	0	0%	0	0%	0	0%	0	0%
Veterans	0	0%	4	3.4%	1	0.8%	0	0%	0	0%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%	0	0%	1	3.7%
Asian - Filipino	1	1.4%	1	0.9%	1	0.8%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	1	0.9%	0	0%	0	0%	0	0%	2	7.4%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	1	3.7%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	1.4%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	1	33.3%	0	0%
Black or African American	1	1.4%	2	1.7%	2	1.7%	0	0%	0	0%	0	0%
Hispanic or Latino	36	48.6%	48	41.4%	62	51.7%	2	10.5%	0	0%	2	7.4%
Native American or Alaska Native	2	2.7%	0	0%	0	0%	1	5.3%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.8%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	32	43.2%	62	53.4%	54	45%	16	84.2%	2	66.7%	20	74.1%
Other or Multiple Race	1	1.4%	2	1.7%	0	0%	0	0%	0	0%	1	3.7%
Total	74	<0.1%	116	0.1%	120	0.1%	19	<0.1%	3	<0.1%	27	<0.1%

Appendix

Table G

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

Table G

Alameda

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

Group Type	Civil Service		Labor Force		Population	
Women	2,807	43.8%	426,470	46.9%	845,703	50.8%
Men	3,595	56.2%	483,731	53.1%	819,017	49.2%
Persons with Disabilities	1,003	15.7%	36,955	4.1%	297,150	17.8%
Veterans	178	2.8%	26,114	2.9%	58,373	3.5%
Asian - Cambodian	8	0.1%	2,028	0.2%	3,185	0.2%
Asian - Chinese	732	11.4%	89,374	9.8%	173,178	10.4%
Asian - Filipino	742	11.6%	57,214	6.3%	93,620	5.6%
Asian - Indian	310	4.8%	68,372	7.5%	131,785	7.9%
Asian - Japanese	60	0.9%	5,736	0.6%	11,335	0.7%
Asian - Korean	39	0.6%	10,191	1.1%	19,571	1.2%
Asian - Laotian	5	0.1%	1,442	0.2%	2,094	0.1%
Asian - Vietnamese	181	2.8%	15,729	1.7%	29,263	1.8%
Asian - Other or Multiple	313	4.9%	21,730	2.4%	36,888	2.2%
Black or African American	855	13.4%	85,566	9.4%	170,275	10.2%
Hispanic or Latino	802	12.5%	195,488	21.5%	373,898	22.5%
Native American or Alaska Native	22	0.3%	2,553	0.3%	5,273	0.3%
Pacific Islander - Guamanian	6	0.1%	810	0.1%	1,019	0.1%
Pacific Islander - Hawaiian	4	0.1%	1,650	0.2%	2,677	0.2%
Pacific Islander - Samoan	2	<0.1%	1,897	0.2%	2,696	0.2%
Pacific Islander - Other or Multiple	32	0.5%	2,926	0.3%	4,436	0.3%
White	2,022	31.6%	309,759	34%	522,012	31.4%
Other or Multiple Race	267	4.2%	37,736	4.1%	81,515	4.9%
Total	6,402	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	10	18.5%	243	48.8%	544	47.8%
Men	44	81.5%	255	51.2%	594	52.2%
Persons with Disabilities	4	7.4%	30	6.1%	369	32.4%
Veterans	4	7.4%	33	6.6%	109	9.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	1.9%	2	0.4%	4	0.4%
Asian - Filipino	2	3.7%	2	0.3%	2	0.2%
Asian - Indian	0	0%	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 or African American	0	0%	2	0.4%	12	1.1%
Hispanic or Latino	7	13%	76	15.3%	169	14.8%
Native American or Alaska Native	4	7.4%	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	2	3.7%	0	0%	0	0%
White	38	70.4%	383	76.9%	873	76.7%
Other or Multiple Race	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	674	35.4%	7,989	48.8%	17,874	47.8%
Men	1,231	64.6%	8,374	51.2%	19,494	52.2%
Persons with Disabilities	81	4.3%	1,000	6.1%	12,112	32.4%
Veterans	146	7.7%	1,083	6.6%	3,580	9.6%
Asian - Cambodian	0	0%	0	0%	16	<0.1%
Asian - Chinese	11	0.6%	66	0.4%	140	0.4%
Asian - Filipino	52	2.7%	53	0.3%	76	0.2%
Asian - Indian	20	1%	0	0%	0	0%
Asian - Japanese	0	0%	10	0.1%	15	<0.1%
Asian - Korean	4	0.2%	20	0.1%	69	0.2%
Asian - Laotian	2	0.1%	0	0%	0	0%
Asian - Vietnamese	15	0.8%	0	0%	2	<0.1%
Asian - Other or Multiple	72	3.8%	38	0.2%	111	0.3%
Black or African American	109	5.7%	73	0.4%	405	1.1%
Hispanic or Latino	313	16.4%	2,498	15.3%	5,547	14.8%
Native American or Alaska Native	27	1.4%	441	2.7%	928	2.5%
Pacific Islander - Guamanian	1	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	14	0.7%	0	0%	0	0%
White	1,210	63.5%	12,580	76.9%	28,679	76.7%
Other or Multiple Race	53	2.8%	535	3.3%	1,271	3.4%
Total	1,905	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	294	31.6%	53,225	50.3%	116,209	50.7%
Men	636	68.4%	52,667	49.7%	113,133	49.3%
Persons with Disabilities	97	10.4%	6,803	6.4%	78,409	34.2%
Veterans	62	6.7%	5,787	5.5%	19,032	8.3%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.1%	308	0.3%	427	0.2%
Asian - Filipino	11	1.2%	711	0.7%	1,399	0.6%
Asian - Indian	3	0.3%	276	0.3%	534	0.2%
Asian - Japanese	1	0.1%	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	14	1.5%	3,773	3.6%	7,514	3.3%
Black or African American	13	1.4%	3,017	2.8%	4,556	2%
Hispanic or Latino	118	12.7%	17,670	16.7%	37,275	16.3%
Native American or Alaska Native	14	1.5%	990	0.9%	2,170	0.9%
Pacific Islander - Guamanian	1	0.1%	0	0%	86	<0.1%
Pacific Islander - Hawaiian	3	0.3%	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	714	76.8%	75,089	70.9%	164,912	71.9%
Other or Multiple Race	35	3.8%	2,693	2.5%	8,561	3.7%
Total	930	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	46	20.7%	9,692	48.8%	21,685	47.8%
Men	176	79.3%	10,160	51.2%	23,650	52.2%
Persons with Disabilities	26	11.7%	1,213	6.1%	14,695	32.4%
Veterans	9	4.1%	1,313	6.6%	4,343	9.6%
Asian - Cambodian	0	0%	0	0%	19	<0.1%
Asian - Chinese	1	0.5%	80	0.4%	170	0.4%
Asian - Filipino	2	0.9%	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	1	0.5%	25	0.1%	84	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.5%	0	0%	3	<0.1%
Asian - Other or Multiple	1	0.5%	46	0.2%	135	0.3%
Black or African American	2	0.9%	89	0.4%	491	1.1%
Hispanic or Latino	20	9%	3,031	15.3%	6,729	14.8%
Native American or Alaska Native	2	0.9%	536	2.7%	1,126	2.5%
Pacific Islander - Guamanian	1	0.5%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.5%	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	<0.1%
White	187	84.2%	15,262	76.9%	34,793	76.7%
Other or Multiple Race	3	1.4%	650	3.3%	1,542	3.4%
Total	222	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	17.6%	4,057	44.2%	10,679	49.4%
Men	42	82.4%	5,127	55.8%	10,933	50.6%
Persons with Disabilities	7	13.7%	821	8.9%	7,717	35.7%
Veterans	7	13.7%	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	3.9%	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 or African American	2	3.9%	54	0.6%	112	0.5%
Hispanic or Latino	8	15.7%	3,203	34.9%	7,236	33.5%
Native American or Alaska Native	2	3.9%	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	37	72.5%	5,496	59.8%	12,945	59.9%
Other or Multiple Race	0	0%	163	1.8%	471	2.2%
Total	51	<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	760	48.4%	276,843	46.9%	585,407	51%
Men	809	51.6%	313,142	53.1%	562,168	49%
Persons with Disabilities	193	12.3%	38,233	6.5%	258,861	22.6%
Veterans	80	5.1%	20,422	3.5%	54,768	4.8%
Asian - Cambodian	2	0.1%	139	<0.1%	658	0.1%
Asian - Chinese	123	7.8%	24,673	4.2%	53,078	4.6%
Asian - Filipino	142	9.1%	31,158	5.3%	50,178	4.4%
Asian - Indian	56	3.6%	15,874	2.7%	32,886	2.9%
Asian - Japanese	16	1%	4,598	0.8%	8,044	0.7%
Asian - Korean	7	0.4%	4,522	0.8%	8,457	0.7%
Asian - Laotian	0	0%	1,413	0.2%	1,994	0.2%
Asian - Vietnamese	15	1%	6,952	1.2%	11,791	1%
Asian - Other or Multiple	56	3.6%	13,665	2.3%	25,850	2.3%
Black or African American	247	15.7%	48,069	8.1%	93,243	8.1%
Hispanic or Latino	214	13.6%	147,726	25%	294,751	25.7%
Native American or Alaska Native	13	0.8%	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%	609	0.1%
Pacific Islander - Samoan	2	0.1%	734	0.1%	1,287	0.1%
Pacific Islander - Other or Multiple	6	0.4%	1,104	0.2%	1,587	0.1%
White	603	38.4%	264,112	44.8%	500,894	43.6%
Other or Multiple Race	65	4.1%	23,425	4%	59,278	5.2%
Total	1,569	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	412	29.1%	4,975	48.6%	12,587	46.1%
Men	1,003	70.9%	5,266	51.4%	14,727	53.9%
Persons with Disabilities	72	5.1%	599	5.8%	9,207	33.7%
Veterans	128	9%	799	7.8%	2,360	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.4%	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	<0.1%
Asian - Korean	2	0.1%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.2%	0	0%	59	0.2%
Asian - Other or Multiple	20	1.4%	75	0.7%	383	1.4%
Black or African American	19	1.3%	171	1.7%	1,028	3.8%
Hispanic or Latino	209	14.8%	1,164	11.4%	4,004	14.7%
Native American or Alaska Native	41	2.9%	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	2	0.1%	71	0.7%	120	0.4%
White	1,052	74.3%	7,911	77.3%	19,626	71.9%
Other or Multiple Race	39	2.8%	528	5.2%	1,280	4.7%
Total	1,415	0.7%	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	143	27%	38,640	45.1%	94,407	50.1%
Men	386	73%	46,966	54.9%	94,068	49.9%
Persons with Disabilities	55	10.4%	4,203	4.9%	47,983	25.5%
Veterans	24	4.5%	5,634	6.6%	14,222	7.5%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	0.4%	962	1.1%	1,806	1%
Asian - Filipino	5	0.9%	1,085	1.3%	1,520	0.8%
Asian - Indian	0	0%	1,721	2%	3,022	1.6%
Asian - Japanese	3	0.6%	197	0.2%	334	0.2%
Asian - Korean	0	0%	212	0.2%	980	0.5%
Asian - Laotian	0	0%	54	0.1%	54	<0.1%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	1	0.2%	0	0%	0	0%
Black or African American	7	1.3%	605	0.7%	1,332	0.7%
Hispanic or Latino	39	7.4%	9,616	11.2%	24,340	12.9%
Native American or Alaska Native	4	0.8%	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	447	84.5%	68,162	79.6%	146,675	77.8%
Other or Multiple Race	21	4%	2,821	3.3%	8,077	4.3%
Total	529	0.2%	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	3,972	46%	203,720	45.4%	495,085	50%
Men	4,661	54%	245,034	54.6%	494,750	50%
Persons with Disabilities	985	11.4%	36,731	8.2%	257,249	26%
Veterans	442	5.1%	19,962	4.4%	45,962	4.6%
Asian - Cambodian	15	0.2%	2,572	0.6%	5,058	0.5%
Asian - Chinese	88	1%	3,065	0.7%	6,309	0.6%
Asian - Filipino	278	3.2%	5,173	1.2%	9,796	1%
Asian - Indian	185	2.1%	10,548	2.4%	20,850	2.1%
Asian - Japanese	50	0.6%	2,765	0.6%	5,751	0.6%
Asian - Korean	32	0.4%	557	0.1%	865	0.1%
Asian - Laotian	14	0.2%	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	310	3.6%	18,392	4.1%	42,293	4.3%
Black or African American	689	8%	19,328	4.3%	44,309	4.5%
Hispanic or Latino	3,317	38.4%	229,101	51.1%	525,882	53.1%
Native American or Alaska Native	73	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	5	0.1%	0	0%	152	<0.1%
Pacific Islander - Other or Multiple	25	0.3%	465	0.1%	1,079	0.1%
White	3,244	37.6%	142,144	31.7%	290,015	29.3%
Other or Multiple Race	243	2.8%	9,720	2.2%	24,639	2.5%
Total	8,633	4%	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	13	16.5%	5,290	44.2%	13,926	49.4%
Men	66	83.5%	6,686	55.8%	14,258	50.6%
Persons with Disabilities	6	7.6%	1,071	8.9%	10,064	35.7%
Veterans	6	7.6%	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	2	2.5%	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 or African American	2	2.5%	70	0.6%	146	0.5%
Hispanic or Latino	11	13.9%	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	63	79.7%	7,167	59.8%	16,881	59.9%
Other or Multiple Race	0	0%	212	1.8%	614	2.2%
Total	79	<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	437	35.8%	31,758	48.3%	69,461	50.6%
Men	784	64.2%	34,035	51.7%	67,821	49.4%
Persons with Disabilities	189	15.5%	4,818	7.3%	45,124	32.9%
Veterans	58	4.8%	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	12	1%	50	0.1%	179	0.1%
Asian - Indian	3	0.2%	219	0.3%	242	0.2%
Asian - Japanese	2	0.2%	148	0.2%	180	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	2	0.2%	0	0%	0	0%
Asian - Vietnamese	1	0.1%	87	0.1%	87	0.1%
Asian - Other or Multiple	12	1%	1,307	2%	3,604	2.6%
Black or African American	17	1.4%	404	0.6%	1,795	1.3%
Hispanic or Latino	93	7.6%	7,911	12%	16,535	12%
Native American or Alaska Native	28	2.3%	1,698	2.6%	4,031	2.9%
Pacific Islander - Guamanian	0	0%	1,013	1.5%	1,824	1.3%
Pacific Islander - Hawaiian	3	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	67	0%
Pacific Islander - Other or Multiple	1	0.1%	0	0%	0	0%
White	943	77.2%	50,776	77.2%	101,636	74%
Other or Multiple Race	103	8.4%	2,138	3.2%	7,046	5.1%
Total	1,221	0.6%	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	820	29.7%	31,070	45%	90,261	49.4%
Men	1,944	70.3%	37,926	55%	92,583	50.6%
Persons with Disabilities	104	3.8%	4,725	6.8%	50,063	27.4%
Veterans	178	6.4%	3,039	4.4%	6,099	3.3%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.2%	291	0.4%	736	0.4%
Asian - Filipino	28	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	13	0.5%	293	0.4%	566	0.3%
Black or African American	99	3.6%	848	1.2%	4,158	2.3%
Hispanic or Latino	2,059	74.5%	56,940	82.5%	154,406	84.4%
Native American or Alaska Native	11	0.4%	403	0.6%	1,063	0.6%
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	3	0.1%	491	0.7%	835	0.5%
White	476	17.2%	8,659	12.6%	18,666	10.2%
Other or Multiple Race	54	2%	334	0.5%	1,080	0.6%
Total	2,764	1.3%	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	110	30.7%	4,015	48.8%	8,983	47.8%
Men	248	69.3%	4,208	51.2%	9,796	52.2%
Persons with Disabilities	34	9.5%	503	6.1%	6,087	32.4%
Veterans	20	5.6%	544	6.6%	1,799	9.6%
Asian - Cambodian	0	0%	0	0%	8	<0.1%
Asian - Chinese	4	1.1%	33	0.4%	70	0.4%
Asian - Filipino	1	0.3%	27	0.3%	38	0.2%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	1	0.3%	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%
Asian - Other or Multiple	2	0.6%	19	0.2%	56	0.3%
Black or African American	4	1.1%	37	0.4%	203	1.1%
Hispanic or Latino	34	9.5%	1,255	15.3%	2,787	14.8%
Native American or Alaska Native	19	5.3%	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	286	79.9%	6,322	76.9%	14,412	76.7%
Other or Multiple Race	7	2%	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	2,998	35.8%	164,413	44%	434,866	48.7%
Men	5,370	64.2%	209,039	56%	458,160	51.3%
Persons with Disabilities	393	4.7%	22,083	5.9%	200,049	22.4%
Veterans	615	7.3%	16,551	4.4%	40,458	4.5%
Asian - Cambodian	4	<0.1%	398	0.1%	1,235	0.1%
Asian - Chinese	32	0.4%	2,491	0.7%	4,049	0.5%
Asian - Filipino	335	4%	10,270	2.8%	19,957	2.2%
Asian - Indian	65	0.8%	3,250	0.9%	9,357	1%
Asian - Japanese	11	0.1%	0	0%	582	0.1%
Asian - Korean	17	0.2%	553	0.1%	1,931	0.2%
Asian - Laotian	0	0%	207	0.1%	750	0.1%
Asian - Vietnamese	11	0.1%	799	0.2%	2,160	0.2%
Asian - Other or Multiple	109	1.3%	949	0.3%	2,780	0.3%
Black or African American	617	7.4%	18,370	4.9%	45,544	5.1%
Hispanic or Latino	3,707	44.3%	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	1	<0.1%	103	<0.1%	249	<0.1%
Pacific Islander - Hawaiian	1	<0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	380	0.1%	1,246	0.1%
Pacific Islander - Other or Multiple	19	0.2%	0	0%	284	<0.1%
White	3,228	38.6%	130,458	34.9%	303,280	34%
Other or Multiple Race	159	1.9%	6,364	1.7%	18,204	2%
Total	8,368	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	1,875	34.4%	26,817	43.7%	67,848	45.4%
Men	3,574	65.6%	34,535	56.3%	81,703	54.6%
Persons with Disabilities	234	4.3%	4,080	6.7%	38,736	25.9%
Veterans	367	6.7%	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	168	3.1%	2,172	3.5%	3,748	2.5%
Asian - Indian	23	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	6	0.1%	17	<0.1%	55	<0.1%
Asian - Other or Multiple	90	1.7%	357	0.6%	1,034	0.7%
Black or African American	267	4.9%	3,014	4.9%	8,991	6%
Hispanic or Latino	2,722	50%	31,018	50.6%	81,492	54.5%
Native American or Alaska Native	25	0.5%	158	0.3%	916	0.6%
Pacific Islander - Guamanian	0	0%	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	13	0.2%	0	0%	0	0%
White	1,952	35.8%	22,188	36.2%	47,645	31.9%
Other or Multiple Race	141	2.6%	2,359	3.8%	5,098	3.4%
Total	5,449	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	30	17.4%	13,796	46.8%	32,351	50.2%
Men	142	82.6%	15,698	53.2%	32,037	49.8%
Persons with Disabilities	13	7.6%	3,236	11%	22,528	35%
Veterans	16	9.3%	1,764	6%	5,029	7.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.6%	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	0.6%	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 or African American	4	2.3%	146	0.5%	833	1.3%
Hispanic or Latino	25	14.5%	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	1	0.6%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.6%	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	131	76.2%	19,933	67.6%	43,143	67%
Other or Multiple Race	8	4.7%	488	1.7%	1,827	2.8%
Total	172	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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	741	30.5%	5,809	48.6%	14,695	46.1%
Men	1,690	69.5%	6,147	51.4%	17,194	53.9%
Persons with Disabilities	109	4.5%	699	5.8%	10,749	33.7%
Veterans	187	7.7%	933	7.8%	2,755	8.6%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	3	0.1%	16	0.1%	44	0.1%
Asian - Filipino	26	1.1%	75	0.6%	130	0.4%
Asian - Indian	0	0%	0	0%	20	0.1%
Asian - Japanese	1	<0.1%	0	0%	13	<0.1%
Asian - Korean	2	0.1%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.1%	0	0%	68	0.2%
Asian - Other or Multiple	41	1.7%	88	0.7%	447	1.4%
Black or African American	60	2.5%	200	1.7%	1,201	3.8%
Hispanic or Latino	380	15.6%	1,359	11.4%	4,674	14.7%
Native American or Alaska Native	40	1.6%	283	2.4%	742	2.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	4	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	1,823	75%	9,236	77.3%	22,913	71.9%
Other or Multiple Race	39	1.6%	616	5.2%	1,494	4.7%
Total	2,431	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	9,015	46.5%	2,437,915	46.1%	5,158,346	50.8%
Men	10,364	53.5%	2,851,743	53.9%	5,003,723	49.2%
Persons with Disabilities	2,197	11.3%	223,881	4.2%	1,995,487	19.6%
Veterans	829	4.3%	146,931	2.8%	313,192	3.1%
Asian - Cambodian	20	0.1%	17,117	0.3%	35,377	0.3%
Asian - Chinese	1,038	5.4%	227,584	4.3%	440,052	4.3%
Asian - Filipino	1,318	6.8%	204,959	3.9%	345,666	3.4%
Asian - Indian	316	1.6%	50,609	1%	92,393	0.9%
Asian - Japanese	180	0.9%	49,479	0.9%	95,084	0.9%
Asian - Korean	286	1.5%	114,388	2.2%	217,915	2.1%
Asian - Laotian	5	<0.1%	1,968	<0.1%	3,900	<0.1%
Asian - Vietnamese	425	2.2%	53,553	1%	101,565	1%
Asian - Other or Multiple	610	3.1%	70,330	1.3%	149,991	1.5%
Black or African American	3,444	17.8%	394,851	7.5%	794,128	7.8%
Hispanic or Latino	6,203	32%	2,491,621	47.1%	4,939,500	48.6%
Native American or Alaska Native	69	0.4%	10,868	0.2%	24,951	0.2%
Pacific Islander - Guamanian	10	0.1%	848	<0.1%	1,686	<0.1%
Pacific Islander - Hawaiian	3	<0.1%	3,073	0.1%	6,037	0.1%
Pacific Islander - Samoan	8	<0.1%	3,491	0.1%	5,631	0.1%
Pacific Islander - Other or Multiple	41	0.2%	3,973	0.1%	6,520	0.1%
White	4,801	24.8%	1,468,446	27.8%	2,640,282	26%
Other or Multiple Race	602	3.1%	122,500	2.3%	261,391	2.6%
Total	19,379	9%	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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	1,095	44.5%	29,392	46.6%	81,286	51.8%
Men	1,365	55.5%	33,704	53.4%	75,526	48.2%
Persons with Disabilities	140	5.7%	5,342	8.5%	43,068	27.5%
Veterans	160	6.5%	2,457	3.9%	6,826	4.4%
Asian - Cambodian	2	0.1%	0	0%	0	0%
Asian - Chinese	9	0.4%	162	0.3%	729	0.5%
Asian - Filipino	47	1.9%	230	0.4%	481	0.3%
Asian - Indian	39	1.6%	433	0.7%	522	0.3%
Asian - Japanese	5	0.2%	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	61	2.5%	90	0.1%	326	0.2%
Black or African American	174	7.1%	2,981	4.7%	5,899	3.8%
Hispanic or Latino	1,114	45.3%	34,568	54.8%	90,962	58%
Native American or Alaska Native	23	0.9%	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	1	<0.1%	0	0%	48	<0.1%
Pacific Islander - Other or Multiple	5	0.2%	0	0%	0	0%
White	914	37.2%	22,629	35.9%	53,107	33.9%
Other or Multiple Race	53	2.2%	506	0.8%	1,284	0.8%
Total	2,460	1.1%	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	652	33.3%	65,381	49.1%	133,743	51.2%
Men	1,307	66.7%	67,755	50.9%	127,461	48.8%
Persons with Disabilities	86	4.4%	5,546	4.2%	49,362	18.9%
Veterans	147	7.5%	4,806	3.6%	12,984	5%
Asian - Cambodian	3	0.2%	149	0.1%	149	0.1%
Asian - Chinese	24	1.2%	2,380	1.8%	5,147	2%
Asian - Filipino	160	8.2%	2,438	1.8%	3,164	1.2%
Asian - Indian	14	0.7%	1,789	1.3%	2,973	1.1%
Asian - Japanese	10	0.5%	357	0.3%	1,013	0.4%
Asian - Korean	4	0.2%	1,150	0.9%	1,542	0.6%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	8	0.4%	210	0.2%	469	0.2%
Asian - Other or Multiple	93	4.7%	775	0.6%	1,283	0.5%
Black or African American	354	18.1%	1,627	1.2%	4,076	1.6%
Hispanic or Latino	414	21.1%	18,942	14.2%	42,336	16.2%
Native American or Alaska Native	12	0.6%	338	0.3%	462	0.2%
Pacific Islander - Guamanian	5	0.3%	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	23	1.2%	0	0%	0	0%
White	795	40.6%	97,501	73.2%	184,305	70.6%
Other or Multiple Race	36	1.8%	5,480	4.1%	14,230	5.4%
Total	1,959	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	35	20.7%	3,853	48.8%	8,620	47.8%
Men	134	79.3%	4,038	51.2%	9,401	52.2%
Persons with Disabilities	23	13.6%	482	6.1%	5,841	32.4%
Veterans	11	6.5%	522	6.6%	1,726	9.6%
Asian - Cambodian	0	0%	0	0%	8	<0.1%
Asian - Chinese	0	0%	32	0.4%	68	0.4%
Asian - Filipino	2	1.2%	25	0.3%	37	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%	33	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	<0.1%
Asian - Other or Multiple	1	0.6%	18	0.2%	54	0.3%
Black or African American	1	0.6%	35	0.4%	195	1.1%
Hispanic or Latino	26	15.4%	1,205	15.3%	2,675	14.8%
Native American or Alaska Native	2	1.2%	213	2.7%	448	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.6%	23	0.3%	48	0.3%
Pacific Islander - Samoan	0	0%	0	0%	5	<0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	129	76.3%	6,067	76.9%	13,830	76.7%
Other or Multiple Race	7	4.1%	258	3.3%	613	3.4%
Total	169	0.1%	7,891	<0.1%	18,020	<0.1%

Table G

Mendocino

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

Group Type	Civil Service		Labor Force		Population	
Women	121	24.5%	18,895	46.8%	44,310	50.2%
Men	373	75.5%	21,500	53.2%	43,881	49.8%
Persons with Disabilities	41	8.3%	4,432	11%	30,857	35%
Veterans	31	6.3%	2,415	6%	6,887	7.8%
Asian - Cambodian	1	0.2%	0	0%	0	0%
Asian - Chinese	2	0.4%	105	0.3%	577	0.7%
Asian - Filipino	4	0.8%	331	0.8%	639	0.7%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	2	0.4%	0	0%	36	<0.1%
Asian - Korean	1	0.2%	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 or African American	6	1.2%	200	0.5%	1,141	1.3%
Hispanic or Latino	35	7.1%	10,044	24.9%	20,733	23.5%
Native American or Alaska Native	10	2%	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	407	82.4%	27,301	67.6%	59,091	67.0%
Other or Multiple Race	23	4.7%	669	1.7%	2,503	2.8%
Total	494	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	167	30.3%	51,034	42.8%	134,790	49.4%
Men	384	69.7%	68,137	57.2%	138,254	50.6%
Persons with Disabilities	51	9.3%	8,006	6.7%	71,758	26.3%
Veterans	36	6.5%	3,644	3.1%	10,024	3.7%
Asian - Cambodian	0	0%	84	0.1%	84	<0.1%
Asian - Chinese	5	0.9%	187	0.2%	888	0.3%
Asian - Filipino	8	1.5%	729	0.6%	1,794	0.7%
Asian - Indian	5	0.9%	1,525	1.3%	4,176	1.5%
Asian - Japanese	2	0.4%	130	0.1%	317	0.1%
Asian - Korean	0	0%	302	0.3%	302	0.1%
Asian - Laotian	1	0.2%	1,488	1.2%	6,138	2.2%
Asian - Vietnamese	1	0.2%	241	0.2%	757	0.3%
Asian - Other or Multiple	4	0.7%	2,078	1.7%	6,068	2.2%
Black or African American	11	2%	2,944	2.5%	7,189	2.6%
Hispanic or Latino	159	28.9%	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	0	0%	0	0%	34	<0.1%
White	330	59.9%	35,568	29.8%	75,748	27.7%
Other or Multiple Race	16	2.9%	1,316	1.1%	5,029	1.8%
Total	551	0.3%	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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	11	15.1%	1,643	48.6%	4,155	46.1%
Men	62	84.9%	1,738	51.4%	4,862	53.9%
Persons with Disabilities	3	4.1%	198	5.8%	3,040	33.7%
Veterans	5	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 or African American	0	0%	57	1.7%	340	3.8%
Hispanic or Latino	9	12.3%	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	0	0%	24	0.7%	40	0.4%
White	63	86.3%	2,612	77.3%	6,480	71.9%
Other or Multiple Race	1	1.4%	174	5.2%	422	4.7%
Total	73	<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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	16	12.6%	3,041	48.8%	6,805	47.8%
Men	111	87.4%	3,188	51.2%	7,422	52.2%
Persons with Disabilities	5	3.9%	381	6.1%	4,611	32.4%
Veterans	14	11%	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	1	0.8%	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 or African American	0	0%	28	0.4%	154	1.1%
Hispanic or Latino	12	9.4%	951	15.3%	2,112	14.8%
Native American or Alaska Native	6	4.7%	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	103	81.1%	4,789	76.9%	10,918	76.7%
Other or Multiple Race	4	3.1%	204	3.3%	484	3.4%
Total	127	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	1,535	37.3%	93,568	45.2%	218,827	49.8%
Men	2,581	62.7%	113,338	54.8%	220,176	50.2%
Persons with Disabilities	185	4.5%	9,872	4.8%	74,018	16.9%
Veterans	243	5.9%	9,004	4.4%	23,609	5.4%
Asian - Cambodian	3	0.1%	0	0%	21	<0.1%
Asian - Chinese	19	0.5%	2,367	1.1%	3,618	0.8%
Asian - Filipino	258	6.3%	6,894	3.3%	10,791	2.5%
Asian - Indian	28	0.7%	787	0.4%	1,775	0.4%
Asian - Japanese	14	0.3%	881	0.4%	2,164	0.5%
Asian - Korean	12	0.3%	524	0.3%	1,096	0.2%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	30	0.7%	1,213	0.6%	2,230	0.5%
Asian - Other or Multiple	78	1.9%	1,132	0.5%	2,351	0.5%
Black or African American	212	5.2%	3,378	1.6%	9,472	2.2%
Hispanic or Latino	1,960	47.6%	114,939	55.6%	250,679	57.1%
Native American or Alaska Native	28	0.7%	341	0.2%	426	0.1%
Pacific Islander - Guamanian	4	0.1%	170	0.1%	268	0.1%
Pacific Islander - Hawaiian	4	0.1%	288	0.1%	615	0.1%
Pacific Islander - Samoan	3	0.1%	39	<0.1%	39	<0.1%
Pacific Islander - Other or Multiple	16	0.4%	349	0.2%	792	0.2%
White	1,323	32.1%	67,288	32.5%	138,532	31.6%
Other or Multiple Race	124	3%	6,317	3.1%	14,135	3.2%
Total	4,116	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	55.6%	35,477	46.8%	71,126	50.2%
Men	1,541	44.4%	40,322	53.2%	70,449	49.8%
Persons with Disabilities	304	8.8%	5,181	6.8%	35,662	25.2%
Veterans	108	3.1%	3,350	4.4%	7,550	5.3%
Asian - Cambodian	3	0.1%	0	0%	0	0%
Asian - Chinese	39	1.1%	564	0.7%	677	0.5%
Asian - Filipino	1,347	38.9%	2,736	3.6%	5,631	4%
Asian - Indian	101	2.9%	1,293	1.7%	2,533	1.8%
Asian - Japanese	17	0.5%	206	0.3%	433	0.3%
Asian - Korean	6	0.2%	64	0.1%	162	0.1%
Asian - Laotian	1	<0.1%	0	0%	0	0%
Asian - Vietnamese	25	0.7%	210	0.3%	352	0.2%
Asian - Other or Multiple	55	1.6%	798	1.1%	1,090	0.8%
Black or African American	235	6.8%	1,505	2%	3,329	2.4%
Hispanic or Latino	415	12%	26,352	34.8%	48,545	34.3%
Native American or Alaska Native	7	0.2%	345	0.5%	354	0.3%
Pacific Islander - Guamanian	3	0.1%	0	0%	177	0.1%
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	6	0.2%	158	0.2%	297	0.2%
White	1,141	32.9%	39,802	52.5%	74,122	52.4%
Other or Multiple Race	64	1.8%	1,766	2.3%	3,873	2.7%
Total	3,467	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	101	26%	23,312	47.4%	50,085	50.3%
Men	288	74%	25,875	52.6%	49,447	49.7%
Persons with Disabilities	21	5.4%	3,979	8.1%	29,246	29.4%
Veterans	25	6.4%	3,261	6.6%	9,696	9.7%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	0.5%	85	0.2%	210	0.2%
Asian - Filipino	5	1.3%	0	0%	15	<0.1%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	2	0.5%	0	0%	146	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	2	0.5%	0	0%	0	0%
Black or African American	4	1%	328	0.7%	499	0.5%
Hispanic or Latino	30	7.7%	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	327	84.1%	42,004	85.4%	85,028	85.4%
Other or Multiple Race	10	2.6%	2,187	4.4%	3,972	4%
Total	389	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	2,670	47.9%	759,914	45.5%	1,613,080	50.6%
Men	2,903	52.1%	911,439	54.5%	1,576,803	49.4%
Persons with Disabilities	698	12.5%	70,812	4.2%	525,467	16.5%
Veterans	181	3.2%	58,451	3.5%	128,469	4%
Asian - Cambodian	14	0.3%	6,436	0.4%	10,788	0.3%
Asian - Chinese	226	4.1%	47,049	2.8%	98,705	3.1%
Asian - Filipino	390	7%	51,961	3.1%	85,490	2.7%
Asian - Indian	95	1.7%	23,955	1.4%	48,930	1.5%
Asian - Japanese	50	0.9%	14,659	0.9%	28,797	0.9%
Asian - Korean	70	1.3%	44,991	2.7%	90,266	2.8%
Asian - Laotian	1	<0.1%	640	<0.1%	1,044	<0.1%
Asian - Vietnamese	365	6.5%	115,351	6.9%	230,408	7.2%
Asian - Other or Multiple	183	3.3%	27,786	1.7%	55,952	1.8%
Black or African American	401	7.2%	28,872	1.7%	49,381	1.5%
Hispanic or Latino	1,494	26.8%	562,619	33.7%	1,091,616	34.2%
Native American or Alaska Native	31	0.6%	3,066	0.2%	5,640	0.2%
Pacific Islander - Guamanian	1	<0.1%	281	<0.1%	747	<0.1%
Pacific Islander - Hawaiian	3	0.1%	1,622	0.1%	1,950	0.1%
Pacific Islander - Samoan	9	0.2%	901	0.1%	2,014	0.1%
Pacific Islander - Other or Multiple	9	0.2%	671	<0.1%	1,370	<0.1%
White	2,048	36.7%	695,390	41.6%	1,286,226	40.3%
Other or Multiple Race	183	3.3%	45,103	2.7%	100,559	3.2%
Total	5,573	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	245	34.4%	87,103	46.6%	197,698	51.2%
Men	468	65.6%	99,664	53.4%	188,132	48.8%
Persons with Disabilities	65	9.1%	9,168	4.9%	79,351	20.6%
Veterans	43	6%	12,609	6.8%	30,689	8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	3	0.4%	2,163	1.2%	4,290	1.1%
Asian - Filipino	11	1.5%	4,628	2.5%	7,951	2.1%
Asian - Indian	9	1.3%	4,149	2.2%	8,849	2.3%
Asian - Japanese	2	0.3%	714	0.4%	1,706	0.4%
Asian - Korean	3	0.4%	796	0.4%	1,644	0.4%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.3%	543	0.3%	1,183	0.3%
Asian - Other or Multiple	4	0.6%	1,077	0.6%	2,414	0.6%
Black or African American	17	2.4%	1,861	1%	5,421	1.4%
Hispanic or Latino	87	12.2%	24,785	13.3%	54,320	14.1%
Native American or Alaska Native	8	1.1%	920	0.5%	2,200	0.6%
Pacific Islander - Guamanian	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	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	532	74.6%	138,138	74%	280,047	72.6%
Other or Multiple Race	32	4.5%	6,789	3.6%	15,512	4%
Total	713	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	20	20.4%	3,404	48.6%	8,612	46.1%
Men	78	79.6%	3,603	51.4%	10,077	53.9%
Persons with Disabilities	8	8.2%	410	5.8%	6,300	33.7%
Veterans	5	5.1%	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	1	1%	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 or African American	0	0%	117	1.7%	704	3.8%
Hispanic or Latino	4	4.1%	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	87	88.8%	5,413	77.3%	13,429	71.9%
Other or Multiple Race	3	3.1%	361	5.2%	876	4.7%
Total	98	<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	2,876	37.3%	509,984	45.1%	1,219,004	50.3%
Men	4,830	62.7%	619,706	54.9%	1,203,600	49.7%
Persons with Disabilities	803	10.4%	62,783	5.6%	546,255	22.5%
Veterans	540	7%	71,867	6.4%	149,073	6.2%
Asian - Cambodian	7	0.1%	2,215	0.2%	5,423	0.2%
Asian - Chinese	60	0.8%	11,015	1%	25,781	1.1%
Asian - Filipino	215	2.8%	29,766	2.6%	57,919	2.4%
Asian - Indian	23	0.3%	7,245	0.6%	12,837	0.5%
Asian - Japanese	27	0.4%	2,444	0.2%	4,433	0.2%
Asian - Korean	15	0.2%	7,328	0.6%	13,113	0.5%
Asian - Laotian	1	<0.1%	1,560	0.1%	3,238	0.1%
Asian - Vietnamese	35	0.5%	9,421	0.8%	16,767	0.7%
Asian - Other or Multiple	82	1.1%	7,064	0.6%	17,131	0.7%
Black or African American	917	11.9%	75,759	6.7%	146,537	6%
Hispanic or Latino	3,095	40.2%	552,664	48.9%	1,188,910	49.1%
Native American or Alaska Native	42	0.5%	3,827	0.3%	11,175	0.5%
Pacific Islander - Guamanian	8	0.1%	678	0.1%	1,131	<0.1%
Pacific Islander - Hawaiian	6	0.1%	586	0.1%	716	<0.1%
Pacific Islander - Samoan	9	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	2,954	38.3%	392,382	34.7%	851,798	35.2%
Other or Multiple Race	192	2.5%	24,379	2.2%	63,007	2.6%
Total	7,706	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	39,023	54.6%	361,432	48%	782,499	51.1%
Men	32,407	45.4%	391,847	52%	748,716	48.9%
Persons with Disabilities	10,013	14%	38,995	5.2%	346,467	22.6%
Veterans	3,366	4.7%	36,324	4.8%	87,411	5.7%
Asian - Cambodian	84	0.1%	835	0.1%	2,070	0.1%
Asian - Chinese	4,249	5.9%	27,341	3.6%	54,503	3.6%
Asian - Filipino	2,938	4.1%	23,999	3.2%	39,856	2.6%
Asian - Indian	2,077	2.9%	17,976	2.4%	33,852	2.2%
Asian - Japanese	935	1.3%	5,187	0.7%	10,058	0.7%
Asian - Korean	356	0.5%	2,810	0.4%	6,205	0.4%
Asian - Laotian	111	0.2%	7,280	1%	14,245	0.9%
Asian - Vietnamese	1,701	2.4%	13,707	1.8%	26,966	1.8%
Asian - Other or Multiple	2,748	3.8%	19,814	2.6%	45,423	3%
Black or African American	6,680	9.4%	68,152	9%	144,262	9.4%
Hispanic or Latino	11,955	16.7%	170,972	22.7%	356,170	23.3%
Native American or Alaska Native	419	0.6%	1,745	0.2%	4,479	0.3%
Pacific Islander - Guamanian	82	0.1%	840	0.1%	1,243	0.1%
Pacific Islander - Hawaiian	95	0.1%	179	<0.1%	626	<0.1%
Pacific Islander - Samoan	34	<0.1%	944	0.1%	1,704	0.1%
Pacific Islander - Other or Multiple	551	0.8%	6,944	0.9%	14,017	0.9%
White	33,351	46.7%	350,650	46.5%	683,444	44.6%
Other or Multiple Race	3,064	4.3%	33,904	4.5%	92,092	6%
Total	71,430	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	42	24.9%	10,411	40.5%	27,151	46.1%
Men	127	75.1%	15,303	59.5%	31,724	53.9%
Persons with Disabilities	12	7.1%	1,198	4.7%	9,401	16%
Veterans	10	5.9%	733	2.9%	2,059	3.5%
Asian - Cambodian	0	0%	0	0%	15	<0.1%
Asian - Chinese	1	0.6%	16	0.1%	90	0.2%
Asian - Filipino	3	1.8%	339	1.3%	526	0.9%
Asian - Indian	2	1.2%	0	0%	0	0%
Asian - Japanese	2	1.2%	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	1.2%	130	0.5%	271	0.5%
Asian - Other or Multiple	1	0.6%	0	0%	16	<0.1%
Black or African American	3	1.8%	50	0.2%	792	1.3%
Hispanic or Latino	67	39.6%	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	83	49.1%	6,373	24.8%	13,127	22.3%
Other or Multiple Race	3	1.8%	348	1.4%	1,309	2.2%
Total	169	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	4,519	44.9%	453,417	45.8%	1,088,361	50.4%
Men	5,555	55.1%	536,709	54.2%	1,070,144	49.6%
Persons with Disabilities	970	9.6%	56,927	5.7%	488,855	22.6%
Veterans	552	5.5%	49,387	5%	113,930	5.3%
Asian - Cambodian	12	0.1%	2,231	0.2%	4,377	0.2%
Asian - Chinese	152	1.5%	18,996	1.9%	40,676	1.9%
Asian - Filipino	559	5.5%	19,159	1.9%	37,528	1.7%
Asian - Indian	146	1.4%	9,934	1%	17,970	0.8%
Asian - Japanese	38	0.4%	1,845	0.2%	6,340	0.3%
Asian - Korean	53	0.5%	4,610	0.5%	10,049	0.5%
Asian - Laotian	3	<0.1%	562	0.1%	1,665	0.1%
Asian - Vietnamese	178	1.8%	5,876	0.6%	11,050	0.5%
Asian - Other or Multiple	315	3.1%	10,092	1%	21,556	1%
Black or African American	1,753	17.4%	73,885	7.5%	167,581	7.8%
Hispanic or Latino	3,561	35.3%	528,854	53.4%	1,153,290	53.4%
Native American or Alaska Native	46	0.5%	2,798	0.3%	7,247	0.3%
Pacific Islander - Guamanian	5	<0.1%	212	<0.1%	532	<0.1%
Pacific Islander - Hawaiian	5	<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	31	0.3%	876	0.1%	3,023	0.1%
White	2,902	28.8%	286,344	28.9%	613,490	28.4%
Other or Multiple Race	308	3.1%	22,581	2.3%	59,417	2.8%
Total	10,074	4.7%	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	3,626	41.6%	789,514	46.1%	1,653,736	49.5%
Men	5,090	58.4%	921,835	53.9%	1,684,925	50.5%
Persons with Disabilities	818	9.4%	76,815	4.5%	626,202	18.8%
Veterans	589	6.8%	126,380	7.4%	307,848	9.2%
Asian - Cambodian	8	0.1%	1,911	0.1%	4,059	0.1%
Asian - Chinese	105	1.2%	32,256	1.9%	63,976	1.9%
Asian - Filipino	829	9.5%	84,459	4.9%	152,505	4.6%
Asian - Indian	36	0.4%	27,458	1.6%	46,668	1.4%
Asian - Japanese	42	0.5%	10,484	0.6%	22,601	0.7%
Asian - Korean	34	0.4%	13,850	0.8%	26,333	0.8%
Asian - Laotian	12	0.1%	3,295	0.2%	5,362	0.2%
Asian - Vietnamese	94	1.1%	27,224	1.6%	48,791	1.5%
Asian - Other or Multiple	153	1.8%	12,557	0.7%	26,872	0.8%
Black or African American	602	6.9%	75,492	4.4%	153,775	4.6%
Hispanic or Latino	2,892	33.2%	567,579	33.2%	1,128,983	33.8%
Native American or Alaska Native	47	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	14	0.2%	2,443	0.1%	4,377	0.1%
Pacific Islander - Samoan	9	0.1%	1,356	0.1%	1,788	0.1%
Pacific Islander - Other or Multiple	23	0.3%	2,322	0.1%	3,920	0.1%
White	3,485	40%	788,841	46.1%	1,512,571	45.3%
Other or Multiple Race	325	3.7%	52,436	3.1%	121,313	3.6%
Total	8,716	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	1,451	53%	251,675	45.3%	433,812	49.1%
Men	1,286	47%	303,435	54.7%	450,508	50.9%
Persons with Disabilities	338	12.3%	21,215	3.8%	178,190	20.1%
Veterans	88	3.2%	12,896	2.3%	26,330	3%
Asian - Cambodian	0	0%	563	0.1%	766	0.1%
Asian - Chinese	452	16.5%	102,478	18.5%	187,320	21.2%
Asian - Filipino	361	13.2%	24,584	4.4%	38,372	4.3%
Asian - Indian	69	2.5%	12,545	2.3%	15,944	1.8%
Asian - Japanese	23	0.8%	5,941	1.1%	9,709	1.1%
Asian - Korean	34	1.2%	8,338	1.5%	13,355	1.5%
Asian - Laotian	3	0.1%	630	0.1%	1,027	0.1%
Asian - Vietnamese	48	1.8%	10,274	1.9%	16,820	1.9%
Asian - Other or Multiple	112	4.1%	9,631	1.7%	16,054	1.8%
Black or African American	209	7.6%	19,972	3.6%	43,776	5%
Hispanic or Latino	322	11.8%	77,773	14%	134,850	15.2%
Native American or Alaska Native	9	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	4	0.1%	994	0.2%	1,766	0.2%
Pacific Islander - Other or Multiple	11	0.4%	76	<0.1%	470	0.1%
White	1,006	36.8%	255,395	46%	355,832	40.2%
Other or Multiple Race	73	2.7%	24,731	4.5%	45,608	5.2%
Total	2,737	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	3,206	47.5%	153,438	45.5%	375,509	50.4%
Men	3,538	52.5%	183,480	54.5%	369,504	49.6%
Persons with Disabilities	430	6.4%	23,440	7%	188,018	25.2%
Veterans	365	5.4%	15,029	4.5%	31,876	4.3%
Asian - Cambodian	37	0.5%	3,712	1.1%	9,243	1.2%
Asian - Chinese	111	1.6%	5,396	1.6%	13,086	1.8%
Asian - Filipino	691	10.2%	15,723	4.7%	32,916	4.4%
Asian - Indian	298	4.4%	9,736	2.9%	19,463	2.6%
Asian - Japanese	25	0.4%	691	0.2%	1,282	0.2%
Asian - Korean	17	0.3%	389	0.1%	1,261	0.2%
Asian - Laotian	7	0.1%	1,854	0.6%	4,833	0.6%
Asian - Vietnamese	74	1.1%	3,872	1.1%	7,163	1%
Asian - Other or Multiple	371	5.5%	5,663	1.7%	23,134	3.1%
Black or African American	1,049	15.6%	21,854	6.5%	51,025	6.8%
Hispanic or Latino	1,630	24.2%	138,997	41.3%	310,001	41.6%
Native American or Alaska Native	51	0.8%	635	0.2%	1,454	0.2%
Pacific Islander - Guamanian	7	0.1%	248	0.1%	615	0.1%
Pacific Islander - Hawaiian	5	0.1%	317	0.1%	401	0.1%
Pacific Islander - Samoan	5	0.1%	0	0%	206	<0.1%
Pacific Islander - Other or Multiple	64	0.9%	740	0.2%	1,842	0.2%
White	2,090	31%	113,005	33.5%	234,144	31.4%
Other or Multiple Race	212	3.1%	14,086	4.2%	32,944	4.4%
Total	6,744	3.1%	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	2,162	39.4%	61,247	44.9%	139,508	49.4%
Men	3,322	60.6%	75,049	55.1%	142,924	50.6%
Persons with Disabilities	427	7.8%	7,244	5.3%	58,732	20.8%
Veterans	280	5.1%	8,731	6.4%	22,250	7.9%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	34	0.6%	300	0.2%	3,360	1.2%
Asian - Filipino	216	3.9%	2,064	1.5%	3,126	1.1%
Asian - Indian	33	0.6%	145	0.1%	840	0.3%
Asian - Japanese	22	0.4%	464	0.3%	1,145	0.4%
Asian - Korean	13	0.2%	251	0.2%	623	0.2%
Asian - Laotian	3	0.1%	0	0%	0	0%
Asian - Vietnamese	17	0.3%	0	0%	505	0.2%
Asian - Other or Multiple	51	0.9%	593	0.4%	726	0.3%
Black or African American	188	3.4%	726	0.5%	3,620	1.3%
Hispanic or Latino	1,163	21.2%	31,623	23.2%	64,054	22.7%
Native American or Alaska Native	40	0.7%	853	0.6%	1,598	0.6%
Pacific Islander - Guamanian	1	<0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	9	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	3,515	64.1%	94,742	69.5%	193,556	68.5%
Other or Multiple Race	168	3.1%	4,318	3.2%	8,909	3.2%
Total	5,484	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	207	35%	207,620	47.7%	391,834	50.8%
Men	384	65%	227,340	52.3%	379,999	49.2%
Persons with Disabilities	59	10%	15,820	3.6%	127,001	16.5%
Veterans	15	2.5%	12,295	2.8%	28,771	3.7%
Asian - Cambodian	0	0%	71	<0.1%	71	<0.1%
Asian - Chinese	38	6.4%	52,831	12.1%	87,686	11.4%
Asian - Filipino	59	10%	46,578	10.7%	72,167	9.4%
Asian - Indian	13	2.2%	16,632	3.8%	26,465	3.4%
Asian - Japanese	5	0.8%	4,235	1%	8,285	1.1%
Asian - Korean	2	0.3%	5,854	1.3%	9,036	1.2%
Asian - Laotian	0	0%	56	<0.1%	56	<0.1%
Asian - Vietnamese	4	0.7%	2,690	0.6%	3,344	0.4%
Asian - Other or Multiple	15	2.5%	6,122	1.4%	10,953	1.4%
Black or African American	53	9%	10,260	2.4%	16,036	2.1%
Hispanic or Latino	118	20%	103,173	23.7%	189,509	24.6%
Native American or Alaska Native	3	0.5%	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	6	1%	1,055	0.2%	2,819	0.4%
Pacific Islander - Other or Multiple	8	1.4%	4,268	1%	6,963	0.9%
White	249	42.1%	166,836	38.4%	300,671	39%
Other or Multiple Race	17	2.9%	13,245	3%	35,574	4.6%
Total	591	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	235	38.5%	107,590	46.3%	223,662	49.9%
Men	375	61.5%	124,740	53.7%	224,500	50.1%
Persons with Disabilities	79	13%	12,458	5.4%	88,787	19.8%
Veterans	38	6.2%	11,385	4.9%	25,776	5.8%
Asian - Cambodian	1	0.2%	47	<0.1%	47	<0.1%
Asian - Chinese	3	0.5%	2,737	1.2%	5,732	1.3%
Asian - Filipino	10	1.6%	3,426	1.5%	6,294	1.4%
Asian - Indian	5	0.8%	512	0.2%	1,331	0.3%
Asian - Japanese	4	0.7%	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	3	0.5%	1,698	0.7%	2,113	0.5%
Black or African American	32	5.2%	4,493	1.9%	7,028	1.6%
Hispanic or Latino	210	34.4%	99,298	42.7%	204,393	45.6%
Native American or Alaska Native	1	0.2%	51	<0.1%	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	317	52%	108,993	46.9%	198,009	44.2%
Other or Multiple Race	19	3.1%	7,321	3.2%	13,917	3.1%
Total	610	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	844	51.6%	464,267	44.1%	958,091	49.4%
Men	791	48.4%	588,685	55.9%	980,984	50.6%
Persons with Disabilities	247	15.1%	37,297	3.5%	298,703	15.4%
Veterans	56	3.4%	27,265	2.6%	60,246	3.1%
Asian - Cambodian	0	0%	2,681	0.3%	4,773	0.2%
Asian - Chinese	118	7.2%	101,348	9.6%	189,777	9.8%
Asian - Filipino	164	10%	53,221	5.1%	86,775	4.5%
Asian - Indian	59	3.6%	108,551	10.3%	186,671	9.6%
Asian - Japanese	13	0.8%	16,406	1.6%	30,805	1.6%
Asian - Korean	12	0.7%	12,804	1.2%	24,535	1.3%
Asian - Laotian	1	0.1%	728	0.1%	1,127	0.1%
Asian - Vietnamese	90	5.5%	70,658	6.7%	132,725	6.8%
Asian - Other or Multiple	48	2.9%	23,663	2.2%	46,787	2.4%
Black or African American	106	6.5%	26,094	2.5%	46,560	2.4%
Hispanic or Latino	455	27.8%	256,363	24.3%	495,158	25.5%
Native American or Alaska Native	9	0.6%	971	0.1%	3,697	0.2%
Pacific Islander - Guamanian	0	0%	768	0.1%	931	<0.1%
Pacific Islander - Hawaiian	2	0.1%	227	<0.1%	373	<0.1%
Pacific Islander - Samoan	5	0.3%	623	0.1%	1,102	0.1%
Pacific Islander - Other or Multiple	8	0.5%	1,197	0.1%	2,188	0.1%
White	483	29.5%	341,441	32.4%	607,788	31.3%
Other or Multiple Race	62	3.8%	35,208	3.3%	77,303	4%
Total	1,635	0.8%	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	181	30.1%	67,733	46.4%	138,441	50.4%
Men	421	69.9%	78,155	53.6%	136,246	49.6%
Persons with Disabilities	55	9.1%	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	6	1%	1,750	1.2%	4,352	1.6%
Asian - Filipino	10	1.7%	1,336	0.9%	2,638	1%
Asian - Indian	0	0%	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	4	0.7%	331	0.2%	645	0.2%
Asian - Other or Multiple	2	0.3%	1,092	0.7%	1,587	0.6%
Black or African American	12	2%	1,219	0.8%	2,028	0.7%
Hispanic or Latino	128	21.3%	46,483	31.9%	93,143	33.9%
Native American or Alaska Native	2	0.3%	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	407	67.6%	87,407	59.9%	157,212	57.2%
Other or Multiple Race	21	3.5%	4,034	2.8%	8,997	3.3%
Total	602	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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	716	39.4%	37,165	46.3%	90,921	50.6%
Men	1,102	60.6%	43,092	53.7%	88,929	49.4%
Persons with Disabilities	292	16.1%	6,455	8%	64,443	35.8%
Veterans	109	6%	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	22	1.2%	87	0.1%	483	0.3%
Asian - Indian	6	0.3%	131	0.2%	382	0.2%
Asian - Japanese	6	0.3%	142	0.2%	160	0.1%
Asian - Korean	4	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	13	0.7%	315	0.4%	583	0.3%
Black or African American	27	1.5%	882	1.1%	2,785	1.5%
Hispanic or Latino	129	7.1%	7,714	9.6%	18,287	10.2%
Native American or Alaska Native	37	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	2	0.1%	0	0%	0	0%
White	1,491	82%	64,151	79.9%	143,101	79.6%
Other or Multiple Race	66	3.6%	2,619	3.3%	5,089	2.8%
Total	1,818	0.8%	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	6	13.3%	696	47.4%	1,496	50.3%
Men	39	86.7%	773	52.6%	1,477	49.7%
Persons with Disabilities	4	8.9%	119	8.1%	873	29.4%
Veterans	1	2.2%	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 or African American	2	4.4%	10	0.7%	15	0.5%
Hispanic or Latino	5	11.1%	132	9%	276	9.3%
Native American or Alaska Native	1	2.2%	4	0.3%	12	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	2.2%	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	36	80%	1,254	85.4%	2,539	85.4%
Other or Multiple Race	0	0%	65	4.4%	119	4%
Total	45	<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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	89	21.8%	7,975	48.6%	20,175	46.1%
Men	320	78.2%	8,440	51.4%	23,606	53.9%
Persons with Disabilities	22	5.4%	959	5.8%	14,758	33.7%
Veterans	31	7.6%	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	0	0%	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 or African American	5	1.2%	274	1.7%	1,649	3.8%
Hispanic or Latino	23	5.6%	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	361	88.3%	12,681	77.3%	31,459	71.9%
Other or Multiple Race	11	2.7%	846	5.2%	2,051	4.7%
Total	409	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	2,075	42.3%	105,707	47.5%	224,449	50.4%
Men	2,829	57.7%	116,743	52.5%	220,595	49.6%
Persons with Disabilities	395	8.1%	17,706	8%	112,724	25.3%
Veterans	330	6.7%	18,534	8.3%	41,310	9.3%
Asian - Cambodian	3	0.1%	256	0.1%	434	0.1%
Asian - Chinese	54	1.1%	3,834	1.7%	7,036	1.6%
Asian - Filipino	705	14.4%	25,879	11.6%	46,345	10.4%
Asian - Indian	88	1.8%	3,350	1.5%	9,173	2.1%
Asian - Japanese	16	0.3%	301	0.1%	1,116	0.3%
Asian - Korean	18	0.4%	799	0.4%	1,388	0.3%
Asian - Laotian	5	0.1%	0	0%	0	0%
Asian - Vietnamese	34	0.7%	1,546	0.7%	2,714	0.6%
Asian - Other or Multiple	186	3.8%	1,450	0.7%	3,121	0.7%
Black or African American	734	15%	31,486	14.2%	57,964	13%
Hispanic or Latino	845	17.2%	54,735	24.6%	118,168	26.6%
Native American or Alaska Native	25	0.5%	346	0.2%	545	0.1%
Pacific Islander - Guamanian	11	0.2%	538	0.2%	1,980	0.4%
Pacific Islander - Hawaiian	9	0.2%	0	0%	288	0.1%
Pacific Islander - Samoan	3	0.1%	125	0.1%	375	0.1%
Pacific Islander - Other or Multiple	40	0.8%	1,004	0.5%	1,298	0.3%
White	1,998	40.7%	86,667	39%	168,818	37.9%
Other or Multiple Race	130	2.7%	10,134	4.6%	24,281	5.5%
Total	4,904	2.3%	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	614	51.3%	128,585	47.6%	259,040	51.4%
Men	583	48.7%	141,511	52.4%	245,250	48.6%
Persons with Disabilities	206	17.2%	16,694	6.2%	114,240	22.7%
Veterans	40	3.3%	12,779	4.7%	30,139	6%
Asian - Cambodian	1	0.1%	691	0.3%	976	0.2%
Asian - Chinese	21	1.8%	2,549	0.9%	4,226	0.8%
Asian - Filipino	59	4.9%	2,522	0.9%	3,678	0.7%
Asian - Indian	7	0.6%	2,703	1%	4,057	0.8%
Asian - Japanese	7	0.6%	877	0.3%	1,901	0.4%
Asian - Korean	2	0.2%	641	0.2%	1,787	0.4%
Asian - Laotian	2	0.2%	137	0.1%	314	0.1%
Asian - Vietnamese	1	0.1%	932	0.3%	1,139	0.2%
Asian - Other or Multiple	14	1.2%	1,009	0.4%	2,683	0.5%
Black or African American	28	2.3%	4,812	1.8%	7,937	1.6%
Hispanic or Latino	147	12.3%	71,088	26.3%	136,355	27%
Native American or Alaska Native	11	0.9%	1,734	0.6%	3,631	0.7%
Pacific Islander - Guamanian	1	0.1%	85	<0.1%	85	<0.1%
Pacific Islander - Hawaiian	6	0.5%	0	0%	115	<0.1%
Pacific Islander - Samoan	0	0%	92	<0.1%	92	<0.1%
Pacific Islander - Other or Multiple	5	0.4%	299	0.1%	505	0.1%
White	842	70.3%	168,012	62.2%	314,071	62.3%
Other or Multiple Race	43	3.6%	11,913	4.4%	20,738	4.1%
Total	1,197	0.6%	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	138	40.8%	111,900	44.4%	275,457	50.3%
Men	200	59.2%	140,175	55.6%	272,317	49.7%
Persons with Disabilities	52	15.4%	13,605	5.4%	138,563	25.3%
Veterans	27	8%	7,898	3.1%	21,051	3.8%
Asian - Cambodian	0	0%	1,526	0.6%	4,918	0.9%
Asian - Chinese	5	1.5%	2,333	0.9%	3,134	0.6%
Asian - Filipino	4	1.2%	2,591	1%	7,207	1.3%
Asian - Indian	1	0.3%	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	0	0%	712	0.3%	1,727	0.3%
Asian - Other or Multiple	5	1.5%	1,294	0.5%	2,151	0.4%
Black or African American	14	4.1%	7,219	2.9%	15,828	2.9%
Hispanic or Latino	114	33.7%	113,902	45.2%	253,784	46.3%
Native American or Alaska Native	4	1.2%	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	2	0.6%	1,096	0.4%	2,646	0.5%
White	168	49.7%	109,146	43.3%	229,244	41.9%
Other or Multiple Race	15	4.4%	4,832	1.9%	14,616	2.7%
Total	338	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	33	33%	18,084	41.7%	47,677	48.7%
Men	67	67%	25,264	58.3%	50,134	51.3%
Persons with Disabilities	8	8%	3,807	8.8%	28,437	29.1%
Veterans	11	11%	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%	201	0.5%	403	0.4%
Asian - Indian	1	1%	3,559	8.2%	8,449	8.6%
Asian - Japanese	0	0%	0	0%	72	0.1%
Asian - Korean	1	1%	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%	404	0.9%	1,079	1.1%
Black or African American	2	2%	1,504	3.5%	2,830	2.9%
Hispanic or Latino	18	18%	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	74	74%	21,127	48.7%	48,666	49.8%
Other or Multiple Race	2	2%	1,380	3.2%	3,783	3.9%
Total	100	<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	54	17.4%	11,909	44.2%	31,349	49.4%
Men	256	82.6%	15,051	55.8%	32,096	50.6%
Persons with Disabilities	32	10.3%	2,410	8.9%	22,655	35.7%
Veterans	20	6.5%	1,422	5.3%	3,724	5.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.3%	0	0%	0	0%
Asian - Filipino	1	0.3%	23	0.1%	49	0.1%
Asian - Indian	0	0%	72	0.3%	196	0.3%
Asian - Japanese	1	0.3%	0	0%	47	0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	1	0.3%	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 or African American	2	0.6%	157	0.6%	329	0.5%
Hispanic or Latino	28	9%	9,402	34.9%	21,242	33.5%
Native American or Alaska Native	4	1.3%	224	0.8%	1,397	2.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.3%	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	265	85.5%	16,134	59.8%	38,001	59.9%
Other or Multiple Race	6	1.9%	477	1.8%	1,383	2.2%
Total	310	0.1%	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	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	11	10.5%	2,491	44.2%	6,557	49.4%
Men	94	89.5%	3,148	55.8%	6,713	50.6%
Persons with Disabilities	6	5.7%	504	8.9%	4,739	35.7%
Veterans	9	8.6%	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 or African American	0	0%	33	0.6%	69	0.5%
Hispanic or Latino	6	5.7%	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	88.6%	3,375	59.8%	7,948	59.9%
Other or Multiple Race	2	1.9%	100	1.8%	289	2.2%
Total	105	<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	824	52%	87,835	43.8%	232,250	50%
Men	760	48%	112,778	56.2%	232,184	50%
Persons with Disabilities	112	7.1%	8,540	4.3%	110,008	23.7%
Veterans	70	4.4%	7,410	3.7%	14,911	3.2%
Asian - Cambodian	0	0%	36	<0.1%	36	<0.1%
Asian - Chinese	4	0.3%	1,293	0.6%	1,842	0.4%
Asian - Filipino	76	4.8%	3,149	1.6%	4,750	1%
Asian - Indian	10	0.6%	525	0.3%	970	0.2%
Asian - Japanese	1	0.1%	495	0.2%	941	0.2%
Asian - Korean	0	0%	0	0%	235	0.1%
Asian - Laotian	2	0.1%	440	0.2%	1,466	0.3%
Asian - Vietnamese	3	0.2%	0	0%	22	<0.1%
Asian - Other or Multiple	13	0.8%	175	0.1%	818	0.2%
Black or African American	36	2.3%	3,175	1.6%	6,219	1.3%
Hispanic or Latino	732	46.2%	127,289	63.5%	300,587	64.7%
Native American or Alaska Native	16	1%	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	656	41.4%	59,612	29.7%	131,303	28.3%
Other or Multiple Race	33	2.1%	3,222	1.6%	11,765	2.5%
Total	1,584	0.7%	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	346	30%	11,720	48.8%	26,222	47.8%
Men	809	70%	12,285	51.2%	28,598	52.2%
Persons with Disabilities	58	5%	1,467	6.1%	17,769	32.4%
Veterans	90	7.8%	1,588	6.6%	5,252	9.6%
Asian - Cambodian	0	0%	0	0%	23	<0.1%
Asian - Chinese	3	0.3%	97	0.4%	205	0.4%
Asian - Filipino	13	1.1%	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	19	1.6%	55	0.2%	163	0.3%
Black or African American	28	2.4%	107	0.4%	594	1.1%
Hispanic or Latino	202	17.5%	3,665	15.3%	8,137	14.8%
Native American or Alaska Native	16	1.4%	648	2.7%	1,362	2.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	71	0.3%	145	0.3%
Pacific Islander - Samoan	0	0%	0	0%	15	<0.1%
Pacific Islander - Other or Multiple	6	0.5%	0	0%	0	0%
White	826	71.5%	18,455	76.9%	42,072	76.7%
Other or Multiple Race	33	2.9%	786	3.3%	1,865	3.4%
Total	1,155	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	669	44.2%	202,907	46%	430,248	50.4%
Men	843	55.8%	238,086	54%	422,867	49.6%
Persons with Disabilities	166	11%	24,098	5.5%	192,039	22.5%
Veterans	81	5.4%	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	61	4%	11,478	2.6%	18,561	2.2%
Asian - Indian	9	0.6%	7,005	1.6%	13,945	1.6%
Asian - Japanese	5	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	5	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 or African American	125	8.3%	8,205	1.9%	15,092	1.8%
Hispanic or Latino	529	35%	182,515	41.4%	365,534	42.8%
Native American or Alaska Native	15	1%	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	679	44.9%	203,871	46.2%	384,652	45.1%
Other or Multiple Race	48	3.2%	11,273	2.6%	22,951	2.7%
Total	1,512	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	1,633	48.4%	53,775	48.4%	113,696	51.8%
Men	1,741	51.6%	57,244	51.6%	105,729	48.2%
Persons with Disabilities	509	15.1%	6,762	6.1%	42,475	19.4%
Veterans	140	4.1%	5,214	4.7%	10,585	4.8%
Asian - Cambodian	7	0.2%	0	0%	0	0%
Asian - Chinese	223	6.6%	5,182	4.7%	9,839	4.5%
Asian - Filipino	121	3.6%	1,917	1.7%	3,947	1.8%
Asian - Indian	86	2.5%	2,447	2.2%	4,480	2%
Asian - Japanese	60	1.8%	637	0.6%	1,023	0.5%
Asian - Korean	19	0.6%	1,625	1.5%	2,985	1.4%
Asian - Laotian	1	<0.1%	757	0.7%	1,712	0.8%
Asian - Vietnamese	89	2.6%	795	0.7%	1,826	0.8%
Asian - Other or Multiple	127	3.8%	1,316	1.2%	2,745	1.3%
Black or African American	241	7.1%	2,595	2.3%	5,645	2.6%
Hispanic or Latino	600	17.8%	34,062	30.7%	69,521	31.7%
Native American or Alaska Native	18	0.5%	567	0.5%	1,029	0.5%
Pacific Islander - Guamanian	4	0.1%	0	0%	124	0.1%
Pacific Islander - Hawaiian	1	<0.1%	112	0.1%	420	0.2%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	23	0.7%	576	0.5%	576	0.3%
White	1,613	47.8%	54,841	49.4%	101,855	46.4%
Other or Multiple Race	140	4.1%	3,590	3.2%	11,698	5.3%
Total	3,374	1.6%	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	287	28.3%	13,979	41.7%	36,857	48.7%
Men	727	71.7%	19,531	58.3%	38,756	51.3%
Persons with Disabilities	105	10.4%	2,943	8.8%	21,983	29.1%
Veterans	49	4.8%	2,848	8.5%	6,772	9%
Asian - Cambodian	0	0%	0	0%	107	0.1%
Asian - Chinese	30	3%	378	1.1%	428	0.6%
Asian - Filipino	23	2.3%	155	0.5%	312	0.4%
Asian - Indian	60	5.9%	2,751	8.2%	6,531	8.6%
Asian - Japanese	10	1%	0	0%	55	0.1%
Asian - Korean	5	0.5%	97	0.3%	97	0.1%
Asian - Laotian	0	0%	415	1.2%	848	1.1%
Asian - Vietnamese	13	1.3%	42	0.1%	42	0.1%
Asian - Other or Multiple	56	5.5%	312	0.9%	834	1.1%
Black or African American	32	3.2%	1,162	3.5%	2,188	2.9%
Hispanic or Latino	119	11.7%	10,314	30.8%	22,554	29.8%
Native American or Alaska Native	7	0.7%	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	3	0.3%	54	0.2%	78	0.1%
White	588	58%	16,332	48.7%	37,621	49.8%
Other or Multiple Race	65	6.4%	1,067	3.2%	2,924	3.9%
Total	1,014	0.5%	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	99,627	46%	9,155,810	46%	19,892,055	50.3%
Men	116,856	54%	10,765,448	54%	19,644,724	49.7%
Persons with Disabilities	23,650	10.9%	984,213	4.9%	8,225,618	20.8%
Veterans	11,288	5.2%	829,923	4.2%	1,918,857	4.9%
Asian - Cambodian	238	0.1%	45,698	0.2%	94,090	0.2%
Asian - Chinese	8,086	3.7%	782,218	3.9%	1,509,459	3.8%
Asian - Filipino	12,514	5.8%	736,299	3.7%	1,259,967	3.2%
Asian - Indian	4,318	2%	423,053	2.1%	779,801	2%
Asian - Japanese	1,693	0.8%	135,501	0.7%	266,790	0.7%
Asian - Korean	1,093	0.5%	243,867	1.2%	466,747	1.2%
Asian - Laotian	192	0.1%	30,893	0.2%	64,428	0.2%
Asian - Vietnamese	3,554	1.6%	349,201	1.8%	664,481	1.7%
Asian - Other or Multiple	6,493	3%	272,542	1.4%	577,161	1.5%
Black or African American	20,752	9.6%	1,058,423	5.3%	2,162,725	5.5%
Hispanic or Latino	55,133	25.5%	7,504,800	37.7%	15,476,438	39.1%
Native American or Alaska Native	1,417	0.7%	59,675	0.3%	143,107	0.4%
Pacific Islander - Guamanian	177	0.1%	10,900	0.1%	19,281	<0.1%
Pacific Islander - Hawaiian	214	0.1%	12,125	0.1%	21,529	0.1%
Pacific Islander - Samoan	130	0.1%	15,232	0.1%	28,622	0.1%
Pacific Islander - Other or Multiple	1,038	0.5%	30,586	0.2%	56,516	0.1%
White	91,988	42.5%	7,636,652	38.3%	14,614,136	37%
Other or Multiple Race	7,453	3.4%	573,592	2.9%	1,331,501	3.4%
Total	216,483		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	220	51.5%	99,847	46%
Men	207	48.5%	117,063	54%
Persons with Disabilities	55	12.9%	23,705	10.9%
Veterans	8	1.9%	11,296	5.2%
Asian - Cambodian	0	0%	238	0.1%
Asian - Chinese	30	7%	8,116	3.7%
Asian - Filipino	22	5.2%	12,536	5.8%
Asian - Indian	21	4.9%	4,339	2%
Asian - Japanese	6	1.4%	1,699	0.8%
Asian - Korean	16	3.7%	1,109	0.5%
Asian - Laotian	0	0%	192	0.1%
Asian - Vietnamese	7	1.6%	3,561	1.6%
Asian - Other or Multiple	15	3.5%	6,508	3%
Black or African American	81	19%	20,833	9.6%
Hispanic or Latino	46	10.8%	55,179	25.4%
Native American or Alaska Native	0	0%	1,417	0.7%
Pacific Islander - Guamanian	0	0%	177	0.1%
Pacific Islander - Hawaiian	1	0.2%	215	0.1%
Pacific Islander - Samoan	0	0%	130	0.1%
Pacific Islander - Other or Multiple	0	0%	1,038	0.5%
White	172	40.3%	92,160	42.5%
Other or Multiple Race	10	2.3%	7,463	3.4%
Total	427		216,910	

Appendix

Table H

State Civil Service Disability Representation and Hiring Goals by Agency

Table H Agr-Bus

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
22nd District Agricultural Association	2	0.9%	-34	3
32nd District Agricultural Association	0	4.8%	-13	No Data Reported
Achieving a Better Life Experience Act Board, California	Exempt	Exempt	Exempt	PWD Exemption
Administrative Law, Office of	0	15.8%	-1	No Goal Required
African-American Museum, California	0	No Data Reported	-3	1
Aging, Commission on	Exempt	Exempt	Exempt	PWD Exemption
Aging, Department of	3	22.2%	6	No Goal Required
Agricultural Associations	0	3.4%	-27	4
Agricultural Labor Relations Board	4	14.3%	-2	No Goal Required
Air Resources Board	7	9%	-122	14
Alcoholic Beverage Control Appeals Board	0	20%	0	No Goal Required
Alcoholic Beverage Control, Department of	1	15%	-4	No Goal Required
Alternative Energy and Advanced Transportation Financing Authority	0	0%	-4	1
Arts Council, California	0	9.1%	-2	2
Baldwin Hills Conservancy	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Business and Economic Development, Governor's Office of	5	20.3%	2	No Goal Required
Business Oversight, Department of	7	11.4%	-31	4
Business, Consumer Services, and Housing Agency	2	17.6%	0	No Goal Required

PWD = Persons with Disabilities

Table H Chi-Del

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Child Support Services, Department of	0	18.6%	10	No Goal Required
Children and Families First Commission	1	20.5%	1	No Goal Required
Coachella Valley Mountains Conservancy	1	33.3%	0	No Goal Required
Coastal Commission, California	4	12.7%	-7	1
Coastal Conservancy, State	0	22.2%	3	No Goal Required
Colorado River Board	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Community Colleges, California	2	11.3%	-7	4
Community Services and Development, Department of	0	14.2%	-3	No Goal Required
Compensation Insurance Fund, State	115	29%	517	No Goal Required
Conservation Corps, California		17.3%	1	No Goal Required
Conservation, Department of	10	11%	-31	13
Consumer Affairs, Department of	74	14.5%	-70	No Goal Required
Controller, Office of the California State	35	14.2%	-34	No Goal Required
Corrections and Rehabilitation, California Department of	315	7.3%	-2640	250
Debt and Investment Advisory Commission, California	1	10.5%	-2	1
Debt Limit Allocation Committee, California	0	20%	0	No Goal Required
Delta Protection Commission	0	28.6%	0	No Goal Required
Delta Stewardship Council	0	7.8%	-5	1

PWD = Persons with Disabilities

Table H Dev-Fis

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Developmental Disabilities, State Council on	23	30.1%	10	0
Developmental Services, Department of	22	10.5%	-90	111
Earthquake Authority, California	0	14%	-2	No Goal Required
Education Audit Appeals Panel	0	No Data Reported	-1	0
Education, Department of	0	15.8%	-16	No Goal Required
Educational Facilities Authority, California		20%	0	No Goal Required
Emergency Medical Services Authority	3	14.1%	-3	No Goal Required
Emergency Services, California Governor's Office of	29	11.6%	-49	3
Employment Development Department	0	18.4%	126	No Goal Required
Energy Resources Conservation and Development Commission	12	13.4%	-19	No Goal Required
Environmental Health Hazard Assessment, Office of	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Environmental Protection Agency, California	0	10.9%	-4	3
Equalization, Board of	1	23.5%	9	No Goal Required
Exposition and State Fair, California	1	3%	-77	4
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	4	17.2%	1	No Goal Required
Fair Political Practices Commission	1	13.6%	-2	No Goal Required
Finance, Department of	4	11.9%	-20	3
FISCal	8	10.7%	-16	10

Table H Fis-Ind

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Fish and Wildlife, Department of	29	10.8%	-144	17
Food and Agriculture, Department of	29	6.7%	-187	28
Forestry and Fire Protection, Department of	0	25.3%	87	No Goal Required
Franchise Tax Board	99	12.7%	-241	30
Gambling Control Commission, California	0	2.9%	-5	1
General Services, Department of	67	15.7%	-33	No Goal Required
Government Operations Agency		11.1%	-1	1
Health and Human Services Agency, California	1	21.1%	1	No Goal Required
Health Benefit Exchange, California	25	14.7%	-22	No Goal Required
Health Care Services, Department of	88	14.2%	-82	No Goal Required
Health Facilities Financing Authority, California	1	11.1%	-1	No Data Reported
Health Planning and Development, Office of Statewide	11	26.9%	42	No Goal Required
High Speed Rail Authority, California	5	15.1%	-3	No Goal Required
Highway Patrol, California	52	15.1%	-36	No Goal Required
Horse Racing Board, California	0	12.1%	-2	1
Housing and Community Development, Department of	0	22.9%	33	No Goal Required
Housing Finance Agency, California	4	25.8%	16	No Goal Required
Human Resources, California Department of	8	19.9%	9	No Goal Required
Independent Living Council, State	Exempt	Exempt	Exempt	PWD Exemption

Table H Ind-Par

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Industrial Relations, Department of	35	12.7%	-108	48
Inspector General, Office of the	6	53.5%	26	No Goal Required
Insurance, Department of	17	15.1%	-14	No Goal Required
Justice, Department of	56	10.8%	-212	33
Labor and Workforce Development Agency	0	16.7%	0	No Goal Required
Law Revision Commission, California	0	50%	1	No Goal Required
Legislative Counsel, Office of	4	16.5%	-1	No Goal Required
Library, California State	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Little Hoover Commission	0	No Data Reported	-1	1
Lottery, California State		20.1%	27	No Goal Required
Managed Health Care, Department of	6	15.5%	-5	No Goal Required
Mental Health Services Oversight and Accountability Commission	2	26.5%	3	No Goal Required
Military Department	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Motor Vehicles, Department of	0	15.7%	-82	No Goal Required
Native American Heritage Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Natural Resources Agency, California	0	16.2%	-1	No Goal Required
Parks and Recreation, Department of	28	3.3%	-632	12

Table H Pea-San

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Peace Officer Standards and Training, Commission on	1	26.2%	10	No Goal Required
Personnel Board, State	1	23.3%	4	No Goal Required
Pesticide Regulation, Department of	5	12.8%	-15	5
Pilot Commissioners, Board of	1	66.7%	1	No Goal Required
Pollution Control Financing Authority, California	0	6.9%	-3	3
Prison Industry Authority, California	7	5.7%	-79	8
Public Defender, Office of the State	1	12.7%	-3	3
Public Employees' Retirement System, California	54	14.5%	-58	No Goal Required
Public Employment Relations Board	2	26.4%	5	No Goal Required
Public Health, California Department of		15.6%	-37	No Goal Required
Public Utilities Commission, California	14	10.4%	-68	14
Rehabilitation, Department of		30.8%	265	No Goal Required
Resources Recycling and Recovery, Department of	21	25.9%	64	No Goal Required
Sacramento-San Joaquin Delta Conservancy	0	10%	-1	1
San Diego River Conservancy	Exempt	Exempt	Exempt	PWD Exemption
San Francisco Bay Conservation and Development Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	0	No Data Reported	0	1
San Joaquin River Conservancy	Exempt	Exempt	Exempt	PWD Exemption
Santa Monica Mountains Conservancy	0	50%	2	No Goal Required

Table H Sch-Tra

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Scholarshare Investment Board	0	0%	-2	2
School Finance Authority, California	1	22.2%	0	No Goal Required
Science Center, California	0	6.5%	-13	4
Secretary of State	7	17%	1	4
Seismic Safety Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Sierra Nevada Conservancy	2	11.8%	-2	4
Social Services, Department of	60	10.5%	-259	18
State and Community Corrections, Board of	0	17.1%	0	No Goal Required
State Audits, Bureau of		16%	-2	No Goal Required
State Hospitals, Department of	128	13.1%	-172	27
State Lands Commission	0	26.2%	19	No Goal Required
State Mandates, Commission on	0	25%	1	No Goal Required
Student Aid Commission, California	8	14.4%	-3	No Goal Required
Summer School for the Arts	0	0%	-1	1
Systems Integration, Office of	10	12.8%	-12	6
Tahoe Conservancy, California	0	No Data Reported	4	1
Tax Credit Allocation Committee, California	0	6.8%	-5	4
Teacher Credentialing, Commission on	2	28.9%	18	No Goal Required
Teachers' Retirement System, California State	11	14.4%	-26	No Goal Required
Technology, Department of	31	13.2%	-29	2
Toxic Substances Control, Department of	17	18.1%	13	No Goal Required
Transportation Agency, California State	0	14.3%	-1	No Goal Required

Table H Tra-Wor

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

Agency Name	2018 PWD Hires	2018 Adjusted PWD Representation	2018 PWD Deficiency or Surplus	2019 PWD Hiring Goal
Transportation Commission, California	2	30.4%	3	No Goal Required
Transportation, Department of	232	12.6%	-818	199
Treasurer, Office of the State	4	14.1%	-6	No Goal Required
Unemployment Insurance Appeals Board, California	0	23.5%	25	No Goal Required
Veterans Affairs, California Department of	45	9.5%	-223	15
Victim Compensation Board, California		22.8%	13	No Goal Required
Water Resources Control Board	15	16.9%	5	No Goal Required
Water Resources, Department of	31	12.1%	-143	14
Women and Girls, Commission on the Status of	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Workforce Development Board, California	No Data Reported	No Data Reported	No Data Reported	No Data Reported

Appendix

Table I

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

Table I Agr-Chi

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
22nd District Agricultural Association	0	66	14	0
32nd District Agricultural Association	6	8	0	0
Achieving a Better Life Experience Act Board, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Administrative Law, Office of	No Data Reported	2	0	No Data Reported
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	0	10	2	1
Agricultural Associations	0	126	0	2
Agricultural Labor Relations Board	2	7	0	2
Air Resources Board	7	75	0	7
Alcoholic Beverage Control Appeals Board	1	1	1	0
Alcoholic Beverage Control, Department of	3	81	7	3
Alternative Energy and Advanced Transportation Financing Authority	No Data Reported	4	No Data Reported	1
Arts Council, California	1	2	23.5	3
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	34	3	3

UM = Upward Mobility

Table I Chi-Dev

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
Business, Consumer Services, and Housing Agency	0	1	1	1
Child Support Services, Department of	1	24	6	2
Children and Families First Commission	No Data Reported	2	0	1
Coachella Valley Mountains Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Coastal Commission, California	No Data Reported	13	0	No Data Reported
Coastal Conservancy, State	2	2	0	0
Colorado River Board	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Community Colleges, California	2	3	1	1
Community Services and Development, Department of	0	11	4	4
Compensation Insurance Fund, State	38	541	15	19
Conservation Corps, California	No Data Reported	46	0	No Data Reported
Conservation, Department of	15	63	8	13
Consumer Affairs, Department of	53	1060	1	30
Controller, Office of the California State	16	177	46	14
Corrections and Rehabilitation, California Department of	0	1899	17	17
Debt and Investment Advisory Commission, California	No Data Reported	2	No Data Reported	1
Debt Limit Allocation Committee, California	No Data Reported	1	No Data Reported	1
Delta Protection Commission	No Data Reported	1	0	No Data Reported

Table I Dev-Fis

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
Delta Stewardship Council	No Data Reported	3	2	No Data Reported
Developmental Disabilities, State Council on	2	12	1	1
Developmental Services, Department of	14	660	4	20
Earthquake Authority, California	2	3	1	1
Education Audit Appeals Panel	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Education, Department of	3	534	12	6
Educational Facilities Authority, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Emergency Medical Services Authority	1	9	2	1
Emergency Services, California Governor's Office of	0	87	4	1
Employment Development Department	6	868	6	10
Energy Resources Conservation and Development Commission	No Data Reported	24	0	No Data Reported
Environmental Health Hazard Assessment, Office of	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Environmental Protection Agency, California	1	16	0	1
Equalization, Board of	0	14	1	1
Exposition and State Fair, California	3	412	3	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	3	0

UM = Upward Mobility

Table I Fis-Hum

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
Fair Political Practices Commission	2	4	2	3
Finance, Department of	No Data Reported	13	0	No Data Reported
FISCAL	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Fish and Wildlife, Department of	49	408	67	45
Food and Agriculture, Department of	2	84	15	7
Forestry and Fire Protection, Department of	118.5	646	3	34
Franchise Tax Board	0	1376	9	4
Gambling Control Commission, California	No Data Reported	2	2	No Data Reported
General Services, Department of	0	1372	0	5
Government Operations Agency	0	1	1	1
Health and Human Services Agency, California	3	7	0	2
Health Benefit Exchange, California	0	546	3	2
Health Care Services, Department of	No Data Reported	219	0	No Data Reported
Health Facilities Financing Authority, California	No Data Reported	1	No Data Reported	1
Health Planning and Development, Office of Statewide	5	39	5	2
High Speed Rail Authority, California	0	4	0	0
Highway Patrol, California	1	2218	5	5
Horse Racing Board, California	0	11	0	0

UM = Upward Mobility

Table I Ind-Par

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
Housing and Community Development, Department of	0	81	7	2
Housing Finance Agency, California	2	15	7	3
Human Resources, California Department of	0	16	1	2
Independent Living Council, State	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Industrial Relations, Department of	5	788	2	16
Inspector General, Office of the	1	5	0	1
Insurance, Department of	0	115	0	1
Justice, Department of	5	964	52	6
Labor and Workforce Development Agency	1	1	0	0
Law Revision Commission, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Legislative Counsel, Office of	7	78	34	4
Library, California State	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Little Hoover Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Lottery, California State	1	146	22	2
Managed Health Care, Department of	23	23	0	3
Mental Health Services Oversight and Accountability Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Military Department	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Motor Vehicles, Department of	No Data Reported	6019	0	No Data Reported

UM = Upward Mobility

Table I Pea-San

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
Native American Heritage Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Natural Resources Agency, California	0	1	0	1
Parks and Recreation, Department of	No Data Reported	774	0	No Data Reported
Peace Officer Standards and Training, Commission on	No Data Reported	11	2	No Data Reported
Personnel Board, State	0	2	0	1
Pesticide Regulation, Department of	No Data Reported	17	0	No Data Reported
Pilot Commissioners, Board of	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Pollution Control Financing Authority, California	No Data Reported	4	No Data Reported	1
Prison Industry Authority, California	1	403	1	4
Public Defender, Office of the State	1	3	0	0
Public Employees' Retirement System, California	No Data Reported	167	0	No Data Reported
Public Employment Relations Board	0	1	1	1
Public Health, California Department of	2	590	8	4
Public Utilities Commission, California	28	85	124	17
Rehabilitation, Department of	30	441	0	5
Resources Recycling and Recovery, Department of	2	51	2	2
Sacramento-San Joaquin Delta Conservancy	0	1	0	0

UM = Upward Mobility

Table I San-Tax

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
San Diego River Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption
San Francisco Bay Conservation and Development Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported
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	0	0	0	0
Scholarshare Investment Board	No Data Reported	1	No Data Reported	1
School Finance Authority, California	No Data Reported	2	No Data Reported	1
Science Center, California	1	64	0	2
Secretary of State	1	228	76	3
Seismic Safety Commission	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Sierra Nevada Conservancy	1	2	6	2
Social Services, Department of	0	579	0	2
State and Community Corrections, Board of	0	4	0	3
State Audits, Bureau of	0	No Data Reported	No Data Reported	2
State Hospitals, Department of	0	1966	1	2
State Lands Commission	1	23	1	1
State Mandates, Commission on	No Data Reported	1	0	No Data Reported
Student Aid Commission, California	0	17	4	4
Summer School for the Arts	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Systems Integration, Office of	No Data Reported	10	0	No Data Reported

UM = Upward Mobility

Table I Tea-Wor

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

Agency Name	2018 Upward Mobility Hires	Number of Employees in LP Classes	2018 Employees Participating	2019 UM Hiring Goal
Tahoe Conservancy, California	No Data Reported	1	0	No Data Reported
Tax Credit Allocation Committee, California	No Data Reported	2	No Data Reported	No Data Reported
Teacher Credentialing, Commission on	0	13	0	0
Teachers' Retirement System, California State	4	17	15	4
Technology, Department of	No Data Reported	9	0	No Data Reported
Toxic Substances Control, Department of	0	58	6	2
Transportation Agency, California State	1	5	No Data Reported	0
Transportation Commission, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Transportation, Department of	0	7165	0	51
Treasurer, Office of the State	No Data Reported	18	0	No Data Reported
Unemployment Insurance Appeals Board, California	12	161	2	0
Veterans Affairs, California Department of	0	1106	0	1
Victim Compensation Board, California	5	28	15	3
Water Resources Control Board	0	99	4	3
Water Resources, Department of	12	62	62	15
Women and Girls, Commission on the Status of	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Workforce Development Board, California	No Data Reported	No Data Reported	No Data Reported	No Data Reported

UM = Upward Mobility

Appendix

Table J

State Civil Service Separations by Agency with 30 or More Separations

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

Table J
Agr-Con

Group Type	Air Resources Board	Business Oversight, Department of	Child Support Services, Department of	Compensation Insurance Fund, State	Conservation Corps, California	Conservation, Department of	Consumer Affairs, Department of
Women	39 46.4%	18 47.4%	23 62.2%	219 60%	22 42.3%	15 25.9%	151 55.5%
Men	45 53.6%	20 52.6%	14 37.8%	146 40%	30 57.7%	43 74.1%	121 44.5%
Persons with Disabilities	13 15.5%	6 15.8%	6 16.2%	98 26.8%	7 13.5%	10 17.2%	62 22.8%
Veterans	5 6%	1 2.6%	1 2.7%	19 5.2%	2 3.8%	4 6.9%	27 9.9%
Asian - Cambodian	0 0%	0 0%	0 0%	1 0.3%	0 0%	0 0%	0 0%
Asian - Chinese	3 3.6%	4 10.5%	0 0%	18 4.9%	1 1.9%	7 12.1%	10 3.7%
Asian - Filipino	0 0%	0 0%	0 0%	38 10.4%	0 0%	1 1.7%	9 3.3%
Asian - Indian	0 0%	1 2.6%	2 5.4%	10 2.7%	0 0%	2 3.4%	2 0.7%
Asian - Japanese	1 1.2%	0 0%	0 0%	3 0.8%	1 1.9%	0 0%	4 1.5%
Asian - Korean	1 1.2%	0 0%	0 0%	0 0%	0 0%	1 1.7%	0 0%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.4%
Asian - Vietnamese	3 3.6%	1 2.6%	0 0%	5 1.4%	0 0%	1 1.7%	4 1.5%
Asian - Other or Multiple	2 2.4%	0 0%	0 0%	8 2.2%	1 1.9%	0 0%	3 1.1%
Black or African American	5 6%	4 10.5%	5 13.5%	38 10.4%	0 0%	2 3.4%	33 12.1%
Hispanic or Latino	13 15.5%	8 21.1%	6 16.2%	60 16.4%	7 13.5%	3 5.2%	55 20.2%
Native American or Alaska Native	0 0%	0 0%	0 0%	0 0%	0 0%	1 1.7%	2 0.7%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	1 0.3%	0 0%	0 0%	1 0.4%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	1 0.3%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	0 0%	0 0%	3 0.8%	0 0%	0 0%	1 0.4%
White	49 58.3%	20 52.6%	23 62.2%	167 45.8%	24 46.2%	37 63.8%	132 48.5%
Other or Multiple Race	7 8.3%	0 0%	1 2.7%	12 3.3%	18 34.6%	3 5.2%	15 5.5%
Total	84 0.4%	38 0.2%	37 0.2%	365 1.6%	52 0.2%	58 0.2%	272 1.2%

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

Group Type	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	Employment Development Department	Energy Resources Conservation & Development Commission
Women	55 64%	2,184 41.9%	485 63.2%	141 58.5%	46 38.7%	363 65.8%	22 50%
Men	31 36%	3,032 58.1%	283 36.8%	100 41.5%	73 61.3%	189 34.2%	22 50%
Persons with Disabilities	21 24.4%	302 5.8%	64 8.3%	75 31.1%	15 12.6%	149 27%	8 18.2%
Veterans	3 3.5%	379 7.3%	21 2.7%	5 2.1%	9 7.6%	50 9.1%	2 4.5%
Asian - Cambodian	0 0%	3 0.1%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Chinese	9 10.5%	42 0.8%	10 1.3%	7 2.9%	1 0.8%	25 4.5%	2 4.5%
Asian - Filipino	1 1.2%	205 3.9%	188 24.5%	7 2.9%	0 0%	30 5.4%	1 2.3%
Asian - Indian	1 1.2%	60 1.2%	7 0.9%	2 0.8%	1 0.8%	5 0.9%	0 0%
Asian - Japanese	2 2.3%	21 0.4%	6 0.8%	8 3.3%	1 0.8%	10 1.8%	0 0%
Asian - Korean	0 0%	9 0.2%	2 0.3%	1 0.4%	0 0%	0 0%	0 0%
Asian - Laotian	1 1.2%	2 <0.1%	0 0%	1 0.4%	0 0%	0 0%	0 0%
Asian - Vietnamese	0 0%	21 0.4%	12 1.6%	4 1.7%	0 0%	7 1.3%	0 0%
Asian - Other or Multiple	2 2.3%	87 1.7%	10 1.3%	6 2.5%	3 2.5%	12 2.2%	2 4.5%
Black or African American	11 12.8%	607 11.6%	59 7.7%	21 8.7%	10 8.4%	89 16.1%	2 4.5%
Hispanic or Latino	17 19.8%	1,519 29.1%	145 18.9%	73 30.3%	19 16%	161 29.2%	7 15.9%
Native American or Alaska Native	0 0%	31 0.6%	5 0.7%	1 0.4%	1 0.8%	0 0%	0 0%
Pacific Islander - Guamanian	0 0%	6 0.1%	0 0%	1 0.4%	0 0%	1 0.2%	0 0%
Pacific Islander - Hawaiian	0 0%	9 0.2%	2 0.3%	1 0.4%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	0 0%	4 0.1%	0 0%	1 0.4%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	9 0.2%	1 0.1%	2 0.8%	1 0.8%	1 0.2%	0 0%
White	39 45.3%	2,438 46.7%	302 39.3%	99 41.1%	75 63%	194 35.1%	29 65.9%
Other or Multiple Race	3 3.5%	143 2.7%	19 2.5%	6 2.5%	7 5.9%	17 3.1%	1 2.3%
Total	86 0.4%	5,216 22.4%	768 3.3%	241 1%	119 0.5%	552 2.4%	44 0.2%

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

Table J
Exp-Gen

Group Type	Exposition & State Fair, California	Finance, Department of	Fish and Wildlife, Department of	Food and Agriculture, Department of	Forestry & Fire Protection, Department of	Franchise Tax Board	General Services, Department of
Women	37 37.4%	19 51.4%	183 46.7%	150 42.1%	252 7.3%	392 67.4%	104 32.3%
Men	62 62.6%	18 48.6%	209 53.3%	206 57.9%	3,214 92.7%	190 32.6%	218 67.7%
Persons with Disabilities	6 6.1%	4 10.8%	25 6.4%	15 4.2%	144 4.2%	87 14.9%	61 18.9%
Veterans	2 2%	0 0%	13 3.3%	9 2.5%	69 2%	16 2.7%	19 5.9%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%	3 0.1%	1 0.2%	0 0%
Asian - Chinese	3 3%	3 8.1%	5 1.3%	8 2.2%	17 0.5%	34 5.8%	20 6.2%
Asian - Filipino	1 1%	0 0%	4 1%	8 2.2%	27 0.8%	28 4.8%	12 3.7%
Asian - Indian	0 0%	0 0%	1 0.3%	6 1.7%	1 <0.1%	19 3.3%	5 1.6%
Asian - Japanese	0 0%	0 0%	6 1.5%	5 1.4%	19 0.5%	3 0.5%	3 0.9%
Asian - Korean	0 0%	0 0%	2 0.5%	1 0.3%	6 0.2%	0 0%	0 0%
Asian - Laotian	0 0%	0 0%	0 0%	1 0.3%	0 0%	1 0.2%	0 0%
Asian - Vietnamese	0 0%	0 0%	3 0.8%	6 1.7%	12 0.3%	17 2.9%	1 0.3%
Asian - Other or Multiple	1 1%	0 0%	4 1%	5 1.4%	15 0.4%	25 4.3%	7 2.2%
Black or African American	16 16.2%	2 5.4%	5 1.3%	15 4.2%	62 1.8%	101 17.4%	48 14.9%
Hispanic or Latino	15 15.2%	3 8.1%	35 8.9%	131 36.8%	705 20.3%	128 22%	59 18.3%
Native American or Alaska Native	1 1%	0 0%	1 0.3%	0 0%	34 1%	12 2.1%	3 0.9%
Pacific Islander - Guamanian	0 0%	0 0%	2 0.5%	0 0%	4 0.1%	0 0%	1 0.3%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	1 0.3%	19 0.5%	1 0.2%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	1 <0.1%	1 0.2%	1 0.3%
Pacific Islander - Other or Multiple	1 1%	0 0%	0 0%	1 0.3%	4 0.1%	4 0.7%	1 0.3%
White	55 55.6%	26 70.3%	281 71.7%	153 43%	2,387 68.9%	190 32.6%	147 45.7%
Other or Multiple Race	6 6.1%	3 8.1%	43 11%	15 4.2%	150 4.3%	17 2.9%	14 4.3%
Total	99 0.4%	37 0.2%	392 1.7%	356 1.5%	3,466 14.9%	582 2.5%	322 1.4%

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

Table J Hea-Ins

Group Type	Health Benefit Exchange, California	Health Care Services, Department of	Health Planning and Development, Office of Statewide	Highway Patrol, California	Housing & Community Development, Department of	Industrial Relations, Department of	Insurance, Department of
Women	60 65.9%	184 65%	23 57.5%	188 29.6%	37 75.5%	126 58.3%	53 49.5%
Men	31 34.1%	99 35%	17 42.5%	448 70.4%	12 24.5%	90 41.7%	54 50.5%
Persons with Disabilities	14 15.4%	53 18.7%	14 35%	52 8.2%	16 32.7%	29 13.4%	21 19.6%
Veterans	3 3.3%	5 1.8%	4 10%	70 11%	3 6.1%	6 2.8%	8 7.5%
Asian - Cambodian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.9%
Asian - Chinese	1 1.1%	22 7.8%	4 10%	13 2%	1 2%	12 5.6%	10 9.3%
Asian - Filipino	1 1.1%	21 7.4%	1 2.5%	14 2.2%	2 4.1%	24 11.1%	8 7.5%
Asian - Indian	1 1.1%	7 2.5%	1 2.5%	6 0.9%	1 2%	3 1.4%	2 1.9%
Asian - Japanese	0 0%	6 2.1%	1 2.5%	4 0.6%	0 0%	3 1.4%	1 0.9%
Asian - Korean	0 0%	2 0.7%	1 2.5%	3 0.5%	1 2%	0 0%	1 0.9%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	1 1.1%	7 2.5%	0 0%	3 0.5%	0 0%	6 2.8%	2 1.9%
Asian - Other or Multiple	1 1.1%	11 3.9%	2 5%	4 0.6%	0 0%	9 4.2%	2 1.9%
Black or African American	17 18.7%	28 9.9%	2 5%	31 4.9%	4 8.2%	16 7.4%	14 13.1%
Hispanic or Latino	29 31.9%	44 15.5%	8 20%	173 27.2%	7 14.3%	52 24.1%	19 17.8%
Native American or Alaska Native	0 0%	1 0.4%	0 0%	3 0.5%	1 2%	1 0.5%	0 0%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.5%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	3 0.5%	0 0%	1 0.5%	0 0%
Pacific Islander - Samoan	0 0%	1 0.4%	0 0%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	1 1.1%	2 0.7%	0 0%	0 0%	0 0%	0 0%	0 0%
White	35 38.5%	124 43.8%	18 45%	367 57.7%	28 57.1%	80 37.0%	42 39.3%
Other or Multiple Race	4 4.4%	8 2.8%	2 5%	12 1.9%	4 8.2%	8 3.7%	5 4.7%
Total	91 0.4%	283 1.2%	40 0.2%	636 2.7%	49 0.2%	216 0.9%	107 0.5%

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

Group Type	Justice, Department of	Lottery, California State	Motor Vehicles, Department of	Parks and Recreation, Department of	Pesticide Regulation, Department of	Prison Industry Authority, California	Public Employees' Retirement System, California
Women	252 64.3%	24 43.6%	492 69.1%	723 44.5%	21 53.8%	47 28.8%	104 65.4%
Men	140 35.7%	31 56.4%	220 30.9%	900 55.5%	18 46.2%	116 71.2%	55 34.6%
Persons with Disabilities	47 12%	16 29.1%	124 17.4%	38 2.3%	9 23.1%	7 4.3%	25 15.7%
Veterans	13 3.3%	4 7.3%	38 5.3%	29 1.8%	1 2.6%	7 4.3%	8 5%
Asian - Cambodian	0 0%	0 0%	1 0.1%	1 0.1%	0 0%	0 0%	0 0%
Asian - Chinese	13 3.3%	2 3.6%	19 2.7%	11 0.7%	1 2.6%	0 0%	9 5.7%
Asian - Filipino	19 4.8%	3 5.5%	33 4.6%	14 0.9%	0 0%	1 0.6%	8 5.0%
Asian - Indian	5 1.3%	0 0%	18 2.5%	1 0.1%	0 0%	0 0%	5 3.1%
Asian - Japanese	5 1.3%	0 0%	2 0.3%	5 0.3%	0 0%	0 0%	4 2.5%
Asian - Korean	2 0.5%	0 0%	0 0%	1 0.1%	0 0%	0 0%	0 0%
Asian - Laotian	0 0%	0 0%	0 0%	1 0.1%	0 0%	1 0.6%	0 0%
Asian - Vietnamese	7 1.8%	0 0%	8 1.1%	4 0.2%	0 0%	0 0%	1 0.6%
Asian - Other or Multiple	8 2%	1 1.8%	22 3.1%	10 0.6%	3 7.7%	1 0.6%	6 3.8%
Black or African American	37 9.4%	7 12.7%	160 22.5%	40 2.5%	2 5.1%	16 9.8%	19 11.9%
Hispanic or Latino	70 17.9%	10 18.2%	208 29.2%	308 19%	3 7.7%	52 31.9%	22 13.8%
Native American or Alaska Native	0 0%	0 0%	9 1.3%	21 1.3%	0 0%	2 1.2%	4 2.5%
Pacific Islander - Guamanian	1 0.3%	0 0%	1 0.1%	3 0.2%	0 0%	1 0.6%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	3 0.2%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	1 0.3%	0 0%	1 0.1%	2 0.1%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	4 1%	0 0%	1 0.1%	1 0.1%	0 0%	0 0%	1 0.6%
White	206 52.6%	29 52.7%	209 29.4%	1,089 67.1%	28 71.8%	86 52.8%	72 45.3%
Other or Multiple Race	14 3.6%	3 5.5%	20 2.8%	108 6.7%	2 5.1%	3 1.8%	8 5%
Total	392 1.7%	55 0.2%	712 3.1%	1,623 7%	39 0.2%	163 0.7%	159 0.7%

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

Table J
Pub-Sec

Group Type	Public Health, California Department of		Public Utilities Commission, California		Rehabilitation, Department of		Resources Recycling & Recovery, Department of		Secretary of State	
Women	240	69.2%	62	55.4%	124	72.5%	30	57.7%	24	60%
Men	107	30.8%	50	44.6%	47	27.5%	22	42.3%	16	40%
Persons with Disabilities	75	21.6%	17	15.2%	38	22.2%	16	30.8%	4	10%
Veterans	26	7.5%	3	2.7%	4	2.3%	2	3.8%	4	10%
Asian - Cambodian	1	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	15	4.3%	20	17.9%	5	2.9%	3	5.8%	2	5%
Asian - Filipino	35	10.1%	9	8%	6	3.5%	0	0%	5	12.5%
Asian - Indian	6	1.7%	4	3.6%	4	2.3%	1	1.9%	0	0%
Asian - Japanese	3	0.9%	1	0.9%	2	1.2%	1	1.9%	3	7.5%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	1	0.3%	0	0%	0	0%	0	0%	1	2.5%
Asian - Vietnamese	3	0.9%	0	0%	2	1.2%	0	0%	1	2.5%
Asian - Other or Multiple	17	4.9%	6	5.4%	1	0.6%	0	0%	2	5%
Black or African American	36	10.4%	10	8.9%	32	18.7%	1	1.9%	5	12.5%
Hispanic or Latino	30	8.6%	12	10.7%	31	18.1%	13	25%	4	10%
Native American or Alaska Native	2	0.6%	0	0%	3	1.8%	0	0%	0	0%
Pacific Islander - Guamanian	2	0.6%	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%	1	1.9%	1	2.5%
White	181	52.2%	47	42.0%	80	46.8%	31	59.6%	14	35%
Other or Multiple Race	15	4.3%	3	2.7%	5	2.9%	1	1.9%	2	5%
Total	347	1.5%	112	0.5%	171	0.7%	52	0.2%	40	0.2%

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

Table J
Soc-Tec

Group Type	Social Services, Department of		State Hospitals, Department of		Tax & Fee Administration, California Department of		Teachers' Retirement System, California State		Technology, Department of	
Women	240	77.9%	574	55%	167	60.9%	49	72.1%	30	56.6%
Men	68	22.1%	469	45%	107	39.1%	19	27.9%	23	43.4%
Persons with Disabilities	39	12.7%	116	11.1%	96	35%	20	29.4%	5	9.4%
Veterans	11	3.6%	47	4.5%	11	4%	1	1.5%	0	0%
Asian - Cambodian	0	0%	1	0.1%	0	0%	0	0%	0	0%
Asian - Chinese	12	3.9%	16	1.5%	22	8%	1	1.5%	3	5.7%
Asian - Filipino	16	5.2%	127	12.2%	23	8.4%	5	7.4%	0	0%
Asian - Indian	4	1.3%	18	1.7%	9	3.3%	2	2.9%	1	1.9%
Asian - Japanese	4	1.3%	4	0.4%	4	1.5%	1	1.5%	5	9.4%
Asian - Korean	3	1%	7	0.7%	5	1.8%	0	0%	0	0%
Asian - Laotian	0	0%	4	0.4%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	8	0.8%	9	3.3%	0	0%	0	0%
Asian - Other or Multiple	9	2.9%	25	2.4%	9	3.3%	3	4.4%	1	1.9%
Black or African American	50	16.2%	136	13%	40	14.6%	9	13.2%	5	9.4%
Hispanic or Latino	58	18.8%	220	21.1%	43	15.7%	7	10.3%	7	13.2%
Native American or Alaska Native	1	0.3%	4	0.4%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	1	0.3%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	1	0.1%	1	0.4%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.4%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.3%	1	0.1%	3	1.1%	0	0%	0	0%
White	129	41.9%	442	42.4%	98	35.8%	39	57.4%	27	50.9%
Other or Multiple Race	20	6.5%	29	2.8%	7	2.6%	1	1.5%	4	7.5%
Total	308	1.3%	1,043	4.5%	274	1.2%	68	0.3%	53	0.2%

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

Table J
Tox-Tot

Group Type	Toxic Substances Control, Department of		Transportation, Department of		Veterans Affairs, California Department of		Water Resources Control Board		Water Resources, Department of		Total of All Agencies	
Women	28	44.4%	364	24.6%	263	67.8%	103	55.1%	89	35.2%	9,641	41.4%
Men	35	55.6%	1,116	75.4%	125	32.2%	84	44.9%	164	64.8%	12,949	55.6%
Persons with Disabilities	12	19%	271	18.3%	39	10.1%	38	20.3%	29	11.5%	2,458	10.6%
Veterans	3	4.8%	105	7.1%	24	6.2%	6	3.2%	20	7.9%	1,122	4.8%
Asian - Cambodian	0	0%	1	0.1%	1	0.3%	0	0%	0	0%	15	0.1%
Asian - Chinese	2	3.2%	50	3.4%	2	0.5%	14	7.5%	8	3.2%	522	2.2%
Asian - Filipino	2	3.2%	58	3.9%	48	12.4%	2	1.1%	7	2.8%	1,052	4.5%
Asian - Indian	2	3.2%	27	1.8%	9	2.3%	4	2.1%	4	1.6%	270	1.2%
Asian - Japanese	0	0%	7	0.5%	1	0.3%	2	1.1%	3	1.2%	165	0.7%
Asian - Korean	0	0%	4	0.3%	1	0.3%	0	0%	0	0%	54	0.2%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.5%	0	0%	16	0.1%
Asian - Vietnamese	1	1.6%	18	1.2%	3	0.8%	5	2.7%	3	1.2%	189	0.8%
Asian - Other or Multiple	4	6.3%	42	2.8%	7	1.8%	5	2.7%	9	3.6%	413	1.8%
Black or African American	4	6.3%	162	10.9%	90	23.2%	11	5.9%	18	7.1%	2,137	9.2%
Hispanic or Latino	6	9.5%	274	18.5%	68	17.5%	22	11.8%	33	13%	5,002	21.5%
Native American or Alaska Native	1	1.6%	8	0.5%	5	1.3%	0	0%	3	1.2%	161	0.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	27	0.1%
Pacific Islander - Hawaiian	0	0%	1	0.1%	0	0%	0	0%	0	0%	43	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	15	0.1%
Pacific Islander - Other or Multiple	0	0%	8	0.5%	0	0%	0	0%	0	0%	54	0.2%
White	40	63.5%	746	50.4%	142	36.6%	107	57.2%	152	60.1%	11,555	49.6%
Other or Multiple Race	1	1.6%	74	5%	11	2.8%	14	7.5%	13	5.1%	901	3.9%
Total	63	0.3%	1,480	6.4%	388	1.7%	187	0.8%	253	1.1%	23,286	

Appendix

Table K

State Civil Service Separations by Job Category

Table K: State Civil Service Separations by Job Category

Table K
Arc-Com

Groups	Architecture & Engineering Occupations	Arts, Design, Entertainment, Sports, & Media Occupations	Building and Grounds Cleaning & Maintenance Occupations	Business & Financial Operations Occupations	Community & Social Service Occupations	Computer & Mathematical Occupations
Women	135 19.3%	29 50%	105 31%	2,053 68.2%	407 61.3%	232 42.8%
Men	563 80.7%	29 50%	234 69%	958 31.8%	257 38.7%	310 57.2%
Persons with Disabilities	121 17.3%	8 13.8%	30 8.8%	655 21.8%	68 10.2%	90 16.6%
Veterans	46 6.6%	4 6.9%	17 5%	150 5%	42 6.3%	57 10.5%
Asian - Cambodian	0 0%	0 0%	0 0%	2 0.1%	0 0%	0 0%
Asian - Chinese	65 9.3%	1 1.7%	6 1.8%	152 5%	6 0.9%	37 6.8%
Asian - Filipino	29 4.2%	1 1.7%	22 6.5%	156 5.2%	11 1.7%	23 4.2%
Asian - Indian	22 3.2%	1 1.7%	1 0.3%	41 1.4%	5 0.8%	26 4.8%
Asian - Japanese	6 0.9%	0 0%	1 0.3%	41 1.4%	4 0.6%	9 1.7%
Asian - Korean	2 0.3%	0 0%	1 0.3%	9 0.3%	2 0.3%	1 0.2%
Asian - Laotian	0 0%	0 0%	0 0%	3 0.1%	0 0%	0 0%
Asian - Vietnamese	18 2.6%	1 1.7%	0 0%	44 1.5%	3 0.5%	9 1.7%
Asian - Other or Multiple	41 5.9%	1 1.7%	1 0.3%	76 2.5%	7 1.1%	25 4.6%
Black or African American	26 3.7%	5 8.6%	76 22.4%	354 11.8%	125 18.8%	41 7.6%
Hispanic or Latino	80 11.5%	12 20.7%	124 36.6%	552 18.3%	183 27.6%	64 11.8%
Native American or Alaska Native	2 0.3%	0 0%	6 1.8%	15 0.5%	7 1.1%	3 0.6%
Pacific Islander - Guamanian	1 0.1%	0 0%	1 0.3%	4 0.1%	0 0%	1 0.2%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	4 0.1%	3 0.5%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	1 <0.1%	1 0.2%	0 0%
Pacific Islander - Other or Multiple	2 0.3%	0 0%	2 0.6%	18 0.6%	1 0.2%	1 0.2%
White	368 52.7%	33 56.9%	86 25.4%	1,414 47%	284 42.8%	277 51.1%
Other or Multiple Race	36 5.2%	3 5.2%	12 3.5%	126 4.2%	22 3.3%	25 4.6%
Total	698 3%	58 0.2%	339 1.5%	3,011 13%	664 2.9%	542 2.3%

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

Table K

Con-Hea

Groups	Construction & Extraction Occupations		Education, Training & Library Occupations		Farming, Fishing, & Forestry Occupations		Food Preparation & Serving Related Occupations		Healthcare Practitioners & Technical Occupations		Healthcare Support Occupations	
Women	40	6%	156	55.5%	94	37.3%	184	51.7%	1,271	65.2%	215	88.8%
Men	630	94%	125	44.5%	158	62.7%	172	48.3%	677	34.8%	27	11.2%
Persons with Disabilities	82	12.2%	29	10.3%	7	2.8%	35	9.8%	150	7.7%	11	4.5%
Veterans	58	8.7%	18	6.4%	7	2.8%	20	5.6%	71	3.6%	2	0.8%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.1%	1	0.4%
Asian - Chinese	2	0.3%	3	1.1%	2	0.8%	2	0.6%	39	2%	0	0%
Asian - Filipino	13	1.9%	4	1.4%	6	2.4%	65	18.3%	367	18.8%	26	10.7%
Asian - Indian	1	0.1%	4	1.4%	3	1.2%	1	0.3%	50	2.6%	12	5%
Asian - Japanese	1	0.1%	3	1.1%	4	1.6%	0	0%	10	0.5%	0	0%
Asian - Korean	1	0.1%	0	0%	0	0%	0	0%	8	0.4%	0	0%
Asian - Laotian	0	0%	0	0%	1	0.4%	0	0%	2	0.1%	0	0%
Asian - Vietnamese	1	0.1%	2	0.7%	4	1.6%	4	1.1%	23	1.2%	1	0.4%
Asian - Other or Multiple	1	0.1%	2	0.7%	3	1.2%	9	2.5%	62	3.2%	3	1.2%
Black or African American	82	12.2%	34	12.1%	5	2%	56	15.7%	235	12.1%	59	24.4%
Hispanic or Latino	158	23.6%	39	13.9%	99	39.3%	80	22.5%	328	16.8%	57	23.6%
Native American or Alaska Native	9	1.3%	1	0.4%	0	0%	1	0.3%	7	0.4%	4	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	1	0.1%	1	0.4%
Pacific Islander - Hawaiian	1	0.1%	0	0%	1	0.4%	1	0.3%	3	0.2%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Other or Multiple	3	0.4%	0	0%	1	0.4%	0	0%	2	0.1%	2	0.8%
White	380	56.7%	179	63.7%	109	43.3%	125	35.1%	758	38.9%	67	27.7%
Other or Multiple Race	17	2.5%	10	3.6%	14	5.6%	12	3.4%	51	2.6%	9	3.7%
Total	670	2.9%	281	1.2%	252	1.1%	356	1.5%	1,948	8.4%	242	1%

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

Table K
Ins-Per

Groups	Installation, Maintenance & Repair Occupations		Legal Occupations		Life, Physical & Social Science Occupations		Management Occupations		Office & Administrative Support Occupations		Personal Care & Service Occupations	
Women	68	15%	172	52.8%	575	51%	276	43.1%	2,269	75.8%	33	76.7%
Men	384	85%	154	47.2%	553	49%	365	56.9%	726	24.2%	10	23.3%
Persons with Disabilities	55	12.2%	43	13.2%	114	10.1%	130	20.3%	580	19.4%	4	9.3%
Veterans	46	10.2%	14	4.3%	27	2.4%	51	8%	144	4.8%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	4	0.1%	0	0%
Asian - Chinese	3	0.7%	5	1.5%	32	2.8%	14	2.2%	89	3%	0	0%
Asian - Filipino	7	1.5%	8	2.5%	16	1.4%	10	1.6%	173	5.8%	0	0%
Asian - Indian	1	0.2%	1	0.3%	13	1.2%	12	1.9%	49	1.6%	0	0%
Asian - Japanese	1	0.2%	3	0.9%	10	0.9%	23	3.6%	17	0.6%	0	0%
Asian - Korean	0	0%	2	0.6%	9	0.8%	0	0%	5	0.2%	0	0%
Asian - Laotian	0	0%	0	0%	1	0.1%	0	0%	6	0.2%	0	0%
Asian - Vietnamese	0	0%	2	0.6%	14	1.2%	4	0.6%	35	1.2%	0	0%
Asian - Other or Multiple	0	0%	4	1.2%	31	2.7%	10	1.6%	65	2.2%	1	2.3%
Black or African American	18	4%	27	8.3%	37	3.3%	55	8.6%	517	17.3%	5	11.6%
Hispanic or Latino	89	19.7%	37	11.3%	122	10.8%	89	13.9%	744	24.8%	7	16.3%
Native American or Alaska Native	5	1.1%	0	0%	5	0.4%	3	0.5%	29	1%	1	2.3%
Pacific Islander - Guamanian	0	0%	1	0.3%	2	0.2%	0	0%	5	0.2%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.1%	2	0.3%	4	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	4	0.1%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	1	0.1%	1	0.2%	7	0.2%	0	0%
White	268	59.3%	225	69%	754	66.8%	394	61.5%	1,147	38.3%	28	65.1%
Other or Multiple Race	60	13.3%	11	3.4%	80	7.1%	24	3.7%	95	3.2%	1	2.3%
Total	452	1.9%	326	1.4%	1,128	4.9%	641	2.8%	2,995	12.9%	43	0.2%

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

Table K
Pro-Total

Groups	Production Occupations	Protective Service Occupations	Sales & Related Occupations	Transportation & Material Moving Occupations	Unmapped Classes	Total
Women	15 10.3%	604 10.9%	85 57.8%	105 22.2%	869 38.4%	9,992 43.0%
Men	130 89.7%	4,954 89.1%	62 42.2%	368 77.8%	1,396 61.6%	13,242 57%
Persons with Disabilities	14 9.7%	193 3.5%	29 19.7%	19 4%	106 4.7%	2,573 11.1%
Veterans	30 20.7%	309 5.6%	4 2.7%	24 5.1%	16 0.7%	1,157 5%
Asian - Cambodian	0 0%	5 0.1%	1 0.7%	1 0.2%	1 <0.1%	16 0.1%
Asian - Chinese	1 0.7%	35 0.6%	6 4.1%	2 0.4%	36 1.6%	538 2.3%
Asian - Filipino	5 3.4%	82 1.5%	10 6.8%	10 2.1%	30 1.3%	1,074 4.6%
Asian - Indian	3 2.1%	11 0.2%	6 4.1%	2 0.4%	20 0.9%	285 1.2%
Asian - Japanese	0 0%	27 0.5%	2 1.4%	3 0.6%	10 0.4%	175 0.8%
Asian - Korean	0 0%	11 0.2%	0 0%	0 0%	3 0.1%	54 0.2%
Asian - Laotian	0 0%	1 0%	0 0%	0 0%	3 0.1%	17 0.1%
Asian - Vietnamese	0 0%	13 0.2%	0 0%	0 0%	18 0.8%	196 0.8%
Asian - Other or Multiple	1 0.7%	43 0.8%	3 2%	5 1.1%	32 1.4%	426 1.8%
Black or African American	12 8.3%	265 4.8%	29 19.7%	20 4.2%	116 5.1%	2,199 9.5%
Hispanic or Latino	31 21.4%	1,370 24.6%	26 17.7%	123 26%	711 31.4%	5,125 22.1%
Native American or Alaska Native	0 0%	42 0.8%	0 0%	5 1.1%	19 0.8%	164 0.7%
Pacific Islander - Guamanian	1 0.7%	6 0.1%	0 0%	1 0.2%	2 0.1%	27 0.1%
Pacific Islander - Hawaiian	0 0%	21 0.4%	0 0%	0 0%	3 0.1%	44 0.2%
Pacific Islander - Samoan	0 0%	6 0.1%	0 0%	0 0%	2 0.1%	15 0.1%
Pacific Islander - Other or Multiple	0 0%	6 0.1%	1 0.7%	0 0%	6 0.3%	54 0.2%
White	84 57.9%	3,417 61.5%	57 38.8%	272 57.5%	1,170 51.7%	11,896 51.2%
Other or Multiple Race	7 4.8%	197 3.5%	6 4.1%	29 6.1%	83 3.7%	930 4%
Total	145 0.6%	5,558 23.9%	147 0.6%	473 2%	2,265 9.7%	23,234

Appendix

Table L

State Civil Service Appointments by Type

Table L: State Civil Service Appointments by Type

Table L

Group Type	Intake: Outside Hires		Intake: Hires From Other State Agencies		Total Intake Hires		Advancements		Demotions	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
No Gender	1	0%	0	0%	1	0%	1	0%	0	0%
Women	11,303	44.6%	4,161	61%	15,464	48.1%	9,025	52.5%	652	57.5%
Men	14,039	55.4%	2,661	39%	16,700	51.9%	8,159	47.5%	481	42.5%
Persons with Disabilities	669	2.6%	801	11.7%	1,470	4.6%	1,472	8.6%	144	12.7%
Veterans	355	1.4%	279	4.1%	634	2%	641	3.7%	62	5.5%
Asian - Cambodian	42	0.2%	12	0.2%	54	0.2%	23	0.1%	4	0.4%
Asian - Chinese	907	3.6%	351	5.1%	1,258	3.9%	796	4.6%	35	3.1%
Asian - Filipino	1,062	4.2%	460	6.7%	1,522	4.7%	800	4.7%	52	4.6%
Asian - Indian	640	2.5%	206	3%	846	2.6%	388	2.3%	14	1.2%
Asian - Japanese	153	0.6%	61	0.9%	214	0.7%	127	0.7%	9	0.8%
Asian - Korean	158	0.6%	43	0.6%	201	0.6%	103	0.6%	4	0.4%
Asian - Laotian	34	0.1%	10	0.1%	44	0.1%	20	0.1%	1	0.1%
Asian - Vietnamese	450	1.8%	181	2.7%	631	2%	371	2.2%	4	0.4%
Asian - Other or Multiple	1,027	4.1%	303	4.4%	1,330	4.1%	638	3.7%	28	2.5%
Black or African American	2,194	8.7%	766	11.2%	2,960	9.2%	1,504	8.8%	113	10%
Hispanic or Latino	6,708	26.5%	1,395	20.4%	8,103	25.2%	3,898	22.7%	264	23.3%
Native American or Alaska Native	206	0.8%	54	0.8%	260	0.8%	122	0.7%	7	0.6%
Pacific Islander - Guamanian	24	0.1%	11	0.2%	35	0.1%	24	0.1%	5	0.4%
Pacific Islander - Hawaiian	16	0.1%	8	0.1%	24	0.1%	11	0.1%	1	0.1%
Pacific Islander - Samoan	11	< 0.1%	1	< 0.1%	12	< 0.1%	12	0.1%	1	0.1%
Pacific Islander - Other or Multiple	118	0.5%	47	0.7%	165	0.5%	108	0.6%	3	0.3%
White	10,051	39.7%	2,577	37.8%	12,628	39.3%	7,509	43.7%	535	47.2%
Other or Multiple Race	1,542	6.1%	336	4.9%	1,878	5.8%	731	4.3%	53	4.7%
Total	25,342	78.8%	6,822	21.2%	32,164		17,184		1,133	

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	3916	48.9%	285	47.9%	5791	39.6%	9992	43%
Men	4097	51.1%	310	52.1%	8835	60.4%	13242	57%
Persons with Disabilities	1694	21.1%	83	13.9%	796	5.4%	2573	11.1%
Veterans	707	8.8%	43	7.2%	407	2.8%	1157	5%
Asian - Cambodian	0	0%	1	0.2%	15	0.1%	16	0.1%
Asian - Chinese	249	3.1%	6	1%	283	1.9%	538	2.3%
Asian - Filipino	536	6.7%	38	6.4%	500	3.4%	1074	4.6%
Asian - Indian	66	0.8%	4	0.7%	215	1.5%	285	1.2%
Asian - Japanese	111	1.4%	0	0%	64	0.4%	175	0.8%
Asian - Korean	14	0.2%	0	0%	40	0.3%	54	0.2%
Asian - Laotian	0	0%	0	0%	17	0.1%	17	0.1%
Asian - Vietnamese	64	0.8%	1	0.2%	131	0.9%	196	0.8%
Asian - Other or Multiple	132	1.6%	10	1.7%	284	1.9%	426	1.8%
Black or African American	803	10%	86	14.5%	1310	9%	2199	9.5%
Hispanic or Latino	1442	18%	142	23.9%	3541	24.2%	5125	22.1%
Native American or Alaska Native	36	0.4%	3	0.5%	125	0.9%	164	0.7%
Pacific Islander - Guamanian	6	0.1%	0	0%	21	0.1%	27	0.1%
Pacific Islander - Hawaiian	14	0.2%	0	0%	30	0.2%	44	0.2%
Pacific Islander - Samoan	6	0.1%	0	0%	9	0.1%	15	0.1%
Pacific Islander - Other or Multiple	16	0.2%	2	0.3%	36	0.2%	54	0.2%
White	4304	53.7%	276	46.4%	7316	50%	11896	51.2%
Other or Multiple Race	214	2.7%	26	4.4%	690	4.7%	930	4%
Total	8013	34.5%	595	2.6%	14627	63%	23235	

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