

# 2019 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 2019



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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), (i) and (j), 19792.5 subdivisions (a) and (b), and 19793.

This Annual Census of Employees in State Civil Service Report conveys data on the California state civil service (civil service) representation by race, ethnicity, gender, disability, veteran status, age and upward mobility for state employees for the period January 1, 2019 through December 31, 2019, as well as contextual data from 2015 to 2019.<sup>1</sup> Civilian non-institutional California labor force<sup>2</sup> (state labor force) and California state population data are also included for comparison and except as otherwise cited are from American Community Survey 2018 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 2015 to 2019 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.*

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

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

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

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

# 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

Both state and federal occupational definitions, primarily relating to Information Technology jobs, underwent some changes this year. However, the impact of the changes on CalHR reporting categories is minimal.

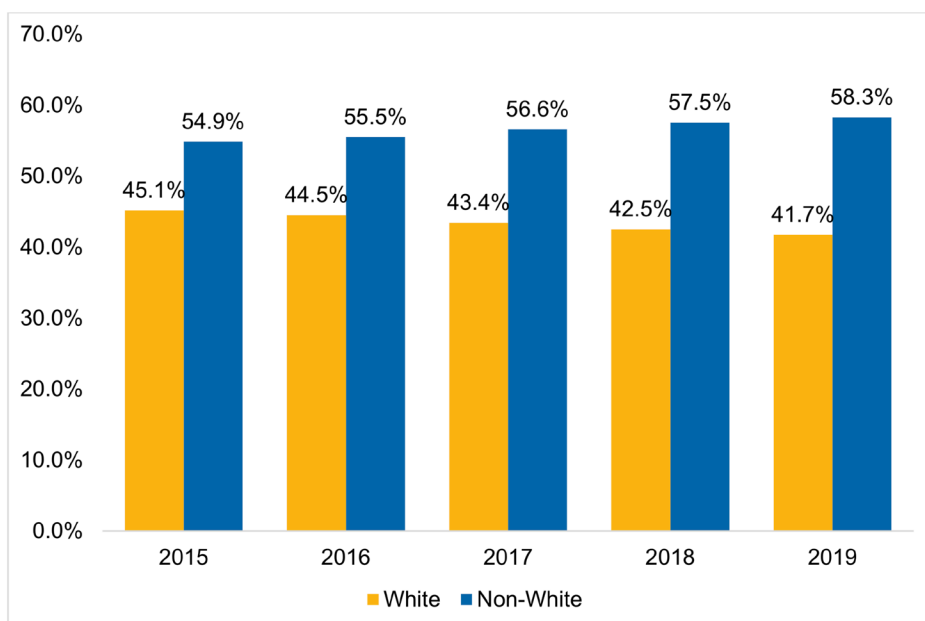
# Summary of Civil Service Composition

In December 2019, the California labor force was approximately 19.5 million. Of the 19.5 million, approximately 18.8 million Californians were employed and approximately 711 thousand were unemployed.<sup>3</sup> The civil service as of December 2019 accounted for approximately 1.2 percent of California's employed.

## Race & Ethnicity

The percentage of civil service employees that are White decreased by 3.4 from 2015 to 2019, while the percentage of persons of all other races and ethnicities as a group, labeled Non-White, increased by 3.4.

Five Year Civil Service Composition of White & Non-White

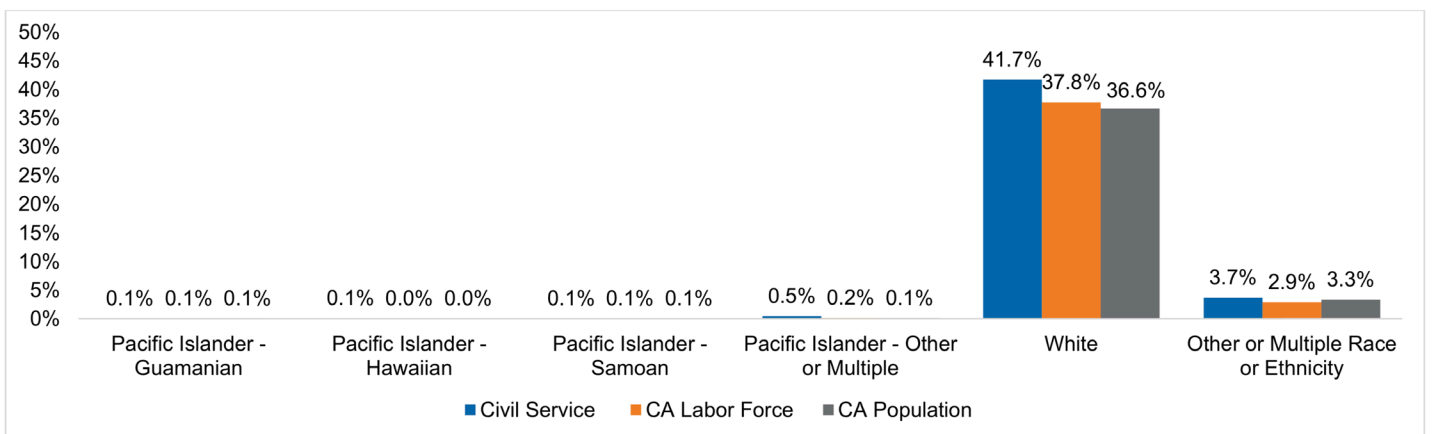
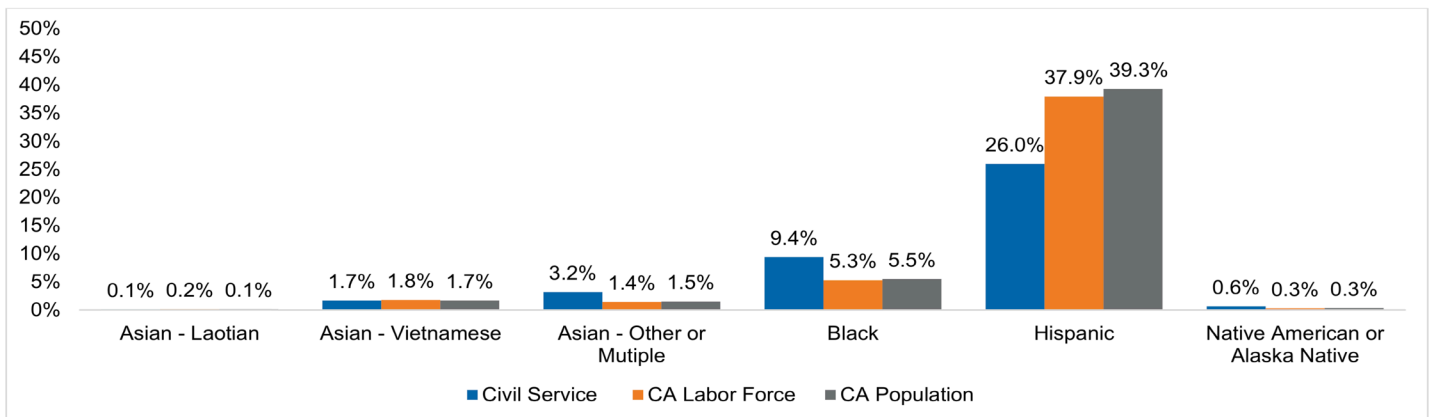
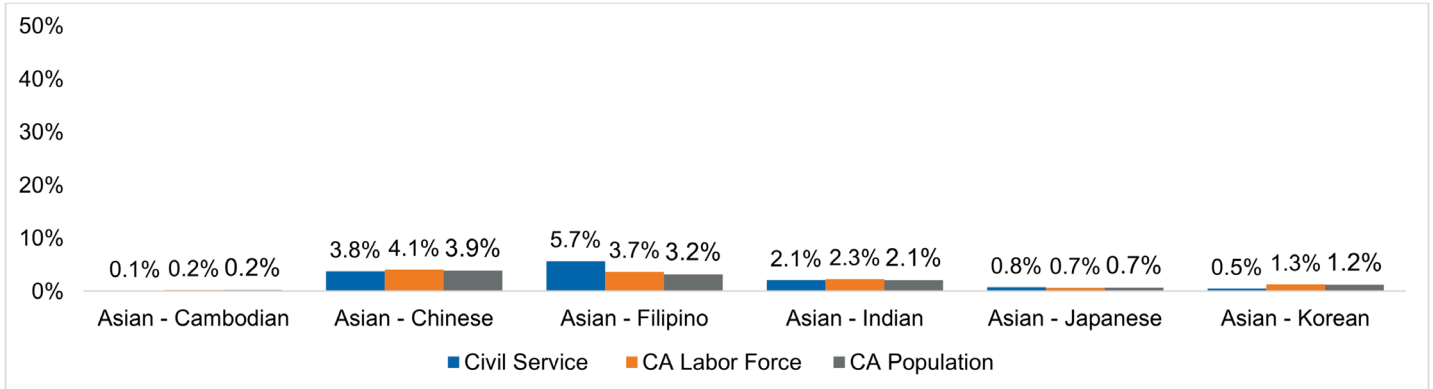


Overall, the civil service workforce increased by 2,380 persons from 216,910 in 2018 to 219,290 in 2019. **(Appendix, Table A)**

<sup>3</sup> Report 400C: Monthly Labor Force Data for Counties, Employment Development Department, December 2019 – Revised. Note: Data from Report 400C may be rounded.

Comparing California's population with its labor force<sup>4</sup> and civil service yielded the following results: **(Appendix, Table G)**

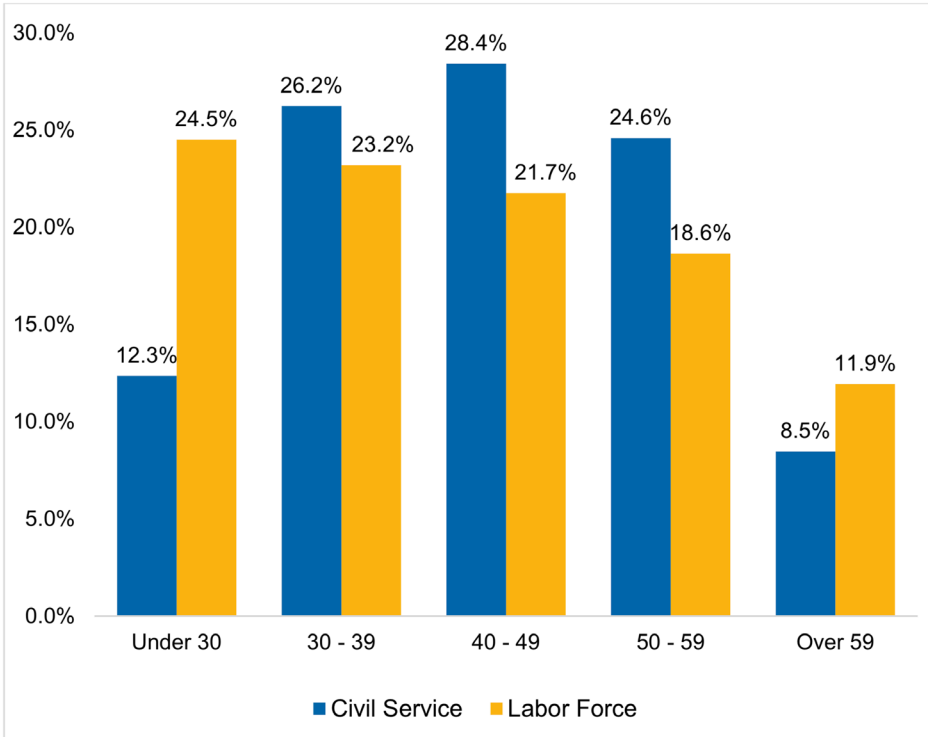
### Race & Ethnicity in California's Civil Service Against the California Labor Force & California Population



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.

<sup>4</sup> American Community Survey 2018 1-Year Estimates: Public Use Microdata Samples.

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

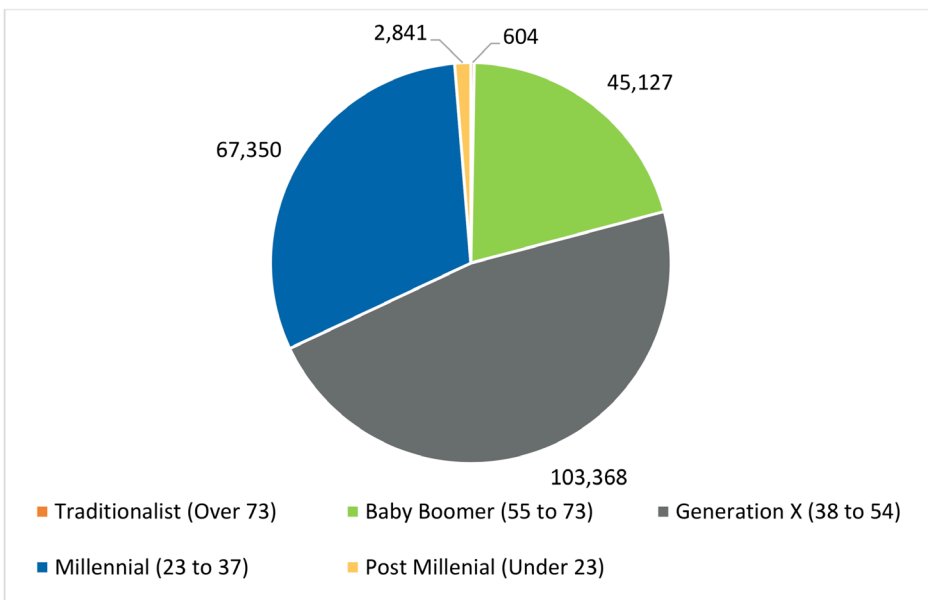


## Age

Civil service has a higher percentage of persons aged 30 to 59 in comparison to the state labor force.<sup>5</sup> The percentage of persons Under 30 is 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 **28.4 percent**. Only **8.5 percent** of civil service employees were **over 59**.

## 2019 Generational Representation of Civil Service Employees



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

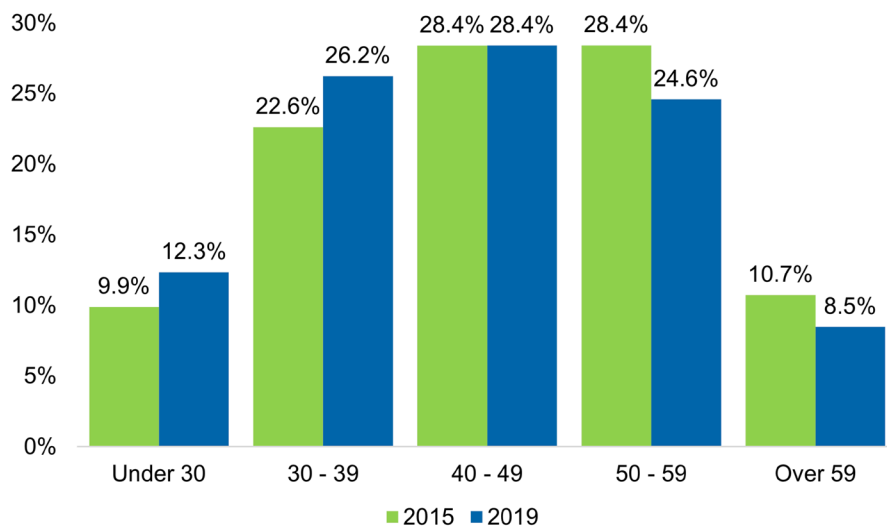
Almost half (103,368; 47 percent) of civil service employees are **Generation X** (ages 38 to 54). **Millennials** (ages 23 to 37; 67,350; 31 percent) outnumber **Baby Boomers** (ages 55 to 73; 45,127; 21 percent). **Post-Millennials** (under 23; 2,841; 1 percent) outnumber **Traditionalists** (aged over 73; 604; 0.3 percent).

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

In civil service, the age ranges with the lowest representation were the Under 30 and Over 59 groups. The 30-39 group increased by 3.6 percentage points over the past five years, which is the largest increase of any group. The representation for the 40-49 group remained unchanged while the 50-59 group decreased by 3.8 percentage points after having the highest representation in 2015. This was the largest decrease for this age group over the past five years.

In the past five years, the civil service has become younger, with the percentage of employees under 40 growing from 32.5 percent to 38.5 percent. The percentage of employees age 40-49 remained unchanged while the percentage of employees over 50 decreased from 39 percent to 33 percent. **(Appendix, Table C)**

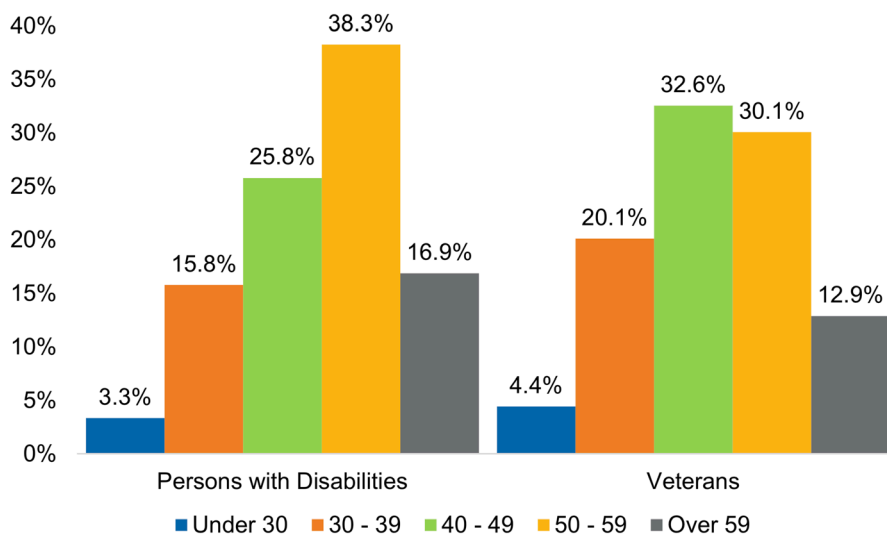
Civil Service Composition by Age Range for 2015 & 2019



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 (38.3 percent) than any other age range. For veterans, the percentage was highest in the 40 to 49 age range (32.6 percent). Both groups had the lowest representation in the Under 30 range, which had 3.3 percent of persons with disabilities and 4.4 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.

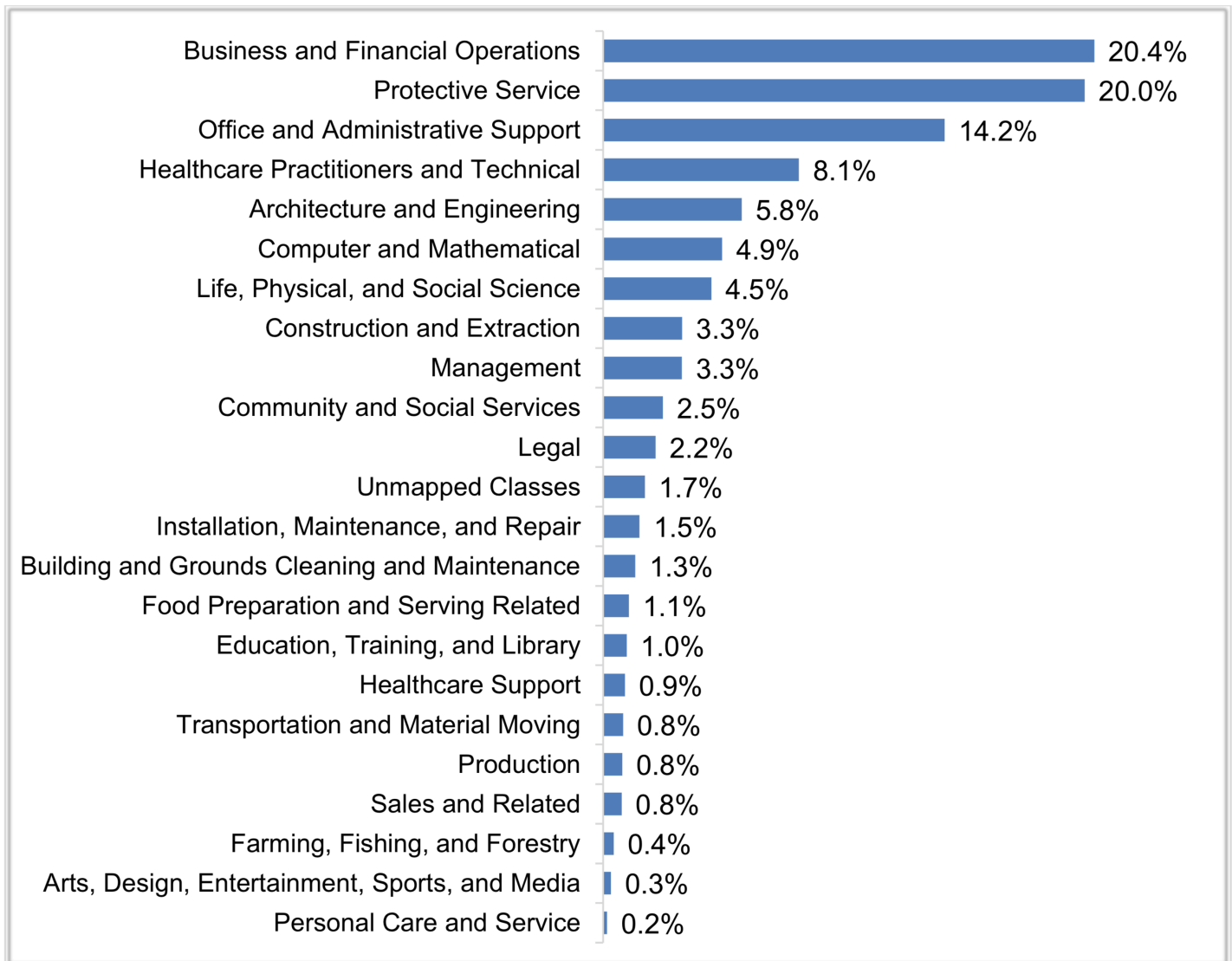


## Job Category

For reporting purposes, CalHR uses federal job categories to compare data consistently with the state labor force.<sup>6</sup> **(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. In 2019, the percentage of civil service employees in Business and Financial Operations service surpassed the percentage of Protective Service employees.

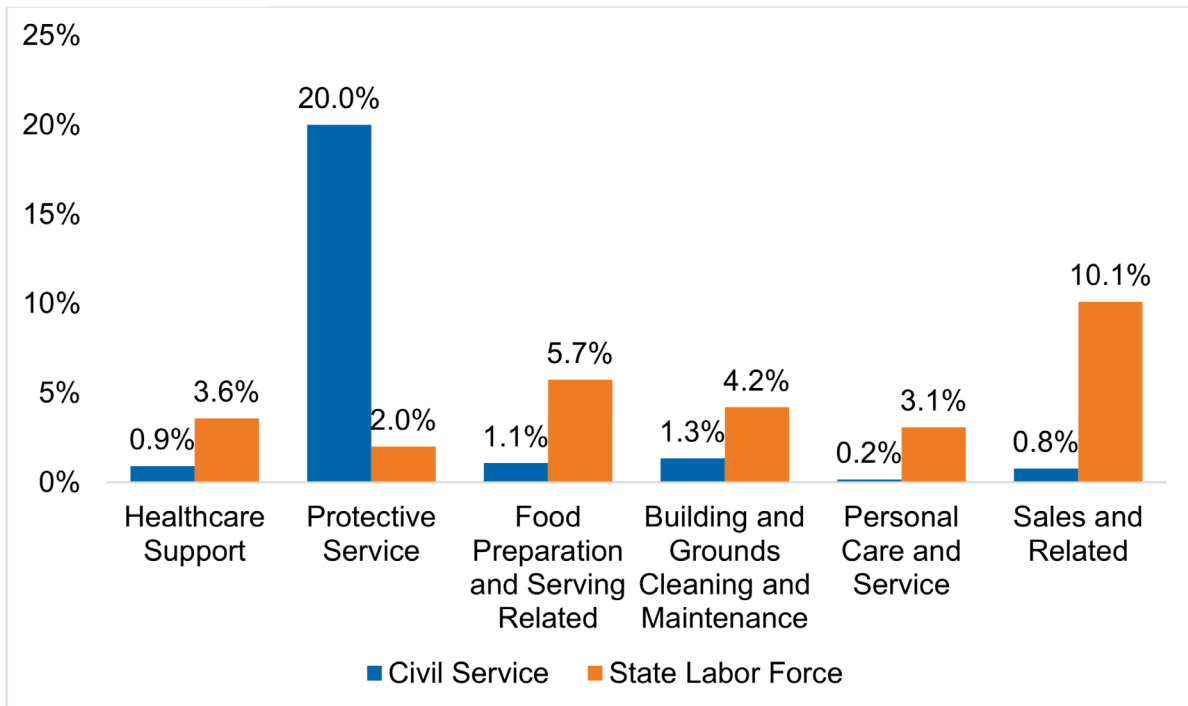
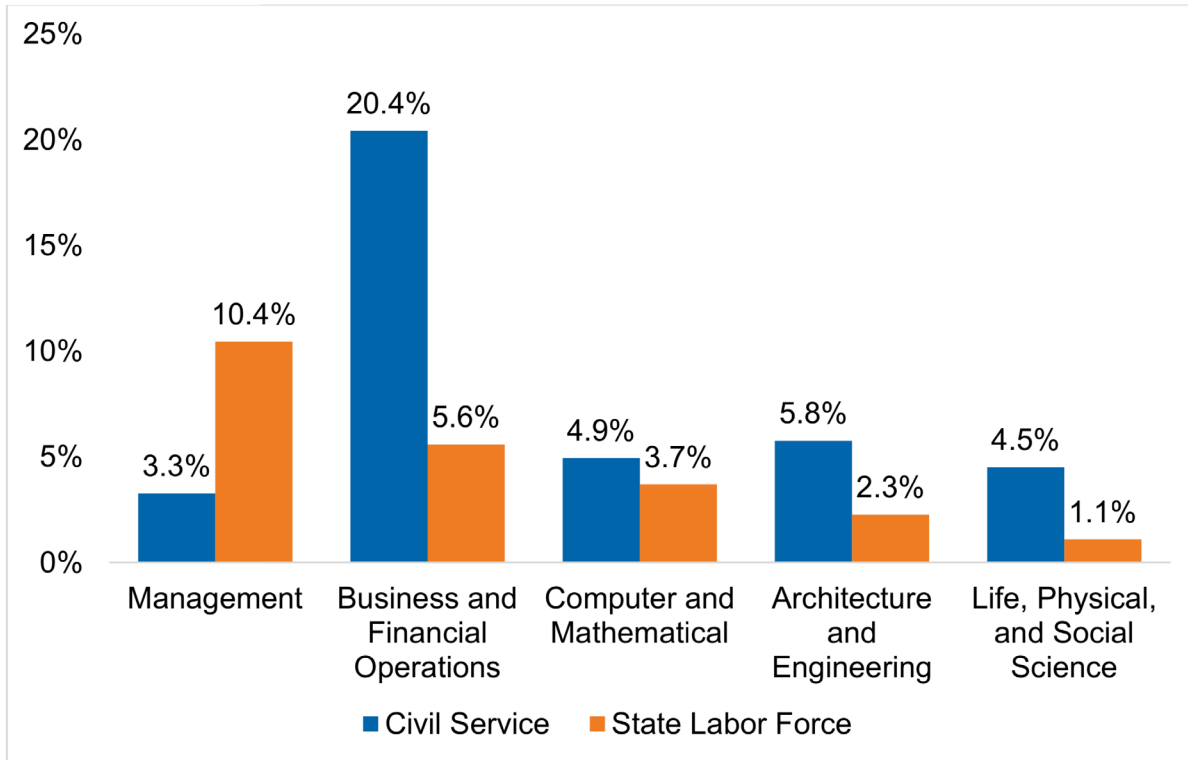
Civil Service Composition by Job Category



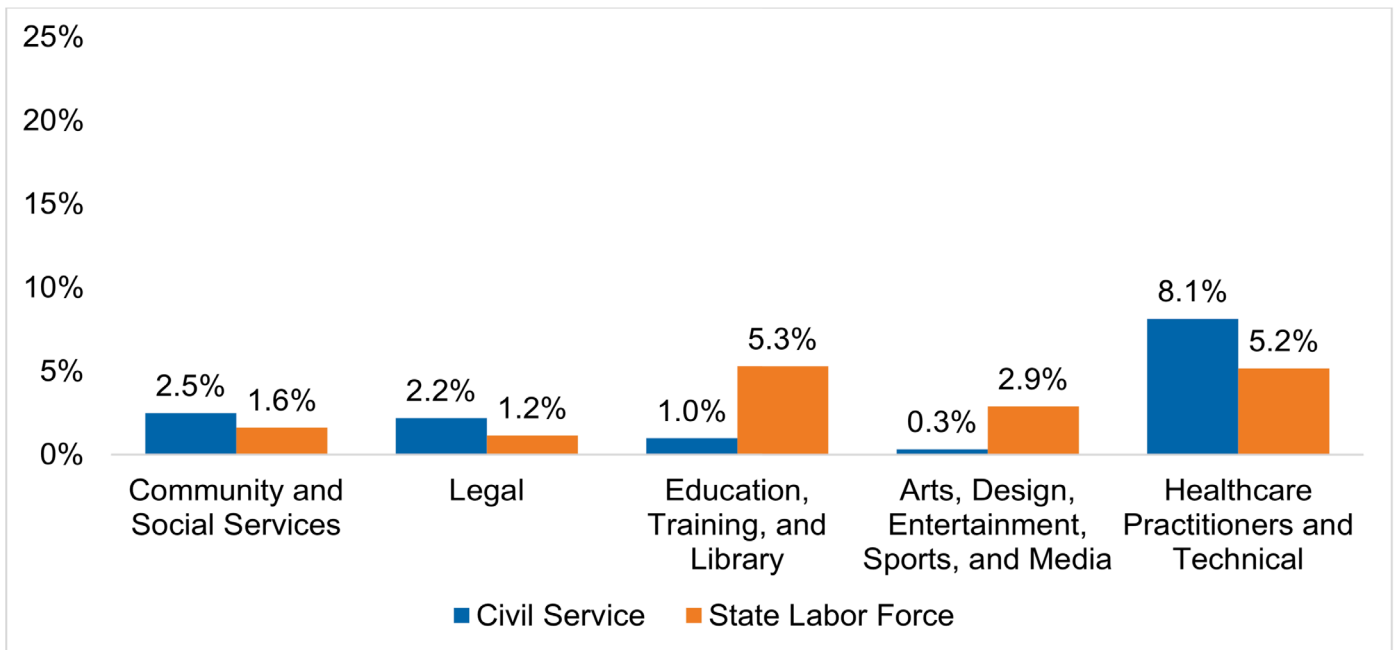
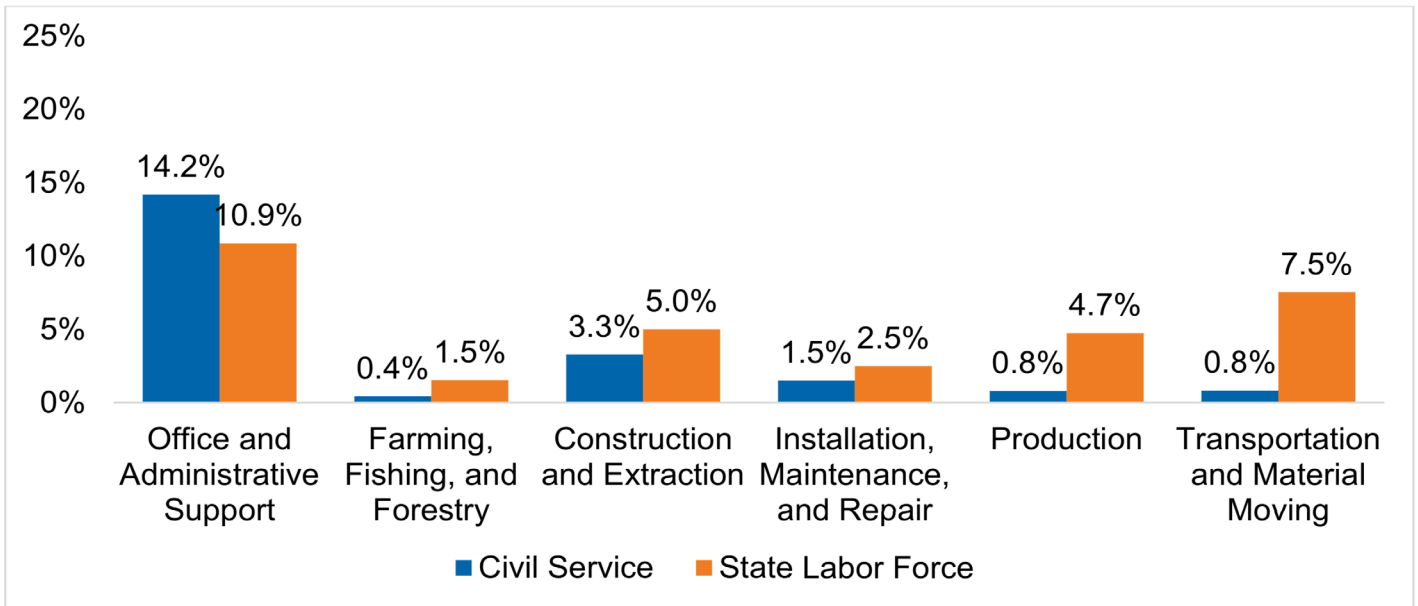
<sup>6</sup>Federal Bureau of Labor Statistics Standardized Occupational Classification System Major Occupational Groups.

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

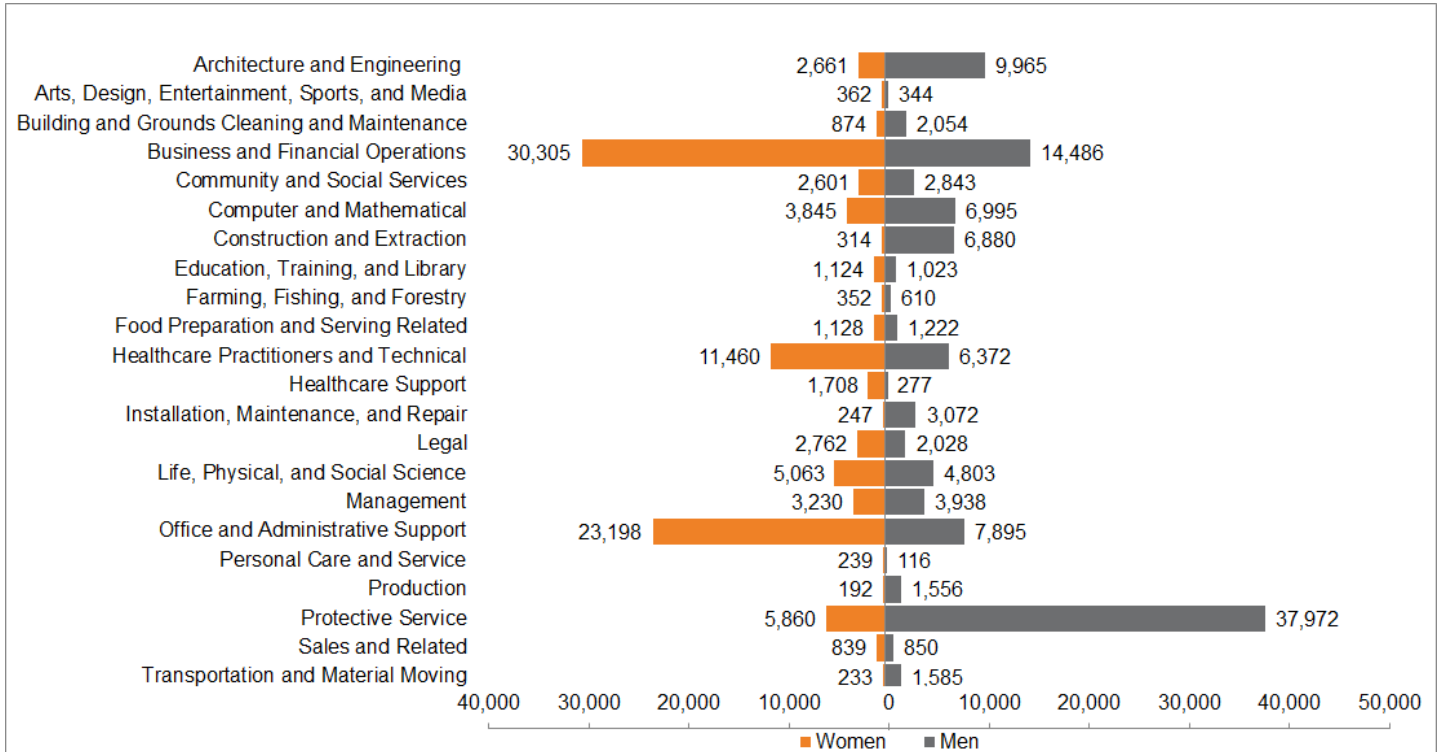
### Civil Service & State Labor Force Job Category Distribution



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



## Civil Service Composition by Job Category & Gender



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

**(Appendix, Table D)**

### Occupational Categories Where Men Represented 70 Percent or More

Occupational Category	% Men
Architecture & Engineering	78.9%
Building & Grounds Cleaning & Maintenance	70.2%
Construction & Extraction	95.6%
Installation, Maintenance, & Repair	92.6%
Production	89%
Protective Service	86.6%
Transportation & Material Moving	87.2%

Women represented 70 percent or more in two occupational categories:

**(Appendix, Table D)**

### Occupational Categories Where Women Represented 70 Percent or More

Occupational Category	% Women
Healthcare Support	86%
Office & Administrative Support	74.6%

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)**

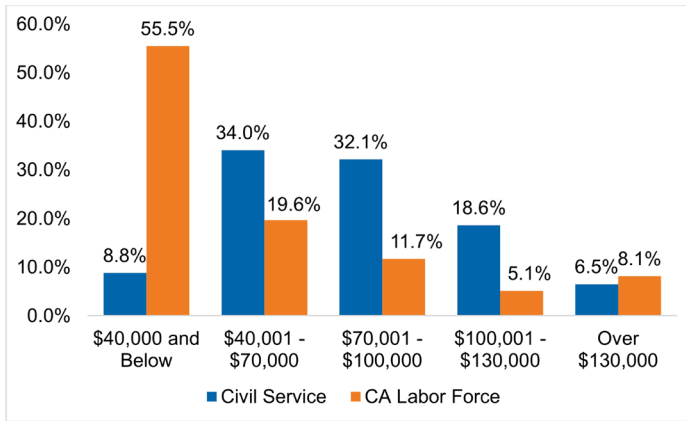
Civil Service Highest Representation of Race & Ethnicity by Job Category

Race & Ethnicity	Job Category	%
Asian - Cambodian	Business & Financial Operations	24.8%
Asian - Chinese	Business & Financial Operations	35.8%
Asian - Filipino	Healthcare Practitioners & Technical	28.4%
Asian - Indian	Business & Financial Operations	22.7%
Asian - Japanese	Business & Financial Operations	31.2%
Asian - Korean	Business & Financial Operations	26.6%
Asian - Laotian	Business & Financial Operations	33%
Asian - Vietnamese	Business & Financial Operations	33%
Asian - Other or Multiple	Business & Financial Operations	26.6%
Black	Office & Administrative Support	22.1%
Hispanic	Protective Service	29.7%
Native American or Alaska Native	Office & Administrative Support	19.1%
Pacific Islander - Guamanian	Office & Administrative Support	27.2%
Pacific Islander - Hawaiian	Protective Service	22.8%
Pacific Islander - Samoan	Office & Administrative Support	42.2%
Pacific Islander - Other or Multiple	Business & Financial Operations	31.1%
White	Protective Service	22.4%
Other or Multiple Race or Ethnicity	Business & Financial Operations	24.9%

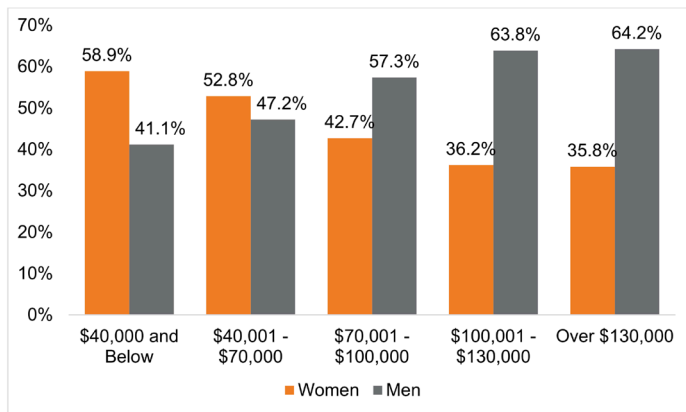
The largest number of **Persons with Disabilities** (6,436; 29.5 percent) work in **Business and Financial Operations**, and the lowest number (28; 0.1 percent) work in Farming, Fishing, and Forestry. **(Appendix, Table D)**

The largest number of **Veterans** work in **Protective Service** (4,150; 38 percent), and the lowest number work in Healthcare Support (10; 0.1 percent). **(Appendix, Table D)**

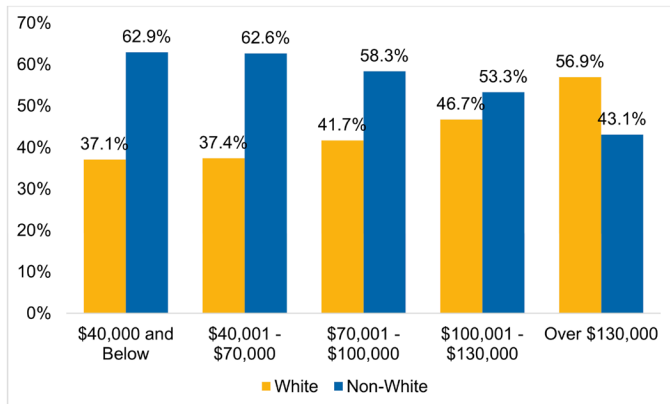
## Civil Service & State Labor Force Composition Comparison by Salary Range



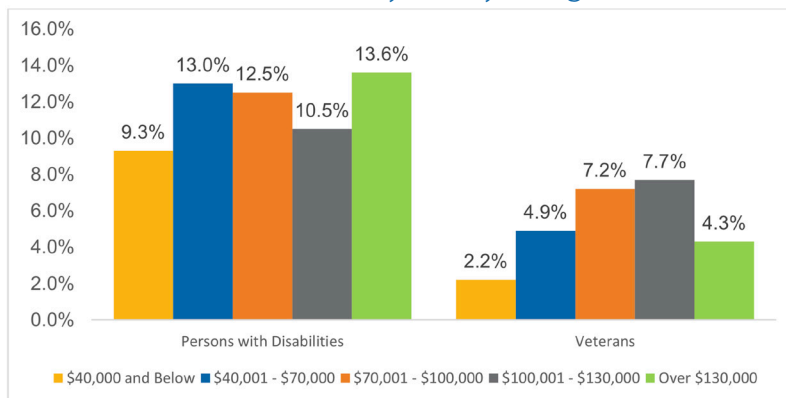
## Civil Service Composition by Salary Range & Gender



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



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



## Salary

Comparing civil service employees to the California labor force, civil service employees had the highest percentage (34 percent) in the \$40,001 - \$70,000 salary range and the lowest percentage (6.5 percent) in the Over \$130,000 salary range. The California labor force had the highest percentage (55.5 percent) in the \$40,000 and Below salary range and the lowest percentage (5.1 percent) in the \$100,001 - \$130,000 salary range.

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

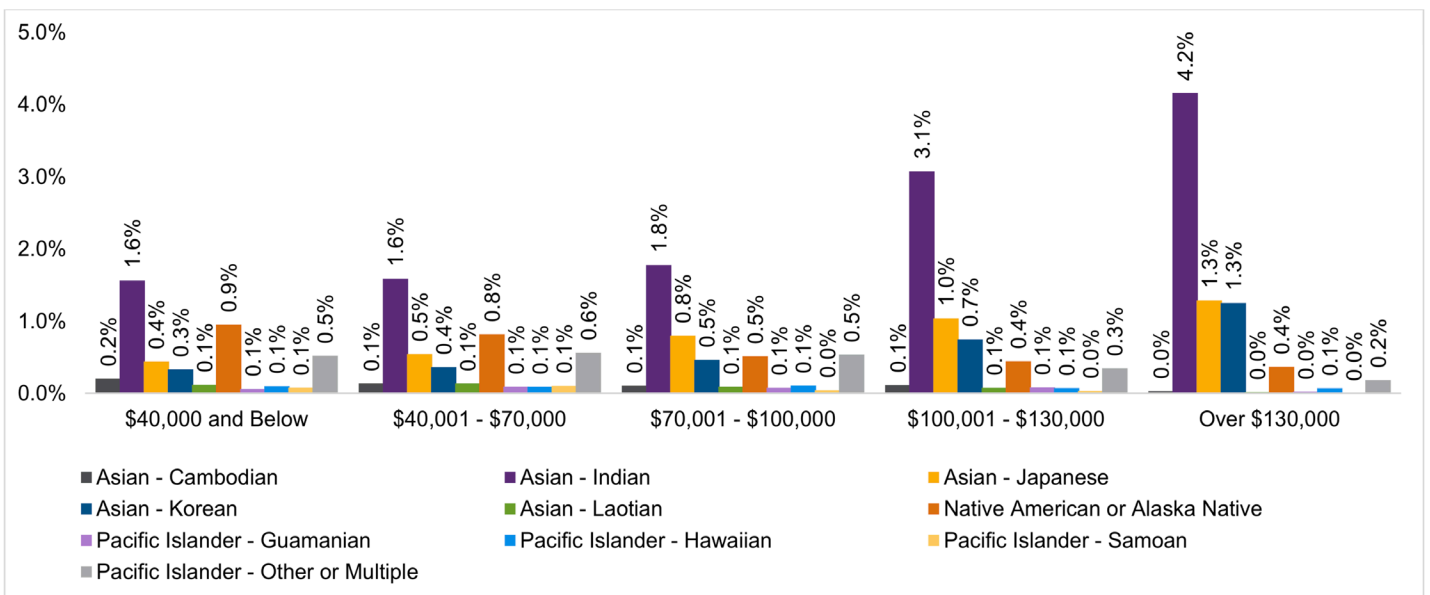
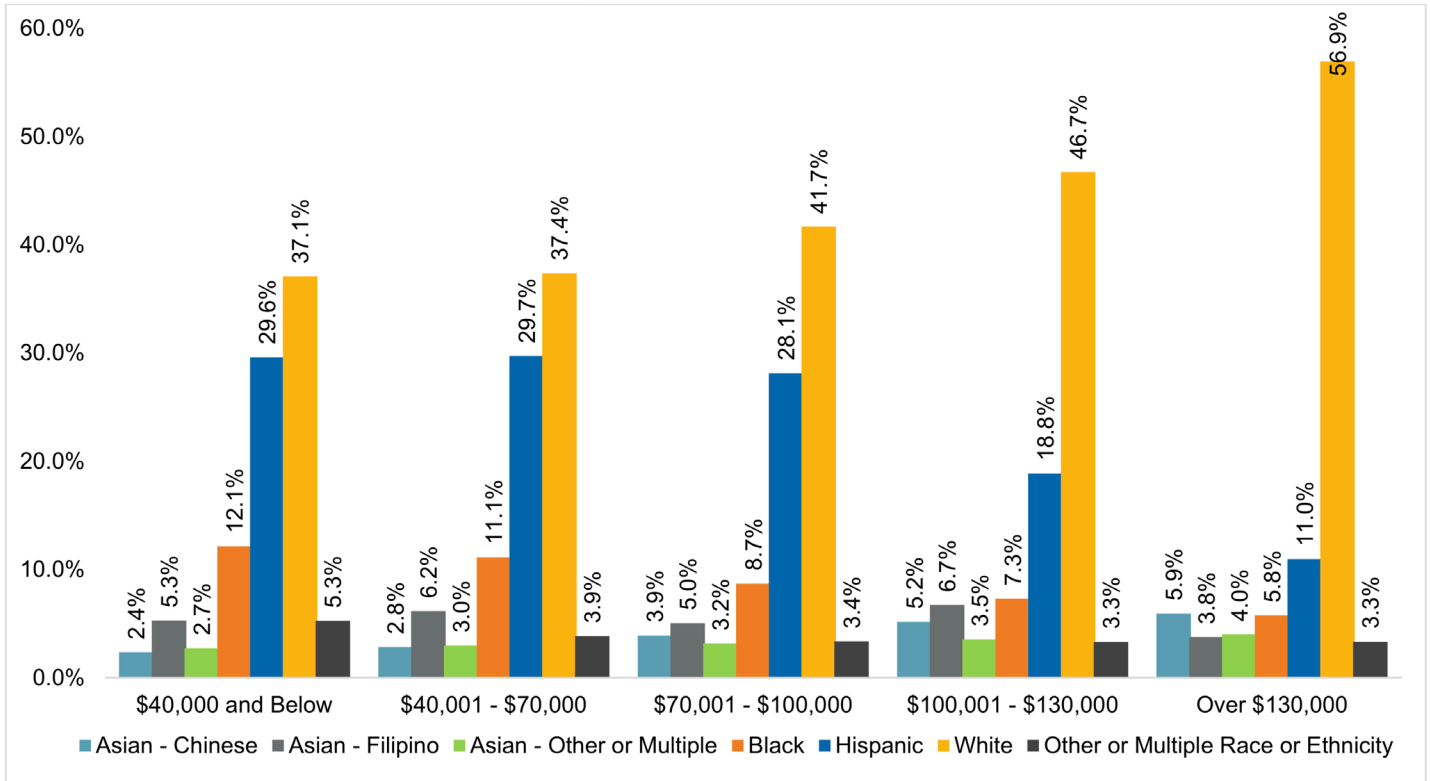
In civil service, Men were 50 percent or more in all salary ranges \$70,001 and above. The salary range with the highest proportion of men (64.2 percent) was \$100,001 - \$130,000. Women were 50 percent or more in all salary ranges \$70,000 and below. The \$40,001 and Below salary range had the highest proportion of Women (58.9 percent). ([Appendix, Table E](#))

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

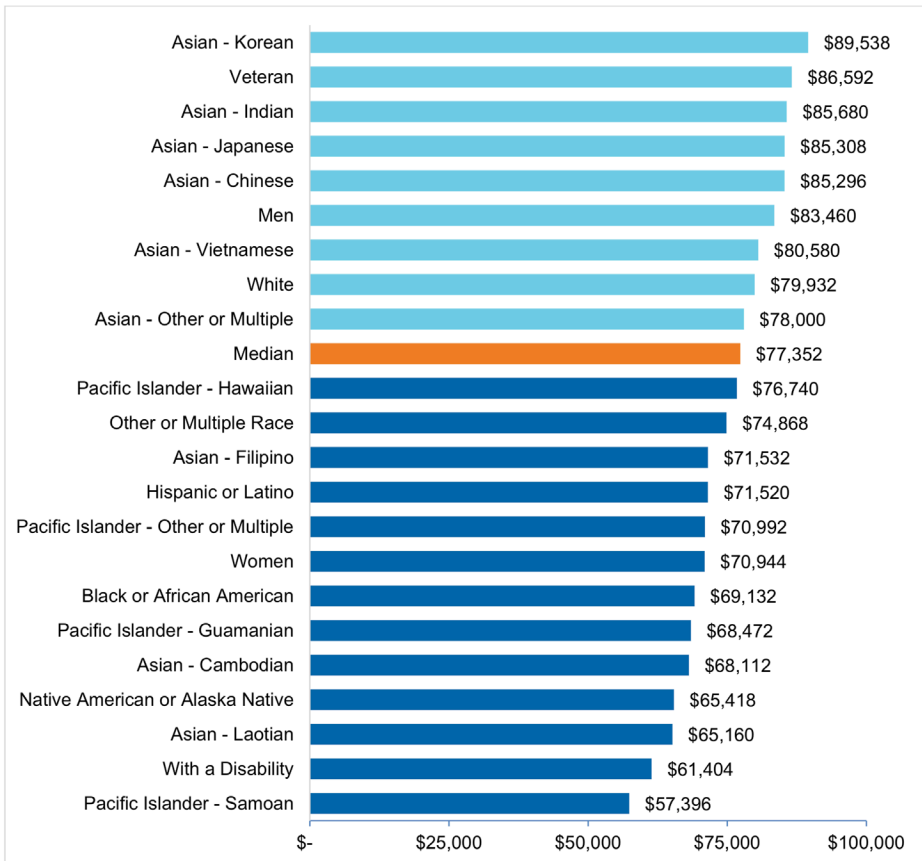
The salary range with the highest proportion of persons with disabilities (13.6 percent) was the Over \$130,000 range. The salary range with the highest proportion of veterans (7.7 percent) was the \$100,001 - \$130,000 range.

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

### Civil Service Race & Ethnicity by Salary Range



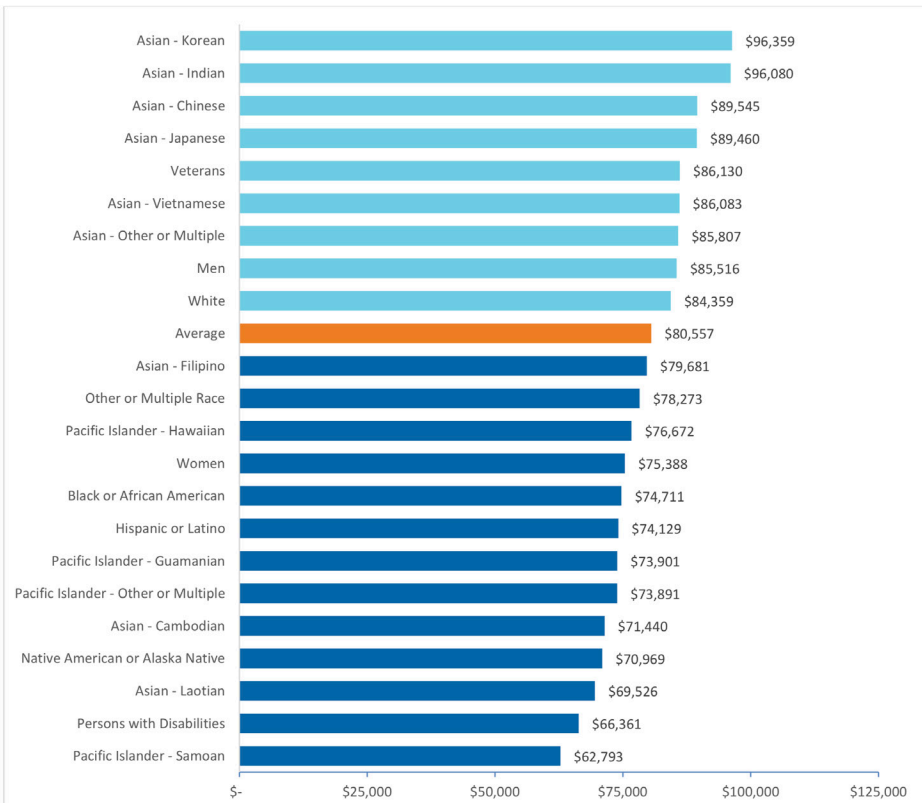
## Civil Service Median Base Pay by Employee Group



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

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

## Civil Service Average Base Pay by Employee Group



The overall average base pay of civil service employees was \$80,557.

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



# County Profile

The three counties that had the greatest number of employees in state civil service during 2019 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 2018:<sup>8</sup>

## Civil Service

### *Sacramento County*

(73,256) 33.5%

### *Los Angeles County*

(19,496) 8.9%

### *San Bernardino County*

(10,209) 4.7%

## State Labor Force

### *Los Angeles*

(5,304,673) 26.6%

### *San Diego County*

(1,694,826) 8.5%

### *Orange County*

(1,684,784) 8.4%

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

<sup>8</sup>American Community Survey 2018 1-Year Estimates: Public Use Microdata Samples.

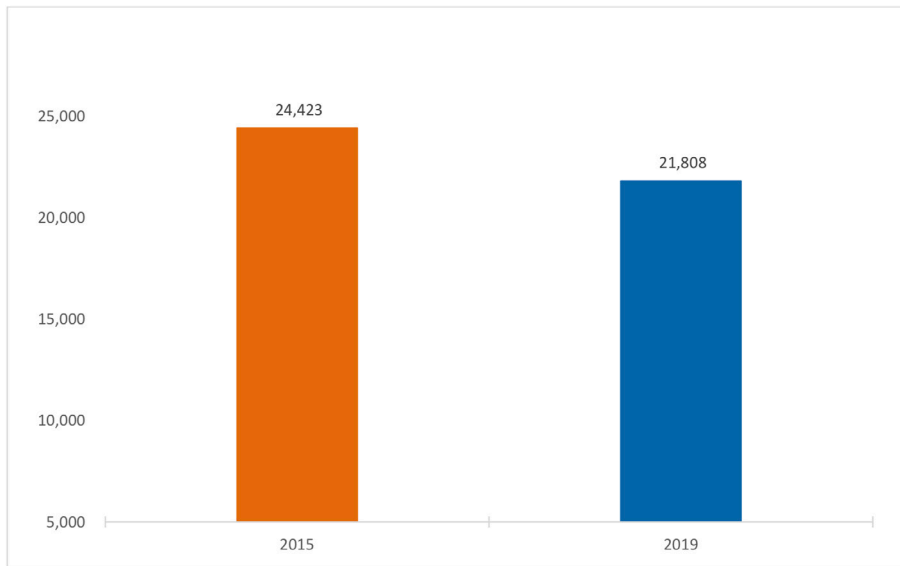
# Civil Service Representation of Persons with Disabilities

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 2,615 (10.7 percent) from 24,423 in 2015 to 21,808 in 2019. Civil service employees who have identified themselves as persons with disabilities now represent 9.9 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 146 agencies: **(Appendix, Table H)**

**40**

agencies met or exceeded California disability parity of 16.6 percent.

**28**

agencies were between 13.3 percent and 16.6 percent disability representation.

**64**

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

**7**

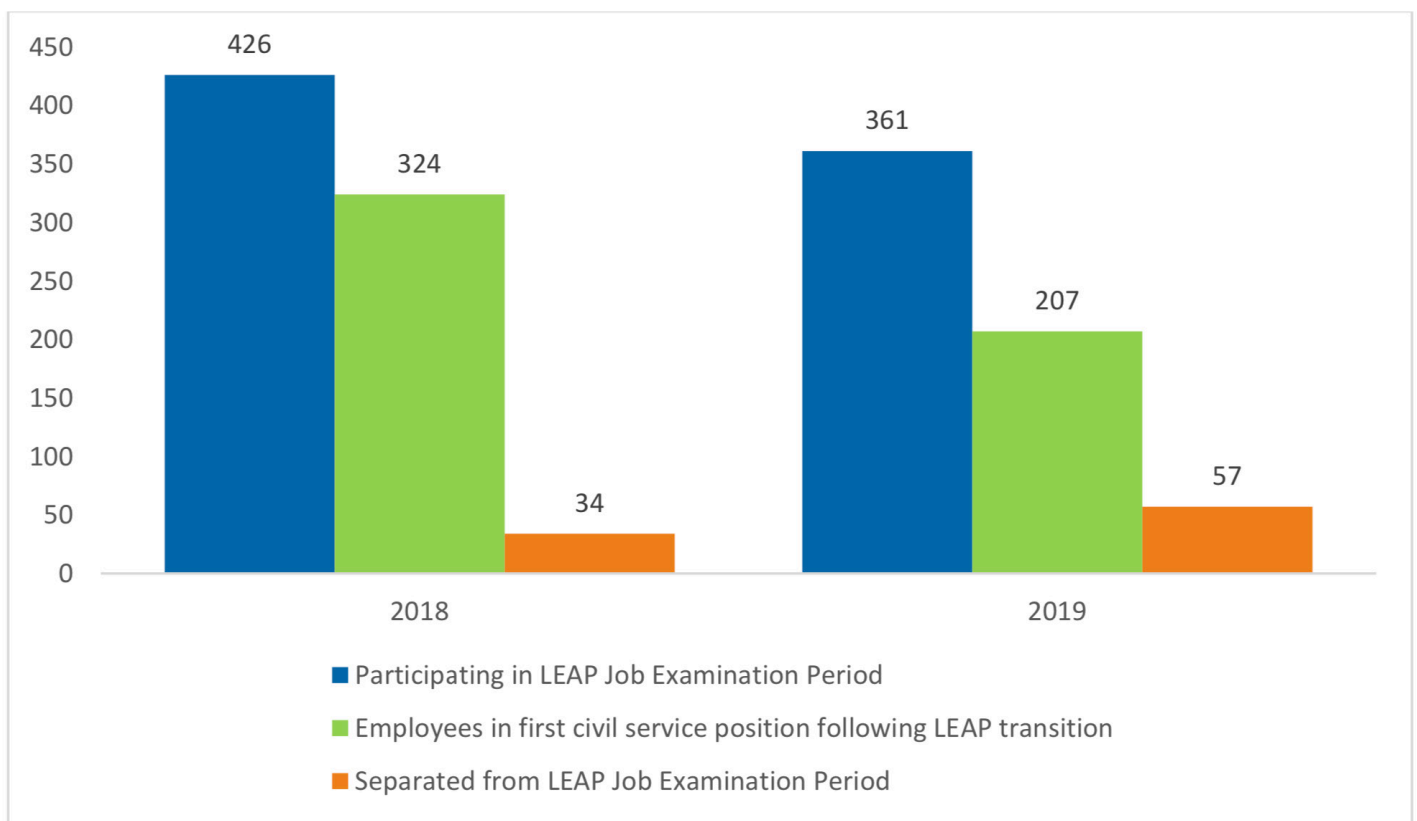
agencies met exemption criteria of having two or fewer employees in each job category.

# 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 2019, 361 LEAP appointments were made compared to 426 in 2018. The graph below illustrates the appointment rate over the past two years.<sup>9</sup>

LEAP Employment Statistics



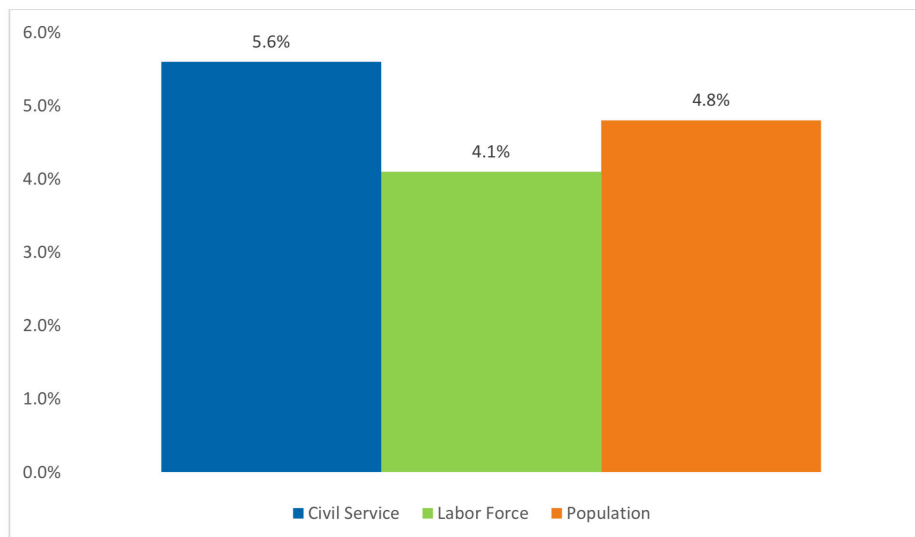
<sup>9</sup>Information is from the State Controller's Office Current and History files. These show current and immediate past positions, but not prior positions, so only those in the JEP and those in their initial civil service position following conversion to a civil service position from the JEP are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

# Civil Service Representation of Veterans<sup>10</sup>

As of December 31, 2019, California employed approximately 12,356 veterans. This was an increase of 1,060 veterans from 2018. In 2019, Veterans represented 5.6 percent of the civil service, 4.1 percent of state labor force, and 4.8 percent of California's population. **(Appendix, Table G)**

*In civil service, the number of veterans hired during 2019 was 443 and the number of veteran retirements was 692 (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.<sup>11</sup>*

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



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

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

# Civil Service Upward Mobility

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

*Statewide, agencies have set goals totaling 422 new upward mobility hires for 2020. This was 36 (7.9 percent) less than the hiring goals of 458 upward mobility hires set for 2019.*

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

During 2019:

## 44,279

civil service employees were in low-paying classifications and 1.8% of them were participating in the upward mobility program.

## 59

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

## 86

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

# Civil Service Hires & Separations

## Hires Overall

Total hires into civil service during 2019 were 30,361. **(Appendix, Table L)**

This was approximately 0.2 percent of the state labor force according to the Employment Development Department, Report 400C for 2019.

There were 18,354 advancements, and 1,092 demotions in civil service during 2019. **(Appendix, Table L)**

## Separations Overall

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

There were 22,679 permanent separations from civil service during 2019, which is 10.3 percent of the 219,290 employees as of December 31, 2019.

*During 2019, 10,192 (44.9 percent) of those separating from state civil service were Women, and 12,487 (55.1 percent) were Men.*

Of the separations during 2019, 48.4 percent were by people identified as White. Racial/Ethnic groups that made up the next highest percentages of separations were Hispanic (23.6 percent), Black (10.1 percent), and Filipino (4.2 percent), corresponding with their relative levels of employment within the civil service. **(Appendix, Table K)**

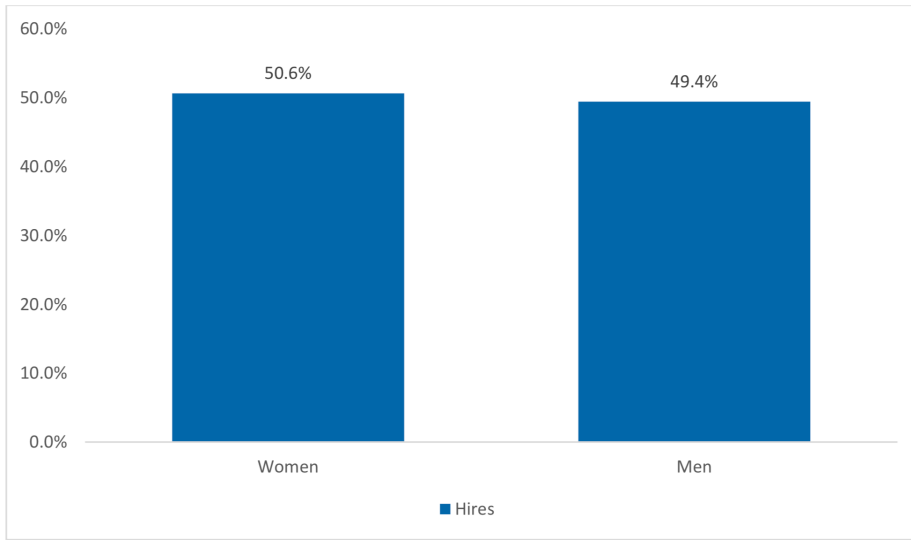
## Separations Due to Retirements<sup>12</sup> in 2019 **(Appendix, Table M)**

- 8,228 (36.3 percent) of permanent separations were due to retirement.
- Of race and ethnicity, the highest retirements were White (52.5 percent) and Hispanic (19.3 percent).
- Women represented 49.6 percent of retirements while men represented 50.4 percent.
- Persons with disabilities were 21.3 percent of total retirements.
- Veterans were 8.4 percent of total retirements.

<sup>12</sup>Includes retirements and disability retirements.

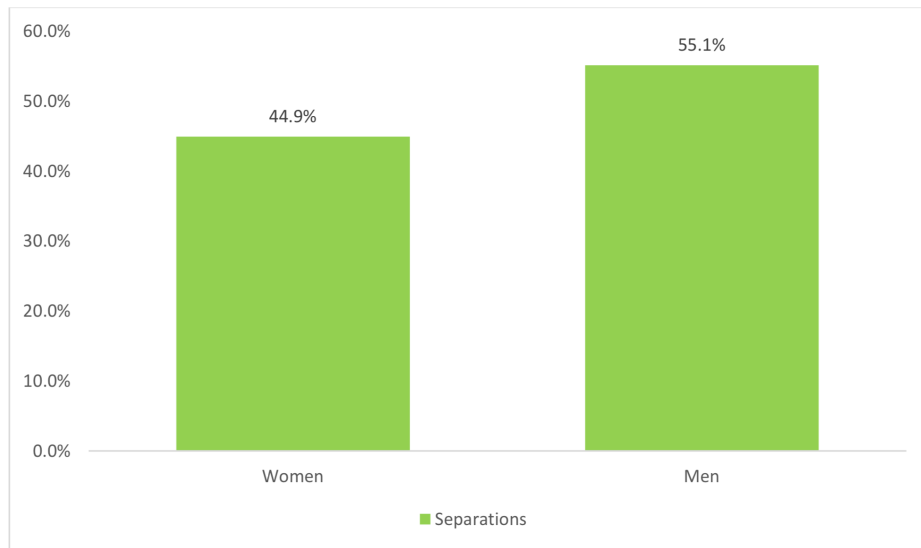
Of the 30,361 hires in civil service, men were 14,986 (49.4 percent) and women were 15,375 (50.6 percent). [\(Appendix, Table L\)](#)

### Civil Service Hires by Gender



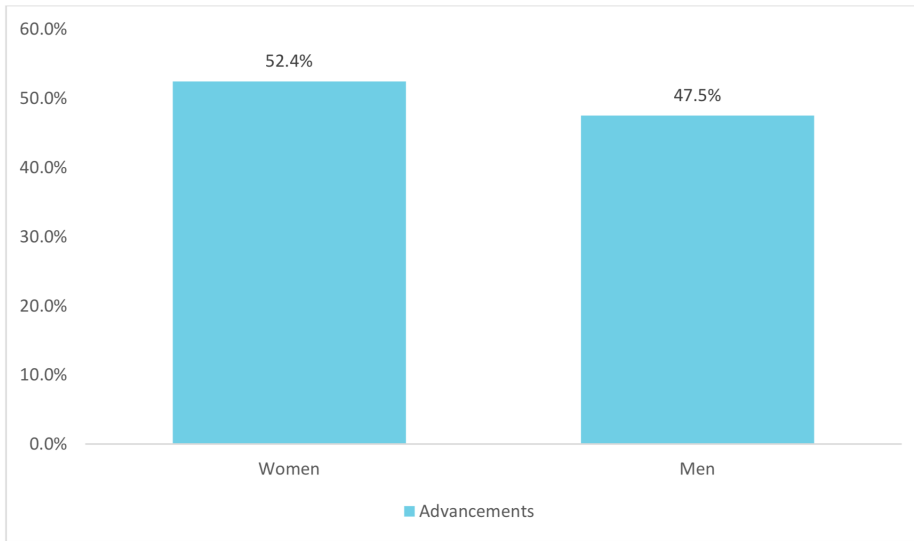
Of the 22,679 separations in civil service, men were 12,487 (55.1 percent) and women were 10,192 (44.9 percent). [\(Appendix, Table J\)](#)

### Civil Service Separations by Gender



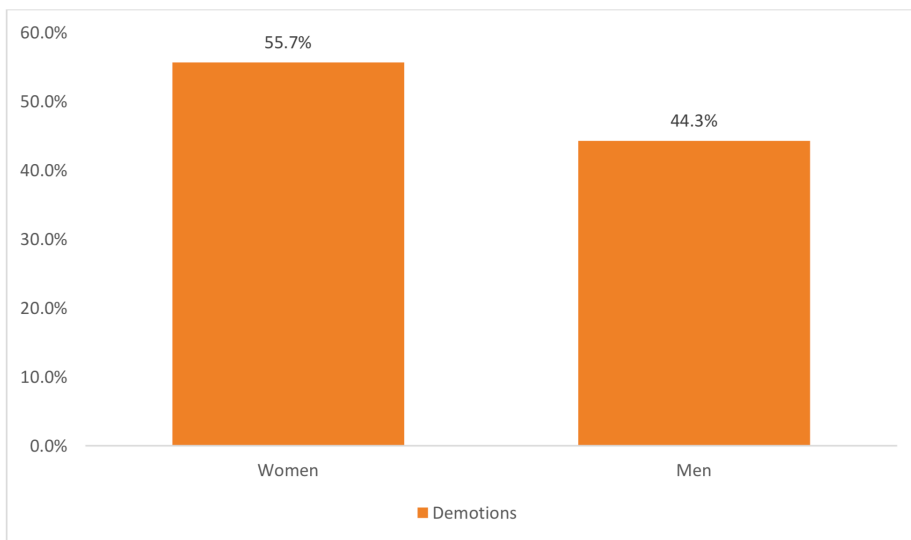
Of the 18,354 advancements in civil service, Women received 9,627 (52.4 percent) and Men received 8,727 (47.5 percent). [\(Appendix, Table L\)](#)

### Civil Service Advancements by Gender



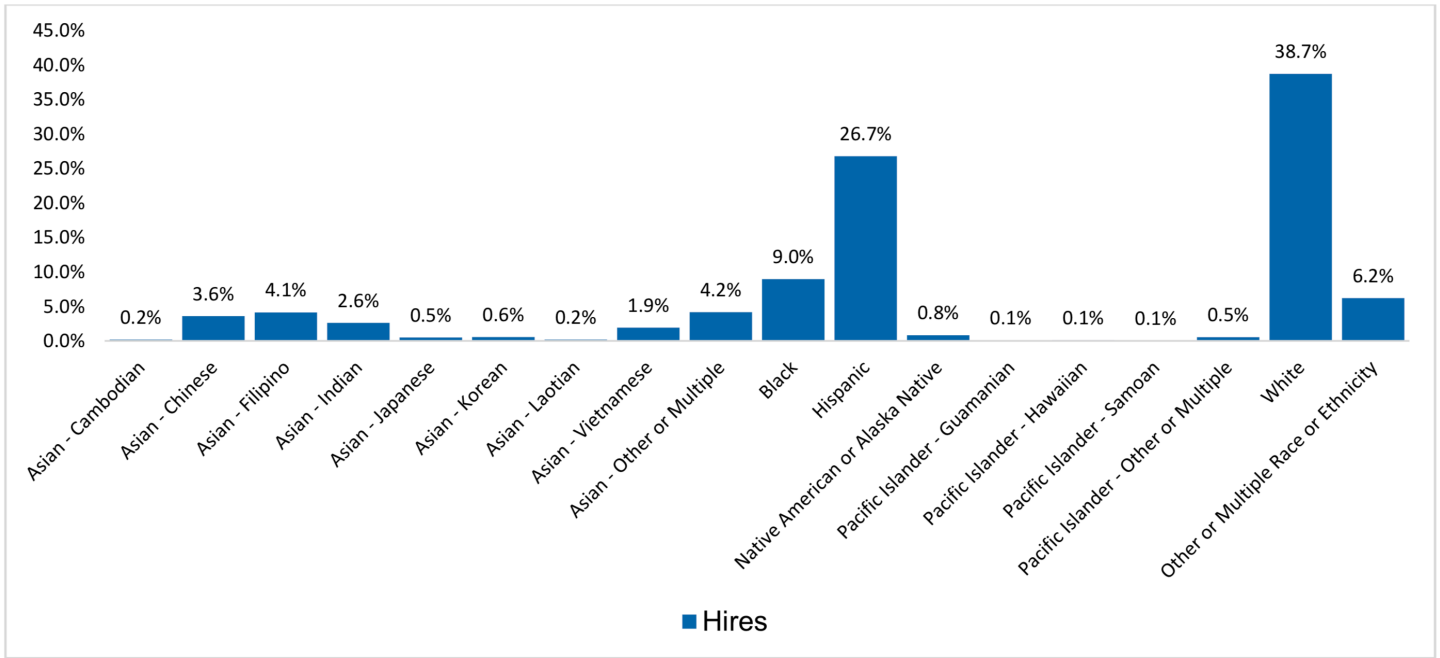
Of the 1,092 demotions in civil service, Women had 608 (55.7 percent) and Men had 484 (44.3 percent). [\(Appendix, Table L\)](#)

### Civil Service Demotions by Gender

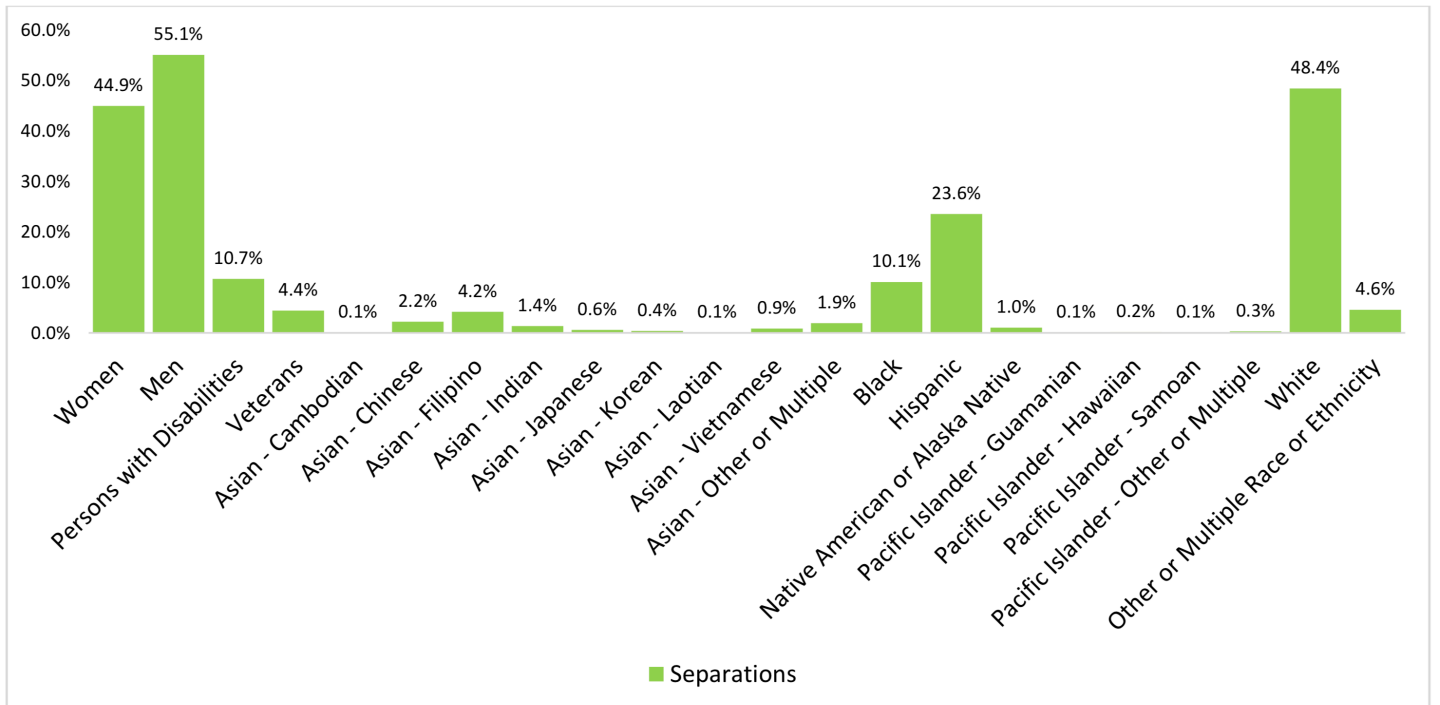




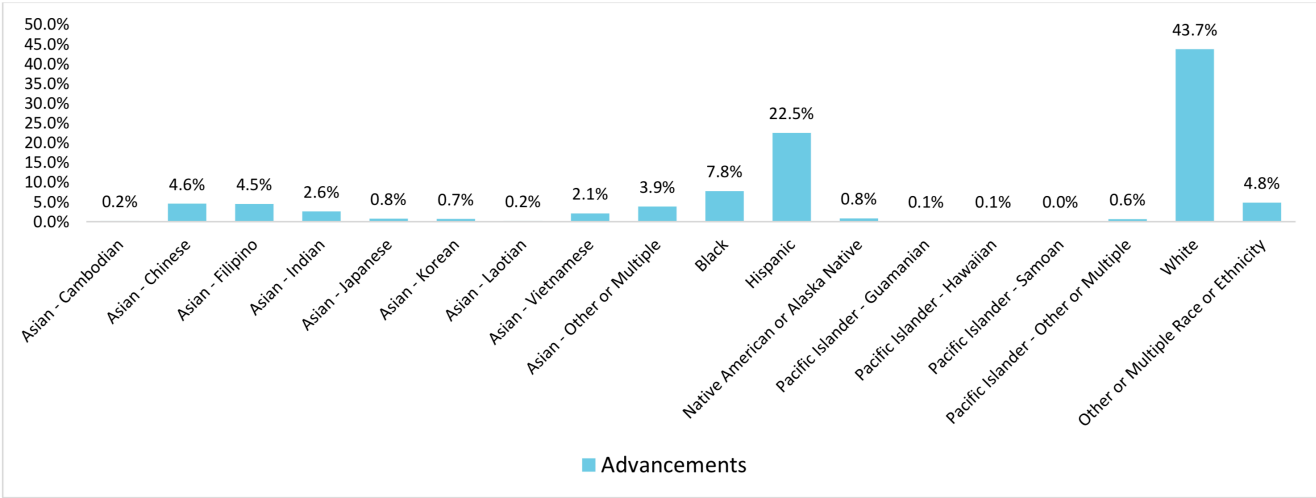
## Civil Service Hires by Race & Ethnicity



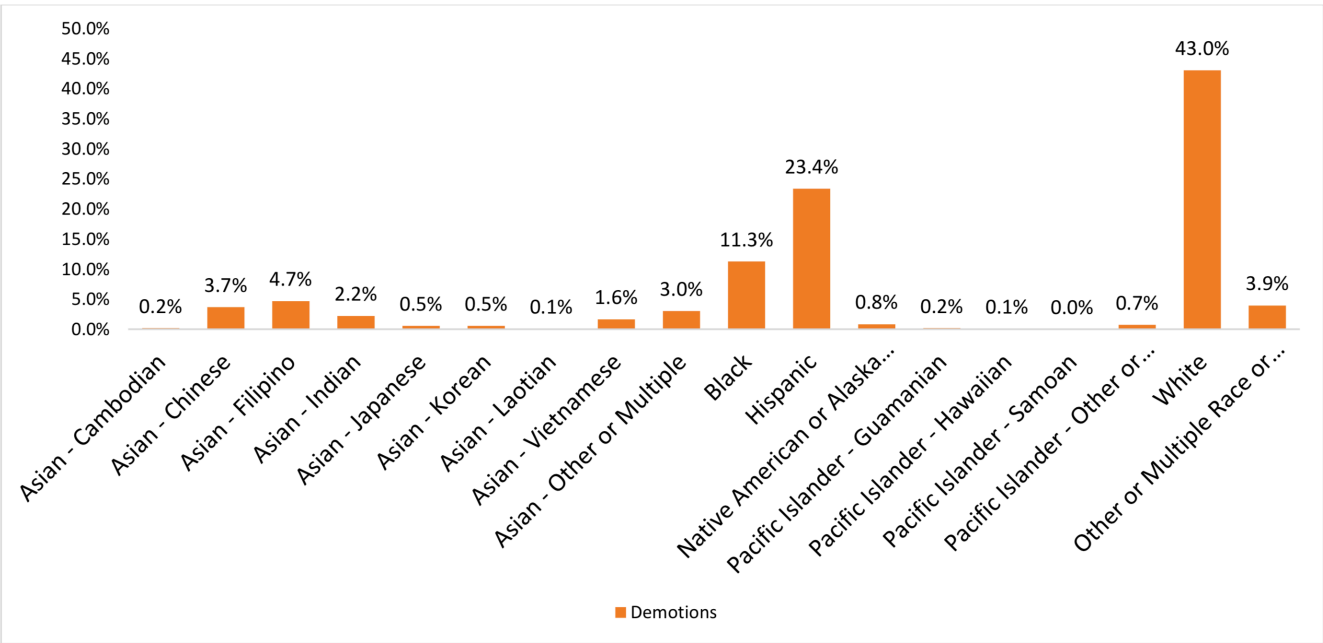
## Civil Service Separations by Race & Ethnicity



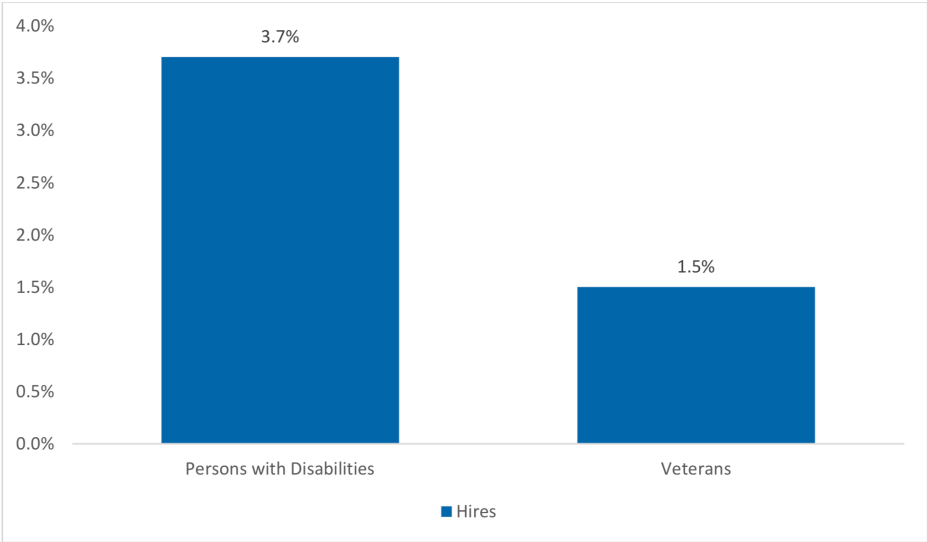
### Civil Service Advancements by Race & Ethnicity



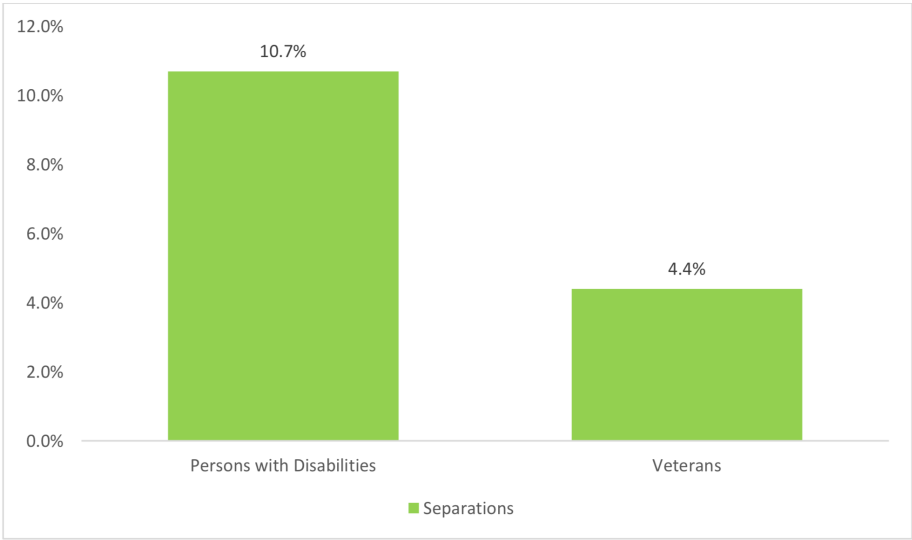
### Civil Service Demotions by Race & Ethnicity



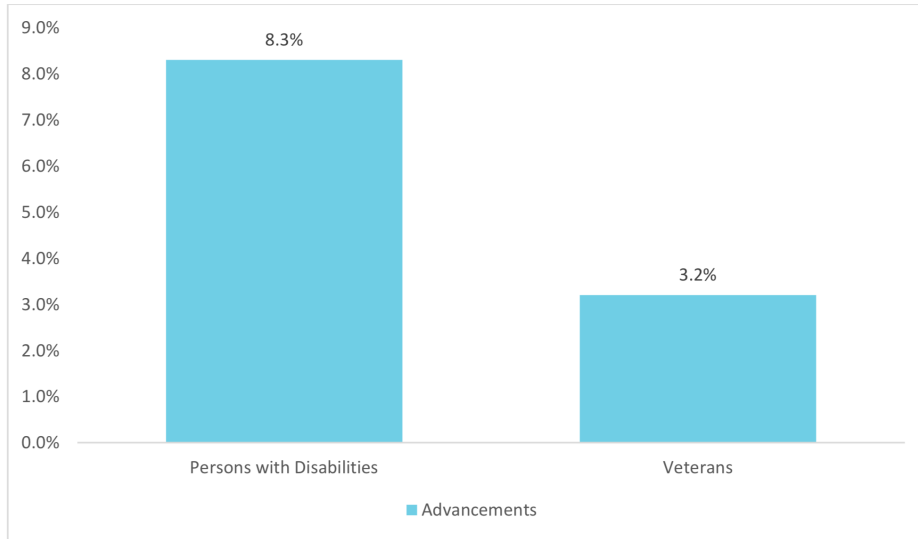
### Civil Service Hires by Disability & Veteran Status



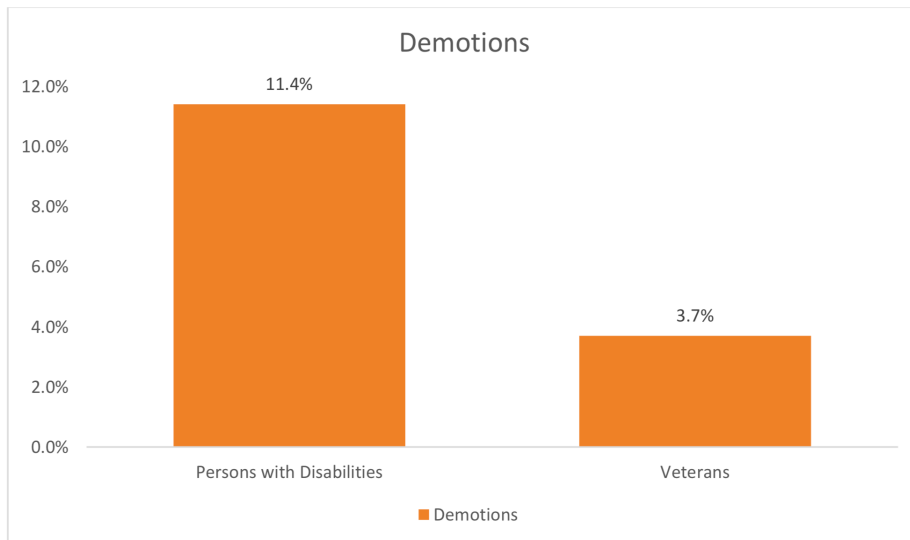
### Civil Service Separations by Disability & Veteran Status



## 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 2018 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 2019 Revised March 13, 2020.

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	12,541	12.5%	9,262	7.8%	21,803	9.9%
Veterans	1,593	1.6%	10,763	9.1%	12,356	5.6%
Asian - Cambodian	143	0.1%	123	0.1%	266	0.1%
Asian - Chinese	4,435	4.4%	3,826	3.2%	8,261	3.8%
Asian - Filipino	6,947	6.9%	5,486	4.6%	12,433	5.7%
Asian - Indian	2,292	2.3%	2,284	1.9%	4,576	2.1%
Asian - Japanese	824	0.8%	834	0.7%	1,658	0.8%
Asian - Korean	539	0.5%	605	0.5%	1,144	0.5%
Asian - Laotian	124	0.1%	97	0.1%	221	0.1%
Asian - Vietnamese	1,838	1.8%	1,865	1.6%	3,703	1.7%
Asian - Other or Multiple	3,173	3.2%	3,815	3.2%	6,988	3.2%
Black or African American	11,652	11.6%	8,916	7.5%	20,568	9.4%
Hispanic or Latino	25,427	25.3%	31,513	26.6%	56,940	26%
Native American or Alaska Native	660	0.7%	726	0.6%	1,386	0.6%
Pacific Islander - Guamanian	84	0.1%	85	0.1%	169	0.1%
Pacific Islander - Hawaiian	99	0.1%	103	0.1%	202	0.1%
Pacific Islander - Samoan	88	0.1%	47	0%	135	0.1%
Pacific Islander - Other or Multiple	504	0.5%	560	0.5%	1,064	0.5%
White	37,911	37.7%	53,581	45.2%	91,492	41.7%
Other or Multiple Race	3,893	3.9%	4,191	3.5%	8,084	3.7%
Total	100,633	45.9%	118,657	54.1%	219,290	100%



# Appendix

## Table B

State Civil Service Composition by Agency with 30 or More Employees

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

Table B  
Agi-Alc

Groups	Aging, Department of		Agricultural Association, 22nd District		Agricultural Association, 32nd District		Agricultural Associations		Agricultural Labor Relations Board		Air Resources Board		Alcoholic Beverage Control, Department of	
Women	77	65.3%	84	39.4%	48	47.1%	82	41%	39	75%	690	43.2%	235	54.5%
Men	41	34.7%	129	60.6%	54	52.9%	118	59%	13	25%	906	56.8%	196	45.5%
Persons with Disabilities	20	16.9%	7	3.3%	1	1%	8	4%	6	11.5%	133	8.3%	47	10.9%
Veterans	8	6.8%	10	4.7%	2	2%	6	3%	2	3.8%	50	3.1%	33	7.7%
Asian - Cambodian	0	0%	0	0%	1	1%	0	0%	0	0%	4	0.3%	2	0.5%
Asian - Chinese	5	4.2%	2	0.9%	1	1%	1	0.5%	0	0%	183	11.5%	16	3.7%
Asian - Filipino	2	1.7%	4	1.9%	5	4.9%	1	0.5%	0	0%	41	2.6%	31	7.2%
Asian - Indian	3	2.5%	1	0.5%	0	0%	0	0%	0	0%	61	3.8%	6	1.4%
Asian - Japanese	1	0.8%	0	0%	0	0%	0	0%	0	0%	24	1.5%	6	1.4%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	24	1.5%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.7%	1	0.5%	2	2%	0	0%	0	0%	43	2.7%	4	0.9%
Asian - Other or Multiple	4	3.4%	0	0%	3	2.9%	2	1%	2	3.8%	89	5.6%	12	2.8%
Black or African American	9	7.6%	14	6.6%	2	2%	5	2.5%	1	1.9%	71	4.4%	25	5.8%
Hispanic or Latino	18	15.3%	77	36.2%	33	32.4%	70	35%	28	53.8%	215	13.5%	127	29.5%
Native American or Alaska Native	0	0%	3	1.4%	2	2%	2	1%	0	0%	3	0.2%	4	0.9%
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	2	1.7%	0	0%	1	1%	0	0%	0	0%	12	0.8%	2	0.5%
White	69	58.5%	94	44.1%	50	49%	108	54%	19	36.5%	750	47%	179	41.5%
Other or Multiple Race	3	2.5%	17	8%	0	0%	11	5.5%	2	3.8%	73	4.6%	15	3.5%
Total	118	100%	213	100%	102	100%	200	100%	52	100%	1,596	100%	431	100%

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

Table B  
Bus-Com

Groups	Business & Economic Development, Governor's Office of		Business Oversight, Department of		Child Support Services, Department of		Children & Families First Commission		Coastal Commission, California		Coastal Conservancy, State		Community Colleges, California	
Women	46	52.3%	322	54.7%	341	61.7%	23	67.6%	105	65.2%	46	71.9%	73	57%
Men	42	47.7%	267	45.3%	212	38.3%	11	32.4%	56	34.8%	18	28.1%	55	43%
Persons with Disabilities	16	18.2%	57	9.7%	97	17.5%	7	20.6%	20	12.4%	13	20.3%	14	10.9%
Veterans	3	3.4%	23	3.9%	35	6.3%	1	2.9%	3	1.9%	1	1.6%	4	3.1%
Asian - Cambodian	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	2.3%	89	15.1%	35	6.3%	0	0%	9	5.6%	2	3.1%	9	7%
Asian - Filipino	5	5.7%	52	8.8%	25	4.5%	1	2.9%	7	4.3%	8	12.5%	3	2.3%
Asian - Indian	4	4.5%	20	3.4%	45	8.1%	1	2.9%	2	1.2%	2	3.1%	6	4.7%
Asian - Japanese	1	1.1%	6	1%	6	1.1%	1	2.9%	1	0.6%	0	0%	1	0.8%
Asian - Korean	0	0%	23	3.9%	7	1.3%	1	2.9%	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	2	2.3%	17	2.9%	13	2.4%	0	0%	1	0.6%	0	0%	1	0.8%
Asian - Other or Multiple	2	2.3%	36	6.1%	19	3.4%	0	0%	3	1.9%	1	1.6%	5	3.9%
Black or African American	11	12.5%	56	9.5%	38	6.9%	2	5.9%	9	5.6%	1	1.6%	14	10.9%
Hispanic or Latino	10	11.4%	93	15.8%	75	13.6%	6	17.6%	21	13%	6	9.4%	23	18%
Native American or Alaska Native	0	0%	0	0%	5	0.9%	0	0%	2	1.2%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	1.1%	0	0%	0	0%	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	0.5%	0	0%	1	0.6%	2	3.1%	3	2.3%
White	46	52.3%	171	29%	254	45.9%	21	61.8%	103	64%	39	60.9%	59	46.1%
Other or Multiple Race	4	4.5%	21	3.6%	28	5.1%	1	2.9%	1	0.6%	3	4.7%	4	3.1%
Total	88	100%	589	100%	553	100%	34	100%	161	100%	64	100%	128	100%

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

Table B  
Com-Cor

Groups	Community Services & 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	55	54.5%	2,694	65%	165	45%	214	36.8%	2,014	57.9%	778	57.7%	22,881	38.3%
Men	46	45.5%	1,450	35%	202	55%	367	63.2%	1,463	42.1%	570	42.3%	36,860	61.7%
Persons with Disabilities	14	13.9%	1,113	26.9%	58	15.8%	78	13.4%	476	13.7%	184	13.6%	2,402	4%
Veterans	4	4%	135	3.3%	10	2.7%	27	4.6%	185	5.3%	55	4.1%	4,503	7.5%
Asian - Cambodian	0	0%	3	0.1%	0	0%	1	0.2%	3	0.1%	1	0.1%	55	0.1%
Asian - Chinese	8	7.9%	238	5.7%	5	1.4%	18	3.1%	102	2.9%	113	8.4%	547	0.9%
Asian - Filipino	4	4%	535	12.9%	7	1.9%	21	3.6%	133	3.8%	91	6.8%	3,131	5.2%
Asian - Indian	3	3%	143	3.5%	2	0.5%	12	2.1%	63	1.8%	43	3.2%	747	1.3%
Asian - Japanese	1	1%	41	1%	1	0.3%	7	1.2%	32	0.9%	22	1.6%	178	0.3%
Asian - Korean	0	0%	31	0.7%	2	0.5%	4	0.7%	15	0.4%	8	0.6%	156	0.3%
Asian - Laotian	0	0%	5	0.1%	0	0%	0	0%	2	0.1%	7	0.5%	34	0.1%
Asian - Vietnamese	1	1%	68	1.6%	3	0.8%	6	1%	41	1.2%	73	5.4%	312	0.5%
Asian - Other or Multiple	2	2%	103	2.5%	9	2.5%	15	2.6%	88	2.5%	66	4.9%	1,682	2.8%
Black or African American	14	13.9%	361	8.7%	18	4.9%	45	7.7%	408	11.7%	134	9.9%	6,020	10.1%
Hispanic or Latino	16	15.8%	887	21.4%	71	19.3%	54	9.3%	743	21.4%	228	16.9%	22,282	37.3%
Native American or Alaska Native	0	0%	14	0.3%	4	1.1%	5	0.9%	24	0.7%	7	0.5%	363	0.6%
Pacific Islander - Guamanian	0	0%	6	0.1%	0	0%	1	0.2%	2	0.1%	3	0.2%	31	0.1%
Pacific Islander - Hawaiian	0	0%	2	<0.1%	1	0.3%	1	0.2%	3	0.1%	1	0.1%	47	0.1%
Pacific Islander - Samoan	0	0%	5	0.1%	0	0%	0	0%	1	<0.1%	0	0%	25	<0.1%
Pacific Islander - Other or Multiple	1	1%	10	0.2%	1	0.3%	3	0.5%	15	0.4%	6	0.4%	311	0.5%
White	46	45.5%	1,562	37.7%	162	44.1%	356	61.3%	1,672	48.1%	488	36.2%	22,283	37.3%
Other or Multiple Race	5	5%	130	3.1%	81	22.1%	32	5.5%	130	3.7%	57	4.2%	1,537	2.6%
Total	101	100%	4,144	100%	367	100%	581	100%	3,477	100%	1,348	100%	59,741	100%

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

Groups	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	35	60.3%	60	83.3%	1,187	56.8%	38	59.4%	1,267	63%	77	47.8%	486	43.5%
Men	23	39.7%	12	16.7%	904	43.2%	26	40.6%	743	37%	84	52.2%	630	56.5%
Persons with Disabilities	4	6.9%	22	30.6%	145	6.9%	7	10.9%	296	14.7%	10	6.2%	114	10.2%
Veterans	2	3.4%	1	1.4%	74	3.5%	2	3.1%	64	3.2%	9	5.6%	138	12.4%
Asian - Cambodian	0	0%	0	0%	8	0.4%	0	0%	0	0%	0	0%	1	0.1%
Asian - Chinese	7	12.1%	1	1.4%	40	1.9%	1	1.6%	107	5.3%	7	4.3%	41	3.7%
Asian - Filipino	1	1.7%	6	8.3%	181	8.7%	2	3.1%	97	4.8%	0	0%	35	3.1%
Asian - Indian	2	3.4%	1	1.4%	27	1.3%	1	1.6%	28	1.4%	1	0.6%	19	1.7%
Asian - Japanese	0	0%	2	2.8%	13	0.6%	0	0%	40	2%	1	0.6%	9	0.8%
Asian - Korean	0	0%	1	1.4%	5	0.2%	1	1.6%	7	0.3%	1	0.6%	0	0%
Asian - Laotian	0	0%	0	0%	2	0.1%	0	0%	2	0.1%	1	0.6%	0	0%
Asian - Vietnamese	0	0%	2	2.8%	22	1.1%	1	1.6%	24	1.2%	3	1.9%	24	2.2%
Asian - Other or Multiple	0	0%	1	1.4%	59	2.8%	2	3.1%	68	3.4%	2	1.2%	44	3.9%
Black or African American	0	0%	5	6.9%	140	6.7%	5	7.8%	177	8.8%	6	3.7%	56	5%
Hispanic or Latino	4	6.9%	10	13.9%	749	35.8%	7	10.9%	426	21.2%	28	17.4%	174	15.6%
Native American or Alaska Native	1	1.7%	1	1.4%	12	0.6%	2	3.1%	9	0.4%	1	0.6%	6	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	4	0.2%	0	0%	2	0.2%
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%	1	<0.1%	0	0%	1	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	5	0.2%	0	0%	10	0.5%	0	0%	8	0.7%
White	38	65.5%	40	55.6%	781	37.4%	37	57.8%	937	46.6%	100	62.1%	631	56.5%
Other or Multiple Race	5	8.6%	2	2.8%	45	2.2%	5	7.8%	73	3.6%	10	6.2%	63	5.6%
Total	58	100%	72	100%	2,091	100%	64	100%	2,010	100%	161	100%	1,116	100%

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

Table B  
Emp-Fai

Groups	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	4,507	63.8%	286	47%	87	65.9%	26	43.3%	78	62.4%	281	44.6%	150	74.3%
Men	2,557	36.2%	322	53%	45	34.1%	34	56.7%	47	37.6%	349	55.4%	52	25.7%
Persons with Disabilities	1,161	16.4%	80	13.2%	8	6.1%	7	11.7%	28	22.4%	25	4%	32	15.8%
Veterans	447	6.3%	27	4.4%	3	2.3%	2	3.3%	3	2.4%	18	2.9%	6	3%
Asian - Cambodian	16	0.2%	1	0.2%	0	0%	0	0%	0	0%	0	0%	1	0.5%
Asian - Chinese	480	6.8%	55	9%	19	14.4%	1	1.7%	10	8%	8	1.3%	10	5%
Asian - Filipino	432	6.1%	25	4.1%	5	3.8%	1	1.7%	3	2.4%	12	1.9%	5	2.5%
Asian - Indian	156	2.2%	17	2.8%	6	4.5%	1	1.7%	2	1.6%	3	0.5%	6	3%
Asian - Japanese	68	1%	7	1.2%	3	2.3%	1	1.7%	3	2.4%	5	0.8%	3	1.5%
Asian - Korean	38	0.5%	3	0.5%	1	0.8%	0	0%	4	3.2%	0	0%	3	1.5%
Asian - Laotian	10	0.1%	0	0%	1	0.8%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	253	3.6%	13	2.1%	4	3%	4	6.7%	1	0.8%	4	0.6%	6	3%
Asian - Other or Multiple	260	3.7%	21	3.5%	7	5.3%	1	1.7%	8	6.4%	7	1.1%	5	2.5%
Black or African American	1,002	14.2%	30	4.9%	6	4.5%	4	6.7%	8	6.4%	92	14.6%	41	20.3%
Hispanic or Latino	2,177	30.8%	86	14.1%	14	10.6%	9	15%	6	4.8%	108	17.1%	63	31.2%
Native American or Alaska Native	33	0.5%	2	0.3%	0	0%	0	0%	1	0.8%	4	0.6%	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%	2	0.3%	1	0.5%
Pacific Islander - Samoan	11	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	1.7%	1	0.8%	2	0.3%	1	0.5%
White	1,796	25.4%	314	51.6%	64	48.5%	31	51.7%	72	57.6%	340	54%	43	21.3%
Other or Multiple Race	267	3.8%	33	5.4%	2	1.5%	6	10%	6	4.8%	43	6.8%	13	6.4%
Total	7,064	100%	608	100%	132	100%	60	100%	125	100%	630	100%	202	100%

# Table B Fai-Gam

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

Groups	Fair Political Practices Commission		Finance, Department of		FI\$Cal		Fish and Wildlife, Department of		Food & Agriculture, Department of		Forestry & Fire Protection, Department of		Franchise Tax Board		Gambling Control Commission, California	
Women	45	60%	210	53%	135	49.6%	1,190	42.1%	906	48%	946	15.4%	3,670	59.9%	19	63.3%
Men	30	40%	186	47%	137	50.4%	1,635	57.9%	980	52%	5,180	84.6%	2,460	40.1%	11	36.7%
Persons with Disabilities	8	10.7%	49	12.4%	26	9.6%	258	9.1%	117	6.2%	722	11.8%	721	11.8%	3	10%
Veterans	3	4%	9	2.3%	11	4%	146	5.2%	66	3.5%	357	5.8%	238	3.9%	0	0%
Asian - Cambodian	0	0%	2	0.5%	0	0%	2	0.1%	2	0.1%	4	0.1%	10	0.2%	0	0%
Asian - Chinese	5	6.7%	38	9.6%	22	8.1%	71	2.5%	57	3%	41	0.7%	530	8.6%	0	0%
Asian - Filipino	2	2.7%	13	3.3%	16	5.9%	39	1.4%	61	3.2%	62	1%	300	4.9%	1	3.3%
Asian - Indian	3	4%	8	2%	46	16.9%	17	0.6%	33	1.7%	19	0.3%	277	4.5%	0	0%
Asian - Japanese	1	1.3%	9	2.3%	5	1.8%	32	1.1%	28	1.5%	34	0.6%	62	1%	0	0%
Asian - Korean	1	1.3%	0	0%	1	0.4%	7	0.2%	14	0.7%	11	0.2%	54	0.9%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	5	0.2%	0	0%	2	<0.1%	19	0.3%	0	0%
Asian - Vietnamese	1	1.3%	14	3.5%	13	4.8%	24	0.8%	40	2.1%	22	0.4%	280	4.6%	0	0%
Asian - Other or Multiple	6	8%	37	9.3%	16	5.9%	58	2.1%	47	2.5%	34	0.6%	270	4.4%	2	6.7%
Black or African American	1	1.3%	16	4%	26	9.6%	56	2%	80	4.2%	113	1.8%	653	10.7%	2	6.7%
Hispanic or Latino	7	9.3%	57	14.4%	27	9.9%	287	10.2%	506	26.8%	983	16%	1,194	19.5%	3	10%
Native American or Alaska Native	0	0%	1	0.3%	4	1.5%	15	0.5%	24	1.3%	70	1.1%	27	0.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.4%	1	<0.1%	5	0.3%	4	0.1%	8	0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	<0.1%	1	0.1%	11	0.2%	8	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	<0.1%	1	0.1%	3	<0.1%	4	0.1%	0	0%
Pacific Islander - Other or Multiple	0	0%	3	0.8%	0	0%	8	0.3%	11	0.6%	10	0.2%	72	1.2%	0	0%
White	46	61.3%	177	44.7%	82	30.1%	1,991	70.5%	888	47.1%	4,471	73%	2,155	35.2%	20	66.7%
Other or Multiple Race	2	2.7%	21	5.3%	13	4.8%	210	7.4%	88	4.7%	232	3.8%	207	3.4%	2	6.7%
Total	75	100%	396	100%	272	100%	2,825	100%	1,886	100%	6,126	100%	6,130	100%	30	100%



# Table B Gen-Hig

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

Groups	General Services, Department of		Health & Human Services Agency		Health Benefit Exchange, California		Health Care Services, Department of		Health Planning & Development, Office of Statewide		High Speed Rail Authority, California		Highway Patrol, California	
Women	1,332	38.4%	29	67.4%	768	63.3%	2,185	61.5%	189	44.9%	96	51.9%	2,296	22.2%
Men	2,135	61.6%	14	32.6%	445	36.7%	1,367	38.5%	232	55.1%	89	48.1%	8,033	77.8%
Persons with Disabilities	509	14.7%	7	16.3%	141	11.6%	466	13.1%	105	24.9%	30	16.2%	705	6.8%
Veterans	171	4.9%	1	2.3%	63	5.2%	116	3.3%	16	3.8%	4	2.2%	1,302	12.6%
Asian - Cambodian	4	0.1%	0	0%	7	0.6%	6	0.2%	1	0.2%	0	0%	3	<0.1%
Asian - Chinese	207	6%	1	2.3%	33	2.7%	324	9.1%	49	11.6%	11	5.9%	128	1.2%
Asian - Filipino	162	4.7%	2	4.7%	31	2.6%	265	7.5%	11	2.6%	10	5.4%	216	2.1%
Asian - Indian	70	2%	1	2.3%	24	2%	122	3.4%	20	4.8%	7	3.8%	65	0.6%
Asian - Japanese	46	1.3%	1	2.3%	4	0.3%	37	1%	3	0.7%	3	1.6%	62	0.6%
Asian - Korean	17	0.5%	0	0%	4	0.3%	30	0.8%	9	2.1%	1	0.5%	32	0.3%
Asian - Laotian	4	0.1%	0	0%	5	0.4%	11	0.3%	0	0%	1	0.5%	4	<0.1%
Asian - Vietnamese	57	1.6%	1	2.3%	31	2.6%	146	4.1%	3	0.7%	5	2.7%	44	0.4%
Asian - Other or Multiple	87	2.5%	1	2.3%	52	4.3%	207	5.8%	22	5.2%	6	3.2%	88	0.9%
Black or African American	545	15.7%	3	7%	128	10.6%	316	8.9%	28	6.7%	17	9.2%	470	4.6%
Hispanic or Latino	813	23.4%	7	16.3%	301	24.8%	547	15.4%	56	13.3%	31	16.8%	2,734	26.5%
Native American or Alaska Native	21	0.6%	0	0%	7	0.6%	22	0.6%	1	0.2%	0	0%	69	0.7%
Pacific Islander - Guamanian	4	0.1%	0	0%	1	0.1%	2	0.1%	0	0%	0	0%	6	0.1%
Pacific Islander - Hawaiian	4	0.1%	0	0%	1	0.1%	2	0.1%	0	0%	0	0%	13	0.1%
Pacific Islander - Samoan	0	0%	0	0%	1	0.1%	3	0.1%	0	0%	0	0%	8	0.1%
Pacific Islander - Other or Multiple	26	0.7%	1	2.3%	10	0.8%	30	0.8%	1	0.2%	3	1.6%	27	0.3%
White	1,272	36.7%	21	48.8%	506	41.7%	1,299	36.6%	203	48.2%	76	41.1%	6,160	59.6%
Other or Multiple Race	128	3.7%	4	9.3%	67	5.5%	183	5.2%	14	3.3%	14	7.6%	200	1.9%
Total	3,467	100%	43	100%	1,213	100%	3,552	100%	421	100%	185	100%	10,329	100%



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

Table B  
Hor-Ins

Groups	Horse Racing Board, California		Housing & Community Development, Department of		Housing Finance Agency, California		Human Resources, California Department of		Industrial Relations, Department of		Inspector General, Office of the		Insurance, Department of	
Women	29	58%	338	55.2%	117	67.6%	187	64.5%	1,497	59.6%	63	60%	659	55.3%
Men	21	42%	274	44.8%	56	32.4%	103	35.5%	1,014	40.4%	42	40%	532	44.7%
Persons with Disabilities	5	10%	112	18.3%	40	23.1%	55	19%	307	12.2%	32	30.5%	145	12.2%
Veterans	4	8%	27	4.4%	8	4.6%	16	5.5%	88	3.5%	3	2.9%	64	5.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	3	0.1%	0	0%	1	0.1%
Asian - Chinese	0	0%	23	3.8%	9	5.2%	8	2.8%	182	7.2%	4	3.8%	137	11.5%
Asian - Filipino	2	4%	16	2.6%	5	2.9%	12	4.1%	287	11.4%	8	7.6%	105	8.8%
Asian - Indian	0	0%	16	2.6%	5	2.9%	6	2.1%	46	1.8%	4	3.8%	30	2.5%
Asian - Japanese	1	2%	5	0.8%	3	1.7%	1	0.3%	25	1%	1	1%	13	1.1%
Asian - Korean	0	0%	2	0.3%	0	0%	2	0.7%	36	1.4%	0	0%	17	1.4%
Asian - Laotian	0	0%	1	0.2%	1	0.6%	0	0%	2	0.1%	0	0%	1	0.1%
Asian - Vietnamese	0	0%	13	2.1%	3	1.7%	3	1%	47	1.9%	1	1%	25	2.1%
Asian - Other or Multiple	1	2%	18	2.9%	6	3.5%	10	3.4%	71	2.8%	5	4.8%	45	3.8%
Black or African American	4	8%	60	9.8%	18	10.4%	34	11.7%	199	7.9%	7	6.7%	100	8.4%
Hispanic or Latino	19	38%	114	18.6%	24	13.9%	42	14.5%	622	24.8%	13	12.4%	217	18.2%
Native American or Alaska Native	0	0%	5	0.8%	0	0%	2	0.7%	9	0.4%	0	0%	4	0.3%
Pacific Islander - Guamanian	0	0%	2	0.3%	0	0%	1	0.3%	1	<0.1%	0	0%	1	0.1%
Pacific Islander - Hawaiian	0	0%	2	0.3%	1	0.6%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	6	1%	3	1.7%	1	0.3%	6	0.2%	0	0%	1	0.1%
White	22	44%	295	48.2%	88	50.9%	156	53.8%	898	35.8%	61	58.1%	451	37.9%
Other or Multiple Race	1	2%	34	5.6%	7	4%	12	4.1%	76	3%	1	1%	43	3.6%
Total	50	100%	612	100%	173	100%	290	100%	2,511	100%	105	100%	1,191	100%

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

Groups	Justice, Department of		Legislative Counsel, Office of		Library, California State		Lottery, California State		Managed Health Care, Department of		Mental Health Services Oversight & Accountability Commission		Military Department	
Women	2,761	59.2%	230	43.7%	69	63.3%	332	41.8%	271	63.5%	24	68.6%	90	34.2%
Men	1,906	40.8%	296	56.3%	40	36.7%	463	58.2%	156	36.5%	11	31.4%	173	65.8%
Persons with Disabilities	437	9.4%	83	15.8%	20	18.3%	148	18.6%	62	14.5%	6	17.1%	50	19%
Veterans	192	4.1%	24	4.6%	4	3.7%	40	5%	19	4.4%	0	0%	36	13.7%
Asian - Cambodian	3	0.1%	1	0.2%	0	0%	3	0.4%	0	0%	0	0%	0	0%
Asian - Chinese	298	6.4%	28	5.3%	3	2.8%	31	3.9%	39	9.1%	2	5.7%	1	0.4%
Asian - Filipino	228	4.9%	21	4%	0	0%	35	4.4%	18	4.2%	2	5.7%	12	4.6%
Asian - Indian	109	2.3%	32	6.1%	1	0.9%	22	2.8%	18	4.2%	1	2.9%	2	0.8%
Asian - Japanese	70	1.5%	10	1.9%	1	0.9%	10	1.3%	3	0.7%	0	0%	1	0.4%
Asian - Korean	51	1.1%	4	0.8%	2	1.8%	7	0.9%	1	0.2%	0	0%	1	0.4%
Asian - Laotian	9	0.2%	1	0.2%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	81	1.7%	18	3.4%	0	0%	12	1.5%	13	3%	0	0%	7	2.7%
Asian - Other or Multiple	128	2.7%	29	5.5%	4	3.7%	18	2.3%	22	5.2%	0	0%	2	0.8%
Black or African American	359	7.7%	52	9.9%	9	8.3%	63	7.9%	33	7.7%	3	8.6%	20	7.6%
Hispanic or Latino	890	19.1%	75	14.3%	19	17.4%	206	25.9%	66	15.5%	2	5.7%	60	22.8%
Native American or Alaska Native	27	0.6%	1	0.2%	0	0%	8	1%	2	0.5%	1	2.9%	0	0%
Pacific Islander - Guamanian	6	0.1%	1	0.2%	0	0%	1	0.1%	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	9	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	33	0.7%	5	1%	0	0%	4	0.5%	4	0.9%	0	0%	1	0.4%
White	2,222	47.6%	233	44.3%	65	59.6%	343	43.1%	187	43.8%	23	65.7%	141	53.6%
Other or Multiple Race	141	3%	15	2.9%	5	4.6%	30	3.8%	19	4.4%	1	2.9%	14	5.3%
Total	4,667	100%	526	100%	109	100%	795	100%	427	100%	35	100%	263	100%

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

Table B  
Mot-Pri

Groups	Motor Vehicles, Department of		Natural Resources Agency, California		Parks & Recreation, Department of		Peace Officer Standards & Training, Commission on		Personnel Board, State		Pesticide Regulation, Department of		Prison Industry Authority, California	
Women	6,656	69.7%	34	68%	2,216	38.7%	62	53.4%	34	55.7%	230	55.7%	388	35.1%
Men	2,894	30.3%	16	32%	3,513	61.3%	54	46.6%	27	44.3%	183	44.3%	718	64.9%
Persons with Disabilities	1,349	14.1%	8	16%	166	2.9%	21	18.1%	14	23%	54	13.1%	44	4%
Veterans	363	3.8%	0	0%	148	2.6%	9	7.8%	5	8.2%	11	2.7%	58	5.2%
Asian - Cambodian	16	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.2%
Asian - Chinese	310	3.2%	0	0%	52	0.9%	8	6.9%	2	3.3%	30	7.3%	7	0.6%
Asian - Filipino	471	4.9%	1	2%	69	1.2%	4	3.4%	3	4.9%	7	1.7%	27	2.4%
Asian - Indian	199	2.1%	1	2%	17	0.3%	3	2.6%	2	3.3%	12	2.9%	5	0.5%
Asian - Japanese	65	0.7%	0	0%	31	0.5%	2	1.7%	1	1.6%	8	1.9%	2	0.2%
Asian - Korean	49	0.5%	1	2%	8	0.1%	0	0%	1	1.6%	3	0.7%	5	0.5%
Asian - Laotian	12	0.1%	0	0%	2	<0.1%	0	0%	0	0%	0	0%	1	0.1%
Asian - Vietnamese	166	1.7%	0	0%	32	0.6%	4	3.4%	0	0%	8	1.9%	5	0.5%
Asian - Other or Multiple	259	2.7%	1	2%	58	1%	4	3.4%	3	4.9%	17	4.1%	20	1.8%
Black or African American	1,682	17.6%	1	2%	121	2.1%	6	5.2%	5	8.2%	19	4.6%	93	8.4%
Hispanic or Latino	3,508	36.7%	5	10%	893	15.6%	13	11.2%	8	13.1%	57	13.8%	362	32.7%
Native American or Alaska Native	81	0.8%	0	0%	72	1.3%	1	0.9%	0	0%	2	0.5%	9	0.8%
Pacific Islander - Guamanian	17	0.2%	0	0%	2	<0.1%	0	0%	0	0%	0	0%	1	0.1%
Pacific Islander - Hawaiian	4	<0.1%	0	0%	15	0.3%	0	0%	0	0%	0	0%	1	0.1%
Pacific Islander - Samoan	32	0.3%	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%
Pacific Islander - Other or Multiple	56	0.6%	0	0%	15	0.3%	0	0%	0	0%	2	0.5%	8	0.7%
White	2,254	23.6%	37	74%	4,080	71.2%	68	58.6%	33	54.1%	226	54.7%	528	47.7%
Other or Multiple Race	369	3.9%	3	6%	262	4.6%	3	2.6%	3	4.9%	21	5.1%	30	2.7%
Total	9,550	100%	50	100%	5,729	100%	116	100%	61	100%	413	100%	1,106	100%

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

Table B  
Pub-Reh

Groups	Public Defender, Office of the State		Public Employees' Retirement System, California		Public Employment Relations Board		Public Health, California Department of		Public Utilities Commission, California		Real Estate, Department of		Rehabilitation, Department of	
Women	43	64.2%	1,510	56.8%	32	54.2%	2,586	67.7%	562	46.9%	194	60.2%	1,346	72.2%
Men	24	35.8%	1,150	43.2%	27	45.8%	1,233	32.3%	637	53.1%	128	39.8%	519	27.8%
Persons with Disabilities	10	14.9%	372	14%	14	23.7%	538	14.1%	113	9.4%	34	10.6%	529	28.4%
Veterans	2	3%	120	4.5%	2	3.4%	148	3.9%	43	3.6%	13	4%	57	3.1%
Asian - Cambodian	0	0%	5	0.2%	0	0%	7	0.2%	1	0.1%	0	0%	9	0.5%
Asian - Chinese	0	0%	213	8%	4	6.8%	273	7.1%	175	14.6%	32	9.9%	69	3.7%
Asian - Filipino	1	1.5%	110	4.1%	5	8.5%	375	9.8%	68	5.7%	20	6.2%	97	5.2%
Asian - Indian	0	0%	115	4.3%	0	0%	104	2.7%	43	3.6%	5	1.6%	33	1.8%
Asian - Japanese	0	0%	61	2.3%	1	1.7%	52	1.4%	14	1.2%	4	1.2%	15	0.8%
Asian - Korean	0	0%	12	0.5%	3	5.1%	24	0.6%	12	1%	2	0.6%	15	0.8%
Asian - Laotian	0	0%	4	0.2%	0	0%	6	0.2%	1	0.1%	0	0%	1	0.1%
Asian - Vietnamese	0	0%	100	3.8%	0	0%	97	2.5%	15	1.3%	5	1.6%	27	1.4%
Asian - Other or Multiple	1	1.5%	110	4.1%	3	5.1%	148	3.9%	57	4.8%	15	4.7%	69	3.7%
Black or African American	6	9%	216	8.1%	2	3.4%	410	10.7%	100	8.3%	36	11.2%	224	12%
Hispanic or Latino	9	13.4%	436	16.4%	4	6.8%	619	16.2%	140	11.7%	72	22.4%	519	27.8%
Native American or Alaska Native	0	0%	9	0.3%	0	0%	16	0.4%	5	0.4%	1	0.3%	13	0.7%
Pacific Islander - Guamanian	0	0%	1	<0.1%	0	0%	2	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%	21	0.5%	2	0.2%	2	0.6%	3	0.2%
White	45	67.2%	1,109	41.7%	34	57.6%	1,471	38.5%	519	43.3%	120	37.3%	687	36.8%
Other or Multiple Race	5	7.5%	140	5.3%	3	5.1%	190	5%	47	3.9%	7	2.2%	81	4.3%
Total	67	100%	2,660	100%	59	100%	3,819	100%	1,199	100%	322	100%	1,865	100%

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

Table B  
Res-Sta

Groups	Resources Recycling & Recovery, Department of		San Francisco Bay Conservation & Development Commission		Science Center, California		Secretary of State		Sierra Nevada Conservancy		Social Services, Department of		State & Community Corrections, Board of	
Women	380	55.4%	31	67.4%	43	32.6%	293	59.9%	21	60%	3,118	70.4%	55	67.9%
Men	306	44.6%	15	32.6%	89	67.4%	196	40.1%	14	40%	1,308	29.6%	26	32.1%
Persons with Disabilities	153	22.3%	2	4.3%	10	7.6%	67	13.7%	2	5.7%	414	9.4%	14	17.3%
Veterans	32	4.7%	1	2.2%	4	3%	28	5.7%	1	2.9%	138	3.1%	4	4.9%
Asian - Cambodian	2	0.3%	0	0%	0	0%	1	0.2%	0	0%	10	0.2%	0	0%
Asian - Chinese	44	6.4%	4	8.7%	3	2.3%	25	5.1%	0	0%	189	4.3%	2	2.5%
Asian - Filipino	23	3.4%	2	4.3%	4	3%	26	5.3%	0	0%	269	6.1%	4	4.9%
Asian - Indian	16	2.3%	0	0%	1	0.8%	12	2.5%	0	0%	88	2%	1	1.2%
Asian - Japanese	7	1%	0	0%	0	0%	7	1.4%	0	0%	43	1%	1	1.2%
Asian - Korean	2	0.3%	0	0%	2	1.5%	2	0.4%	0	0%	29	0.7%	0	0%
Asian - Laotian	2	0.3%	0	0%	0	0%	1	0.2%	0	0%	6	0.1%	0	0%
Asian - Vietnamese	8	1.2%	0	0%	1	0.8%	9	1.8%	0	0%	62	1.4%	3	3.7%
Asian - Other or Multiple	31	4.5%	2	4.3%	0	0%	20	4.1%	0	0%	225	5.1%	3	3.7%
Black or African American	41	6%	5	10.9%	36	27.3%	55	11.2%	0	0%	657	14.8%	9	11.1%
Hispanic or Latino	121	17.6%	4	8.7%	61	46.2%	94	19.2%	3	8.6%	950	21.5%	8	9.9%
Native American or Alaska Native	2	0.3%	0	0%	1	0.8%	4	0.8%	0	0%	17	0.4%	1	1.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	<0.1%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	<0.1%	0	0%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	4	0.6%	0	0%	0	0%	3	0.6%	0	0%	22	0.5%	0	0%
White	351	51.2%	29	63%	19	14.4%	203	41.5%	31	88.6%	1,540	34.8%	46	56.8%
Other or Multiple Race	31	4.5%	0	0%	4	3%	26	5.3%	1	2.9%	317	7.2%	3	3.7%
Total	686	100%	46	100%	132	100%	489	100%	35	100%	4,426	100%	81	100%

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

Table B  
Sta-Tax

Groups	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	95	55.6%	5,964	55.1%	95	46.3%	64	60.4%	165	53.7%	15	38.5%	2,231	59.6%
Men	76	44.4%	4,851	44.9%	110	53.7%	42	39.6%	142	46.3%	24	61.5%	1,513	40.4%
Persons with Disabilities	25	14.6%	907	8.4%	51	24.9%	16	15.1%	31	10.1%	4	10.3%	784	20.9%
Veterans	3	1.8%	395	3.7%	18	8.8%	5	4.7%	13	4.2%	0	0%	135	3.6%
Asian - Cambodian	0	0%	14	0.1%	0	0%	0	0%	0	0%	0	0%	6	0.2%
Asian - Chinese	7	4.1%	165	1.5%	10	4.9%	4	3.8%	22	7.2%	0	0%	344	9.2%
Asian - Filipino	3	1.8%	1,791	16.6%	10	4.9%	6	5.7%	9	2.9%	0	0%	198	5.3%
Asian - Indian	2	1.2%	259	2.4%	7	3.4%	6	5.7%	36	11.7%	0	0%	109	2.9%
Asian - Japanese	0	0%	57	0.5%	3	1.5%	1	0.9%	3	1%	0	0%	43	1.1%
Asian - Korean	2	1.2%	71	0.7%	1	0.5%	3	2.8%	1	0.3%	0	0%	54	1.4%
Asian - Laotian	0	0%	7	0.1%	0	0%	0	0%	0	0%	0	0%	10	0.3%
Asian - Vietnamese	2	1.2%	161	1.5%	1	0.5%	0	0%	5	1.6%	0	0%	134	3.6%
Asian - Other or Multiple	2	1.2%	313	2.9%	4	2%	4	3.8%	12	3.9%	0	0%	150	4%
Black or African American	5	2.9%	1,610	14.9%	8	3.9%	7	6.6%	26	8.5%	0	0%	325	8.7%
Hispanic or Latino	18	10.5%	2,636	24.4%	35	17.1%	30	28.3%	40	13%	2	5.1%	896	23.9%
Native American or Alaska Native	1	0.6%	46	0.4%	0	0%	1	0.9%	2	0.7%	0	0%	24	0.6%
Pacific Islander - Guamanian	0	0%	6	0.1%	0	0%	0	0%	0	0%	0	0%	1	<0.1%
Pacific Islander - Hawaiian	0	0%	7	0.1%	1	0.5%	1	0.9%	0	0%	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	1	0.6%	27	0.2%	1	0.5%	1	0.9%	0	0%	0	0%	21	0.6%
White	120	70.2%	3,408	31.5%	118	57.6%	36	34%	134	43.6%	36	92.3%	1,293	34.5%
Other or Multiple Race	8	4.7%	236	2.2%	6	2.9%	6	5.7%	17	5.5%	1	2.6%	131	3.5%
Total	171	100%	10,815	100%	205	100%	106	100%	307	100%	39	100%	3,744	100%



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

Table B  
Tax-Tra

Groups	Tax Appeals, Office of		Tax Credit Allocation Committee, California		Teacher Credentialing Commission		Teachers' Retirement System, California State		Technology, Department of		Toxic Substances Control, Department of		Transportation Agency, California State		Transportation, Department of	
Women	41	55.4%	20	42.6%	101	65.2%	674	57.1%	343	40.2%	476	51.7%	24	61.5%	5,264	25.3%
Men	33	44.6%	27	57.4%	54	34.8%	507	42.9%	510	59.8%	445	48.3%	15	38.5%	15,559	74.7%
Persons with Disabilities	8	10.8%	2	4.3%	39	25.2%	157	13.3%	107	12.5%	155	16.8%	5	12.8%	2,337	11.2%
Veterans	4	5.4%	2	4.3%	7	4.5%	31	2.6%	65	7.6%	30	3.3%	0	0%	993	4.8%
Asian - Cambodian	0	0%	0	0%	1	0.6%	3	0.3%	1	0.1%	0	0%	0	0%	28	0.1%
Asian - Chinese	6	8.1%	4	8.5%	8	5.2%	91	7.7%	62	7.3%	74	8%	0	0%	1,155	5.5%
Asian - Filipino	2	2.7%	2	4.3%	8	5.2%	57	4.8%	34	4%	36	3.9%	1	2.6%	883	4.2%
Asian - Indian	4	5.4%	0	0%	3	1.9%	31	2.6%	46	5.4%	32	3.5%	0	0%	692	3.3%
Asian - Japanese	0	0%	0	0%	2	1.3%	20	1.7%	21	2.5%	15	1.6%	0	0%	140	0.7%
Asian - Korean	2	2.7%	1	2.1%	0	0%	5	0.4%	1	0.1%	12	1.3%	0	0%	131	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	2	0.2%	4	0.5%	3	0.3%	0	0%	22	0.1%
Asian - Vietnamese	3	4.1%	1	2.1%	1	0.6%	35	3%	25	2.9%	16	1.7%	2	5.1%	785	3.8%
Asian - Other or Multiple	3	4.1%	6	12.8%	3	1.9%	66	5.6%	42	4.9%	44	4.8%	5	12.8%	1,041	5%
Black or African American	10	13.5%	5	10.6%	15	9.7%	77	6.5%	75	8.8%	60	6.5%	5	12.8%	1,634	7.8%
Hispanic or Latino	9	12.2%	12	25.5%	24	15.5%	195	16.5%	121	14.2%	141	15.3%	8	20.5%	4,265	20.5%
Native American or Alaska Native	0	0%	0	0%	1	0.6%	8	0.7%	6	0.7%	2	0.2%	0	0%	172	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.6%	3	0.3%	0	0%	0	0%	0	0%	17	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.6%	1	0.1%	1	0.1%	1	0.1%	0	0%	22	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	17	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	4	2.6%	8	0.7%	1	0.1%	6	0.7%	0	0%	84	0.4%
White	30	40.5%	13	27.7%	72	46.5%	532	45%	370	43.4%	438	47.6%	15	38.5%	8,662	41.6%
Other or Multiple Race	5	6.8%	3	6.4%	11	7.1%	47	4%	43	5%	41	4.5%	3	7.7%	1,073	5.2%
Total	74	100%	47	100%	155	100%	1,181	100%	853	100%	921	100%	39	100%	20,823	100%

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

Table B  
Tre-Wil

Groups	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	130	60.5%	202	62.9%	2,065	65.9%	151	70.6%	1,092	48.8%	1,062	33.3%	15	44.1%
Men	85	39.5%	119	37.1%	1,070	34.1%	63	29.4%	1,148	51.2%	2,129	66.7%	19	55.9%
Persons with Disabilities	26	12.1%	82	25.5%	259	8.3%	45	21%	348	15.5%	350	11%	6	17.6%
Veterans	8	3.7%	5	1.6%	240	7.7%	6	2.8%	63	2.8%	210	6.6%	3	8.8%
Asian - Cambodian	0	0%	1	0.3%	4	0.1%	1	0.5%	2	0.1%	2	0.1%	0	0%
Asian - Chinese	30	14%	11	3.4%	36	1.1%	9	4.2%	130	5.8%	186	5.8%	0	0%
Asian - Filipino	19	8.8%	17	5.3%	739	23.6%	6	2.8%	75	3.3%	89	2.8%	0	0%
Asian - Indian	8	3.7%	1	0.3%	62	2%	7	3.3%	65	2.9%	105	3.3%	1	2.9%
Asian - Japanese	6	2.8%	4	1.2%	14	0.4%	1	0.5%	21	0.9%	34	1.1%	1	2.9%
Asian - Korean	2	0.9%	1	0.3%	13	0.4%	0	0%	18	0.8%	14	0.4%	0	0%
Asian - Laotian	0	0%	0	0%	3	0.1%	0	0%	0	0%	1	<0.1%	0	0%
Asian - Vietnamese	6	2.8%	7	2.2%	35	1.1%	3	1.4%	39	1.7%	40	1.3%	0	0%
Asian - Other or Multiple	17	7.9%	2	0.6%	66	2.1%	8	3.7%	75	3.3%	149	4.7%	1	2.9%
Black or African American	16	7.4%	29	9%	427	13.6%	21	9.8%	92	4.1%	118	3.7%	0	0%
Hispanic or Latino	20	9.3%	83	25.9%	747	23.8%	53	24.8%	290	12.9%	499	15.6%	2	5.9%
Native American or Alaska Native	1	0.5%	0	0%	13	0.4%	0	0%	12	0.5%	27	0.8%	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%	2	0.1%	0	0%	0	0%	3	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	<0.1%	0	0%	2	0.1%	1	<0.1%	0	0%
Pacific Islander - Other or Multiple	1	0.5%	2	0.6%	9	0.3%	1	0.5%	8	0.4%	16	0.5%	0	0%
White	78	36.3%	154	48%	884	28.2%	91	42.5%	1,284	57.3%	1,761	55.2%	29	85.3%
Other or Multiple Race	10	4.7%	8	2.5%	79	2.5%	13	6.1%	126	5.6%	139	4.4%	0	0%
Total	215	100%	321	100%	3,135	100%	214	100%	2,240	100%	3,191	100%	34	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	75	2.5%	62	1.5%	366	4.2%	221	1.9%	830	7%	618	4%
Veterans	3	0.1%	39	1%	70	0.8%	433	3.8%	125	1%	850	5.5%
Asian - Cambodian	5	0.2%	2	<0.1%	14	0.2%	16	0.1%	36	0.3%	29	0.2%
Asian - Chinese	111	3.7%	106	2.6%	330	3.8%	350	3.1%	511	4.3%	490	3.2%
Asian - Filipino	82	2.8%	82	2%	341	3.9%	353	3.1%	579	4.9%	641	4.2%
Asian - Indian	59	2%	57	1.4%	198	2.3%	181	1.6%	324	2.7%	276	1.8%
Asian - Japanese	13	0.4%	21	0.5%	48	0.6%	49	0.4%	66	0.6%	73	0.5%
Asian - Korean	8	0.3%	20	0.5%	33	0.4%	45	0.4%	58	0.5%	63	0.4%
Asian - Laotian	3	0.1%	3	0.1%	12	0.1%	15	0.1%	22	0.2%	19	0.1%
Asian - Vietnamese	50	1.7%	61	1.5%	185	2.1%	157	1.4%	275	2.3%	248	1.6%
Asian - Other or Multiple	105	3.5%	125	3.1%	426	4.9%	517	4.6%	569	4.8%	647	4.2%
Black or African American	199	6.7%	165	4.1%	688	7.9%	567	5%	1,117	9.4%	912	5.9%
Hispanic or Latino	966	32.5%	1,360	33.4%	2,930	33.7%	4,265	37.6%	3,485	29.2%	4,730	30.8%
Native American or Alaska Native	21	0.7%	28	0.7%	62	0.7%	63	0.6%	81	0.7%	100	0.7%
Pacific Islander - Guamanian	1	<0.1%	4	0.1%	4	<0.1%	5	<0.1%	11	0.1%	10	0.1%
Pacific Islander - Hawaiian	3	0.1%	2	<0.1%	6	0.1%	5	<0.1%	8	0.1%	11	0.1%
Pacific Islander - Samoan	1	<0.1%	2	<0.1%	7	0.1%	1	<0.1%	19	0.2%	5	<0.1%
Pacific Islander - Other or Multiple	15	0.5%	19	0.5%	45	0.5%	54	0.5%	72	0.6%	89	0.6%
White	1,103	37.1%	1,784	43.9%	2,801	32.2%	4,127	36.4%	4,134	34.7%	6,405	41.7%
Other or Multiple Race	227	7.6%	227	5.6%	556	6.4%	574	5.1%	555	4.7%	598	3.9%
Total	2,972	1.4%	4,068	1.9%	8,686	4%	11,344	5.2%	11,922	5.4%	15,346	7%

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	1,143	8.7%	848	5%	1,345	10.1%	993	6%	1,942	13.1%	1,340	7.6%
Veterans	177	1.3%	1,331	7.8%	183	1.4%	1,566	9.5%	230	1.6%	2,043	11.7%
Asian - Cambodian	40	0.3%	20	0.1%	20	0.1%	28	0.2%	18	0.1%	14	0.1%
Asian - Chinese	553	4.2%	531	3.1%	631	4.7%	479	2.9%	710	4.8%	540	3.1%
Asian - Filipino	721	5.5%	731	4.3%	980	7.3%	825	5%	1,175	7.9%	852	4.9%
Asian - Indian	412	3.1%	289	1.7%	431	3.2%	343	2.1%	328	2.2%	281	1.6%
Asian - Japanese	92	0.7%	96	0.6%	93	0.7%	107	0.6%	139	0.9%	112	0.6%
Asian - Korean	88	0.7%	89	0.5%	107	0.8%	99	0.6%	109	0.7%	126	0.7%
Asian - Laotian	39	0.3%	20	0.1%	22	0.2%	14	0.1%	16	0.1%	17	0.1%
Asian - Vietnamese	287	2.2%	257	1.5%	314	2.4%	257	1.6%	308	2.1%	358	2%
Asian - Other or Multiple	574	4.4%	575	3.4%	411	3.1%	423	2.6%	393	2.7%	474	2.7%
Black or African American	1,323	10%	1,081	6.3%	1,474	11%	1,155	7%	1,974	13.3%	1,460	8.3%
Hispanic or Latino	3,774	28.6%	5,029	29.5%	3,749	28.1%	4,816	29.1%	3,724	25.1%	4,554	26%
Native American or Alaska Native	98	0.7%	92	0.5%	103	0.8%	116	0.7%	104	0.7%	86	0.5%
Pacific Islander - Guamanian	11	0.1%	15	0.1%	17	0.1%	9	0.1%	8	0.1%	16	0.1%
Pacific Islander - Hawaiian	8	0.1%	11	0.1%	17	0.1%	22	0.1%	19	0.1%	11	0.1%
Pacific Islander - Samoan	15	0.1%	6	<0.1%	6	<0.1%	7	<0.1%	17	0.1%	10	0.1%
Pacific Islander - Other or Multiple	86	0.7%	105	0.6%	68	0.5%	81	0.5%	66	0.4%	76	0.4%
White	4,561	34.6%	7,536	44.2%	4,423	33.1%	7,240	43.7%	5,241	35.4%	8,021	45.8%
Other or Multiple Race	505	3.8%	566	3.3%	495	3.7%	543	3.3%	474	3.2%	513	2.9%
Total	13,187	6%	17,049	7.8%	13,361	6.1%	16,564	7.6%	14,823	6.8%	17,521	8%

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

Table C  
Age  
50-64

Group Type	Women 50-54		Men 50-54		Women 55-59		Men 55-59		Women 60-64		Men 60-64	
Persons with Disabilities	2,520	16.8%	1,622	11.1%	2,369	19.7%	1,832	15%	1,386	22.2%	1,175	17.6%
Veterans	304	2%	1,758	12%	257	2.1%	1,397	11.4%	174	2.8%	803	12%
Asian - Cambodian	8	0.1%	7	<0.1%	1	<0.1%	6	<0.1%	1	<0.1%	0	0%
Asian - Chinese	725	4.8%	471	3.2%	525	4.4%	479	3.9%	238	3.8%	250	3.7%
Asian - Filipino	1,229	8.2%	794	5.4%	1,013	8.4%	648	5.3%	585	9.4%	399	6%
Asian - Indian	269	1.8%	310	2.1%	157	1.3%	260	2.1%	82	1.3%	154	2.3%
Asian - Japanese	150	1%	128	0.9%	116	1%	145	1.2%	72	1.2%	70	1%
Asian - Korean	57	0.4%	77	0.5%	47	0.4%	44	0.4%	25	0.4%	23	0.3%
Asian - Laotian	8	0.1%	5	<0.1%	2	<0.1%	4	<0.1%	0	0%	0	0%
Asian - Vietnamese	232	1.5%	255	1.7%	119	1%	152	1.2%	55	0.9%	73	1.1%
Asian - Other or Multiple	339	2.3%	393	2.7%	207	1.7%	352	2.9%	114	1.8%	203	3%
Black or African American	2,187	14.6%	1,389	9.5%	1,656	13.8%	1,255	10.2%	774	12.4%	675	10.1%
Hispanic or Latino	3,264	21.7%	3,277	22.4%	2,353	19.6%	2,213	18.1%	924	14.8%	982	14.7%
Native American or Alaska Native	92	0.6%	90	0.6%	58	0.5%	79	0.6%	31	0.5%	48	0.7%
Pacific Islander - Guamanian	8	0.1%	13	0.1%	19	0.2%	8	0.1%	5	0.1%	3	<0.1%
Pacific Islander - Hawaiian	19	0.1%	17	0.1%	7	0.1%	16	0.1%	6	0.1%	4	0.1%
Pacific Islander - Samoan	11	0.1%	8	0.1%	11	0.1%	4	<0.1%	1	<0.1%	4	0.1%
Pacific Islander - Other or Multiple	76	0.5%	64	0.4%	44	0.4%	43	0.4%	28	0.4%	23	0.3%
White	5,885	39.2%	6,881	47.1%	5,322	44.3%	6,159	50.3%	3,104	49.7%	3,536	53%
Other or Multiple Race	458	3%	443	3%	353	2.9%	378	3.1%	203	3.2%	222	3.3%
Total	15,017	6.8%	14,622	6.7%	12,010	5.5%	12,245	5.6%	6,248	2.8%	6,669	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	565	23.5%	551	17.1%	12,541	12.5%	9,262	7.8%	21,803	9.9%
Veterans	70	2.9%	543	16.8%	1,593	1.6%	10,763	9.1%	12,356	5.6%
Asian - Cambodian	0	0%	1	<0.1%	143	0.1%	123	0.1%	266	0.1%
Asian - Chinese	101	4.2%	130	4%	4,435	4.4%	3,826	3.2%	8,261	3.8%
Asian - Filipino	242	10.1%	161	5%	6,947	6.9%	5,486	4.6%	12,433	5.7%
Asian - Indian	32	1.3%	133	4.1%	2,292	2.3%	2,284	1.9%	4,576	2.1%
Asian - Japanese	35	1.5%	33	1%	824	0.8%	834	0.7%	1,658	0.8%
Asian - Korean	7	0.3%	19	0.6%	539	0.5%	605	0.5%	1,144	0.5%
Asian - Laotian	0	0%	0	0%	124	0.1%	97	0.1%	221	0.1%
Asian - Vietnamese	13	0.5%	47	1.5%	1,838	1.8%	1,865	1.6%	3,703	1.7%
Asian - Other or Multiple	35	1.5%	106	3.3%	3,173	3.2%	3,815	3.2%	6,988	3.2%
Black or African American	260	10.8%	257	8%	11,652	11.6%	8,916	7.5%	20,568	9.4%
Hispanic or Latino	258	10.7%	287	8.9%	25,427	25.3%	31,513	26.6%	56,940	26%
Native American or Alaska Native	10	0.4%	24	0.7%	660	0.7%	726	0.6%	1,386	0.6%
Pacific Islander - Guamanian	0	0%	2	0.1%	84	0.1%	85	0.1%	169	0.1%
Pacific Islander - Hawaiian	6	0.2%	4	0.1%	99	0.1%	103	0.1%	202	0.1%
Pacific Islander - Samoan	0	0%	0	0%	88	0.1%	47	<0.1%	135	0.1%
Pacific Islander - Other or Multiple	4	0.2%	6	0.2%	504	0.5%	560	0.5%	1,064	0.5%
White	1,337	55.5%	1,892	58.6%	37,911	37.7%	53,581	45.2%	91,492	41.7%
Other or Multiple Race	67	2.8%	127	3.9%	3,893	3.9%	4,191	3.5%	8,084	3.7%
Total	2,407	1.1%	3,229	1.5%	100,633	45.9%	118,657	54.1%	219,290	

# Appendix

## Table D

State Civil Service Composition by Job Category

Table D: State Civil Service Composition by Job Category

Table D  
Arc-Con

Group Type	Architecture & Engineering Occupations		Arts, Design, Entertainment, Sports, & Media Occupations		Building & Grounds Cleaning & Maintenance Occupations		Business & Financial Operations Occupations		Community & Social Service Occupations		Computer & Mathematical Occupations		Construction & Extraction Occupations	
Women	2,661	21.1%	362	51.3%	874	29.8%	30,305	67.7%	2,601	47.8%	3,845	35.5%	314	4.4%
Men	9,965	78.9%	344	48.7%	2,054	70.2%	14,486	32.3%	2,843	52.2%	6,995	64.5%	6,880	95.6%
Persons with Disabilities	1,520	12%	90	12.7%	210	7.2%	6,436	14.4%	511	9.4%	1,362	12.6%	448	6.2%
Veterans	419	3.3%	32	4.5%	67	2.3%	1,502	3.4%	375	6.9%	680	6.3%	431	6%
Asian - Cambodian	24	0.2%	0	0%	2	0.1%	66	0.1%	5	0.1%	21	0.2%	1	<0.1%
Asian - Chinese	1,222	9.7%	27	3.8%	44	1.5%	2,956	6.6%	55	1%	1,146	10.6%	14	0.2%
Asian - Filipino	639	5.1%	22	3.1%	167	5.7%	2,740	6.1%	137	2.5%	620	5.7%	118	1.6%
Asian - Indian	701	5.6%	3	0.4%	26	0.9%	1,039	2.3%	32	0.6%	771	7.1%	22	0.3%
Asian - Japanese	129	1%	6	0.8%	7	0.2%	518	1.2%	24	0.4%	183	1.7%	11	0.2%
Asian - Korean	138	1.1%	2	0.3%	2	0.1%	304	0.7%	31	0.6%	58	0.5%	6	0.1%
Asian - Laotian	12	0.1%	0	0%	0	0%	73	0.2%	2	<0.1%	21	0.2%	3	<0.1%
Asian - Vietnamese	726	5.8%	2	0.3%	6	0.2%	1,221	2.7%	34	0.6%	464	4.3%	21	0.3%
Asian - Other or Multiple	1,019	8.1%	8	1.1%	31	1.1%	1,861	4.2%	122	2.2%	605	5.6%	31	0.4%
Black or African American	499	4%	48	6.8%	607	20.7%	4,345	9.7%	806	14.8%	720	6.6%	658	9.1%
Hispanic or Latino	1,600	12.7%	127	18%	1,259	43%	9,496	21.2%	1,894	34.8%	1,304	12%	2,258	31.4%
Native American or Alaska Native	37	0.3%	6	0.8%	27	0.9%	219	0.5%	44	0.8%	41	0.4%	111	1.5%
Pacific Islander - Guamanian	4	<0.1%	0	0%	1	<0.1%	46	0.1%	5	0.1%	18	0.2%	11	0.2%
Pacific Islander - Hawaiian	4	<0.1%	0	0%	3	0.1%	45	0.1%	4	0.1%	7	0.1%	10	0.1%
Pacific Islander - Samoan	2	<0.1%	0	0%	2	0.1%	25	0.1%	2	<0.1%	3	<0.1%	10	0.1%
Pacific Islander - Other or Multiple	33	0.3%	1	0.1%	23	0.8%	331	0.7%	23	0.4%	71	0.7%	34	0.5%
White	5,122	40.6%	427	60.5%	629	21.5%	17,495	39.1%	2,020	37.1%	4,304	39.7%	3,558	49.5%
Other or Multiple Race	715	5.7%	27	3.8%	92	3.1%	2,011	4.5%	204	3.7%	483	4.5%	317	4.4%
Total	12,626	5.8%	706	0.3%	2,928	1.3%	44,791	20.4%	5,444	2.5%	10,840	4.9%	7,194	3.3%

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	1,124	52.4%	352	36.6%	1,128	48%	11,460	64.3%	1,708	86%	247	7.4%	2,762	57.7%
Men	1,023	47.6%	610	63.4%	1,222	52%	6,372	35.7%	277	14%	3,072	92.6%	2,028	42.3%
Persons with Disabilities	232	10.8%	28	2.9%	140	6%	1,035	5.8%	47	2.4%	247	7.4%	531	11.1%
Veterans	112	5.2%	27	2.8%	128	5.4%	451	2.5%	10	0.5%	267	8%	99	2.1%
Asian - Cambodian	1	<0.1%	1	0.1%	4	0.2%	33	0.2%	6	0.3%	1	<0.1%	2	<0.1%
Asian - Chinese	16	0.7%	12	1.2%	26	1.1%	405	2.3%	5	0.3%	20	0.6%	241	5%
Asian - Filipino	45	2.1%	23	2.4%	318	13.5%	3,530	19.8%	397	20%	76	2.3%	121	2.5%
Asian - Indian	22	1%	4	0.4%	35	1.5%	682	3.8%	82	4.1%	14	0.4%	82	1.7%
Asian - Japanese	9	0.4%	6	0.6%	4	0.2%	91	0.5%	4	0.2%	15	0.5%	59	1.2%
Asian - Korean	4	0.2%	6	0.6%	5	0.2%	131	0.7%	1	0.1%	3	0.1%	130	2.7%
Asian - Laotian	1	<0.1%	0	0%	0	0%	19	0.1%	1	0.1%	1	<0.1%	0	0%
Asian - Vietnamese	3	0.1%	18	1.9%	13	0.6%	323	1.8%	2	0.1%	13	0.4%	53	1.1%
Asian - Other or Multiple	36	1.7%	17	1.8%	28	1.2%	758	4.3%	56	2.8%	25	0.8%	98	2%
Black or African American	168	7.8%	26	2.7%	276	11.7%	2,853	16%	350	17.6%	127	3.8%	264	5.5%
Hispanic or Latino	433	20.2%	310	32.2%	933	39.7%	3,507	19.7%	644	32.4%	870	26.2%	517	10.8%
Native American or Alaska Native	14	0.7%	13	1.4%	17	0.7%	77	0.4%	18	0.9%	49	1.5%	21	0.4%
Pacific Islander - Guamanian	0	0%	3	0.3%	2	0.1%	8	<0.1%	0	0%	5	0.2%	3	0.1%
Pacific Islander - Hawaiian	3	0.1%	1	0.1%	1	<0.1%	12	0.1%	0	0%	5	0.2%	4	0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%	9	0.1%	0	0%	0	0%	1	<0.1%
Pacific Islander - Other or Multiple	4	0.2%	4	0.4%	15	0.6%	74	0.4%	11	0.6%	9	0.3%	10	0.2%
White	1,314	61.2%	470	48.9%	628	26.7%	4,934	27.7%	373	18.8%	1,953	58.8%	3,010	62.8%
Other or Multiple Race	73	3.4%	48	5%	45	1.9%	386	2.2%	35	1.8%	133	4%	174	3.6%
Total	2,147	1%	962	0.4%	2,350	1.1%	17,832	8.1%	1,985	0.9%	3,319	1.5%	4,790	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	5,063	51.3%	3,230	45.1%	23,198	74.6%	239	67.3%	192	11%	5,860	13.4%
Men	4,803	48.7%	3,938	54.9%	7,895	25.4%	116	32.7%	1,556	89%	37,972	86.6%
Persons with Disabilities	1,012	10.3%	1,011	14.1%	4,647	14.9%	40	11.3%	123	7%	1,319	3%
Veterans	237	2.4%	424	5.9%	1,046	3.4%	11	3.1%	228	13%	4,150	9.5%
Asian - Cambodian	9	0.1%	2	<0.1%	55	0.2%	0	0%	0	0%	24	0.1%
Asian - Chinese	473	4.8%	315	4.4%	823	2.6%	4	1.1%	13	0.7%	219	0.5%
Asian - Filipino	172	1.7%	217	3%	1,806	5.8%	36	10.1%	77	4.4%	895	2%
Asian - Indian	206	2.1%	264	3.7%	343	1.1%	0	0%	23	1.3%	80	0.2%
Asian - Japanese	120	1.2%	116	1.6%	179	0.6%	2	0.6%	6	0.3%	125	0.3%
Asian - Korean	68	0.7%	29	0.4%	103	0.3%	3	0.8%	8	0.5%	83	0.2%
Asian - Laotian	5	0.1%	3	<0.1%	57	0.2%	0	0%	1	0.1%	19	<0.1%
Asian - Vietnamese	84	0.9%	75	1%	445	1.4%	1	0.3%	15	0.9%	96	0.2%
Asian - Other or Multiple	287	2.9%	172	2.4%	731	2.4%	6	1.7%	20	1.1%	895	2%
Black or African American	369	3.7%	493	6.9%	4,542	14.6%	36	10.1%	101	5.8%	2,607	5.9%
Hispanic or Latino	1,192	12.1%	999	13.9%	10,275	33%	69	19.4%	485	27.7%	16,932	38.6%
Native American or Alaska Native	59	0.6%	40	0.6%	265	0.9%	6	1.7%	20	1.1%	241	0.5%
Pacific Islander - Guamanian	4	<0.1%	4	0.1%	29	0.1%	1	0.3%	5	0.3%	16	<0.1%
Pacific Islander - Hawaiian	9	0.1%	11	0.2%	28	0.1%	0	0%	2	0.1%	46	0.1%
Pacific Islander - Samoan	3	<0.1%	3	<0.1%	57	0.2%	0	0%	0	0%	14	<0.1%
Pacific Islander - Other or Multiple	25	0.3%	24	0.3%	163	0.5%	0	0%	5	0.3%	169	0.4%
White	6,167	62.5%	4,112	57.4%	10,043	32.3%	183	51.5%	909	52%	20,463	46.7%
Other or Multiple Race	614	6.2%	289	4%	1,149	3.7%	8	2.3%	58	3.3%	908	2.1%
Total	9,866	4.5%	7,168	3.3%	31,093	14.2%	355	0.2%	1,748	0.8%	43,832	20%

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

Table D  
Sal-Total

Group Type	Sales and Related Occupations		Transportation & Material Moving Occupations		Unmapped Classes		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Women	839	49.7%	233	12.8%	2,036	53.5%	100,633	45.9%
Men	850	50.3%	1,585	87.2%	1,771	46.5%	118,657	54.1%
Persons with Disabilities	285	16.9%	129	7.1%	400	10.5%	21,803	9.9%
Veterans	49	2.9%	147	8.1%	33	0.9%	10,925	5%
Asian - Cambodian	4	0.2%	0	0%	5	0.1%	266	0.1%
Asian - Chinese	106	6.3%	16	0.9%	103	2.7%	8,261	3.8%
Asian - Filipino	147	8.7%	55	3%	75	2%	12,433	5.7%
Asian - Indian	74	4.4%	18	1%	53	1.4%	4,576	2.1%
Asian - Japanese	12	0.7%	10	0.6%	22	0.6%	1,658	0.8%
Asian - Korean	17	1%	3	0.2%	9	0.2%	1,144	0.5%
Asian - Laotian	0	0%	0	0%	3	0.1%	221	0.1%
Asian - Vietnamese	17	1%	8	0.4%	63	1.7%	3,703	1.7%
Asian - Other or Multiple	61	3.6%	25	1.4%	96	2.5%	6,988	3.2%
Black or African American	214	12.7%	101	5.6%	358	9.4%	20,568	9.4%
Hispanic or Latino	356	21.1%	570	31.4%	910	23.9%	56,940	26%
Native American or Alaska Native	5	0.3%	20	1.1%	36	0.9%	1,386	0.6%
Pacific Islander - Guamanian	1	0.1%	1	0.1%	2	0.1%	169	0.1%
Pacific Islander - Hawaiian	1	0.1%	2	0.1%	4	0.1%	202	0.1%
Pacific Islander - Samoan	0	0%	1	0.1%	2	0.1%	135	0.1%
Pacific Islander - Other or Multiple	9	0.5%	7	0.4%	19	0.5%	1,064	0.5%
White	602	35.6%	902	49.6%	1,874	49.2%	91,492	41.7%
Other or Multiple Race	63	3.7%	79	4.3%	173	4.5%	8,084	3.7%
<b>Total</b>	<b>1,689</b>	<b>0.8%</b>	<b>1,818</b>	<b>0.8%</b>	<b>3,807</b>	<b>1.7%</b>	<b>219,290</b>	<b>100%</b>

# 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 66.7%	203 66.3%	2,626 55.9%	8,520 59.7%	14,731 60.8%	9,999 46.5%	14,669 50.9%	13,504 52.1%
Men	1 33.3%	103 33.7%	2,074 44.1%	5,755 40.3%	9,510 39.2%	11,499 53.5%	14,176 49.1%	12,420 47.9%
Persons with Disabilities	1 33.3%	17 5.6%	177 3.8%	678 4.7%	3,016 12.4%	2,025 9.4%	2,936 10.2%	3,190 12.3%
Veterans	0 0%	2 0.7%	57 1.2%	385 2.7%	938 3.9%	1,104 5.1%	1,454 5%	1,353 5.2%
Asian - Cambodian	0 0%	1 0.3%	6 0.1%	32 0.2%	37 0.2%	25 0.1%	39 0.1%	38 0.1%
Asian - Chinese	0 0%	5 1.6%	142 3%	307 2.2%	632 2.6%	590 2.7%	891 3.1%	1,027 4%
Asian - Filipino	0 0%	55 18%	107 2.3%	856 6%	1,659 6.8%	1,024 4.8%	1,907 6.6%	1,400 5.4%
Asian - Indian	1 33.3%	5 1.6%	53 1.1%	242 1.7%	382 1.6%	300 1.4%	500 1.7%	480 1.9%
Asian - Japanese	0 0%	1 0.3%	23 0.5%	61 0.4%	119 0.5%	135 0.6%	151 0.5%	247 1%
Asian - Korean	0 0%	1 0.3%	9 0.2%	54 0.4%	73 0.3%	78 0.4%	121 0.4%	135 0.5%
Asian - Laotian	0 0%	0 0%	1 <0.1%	22 0.2%	39 0.2%	32 0.1%	30 0.1%	26 0.1%
Asian - Vietnamese	0 0%	3 1%	54 1.1%	179 1.3%	323 1.3%	340 1.6%	492 1.7%	445 1.7%
Asian - Other or Multiple	0 0%	4 1.3%	115 2.4%	407 2.9%	605 2.5%	639 3%	974 3.4%	889 3.4%
Black or African American	0 0%	41 13.4%	457 9.7%	1,844 12.9%	3,159 13%	1,973 9.2%	3,167 11%	2,405 9.3%
Hispanic or Latino	0 0%	96 31.4%	1,048 22.3%	4,563 32%	7,648 31.5%	6,611 30.8%	7,903 27.4%	6,647 25.6%
Native American or Alaska Native	0 0%	0 0%	50 1.1%	133 0.9%	229 0.9%	169 0.8%	211 0.7%	164 0.6%
Pacific Islander - Guamanian	0 0%	0 0%	2 <0.1%	10 0.1%	18 0.1%	30 0.1%	20 0.1%	26 0.1%
Pacific Islander - Hawaiian	0 0%	1 0.3%	7 0.1%	11 0.1%	20 0.1%	17 0.1%	31 0.1%	25 0.1%
Pacific Islander - Samoan	0 0%	0 0%	1 <0.1%	14 0.1%	38 0.2%	18 0.1%	21 0.1%	15 0.1%
Pacific Islander - Other or Multiple	0 0%	1 0.3%	17 0.4%	82 0.6%	164 0.7%	105 0.5%	150 0.5%	132 0.5%
White	1 33.3%	79 25.8%	2,283 48.6%	4,784 33.5%	8,127 33.5%	8,521 39.6%	11,219 38.9%	10,801 41.7%
Other or Multiple Race	1 33.3%	13 4.2%	325 6.9%	674 4.7%	969 4%	891 4.1%	1,018 3.5%	1,022 3.9%
Total	3 <0.1%	306 0.1%	4,700 2.1%	14,275 6.5%	24,241 11.1%	21,498 9.8%	28,845 13.2%	25,924 11.8%

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

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

Group Type	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000		Total	
Women	8,991	44.5%	7,573	31.1%	6,443	33%	4,904	40%	3,401	37.8%	5,067	35.8%	100,633	45.9%
Men	11,221	55.5%	16,780	68.9%	13,068	67%	7,355	60%	5,605	62.2%	9,090	64.2%	118,657	54.1%
Persons with Disabilities	2,390	11.8%	1,722	7.1%	1,876	9.6%	1,205	9.8%	980	10.9%	1,590	11.2%	21,803	9.9%
Veterans	1,235	6.1%	2,066	8.5%	1,852	9.5%	744	6.1%	441	4.9%	725	5.1%	12,356	5.6%
Asian - Cambodian	11	0.1%	26	0.1%	16	0.1%	20	0.2%	11	0.1%	4	<0.1%	266	0.1%
Asian - Chinese	1,049	5.2%	676	2.8%	907	4.6%	613	5%	584	6.5%	838	5.9%	8,261	3.8%
Asian - Filipino	1,029	5.1%	1,124	4.6%	776	4%	1,136	9.3%	827	9.2%	533	3.8%	12,433	5.7%
Asian - Indian	448	2.2%	323	1.3%	442	2.3%	428	3.5%	383	4.3%	589	4.2%	4,576	2.1%
Asian - Japanese	158	0.8%	158	0.6%	221	1.1%	125	1%	77	0.9%	182	1.3%	1,658	0.8%
Asian - Korean	114	0.6%	77	0.3%	113	0.6%	93	0.8%	99	1.1%	177	1.3%	1,144	0.5%
Asian - Laotian	18	0.1%	20	0.1%	18	0.1%	8	0.1%	5	0.1%	2	<0.1%	221	0.1%
Asian - Vietnamese	378	1.9%	248	1%	325	1.7%	348	2.8%	295	3.3%	273	1.9%	3,703	1.7%
Asian - Other or Multiple	700	3.5%	639	2.6%	501	2.6%	500	4.1%	446	5%	569	4%	6,988	3.2%
Black or African American	1,533	7.6%	2,194	9%	1,311	6.7%	1,085	8.9%	583	6.5%	816	5.8%	20,568	9.4%
Hispanic or Latino	5,163	25.5%	8,024	32.9%	4,283	22%	2,208	18%	1,195	13.3%	1,551	11%	56,940	26%
Native American or Alaska Native	104	0.5%	93	0.4%	97	0.5%	47	0.4%	37	0.4%	52	0.4%	1,386	0.6%
Pacific Islander - Guamanian	15	0.1%	12	<0.1%	12	0.1%	12	0.1%	9	0.1%	3	<0.1%	169	0.1%
Pacific Islander - Hawaiian	21	0.1%	30	0.1%	14	0.1%	9	0.1%	6	0.1%	10	0.1%	202	0.1%
Pacific Islander - Samoan	4	<0.1%	11	<0.1%	9	<0.1%	3	<0.1%	1	<0.1%	0	0%	135	0.1%
Pacific Islander - Other or Multiple	127	0.6%	119	0.5%	66	0.3%	42	0.3%	33	0.4%	26	0.2%	1,064	0.5%
White	8,703	43.1%	9,868	40.5%	9,816	50.3%	5,165	42.1%	4,065	45.1%	8,060	56.9%	91,492	41.7%
Other or Multiple Race	637	3.2%	711	2.9%	584	3%	417	3.4%	350	3.9%	472	3.3%	8,084	3.7%
<b>Total</b>	<b>20,212</b>	<b>9.2%</b>	<b>24,353</b>	<b>11.1%</b>	<b>19,511</b>	<b>8.9%</b>	<b>12,259</b>	<b>5.6%</b>	<b>9,006</b>	<b>4.1%</b>	<b>14,157</b>	<b>6.5%</b>	<b>219,290</b>	<b>100%</b>

# Appendix

## Table F

State Civil Service Composition by Job Category and Salary

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

Table F  
Architects  
& Engineers

Groups	\$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	40%	39	37.9%	40	32.3%	31	22.1%	204	24.4%	206	25.7%
Men	6	60%	64	62.1%	84	67.7%	109	77.9%	631	75.6%	597	74.3%
Persons with Disabilities	0	0%	2	1.9%	1	0.8%	11	7.9%	107	12.8%	29	3.6%
Veterans	0	0%	0	0%	2	1.6%	2	1.4%	52	6.2%	17	2.1%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	3	0.4%
Asian - Chinese	4	40%	7	6.8%	3	2.4%	4	2.9%	52	6.2%	84	10.5%
Asian - Filipino	1	10%	3	2.9%	6	4.8%	6	4.3%	54	6.5%	36	4.5%
Asian - Indian	0	0%	3	2.9%	6	4.8%	10	7.1%	39	4.7%	45	5.6%
Asian - Japanese	0	0%	0	0%	0	0%	1	0.7%	5	0.6%	10	1.2%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	4	0.5%	5	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	3	2.9%	10	8.1%	7	5%	41	4.9%	41	5.1%
Asian - Other or Multiple	0	0%	2	1.9%	11	8.9%	15	10.7%	48	5.7%	86	10.7%
Black or African American	0	0%	5	4.9%	6	4.8%	7	5%	44	5.3%	40	5%
Hispanic or Latino	0	0%	31	30.1%	15	12.1%	15	10.7%	153	18.3%	129	16.1%
Native American or Alaska Native	0	0%	0	0%	2	1.6%	1	0.7%	7	0.8%	2	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	1	0.1%	3	0.4%
White	5	50%	38	36.9%	60	48.4%	61	43.6%	324	38.8%	239	29.8%
Other or Multiple Race	0	0%	11	10.7%	5	4%	13	9.3%	62	7.4%	79	9.8%
Total	10	<0.1%	103	<0.1%	124	0.1%	140	0.1%	835	0.4%	803	0.4%

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

Table F  
**Architects  
 & Engineers**

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	106	30.4%	178	27.9%	162	26.3%	515	22.1%	585	17%	591	18.3%
Men	243	69.6%	459	72.1%	453	73.7%	1,816	77.9%	2,865	83%	2,638	81.7%
Persons with Disabilities	43	12.3%	21	3.3%	32	5.2%	326	14%	466	13.5%	482	14.9%
Veterans	20	5.7%	20	3.1%	16	2.6%	64	2.7%	122	3.5%	104	3.2%
Asian - Cambodian	0	0%	4	0.6%	1	0.2%	10	0.4%	5	0.1%	1	<0.1%
Asian - Chinese	19	5.4%	68	10.7%	58	9.4%	168	7.2%	412	11.9%	343	10.6%
Asian - Filipino	17	4.9%	27	4.2%	36	5.9%	161	6.9%	181	5.2%	111	3.4%
Asian - Indian	16	4.6%	38	6%	31	5%	128	5.5%	185	5.4%	200	6.2%
Asian - Japanese	2	0.6%	6	0.9%	4	0.7%	20	0.9%	31	0.9%	50	1.5%
Asian - Korean	4	1.1%	6	0.9%	9	1.5%	16	0.7%	49	1.4%	45	1.4%
Asian - Laotian	1	0.3%	3	0.5%	1	0.2%	3	0.1%	4	0.1%	0	0%
Asian - Vietnamese	18	5.2%	35	5.5%	23	3.7%	217	9.3%	256	7.4%	75	2.3%
Asian - Other or Multiple	26	7.4%	66	10.4%	44	7.2%	210	9%	312	9%	199	6.2%
Black or African American	21	6%	19	3%	16	2.6%	129	5.5%	123	3.6%	89	2.8%
Hispanic or Latino	55	15.8%	84	13.2%	76	12.4%	347	14.9%	390	11.3%	305	9.4%
Native American or Alaska Native	0	0%	1	0.2%	2	0.3%	6	0.3%	8	0.2%	8	0.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	4	0.1%	0	0%
Pacific Islander - Hawaiian	1	0.3%	0	0%	0	0%	1	<0.1%	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	2	0.6%	1	0.2%	0	0%	9	0.4%	12	0.3%	5	0.2%
White	148	42.4%	237	37.2%	273	44.4%	774	33.2%	1,294	37.5%	1,669	51.7%
Other or Multiple Race	19	5.4%	42	6.6%	41	6.7%	132	5.7%	182	5.3%	129	4%
<b>Total</b>	<b>349</b>	<b>0.2%</b>	<b>637</b>	<b>0.3%</b>	<b>615</b>	<b>0.3%</b>	<b>2,331</b>	<b>1.1%</b>	<b>3,450</b>	<b>1.6%</b>	<b>3,229</b>	<b>1.5%</b>



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

Table F  
Arts  
& Media

Groups	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000	
Women	1	100%	1	100%	3	100%	31	83.8%	48	64.9%	70	44.6%	107	41%	52	57.1%	48	60%	1	100%
Men	0	0%	0	0%	0	0%	6	16.2%	26	35.1%	87	55.4%	154	59%	39	42.9%	32	40%	0	0%
Persons with Disabilities	0	0%	0	0%	0	0%	2	5.4%	11	14.9%	8	5.1%	31	11.9%	20	22%	18	22.5%	0	0%
Veterans	0	0%	0	0%	0	0%	0	0%	4	5.4%	6	3.8%	13	5%	8	8.8%	1	1.3%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%	1	1.4%	8	5.1%	10	3.8%	3	3.3%	5	6.3%	0	0%
Asian - Filipino	0	0%	0	0%	0	0%	0	0%	0	0%	11	7%	7	2.7%	1	1.1%	2	2.5%	1	100%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	2	2.7%	0	0%	1	0.4%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	0	0%	2	1.3%	2	0.8%	0	0%	2	2.5%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0.8%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%	0	0%	2	1.3%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.6%	5	1.9%	1	1.1%	1	1.3%	0	0%
Black or African American	0	0%	0	0%	0	0%	4	10.8%	7	9.5%	11	7%	20	7.7%	3	3.3%	3	3.8%	0	0%
Hispanic or Latino	0	0%	0	0%	1	33.3%	9	24.3%	14	18.9%	29	18.5%	51	19.5%	12	13.2%	11	13.8%	0	0%
Native American or Alaska Native	0	0%	0	0%	1	33.3%	0	0%	0	0%	2	1.3%	1	0.4%	1	1.1%	1	1.3%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%	0	0%	0	0%
White	1	100%	1	100%	1	33.3%	24	64.9%	46	62.2%	84	53.5%	151	57.9%	67	73.6%	52	65%	0	0%
Other or Multiple Race	0	0%	0	0%	0	0%	0	0%	4	5.4%	7	4.5%	10	3.8%	3	3.3%	3	3.8%	0	0%
Total	1	<0.1%	1	<0.1%	3	<0.1%	37	<0.1%	74	<0.1%	157	0.1%	261	0.1%	91	<0.1%	80	<0.1%	1	<0.1%

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

Table F  
 Building  
 Maint.

Groups	\$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	42.9%	5	41.7%	754	35%	88	16.3%	7	5.5%	8	11.9%	0	0%
Men	16	57.1%	7	58.3%	1,399	65%	451	83.7%	120	94.5%	59	88.1%	2	100%
Persons with Disabilities	1	3.6%	0	0%	155	7.2%	44	8.2%	3	2.4%	7	10.4%	0	0%
Veterans	0	0%	0	0%	34	1.6%	23	4.3%	4	3.1%	5	7.5%	1	50%
Asian - Cambodian	0	0%	0	0%	2	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	8.3%	39	1.8%	3	0.6%	1	0.8%	0	0%	0	0%
Asian - Filipino	0	0%	0	0%	144	6.7%	20	3.7%	1	0.8%	1	1.5%	1	50%
Asian - Indian	0	0%	0	0%	22	1%	3	0.6%	1	0.8%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	3	0.1%	2	0.4%	1	0.8%	1	1.5%	0	0%
Asian - Korean	0	0%	0	0%	2	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	1.5%	0	0%
Asian - Other or Multiple	1	3.6%	0	0%	24	1.1%	5	0.9%	1	0.8%	0	0%	0	0%
Black or African American	7	25%	1	8.3%	504	23.4%	86	16%	7	5.5%	2	3%	0	0%
Hispanic or Latino	13	46.4%	6	50%	944	43.8%	207	38.4%	66	52%	23	34.3%	0	0%
Native American or Alaska Native	0	0%	0	0%	20	0.9%	7	1.3%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	1	<0.1%	1	0.2%	1	0.8%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	0.8%	1	1.5%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	18	0.8%	4	0.7%	1	0.8%	0	0%	0	0%
White	7	25%	3	25%	359	16.7%	183	34%	41	32.3%	35	52.2%	1	50%
Other or Multiple Race	0	0%	1	8.3%	65	3%	18	3.3%	5	3.9%	3	4.5%	0	0%
Total	28	<0.1%	12	<0.1%	2,153	1%	539	0.2%	127	0.1%	67	<0.1%	2	<0.1%

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

Table F  
Business  
& Finance

Groups	\$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	100%	18	81.8%	332	76.7%	1,756	66.1%	3,909	66.4%	6,426	68.7%	8,328	69.4%
Men	0	0%	4	18.2%	101	23.3%	902	33.9%	1,980	33.6%	2,921	31.3%	3,678	30.6%
Persons with Disabilities	0	0%	0	0%	24	5.5%	208	7.8%	545	9.3%	1,063	11.4%	2,068	17.2%
Veterans	0	0%	0	0%	7	1.6%	54	2%	134	2.3%	265	2.8%	503	4.2%
Asian - Cambodian	0	0%	0	0%	2	0.5%	7	0.3%	9	0.2%	16	0.2%	16	0.1%
Asian - Chinese	0	0%	2	9.1%	23	5.3%	211	7.9%	334	5.7%	512	5.5%	650	5.4%
Asian - Filipino	0	0%	0	0%	23	5.3%	138	5.2%	327	5.6%	536	5.7%	741	6.2%
Asian - Indian	0	0%	0	0%	19	4.4%	119	4.5%	142	2.4%	216	2.3%	213	1.8%
Asian - Japanese	0	0%	0	0%	5	1.2%	13	0.5%	50	0.8%	68	0.7%	179	1.5%
Asian - Korean	0	0%	0	0%	4	0.9%	15	0.6%	36	0.6%	61	0.7%	76	0.6%
Asian - Laotian	0	0%	0	0%	0	0%	14	0.5%	13	0.2%	16	0.2%	15	0.1%
Asian - Vietnamese	0	0%	1	4.5%	11	2.5%	130	4.9%	177	3%	259	2.8%	261	2.2%
Asian - Other or Multiple	0	0%	0	0%	20	4.6%	150	5.6%	328	5.6%	470	5%	417	3.5%
Black or African American	0	0%	3	13.6%	27	6.2%	283	10.6%	563	9.6%	928	9.9%	1,255	10.5%
Hispanic or Latino	1	50%	4	18.2%	83	19.2%	594	22.3%	1,452	24.7%	2,073	22.2%	2,611	21.7%
Native American or Alaska Native	0	0%	0	0%	3	0.7%	23	0.9%	34	0.6%	55	0.6%	63	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	3	0.1%	8	0.1%	11	0.1%	11	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	3	0.1%	4	0.1%	8	0.1%	13	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	5	0.2%	5	0.1%	7	0.1%	7	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	2	0.5%	46	1.7%	41	0.7%	81	0.9%	73	0.6%
White	1	50%	12	54.5%	179	41.3%	795	29.9%	2,022	34.3%	3,610	38.6%	4,835	40.3%
Other or Multiple Race	0	0%	0	0%	32	7.4%	109	4.1%	344	5.8%	420	4.5%	570	4.7%
Total	2	<0.1%	22	<0.1%	433	0.2%	2,658	1.2%	5,889	2.7%	9,347	4.3%	12,006	5.5%

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

Table F  
Business  
& Finance

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	4,388	67%	3,186	68.7%	1,499	64.4%	321	54.2%	78	42.9%	62	41.3%
Men	2,158	33%	1,452	31.3%	827	35.6%	271	45.8%	104	57.1%	88	58.7%
Persons with Disabilities	1,141	17.4%	873	18.8%	383	16.5%	96	16.2%	26	14.3%	9	6%
Veterans	237	3.6%	170	3.7%	99	4.3%	22	3.7%	5	2.7%	6	4%
Asian - Cambodian	6	0.1%	7	0.2%	1	<0.1%	0	0%	1	0.5%	1	0.7%
Asian - Chinese	628	9.6%	295	6.4%	205	8.8%	71	12%	14	7.7%	11	7.3%
Asian - Filipino	471	7.2%	353	7.6%	116	5%	24	4.1%	6	3.3%	5	3.3%
Asian - Indian	164	2.5%	104	2.2%	40	1.7%	8	1.4%	10	5.5%	4	2.7%
Asian - Japanese	70	1.1%	75	1.6%	42	1.8%	13	2.2%	1	0.5%	2	1.3%
Asian - Korean	56	0.9%	27	0.6%	19	0.8%	4	0.7%	3	1.6%	3	2%
Asian - Laotian	9	0.1%	4	0.1%	2	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	232	3.5%	96	2.1%	44	1.9%	9	1.5%	0	0%	1	0.7%
Asian - Other or Multiple	229	3.5%	141	3%	79	3.4%	14	2.4%	6	3.3%	7	4.7%
Black or African American	618	9.4%	418	9%	187	8%	39	6.6%	8	4.4%	16	10.7%
Hispanic or Latino	1,262	19.3%	866	18.7%	434	18.7%	87	14.7%	18	9.9%	11	7.3%
Native American or Alaska Native	20	0.3%	16	0.3%	5	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	7	0.1%	4	0.1%	1	<0.1%	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	9	0.1%	6	0.1%	2	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	48	0.7%	25	0.5%	11	0.5%	3	0.5%	0	0%	1	0.7%
White	2,459	37.6%	2,028	43.7%	1,058	45.5%	306	51.7%	108	59.3%	82	54.7%
Other or Multiple Race	258	3.9%	172	3.7%	80	3.4%	13	2.2%	7	3.8%	6	4%
Total	6,546	3%	4,638	2.1%	2,326	1.1%	592	0.3%	182	0.1%	150	0.1%

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

Table F  
Community  
Services

Groups	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%	3	75%	36	69.2%	22	56.4%	138	66%	151	56.1%
Men	0	0%	1	100%	1	25%	16	30.8%	17	43.6%	71	34%	118	43.9%
Persons with Disabilities	1	100%	0	0%	0	0%	8	15.4%	18	46.2%	57	27.3%	52	19.3%
Veterans	0	0%	0	0%	0	0%	2	3.8%	0	0%	5	2.4%	7	2.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.4%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%	1	2.6%	2	1%	8	3%
Asian - Filipino	0	0%	0	0%	0	0%	0	0%	0	0%	6	2.9%	5	1.9%
Asian - Indian	1	100%	0	0%	0	0%	1	1.9%	1	2.6%	1	0.5%	5	1.9%
Asian - Japanese	0	0%	0	0%	0	0%	1	1.9%	0	0%	1	0.5%	1	0.4%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.5%	1	0.4%
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%	1	2.6%	3	1.4%	1	0.4%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	4	1.9%	9	3.3%
Black or African American	0	0%	0	0%	1	25%	5	9.6%	2	5.1%	24	11.5%	44	16.4%
Hispanic or Latino	0	0%	0	0%	1	25%	12	23.1%	12	30.8%	60	28.7%	88	32.7%
Native American or Alaska Native	0	0%	0	0%	1	25%	2	3.8%	0	0%	4	1.9%	8	3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	2.6%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.5%	2	0.7%
White	0	0%	1	100%	1	25%	29	55.8%	19	48.7%	94	45%	81	30.1%
Other or Multiple Race	0	0%	0	0%	0	0%	2	3.8%	2	5.1%	8	3.8%	15	5.6%
Total	1	<0.1%	1	<0.1%	4	<0.1%	52	<0.1%	39	<0.1%	209	0.1%	269	0.1%

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

Table F  
Community  
Services

Groups	\$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	395 59.3%	348 64.1%	267 45.2%	516 52.8%	474 32.4%	134 38.4%	116 41.4%
Men	271 40.7%	195 35.9%	324 54.8%	462 47.2%	988 67.6%	215 61.6%	164 58.6%
Persons with Disabilities	177 26.6%	40 7.4%	19 3.2%	84 8.6%	38 2.6%	11 3.2%	6 2.1%
Veterans	21 3.2%	16 2.9%	49 8.3%	71 7.3%	156 10.7%	29 8.3%	19 6.8%
Asian - Cambodian	1 0.2%	0 0%	0 0%	1 0.1%	2 0.1%	0 0%	0 0%
Asian - Chinese	16 2.4%	5 0.9%	2 0.3%	12 1.2%	6 0.4%	2 0.6%	1 0.4%
Asian - Filipino	10 1.5%	17 3.1%	14 2.4%	31 3.2%	40 2.7%	9 2.6%	5 1.8%
Asian - Indian	4 0.6%	3 0.6%	0 0%	8 0.8%	4 0.3%	3 0.9%	1 0.4%
Asian - Japanese	3 0.5%	0 0%	0 0%	9 0.9%	6 0.4%	3 0.9%	0 0%
Asian - Korean	9 1.4%	2 0.4%	4 0.7%	8 0.8%	4 0.3%	2 0.6%	0 0%
Asian - Laotian	0 0%	1 0.2%	0 0%	1 0.1%	0 0%	0 0%	0 0%
Asian - Vietnamese	7 1.1%	2 0.4%	3 0.5%	5 0.5%	6 0.4%	4 1.1%	2 0.7%
Asian - Other or Multiple	21 3.2%	24 4.4%	22 3.7%	16 1.6%	21 1.4%	2 0.6%	3 1.1%
Black or African American	83 12.5%	70 12.9%	93 15.7%	144 14.7%	256 17.5%	52 14.9%	32 11.4%
Hispanic or Latino	183 27.5%	195 35.9%	232 39.3%	316 32.3%	583 39.9%	114 32.7%	98 35%
Native American or Alaska Native	11 1.7%	1 0.2%	6 1%	3 0.3%	4 0.3%	2 0.6%	2 0.7%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	1 0.1%	4 0.3%	0 0%	0 0%
Pacific Islander - Hawaiian	1 0.2%	0 0%	0 0%	0 0%	1 0.1%	1 0.3%	1 0.4%
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%	4 0.7%	6 1%	4 0.4%	5 0.3%	1 0.3%	0 0%
White	285 42.8%	181 33.3%	196 33.2%	383 39.2%	478 32.7%	143 41%	129 46.1%
Other or Multiple Race	32 4.8%	38 7%	13 2.2%	36 3.7%	41 2.8%	11 3.2%	6 2.1%
Total	666 0.3%	543 0.2%	591 0.3%	978 0.4%	1,462 0.7%	349 0.2%	280 0.1%

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

# Table F Computer & Math

Groups	\$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	66.7%	0	0%	38	35.2%	139	31.1%	244	33.2%	463	33.7%
Men	1	33.3%	1	100%	70	64.8%	308	68.9%	490	66.8%	912	66.3%
Persons with Disabilities	0	0%	0	0%	9	8.3%	22	4.9%	50	6.8%	105	7.6%
Veterans	0	0%	0	0%	2	1.9%	15	3.4%	16	2.2%	60	4.4%
Asian - Cambodian	0	0%	0	0%	1	0.9%	2	0.4%	2	0.3%	5	0.4%
Asian - Chinese	0	0%	0	0%	6	5.6%	27	6%	65	8.9%	116	8.4%
Asian - Filipino	0	0%	0	0%	3	2.8%	31	6.9%	28	3.8%	85	6.2%
Asian - Indian	0	0%	0	0%	5	4.6%	28	6.3%	58	7.9%	118	8.6%
Asian - Japanese	0	0%	0	0%	2	1.9%	4	0.9%	9	1.2%	21	1.5%
Asian - Korean	0	0%	0	0%	0	0%	3	0.7%	1	0.1%	9	0.7%
Asian - Laotian	0	0%	0	0%	0	0%	2	0.4%	3	0.4%	4	0.3%
Asian - Vietnamese	1	33.3%	1	100%	2	1.9%	28	6.3%	33	4.5%	44	3.2%
Asian - Other or Multiple	0	0%	0	0%	7	6.5%	29	6.5%	52	7.1%	94	6.8%
Black or African American	0	0%	0	0%	6	5.6%	32	7.2%	47	6.4%	97	7.1%
Hispanic or Latino	0	0%	0	0%	15	13.9%	77	17.2%	89	12.1%	166	12.1%
Native American or Alaska Native	0	0%	0	0%	1	0.9%	3	0.7%	3	0.4%	7	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	4	0.9%	0	0%	4	0.3%
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%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	4	0.5%	11	0.8%
White	2	66.7%	0	0%	48	44.4%	139	31.1%	285	38.8%	528	38.4%
Other or Multiple Race	0	0%	0	0%	12	11.1%	38	8.5%	54	7.4%	66	4.8%
Total	3	<0.1%	1	<0.1%	108	<0.1%	447	0.2%	734	0.3%	1,375	0.6%



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

Table F  
Computer  
& Math

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	973	38.6%	467	36.9%	1,348	37.9%	150	20%	6	19.4%	15	33.3%
Men	1,548	61.4%	800	63.1%	2,209	62.1%	601	80%	25	80.6%	30	66.7%
Persons with Disabilities	348	13.8%	155	12.2%	570	16%	88	11.7%	11	35.5%	4	8.9%
Veterans	192	7.6%	69	5.4%	268	7.5%	58	7.7%	0	0%	0	0%
Asian - Cambodian	2	0.1%	2	0.2%	4	0.1%	3	0.4%	0	0%	0	0%
Asian - Chinese	225	8.9%	149	11.8%	421	11.8%	115	15.3%	4	12.9%	18	40%
Asian - Filipino	173	6.9%	74	5.8%	195	5.5%	29	3.9%	2	6.5%	0	0%
Asian - Indian	169	6.7%	84	6.6%	222	6.2%	82	10.9%	3	9.7%	2	4.4%
Asian - Japanese	33	1.3%	19	1.5%	87	2.4%	8	1.1%	0	0%	0	0%
Asian - Korean	18	0.7%	4	0.3%	14	0.4%	9	1.2%	0	0%	0	0%
Asian - Laotian	3	0.1%	2	0.2%	6	0.2%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	83	3.3%	53	4.2%	185	5.2%	33	4.4%	0	0%	1	2.2%
Asian - Other or Multiple	117	4.6%	78	6.2%	179	5%	46	6.1%	2	6.5%	1	2.2%
Black or African American	179	7.1%	85	6.7%	246	6.9%	27	3.6%	1	3.2%	0	0%
Hispanic or Latino	345	13.7%	151	11.9%	417	11.7%	41	5.5%	2	6.5%	1	2.2%
Native American or Alaska Native	8	0.3%	6	0.5%	12	0.3%	1	0.1%	0	0%	0	0%
Pacific Islander - Guamanian	2	0.1%	0	0%	6	0.2%	2	0.3%	0	0%	0	0%
Pacific Islander - Hawaiian	3	0.1%	0	0%	3	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	2	0.1%	0	0%	1	<0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	24	1%	9	0.7%	19	0.5%	4	0.5%	0	0%	0	0%
White	1,037	41.1%	500	39.5%	1,405	39.5%	323	43%	15	48.4%	22	48.9%
Other or Multiple Race	98	3.9%	51	4%	135	3.8%	27	3.6%	2	6.5%	0	0%
Total	2,521	1.1%	1,267	0.6%	3,557	1.6%	751	0.3%	31	<0.1%	45	<0.1%



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

# Table F Construction

Groups	\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	2	28.6%	156	7.3%	59	2.8%	46	2.9%	15	1.8%	21	7.4%
Men	5	71.4%	1,987	92.7%	2,033	97.2%	1,556	97.1%	825	98.2%	262	92.6%
Persons with Disabilities	0	0%	35	1.6%	121	5.8%	143	8.9%	68	8.1%	37	13.1%
Veterans	0	0%	58	2.7%	131	6.3%	119	7.4%	88	10.5%	25	8.8%
Asian - Cambodian	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	4	0.2%	3	0.1%	3	0.2%	3	0.4%	0	0%
Asian - Filipino	0	0%	29	1.4%	20	1%	29	1.8%	31	3.7%	7	2.5%
Asian - Indian	0	0%	8	0.4%	4	0.2%	2	0.1%	3	0.4%	4	1.4%
Asian - Japanese	0	0%	1	<0.1%	3	0.1%	1	0.1%	2	0.2%	2	0.7%
Asian - Korean	0	0%	2	0.1%	1	<0.1%	3	0.2%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	2	0.1%	1	0.1%	0	0%	0	0%
Asian - Vietnamese	0	0%	2	0.1%	4	0.2%	4	0.2%	11	1.3%	0	0%
Asian - Other or Multiple	0	0%	11	0.5%	7	0.3%	9	0.6%	3	0.4%	0	0%
Black or African American	3	42.9%	289	13.5%	184	8.8%	103	6.4%	59	7%	14	4.9%
Hispanic or Latino	1	14.3%	791	36.9%	627	30%	509	31.8%	216	25.7%	74	26.1%
Native American or Alaska Native	0	0%	38	1.8%	39	1.9%	20	1.2%	11	1.3%	1	0.4%
Pacific Islander - Guamanian	0	0%	1	<0.1%	4	0.2%	2	0.1%	3	0.4%	1	0.4%
Pacific Islander - Hawaiian	0	0%	3	0.1%	2	0.1%	4	0.2%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	7	0.3%	1	<0.1%	1	0.1%	1	0.1%	0	0%
Pacific Islander - Other or Multiple	0	0%	15	0.7%	7	0.3%	6	0.4%	6	0.7%	0	0%
White	2	28.6%	776	36.2%	1,126	53.8%	851	53.1%	467	55.6%	173	61.1%
Other or Multiple Race	1	14.3%	165	7.7%	58	2.8%	54	3.4%	23	2.7%	7	2.5%
Total	7	<0.1%	2,143	1%	2,092	1%	1,602	0.7%	840	0.4%	283	0.1%

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

# Table F Construction

Groups	\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	7	8%	4	11.1%	0	0%	0	0%	4	6.3%
Men	81	92%	32	88.9%	28	100%	12	100%	59	93.7%
Persons with Disabilities	21	23.9%	9	25%	3	10.7%	1	8.3%	10	15.9%
Veterans	5	5.7%	0	0%	4	14.3%	1	8.3%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	0	0%	1	1.6%
Asian - Filipino	0	0%	0	0%	1	3.6%	0	0%	1	1.6%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	1	1.6%
Asian - Japanese	0	0%	2	5.6%	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	1.1%	0	0%	0	0%	0	0%	0	0%
Black or African American	3	3.4%	2	5.6%	0	0%	0	0%	1	1.6%
Hispanic or Latino	26	29.5%	7	19.4%	2	7.1%	0	0%	5	7.9%
Native American or Alaska Native	1	1.1%	0	0%	0	0%	0	0%	1	1.6%
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	53	60.2%	23	63.9%	23	82.1%	11	91.7%	53	84.1%
Other or Multiple Race	4	4.5%	2	5.6%	2	7.1%	1	8.3%	0	0%
Total	88	<0.1%	36	<0.1%	28	<0.1%	12	<0.1%	63	<0.1%

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

# Table F Education

Groups	\$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 66.7%	44 67.7%	110 71.9%	25 73.5%	38 39.2%	87 51.5%
Men	2 33.3%	21 32.3%	43 28.1%	9 26.5%	59 60.8%	82 48.5%
Persons with Disabilities	0 0%	12 18.5%	29 19%	3 8.8%	9 9.3%	19 11.2%
Veterans	0 0%	0 0%	4 2.6%	0 0%	0 0%	4 2.4%
Asian - Cambodian	0 0%	0 0%	1 0.7%	0 0%	0 0%	0 0%
Asian - Chinese	0 0%	2 3.1%	0 0%	1 2.9%	0 0%	1 0.6%
Asian - Filipino	1 16.7%	0 0%	5 3.3%	2 5.9%	0 0%	3 1.8%
Asian - Indian	0 0%	1 1.5%	0 0%	1 2.9%	1 1%	0 0%
Asian - Japanese	0 0%	1 1.5%	1 0.7%	0 0%	1 1%	0 0%
Asian - Korean	0 0%	0 0%	0 0%	0 0%	1 1%	1 0.6%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%
Asian - Other or Multiple	0 0%	1 1.5%	1 0.7%	0 0%	2 2.1%	3 1.8%
Black or African American	1 16.7%	7 10.8%	15 9.8%	2 5.9%	7 7.2%	16 9.5%
Hispanic or Latino	1 16.7%	21 32.3%	49 32%	7 20.6%	16 16.5%	37 21.9%
Native American or Alaska Native	0 0%	0 0%	0 0%	0 0%	2 2.1%	1 0.6%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	0 0%	0 0%	0 0%	0 0%	1 0.6%
White	1 16.7%	31 47.7%	77 50.3%	20 58.8%	60 61.9%	102 60.4%
Other or Multiple Race	2 33.3%	1 1.5%	4 2.6%	1 2.9%	6 6.2%	4 2.4%
Total	6 <0.1%	65 <0.1%	153 0.1%	34 <0.1%	97 <0.1%	169 0.1%

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

# Table F Education

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	108	52.2%	86	50%	211	54.4%	274	50.5%	118	45.7%	19	34.5%
Men	99	47.8%	86	50%	177	45.6%	269	49.5%	140	54.3%	36	65.5%
Persons with Disabilities	17	8.2%	17	9.9%	25	6.4%	55	10.1%	39	15.1%	7	12.7%
Veterans	6	2.9%	17	9.9%	23	5.9%	30	5.5%	25	9.7%	3	5.5%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	1%	1	0.6%	6	1.5%	2	0.4%	1	0.4%	0	0%
Asian - Filipino	3	1.4%	4	2.3%	8	2.1%	5	0.9%	10	3.9%	4	7.3%
Asian - Indian	3	1.4%	5	2.9%	4	1%	2	0.4%	5	1.9%	0	0%
Asian - Japanese	1	0.5%	1	0.6%	0	0%	2	0.4%	1	0.4%	1	1.8%
Asian - Korean	0	0%	1	0.6%	0	0%	1	0.2%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Vietnamese	1	0.5%	0	0%	1	0.3%	0	0%	0	0%	0	0%
Asian - Other or Multiple	7	3.4%	0	0%	8	2.1%	12	2.2%	2	0.8%	0	0%
Black or African American	12	5.8%	10	5.8%	24	6.2%	45	8.3%	23	8.9%	6	10.9%
Hispanic or Latino	29	14%	36	20.9%	66	17%	114	21%	47	18.2%	10	18.2%
Native American or Alaska Native	3	1.4%	1	0.6%	3	0.8%	3	0.6%	1	0.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.5%	0	0%	1	0.3%	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	1	0.5%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.5%	2	1.2%	0	0%	0	0%	0	0%	0	0%
White	135	65.2%	102	59.3%	254	65.5%	335	61.7%	164	63.6%	33	60%
Other or Multiple Race	8	3.9%	9	5.2%	13	3.4%	20	3.7%	4	1.6%	1	1.8%
Total	207	0.1%	172	0.1%	388	0.2%	543	0.2%	258	0.1%	55	<0.1%

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

# Table F Farming

Groups	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000	
Women	1	50%	25	23.8%	230	40.4%	34	34%	38	41.8%	13	24.5%	7	25%	3	30%	1	33.3%
Men	1	50%	80	76.2%	340	59.6%	66	66%	53	58.2%	40	75.5%	21	75%	7	70%	2	66.7%
Persons with Disabilities	0	0%	1	1%	7	1.2%	5	5%	4	4.4%	5	9.4%	3	10.7%	1	10%	2	66.7%
Veterans	0	0%	0	0%	8	1.4%	4	4%	5	5.5%	5	9.4%	2	7.1%	1	10%	2	66.7%
Asian - Cambodian	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	1.9%	7	1.2%	2	2%	0	0%	0	0%	1	3.6%	0	0%	0	0%
Asian - Filipino	0	0%	0	0%	21	3.7%	1	1%	0	0%	0	0%	0	0%	1	10%	0	0%
Asian - Indian	0	0%	0	0%	3	0.5%	0	0%	0	0%	0	0%	1	3.6%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	5	0.9%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	5	0.9%	1	1%	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%	17	3%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	16	2.8%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	0	0%	5	4.8%	9	1.6%	5	5%	4	4.4%	1	1.9%	1	3.6%	0	0%	1	33.3%
Hispanic or Latino	1	50%	13	12.4%	234	41.1%	27	27%	24	26.4%	8	15.1%	2	7.1%	1	10%	0	0%
Native American or Alaska Native	0	0%	0	0%	8	1.4%	3	3%	1	1.1%	1	1.9%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	1	1%	1	0.2%	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	1%	2	0.4%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
White	1	50%	75	71.4%	206	36.1%	56	56%	58	63.7%	41	77.4%	23	82.1%	8	80%	2	66.7%
Other or Multiple Race	0	0%	8	7.6%	34	6%	1	1%	3	3.3%	2	3.8%	0	0%	0	0%	0	0%
Total	2	<0.1%	105	<0.1%	570	0.3%	100	<0.1%	91	<0.1%	53	<0.1%	28	<0.1%	10	<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

Groups	\$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	102	70.8%	28	45.9%	478	67.4%	201	45.8%	237	31.2%	52	34.7%	14	32.6%	13	39.4%	3	27.3%
Men	42	29.2%	33	54.1%	231	32.6%	238	54.2%	523	68.8%	98	65.3%	29	67.4%	20	60.6%	8	72.7%
Persons with Disabilities	9	6.3%	0	0%	39	5.5%	12	2.7%	41	5.4%	16	10.7%	15	34.9%	5	15.2%	3	27.3%
Veterans	0	0%	0	0%	9	1.3%	8	1.8%	72	9.5%	23	15.3%	6	14%	8	24.2%	2	18.2%
Asian - Cambodian	0	0%	0	0%	2	0.3%	0	0%	2	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	1.4%	1	1.6%	17	2.4%	0	0%	5	0.7%	1	0.7%	0	0%	0	0%	0	0%
Asian - Filipino	51	35.4%	7	11.5%	159	22.4%	29	6.6%	59	7.8%	9	6%	0	0%	4	12.1%	0	0%
Asian - Indian	4	2.8%	0	0%	13	1.8%	8	1.8%	8	1.1%	2	1.3%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	3	0.4%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	1	0.7%	0	0%	2	0.3%	0	0%	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	1	0.7%	0	0%	2	0.3%	1	0.2%	5	0.7%	4	2.7%	0	0%	0	0%	0	0%
Asian - Other or Multiple	2	1.4%	1	1.6%	4	0.6%	7	1.6%	12	1.6%	1	0.7%	0	0%	1	3%	0	0%
Black or African American	17	11.8%	13	21.3%	76	10.7%	55	12.5%	75	9.9%	26	17.3%	5	11.6%	6	18.2%	3	27.3%
Hispanic or Latino	40	27.8%	23	37.7%	266	37.5%	182	41.5%	345	45.4%	47	31.3%	19	44.2%	8	24.2%	3	27.3%
Native American or Alaska Native	0	0%	0	0%	4	0.6%	6	1.4%	5	0.7%	1	0.7%	0	0%	1	3%	0	0%
Pacific Islander - Guamanian	0	0%	1	1.6%	1	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.7%	0	0%	3	0.4%	5	1.1%	6	0.8%	0	0%	0	0%	0	0%	0	0%
White	22	15.3%	13	21.3%	145	20.5%	137	31.2%	220	28.9%	57	38%	19	44.2%	11	33.3%	4	36.4%
Other or Multiple Race	3	2.1%	2	3.3%	12	1.7%	9	2.1%	14	1.8%	2	1.3%	0	0%	2	6.1%	1	9.1%
Total	144	0.1%	61	<0.1%	709	0.3%	439	0.2%	760	0.3%	150	0.1%	43	<0.1%	33	<0.1%	11	<0.1%

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

Table F  
Healthcare  
Practitioner

Groups	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%	33	56.9%	19	82.6%	213	65.9%	486	69.6%	532	80.7%	3,320	64.8%
Men	0	0%	25	43.1%	4	17.4%	110	34.1%	212	30.4%	127	19.3%	1,805	35.2%
Persons with Disabilities	0	0%	0	0%	0	0%	3	0.9%	27	3.9%	62	9.4%	244	4.8%
Veterans	0	0%	0	0%	0	0%	3	0.9%	8	1.1%	18	2.7%	103	2%
Asian - Cambodian	0	0%	1	1.7%	1	4.3%	0	0%	2	0.3%	0	0%	10	0.2%
Asian - Chinese	0	0%	0	0%	0	0%	1	0.3%	4	0.6%	9	1.4%	31	0.6%
Asian - Filipino	0	0%	1	1.7%	2	8.7%	38	11.8%	230	33%	97	14.7%	840	16.4%
Asian - Indian	0	0%	0	0%	1	4.3%	11	3.4%	13	1.9%	11	1.7%	106	2.1%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	3	0.4%	1	0.2%	14	0.3%
Asian - Korean	0	0%	0	0%	0	0%	1	0.3%	0	0%	0	0%	13	0.3%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	1	0.1%	1	0.2%	5	0.1%
Asian - Vietnamese	0	0%	0	0%	0	0%	1	0.3%	9	1.3%	14	2.1%	36	0.7%
Asian - Other or Multiple	0	0%	0	0%	1	4.3%	12	3.7%	28	4%	17	2.6%	179	3.5%
Black or African American	0	0%	7	12.1%	2	8.7%	62	19.2%	91	13%	87	13.2%	1,087	21.2%
Hispanic or Latino	0	0%	23	39.7%	6	26.1%	117	36.2%	169	24.2%	207	31.4%	1,375	26.8%
Native American or Alaska Native	0	0%	0	0%	0	0%	1	0.3%	3	0.4%	3	0.5%	24	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.2%	0	0%
Pacific Islander - Hawaiian	0	0%	1	1.7%	0	0%	0	0%	0	0%	0	0%	4	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	5	0.7%	3	0.5%	23	0.4%
White	1	100%	20	34.5%	8	34.8%	68	21.1%	129	18.5%	192	29.1%	1,281	25%
Other or Multiple Race	0	0%	5	8.6%	2	8.7%	11	3.4%	11	1.6%	16	2.4%	92	1.8%
Total	1	<0.1%	58	<0.1%	23	<0.1%	323	0.1%	698	0.3%	659	0.3%	5,125	2.3%



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

Table F  
Healthcare  
Practitioner

Groups	\$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	1,331	64.6%	428	64.7%	734	66.2%	622	64.1%	1,464	71.9%	1,137	70.4%	1,140	45.8%
Men	730	35.4%	234	35.3%	375	33.8%	349	35.9%	572	28.1%	479	29.6%	1,350	54.2%
Persons with Disabilities	124	6%	67	10.1%	114	10.3%	24	2.5%	118	5.8%	92	5.7%	160	6.4%
Veterans	60	2.9%	16	2.4%	27	2.4%	22	2.3%	44	2.2%	51	3.2%	99	4%
Asian - Cambodian	8	0.4%	1	0.2%	2	0.2%	1	0.1%	2	0.1%	3	0.2%	2	0.1%
Asian - Chinese	33	1.6%	16	2.4%	35	3.2%	32	3.3%	47	2.3%	36	2.2%	161	6.5%
Asian - Filipino	265	12.9%	49	7.4%	239	21.6%	188	19.4%	754	37%	548	33.9%	279	11.2%
Asian - Indian	26	1.3%	9	1.4%	16	1.4%	55	5.7%	113	5.6%	87	5.4%	234	9.4%
Asian - Japanese	10	0.5%	14	2.1%	11	1%	2	0.2%	12	0.6%	2	0.1%	22	0.9%
Asian - Korean	11	0.5%	13	2%	6	0.5%	15	1.5%	24	1.2%	8	0.5%	40	1.6%
Asian - Laotian	4	0.2%	0	0%	2	0.2%	2	0.2%	2	0.1%	0	0%	2	0.1%
Asian - Vietnamese	38	1.8%	4	0.6%	18	1.6%	16	1.6%	38	1.9%	16	1%	133	5.3%
Asian - Other or Multiple	61	3%	17	2.6%	27	2.4%	56	5.8%	105	5.2%	59	3.7%	196	7.9%
Black or African American	391	19%	93	14%	141	12.7%	137	14.1%	303	14.9%	199	12.3%	253	10.2%
Hispanic or Latino	548	26.6%	113	17.1%	184	16.6%	172	17.7%	177	8.7%	202	12.5%	214	8.6%
Native American or Alaska Native	10	0.5%	6	0.9%	1	0.1%	5	0.5%	3	0.1%	8	0.5%	13	0.5%
Pacific Islander - Guamanian	2	0.1%	0	0%	1	0.1%	2	0.2%	0	0%	2	0.1%	0	0%
Pacific Islander - Hawaiian	3	0.1%	1	0.2%	1	0.1%	0	0%	1	<0.1%	0	0%	1	<0.1%
Pacific Islander - Samoan	2	0.1%	0	0%	0	0%	1	0.1%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	10	0.5%	2	0.3%	2	0.2%	4	0.4%	8	0.4%	10	0.6%	7	0.3%
White	603	29.3%	305	46.1%	392	35.3%	252	26%	413	20.3%	421	26.1%	849	34.1%
Other or Multiple Race	36	1.7%	19	2.9%	31	2.8%	31	3.2%	33	1.6%	15	0.9%	84	3.4%
Total	2,061	0.9%	662	0.3%	1,109	0.5%	971	0.4%	2,036	0.9%	1,616	0.7%	2,490	1.1%



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

Table F  
Healthcare  
Support

Groups	\$10,001 - \$20,000		\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	2	100%	13	100%	776	84.6%	484	81.3%	143	96.6%	158	95.8%	107	89.9%	25	96.2%
Men	0	0%	0	0%	141	15.4%	111	18.7%	5	3.4%	7	4.2%	12	10.1%	1	3.8%
Persons with Disabilities	0	0%	0	0%	2	0.2%	24	4%	3	2%	5	3%	10	8.4%	3	11.5%
Veterans	0	0%	0	0%	2	0.2%	3	0.5%	0	0%	0	0%	4	3.4%	1	3.8%
Asian - Cambodian	0	0%	0	0%	5	0.5%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	0	0%	3	0.5%	0	0%	0	0%	2	1.7%	0	0%
Asian - Filipino	0	0%	1	7.7%	178	19.4%	198	33.3%	3	2%	7	4.2%	9	7.6%	1	3.8%
Asian - Indian	0	0%	1	7.7%	57	6.2%	24	4%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	2	0.2%	0	0%	0	0%	0	0%	2	1.7%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	2	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	35	3.8%	16	2.7%	3	2%	2	1.2%	0	0%	0	0%
Black or African American	1	50%	1	7.7%	195	21.3%	114	19.2%	14	9.5%	10	6.1%	12	10.1%	3	11.5%
Hispanic or Latino	1	50%	9	69.2%	276	30.1%	159	26.7%	69	46.6%	72	43.6%	51	42.9%	7	26.9%
Native American or Alaska Native	0	0%	0	0%	7	0.8%	5	0.8%	2	1.4%	2	1.2%	1	0.8%	1	3.8%
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%	7	0.8%	4	0.7%	0	0%	0	0%	0	0%	0	0%
White	0	0%	1	7.7%	134	14.6%	61	10.3%	56	37.8%	69	41.8%	39	32.8%	13	50%
Other or Multiple Race	0	0%	0	0%	18	2%	9	1.5%	1	0.7%	3	1.8%	3	2.5%	1	3.8%
Total	2	<0.1%	13	<0.1%	917	0.4%	595	0.3%	148	0.1%	165	0.1%	119	0.1%	26	<0.1%

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

Table F  
Installation/  
Maintenance

Groups	\$20,001 -		\$30,001 -		\$40,001 -		\$50,001 -		\$60,001 -		\$70,001 -	
		\$30,000		\$40,000		\$50,000		\$60,000		\$70,000		\$80,000
Women	112	34.7%	38	26.6%	8	4.4%	38	5.6%	18	1.8%	12	3.2%
Men	211	65.3%	105	73.4%	172	95.6%	646	94.4%	959	98.2%	362	96.8%
Persons with Disabilities	4	1.2%	4	2.8%	8	4.4%	44	6.4%	90	9.2%	36	9.6%
Veterans	1	0.3%	3	2.1%	6	3.3%	36	5.3%	95	9.7%	41	11%
Asian - Cambodian	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	2	0.6%	0	0%	2	1.1%	6	0.9%	6	0.6%	2	0.5%
Asian - Filipino	3	0.9%	3	2.1%	6	3.3%	22	3.2%	19	1.9%	12	3.2%
Asian - Indian	1	0.3%	0	0%	0	0%	3	0.4%	4	0.4%	4	1.1%
Asian - Japanese	1	0.3%	0	0%	0	0%	6	0.9%	5	0.5%	1	0.3%
Asian - Korean	0	0%	0	0%	0	0%	3	0.4%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	1	0.1%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	5	0.7%	4	0.4%	2	0.5%
Asian - Other or Multiple	3	0.9%	0	0%	1	0.6%	7	1%	11	1.1%	2	0.5%
Black or African American	14	4.3%	5	3.5%	12	6.7%	21	3.1%	29	3%	16	4.3%
Hispanic or Latino	105	32.5%	57	39.9%	61	33.9%	205	30%	256	26.2%	77	20.6%
Native American or Alaska Native	7	2.2%	3	2.1%	2	1.1%	5	0.7%	19	1.9%	1	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.1%	1	0.1%	1	0.3%
Pacific Islander - Hawaiian	1	0.3%	0	0%	1	0.6%	2	0.3%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.3%	0	0%	0	0%	3	0.4%	2	0.2%	0	0%
White	140	43.3%	67	46.9%	92	51.1%	373	54.5%	593	60.7%	243	65%
Other or Multiple Race	44	13.6%	8	5.6%	3	1.7%	22	3.2%	26	2.7%	13	3.5%
Total	323	0.1%	143	0.1%	180	0.1%	684	0.3%	977	0.4%	374	0.2%

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

Table F  
Installation/  
Maintenance

Groups	\$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	3.2%	4	2.3%	3	3.9%	2	14.3%	1	9.1%	0	0%
Men	332	96.8%	169	97.7%	73	96.1%	12	85.7%	10	90.9%	21	100%
Persons with Disabilities	28	8.2%	17	9.8%	12	15.8%	1	7.1%	1	9.1%	2	9.5%
Veterans	35	10.2%	29	16.8%	15	19.7%	1	7.1%	1	9.1%	4	19%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	1.2%	0	0%	0	0%	0	0%	0	0%
Asian - Filipino	8	2.3%	3	1.7%	0	0%	0	0%	0	0%	0	0%
Asian - Indian	1	0.3%	1	0.6%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	1	0.3%	1	0.6%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.6%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	17	5%	10	5.8%	2	2.6%	0	0%	0	0%	1	4.8%
Hispanic or Latino	54	15.7%	28	16.2%	16	21.1%	3	21.4%	3	27.3%	5	23.8%
Native American or Alaska Native	6	1.7%	0	0%	6	7.9%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	1	0.3%	0	0%	0	0%	1	7.1%	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	1	0.3%	1	0.6%	1	1.3%	0	0%	0	0%	0	0%
White	242	70.6%	122	70.5%	48	63.2%	10	71.4%	8	72.7%	15	71.4%
Other or Multiple Race	9	2.6%	5	2.9%	3	3.9%	0	0%	0	0%	0	0%
Total	343	0.2%	173	0.1%	76	<0.1%	14	<0.1%	11	<0.1%	21	<0.1%

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

Table F  
Legal

Groups	\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000	
Women	1	100%	5	62.5%	84	75%	155	82%	192	73.6%	265	75.5%
Men	0	0%	3	37.5%	28	25%	34	18%	69	26.4%	86	24.5%
Persons with Disabilities	1	100%	0	0%	5	4.5%	20	10.6%	25	9.6%	39	11.1%
Veterans	0	0%	0	0%	1	0.9%	3	1.6%	5	1.9%	9	2.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%
Asian - Chinese	0	0%	0	0%	4	3.6%	11	5.8%	10	3.8%	10	2.8%
Asian - Filipino	0	0%	0	0%	6	5.4%	14	7.4%	12	4.6%	21	6%
Asian - Indian	0	0%	0	0%	2	1.8%	3	1.6%	6	2.3%	7	2%
Asian - Japanese	0	0%	0	0%	0	0%	2	1.1%	0	0%	3	0.9%
Asian - Korean	0	0%	1	12.5%	2	1.8%	4	2.1%	4	1.5%	6	1.7%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.9%	1	0.5%	2	0.8%	2	0.6%
Asian - Other or Multiple	0	0%	0	0%	2	1.8%	8	4.2%	2	0.8%	12	3.4%
Black or African American	0	0%	0	0%	10	8.9%	18	9.5%	41	15.7%	29	8.3%
Hispanic or Latino	1	100%	1	12.5%	33	29.5%	39	20.6%	57	21.8%	58	16.5%
Native American or Alaska Native	0	0%	0	0%	0	0%	2	1.1%	2	0.8%	1	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.9%	1	0.5%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	0.5%	0	0%	1	0.3%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	1	0.4%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	1	0.9%	0	0%	3	1.1%	1	0.3%
White	0	0%	4	50%	40	35.7%	73	38.6%	109	41.8%	187	53.3%
Other or Multiple Race	0	0%	2	25%	10	8.9%	12	6.3%	11	4.2%	13	3.7%
Total	1	<0.1%	8	<0.1%	112	0.1%	189	0.1%	261	0.1%	351	0.2%

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

Table F  
 Legal

Groups	\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	127	58%	91	56.2%	258	55.4%	185	61.5%	1,399	51.4%
Men	92	42%	71	43.8%	208	44.6%	116	38.5%	1,321	48.6%
Persons with Disabilities	13	5.9%	14	8.6%	28	6%	28	9.3%	358	13.2%
Veterans	1	0.5%	1	0.6%	4	0.9%	2	0.7%	73	2.7%
Asian - Cambodian	0	0%	0	0%	1	0.2%	0	0%	0	0%
Asian - Chinese	13	5.9%	10	6.2%	25	5.4%	20	6.6%	138	5.1%
Asian - Filipino	1	0.5%	1	0.6%	11	2.4%	5	1.7%	50	1.8%
Asian - Indian	4	1.8%	2	1.2%	11	2.4%	8	2.7%	39	1.4%
Asian - Japanese	3	1.4%	2	1.2%	5	1.1%	5	1.7%	39	1.4%
Asian - Korean	4	1.8%	10	6.2%	22	4.7%	11	3.7%	66	2.4%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.9%	2	1.2%	8	1.7%	1	0.3%	34	1.3%
Asian - Other or Multiple	6	2.7%	5	3.1%	10	2.1%	6	2%	47	1.7%
Black or African American	10	4.6%	5	3.1%	26	5.6%	13	4.3%	112	4.1%
Hispanic or Latino	27	12.3%	14	8.6%	45	9.7%	31	10.3%	211	7.8%
Native American or Alaska Native	0	0%	0	0%	3	0.6%	2	0.7%	11	0.4%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.5%	0	0%	0	0%	1	0.3%	3	0.1%
White	140	63.9%	106	65.4%	279	59.9%	178	59.1%	1,894	69.6%
Other or Multiple Race	8	3.7%	5	3.1%	19	4.1%	20	6.6%	74	2.7%
Total	219	0.1%	162	0.1%	466	0.2%	301	0.1%	2,720	1.2%

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

Table F  
Life Science

Groups	\$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	314	56.5%	158	47.4%	226	48.2%	358	46.3%	242	54.9%	505	53.9%
Men	242	43.5%	175	52.6%	243	51.8%	416	53.7%	199	45.1%	432	46.1%
Persons with Disabilities	9	1.6%	18	5.4%	9	1.9%	39	5%	21	4.8%	67	7.2%
Veterans	1	0.2%	4	1.2%	8	1.7%	22	2.8%	6	1.4%	12	1.3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	1	0.2%	1	0.1%
Asian - Chinese	19	3.4%	9	2.7%	18	3.8%	25	3.2%	16	3.6%	42	4.5%
Asian - Filipino	5	0.9%	1	0.3%	11	2.3%	20	2.6%	11	2.5%	15	1.6%
Asian - Indian	7	1.3%	6	1.8%	10	2.1%	10	1.3%	9	2%	19	2%
Asian - Japanese	2	0.4%	3	0.9%	1	0.2%	8	1%	3	0.7%	10	1.1%
Asian - Korean	1	0.2%	0	0%	5	1.1%	4	0.5%	3	0.7%	7	0.7%
Asian - Laotian	0	0%	0	0%	1	0.2%	1	0.1%	0	0%	1	0.1%
Asian - Vietnamese	5	0.9%	4	1.2%	5	1.1%	6	0.8%	6	1.4%	10	1.1%
Asian - Other or Multiple	8	1.4%	11	3.3%	15	3.2%	21	2.7%	9	2%	40	4.3%
Black or African American	5	0.9%	4	1.2%	17	3.6%	25	3.2%	18	4.1%	27	2.9%
Hispanic or Latino	92	16.5%	40	12%	90	19.2%	153	19.8%	64	14.5%	130	13.9%
Native American or Alaska Native	3	0.5%	1	0.3%	3	0.6%	2	0.3%	6	1.4%	11	1.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%	0	0%	2	0.5%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.1%	0	0%	1	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	2	0.4%	2	0.3%	6	1.4%	2	0.2%
White	333	59.9%	202	60.7%	217	46.3%	420	54.3%	251	56.9%	563	60.1%
Other or Multiple Race	75	13.5%	52	15.6%	74	15.8%	75	9.7%	36	8.2%	58	6.2%
Total	556	0.3%	333	0.2%	469	0.2%	774	0.4%	441	0.2%	937	0.4%

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

Table F  
Life Science

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	815	49.8%	424	52%	606	53%	371	48.2%	602	54.9%	442	49.3%
Men	821	50.2%	391	48%	537	47%	398	51.8%	494	45.1%	455	50.7%
Persons with Disabilities	280	17.1%	85	10.4%	172	15%	82	10.7%	125	11.4%	105	11.7%
Veterans	64	3.9%	17	2.1%	28	2.4%	26	3.4%	25	2.3%	24	2.7%
Asian - Cambodian	2	0.1%	1	0.1%	3	0.3%	1	0.1%	0	0%	0	0%
Asian - Chinese	72	4.4%	53	6.5%	79	6.9%	68	8.8%	38	3.5%	34	3.8%
Asian - Filipino	28	1.7%	24	2.9%	16	1.4%	19	2.5%	16	1.5%	6	0.7%
Asian - Indian	42	2.6%	20	2.5%	34	3%	17	2.2%	15	1.4%	17	1.9%
Asian - Japanese	19	1.2%	10	1.2%	22	1.9%	17	2.2%	10	0.9%	15	1.7%
Asian - Korean	4	0.2%	8	1%	12	1%	5	0.7%	13	1.2%	6	0.7%
Asian - Laotian	1	0.1%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Asian - Vietnamese	13	0.8%	11	1.3%	7	0.6%	6	0.8%	4	0.4%	7	0.8%
Asian - Other or Multiple	46	2.8%	20	2.5%	36	3.1%	30	3.9%	30	2.7%	21	2.3%
Black or African American	61	3.7%	29	3.6%	62	5.4%	28	3.6%	54	4.9%	39	4.3%
Hispanic or Latino	181	11.1%	89	10.9%	104	9.1%	68	8.8%	113	10.3%	68	7.6%
Native American or Alaska Native	15	0.9%	2	0.2%	5	0.4%	3	0.4%	6	0.5%	2	0.2%
Pacific Islander - Guamanian	1	0.1%	0	0%	0	0%	2	0.3%	0	0%	0	0%
Pacific Islander - Hawaiian	4	0.2%	1	0.1%	0	0%	0	0%	1	0.1%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	4	0.2%	3	0.4%	3	0.3%	1	0.1%	0	0%	2	0.2%
White	1,085	66.3%	497	61%	713	62.4%	474	61.6%	761	69.4%	651	72.6%
Other or Multiple Race	58	3.5%	47	5.8%	45	3.9%	30	3.9%	35	3.2%	29	3.2%
Total	1,636	0.7%	815	0.4%	1,143	0.5%	769	0.4%	1,096	0.5%	897	0.4%

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

Table F  
Management

Groups	\$40,001 - \$50,000		\$50,001 - \$60,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000	
Women	3	100%	4	80%	7	15.6%	46	44.7%	160	57.1%
Men	0	0%	1	20%	38	84.4%	57	55.3%	120	42.9%
Persons with Disabilities	1	33.3%	0	0%	1	2.2%	6	5.8%	45	16.1%
Veterans	0	0%	0	0%	0	0%	10	9.7%	21	7.5%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	1	2.2%	5	4.9%	8	2.9%
Asian - Filipino	0	0%	0	0%	1	2.2%	5	4.9%	8	2.9%
Asian - Indian	0	0%	0	0%	2	4.4%	7	6.8%	18	6.4%
Asian - Japanese	0	0%	0	0%	0	0%	1	1%	3	1.1%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	1	0.4%
Asian - Vietnamese	0	0%	0	0%	3	6.7%	1	1%	1	0.4%
Asian - Other or Multiple	0	0%	0	0%	0	0%	3	2.9%	6	2.1%
Black or African American	2	66.7%	0	0%	1	2.2%	5	4.9%	11	3.9%
Hispanic or Latino	0	0%	1	20%	11	24.4%	15	14.6%	51	18.2%
Native American or Alaska Native	0	0%	1	20%	1	2.2%	1	1%	1	0.4%
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%	1	1%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	1	1%	2	0.7%
White	1	33.3%	2	40%	22	48.9%	56	54.4%	152	54.3%
Other or Multiple Race	0	0%	1	20%	3	6.7%	2	1.9%	18	6.4%
Total	3	<0.1%	5	<0.1%	45	<0.1%	103	<0.1%	280	0.1%



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

# Table F Management

Groups	\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	524	57.5%	874	54.2%	475	42.9%	1,137	36.7%
Men	388	42.5%	739	45.8%	632	57.1%	1,963	63.3%
Persons with Disabilities	177	19.4%	258	16%	145	13.1%	378	12.2%
Veterans	45	4.9%	87	5.4%	59	5.3%	202	6.5%
Asian - Cambodian	1	0.1%	0	0%	1	0.1%	0	0%
Asian - Chinese	32	3.5%	97	6%	54	4.9%	118	3.8%
Asian - Filipino	36	3.9%	78	4.8%	33	3%	56	1.8%
Asian - Indian	29	3.2%	60	3.7%	62	5.6%	86	2.8%
Asian - Japanese	11	1.2%	36	2.2%	20	1.8%	45	1.5%
Asian - Korean	3	0.3%	4	0.2%	9	0.8%	13	0.4%
Asian - Laotian	0	0%	1	0.1%	1	0.1%	0	0%
Asian - Vietnamese	11	1.2%	27	1.7%	13	1.2%	19	0.6%
Asian - Other or Multiple	18	2%	43	2.7%	21	1.9%	81	2.6%
Black or African American	77	8.4%	122	7.6%	81	7.3%	194	6.3%
Hispanic or Latino	153	16.8%	251	15.6%	142	12.8%	375	12.1%
Native American or Alaska Native	7	0.8%	12	0.7%	6	0.5%	11	0.4%
Pacific Islander - Guamanian	0	0%	1	0.1%	1	0.1%	2	0.1%
Pacific Islander - Hawaiian	2	0.2%	2	0.1%	3	0.3%	4	0.1%
Pacific Islander - Samoan	1	0.1%	1	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.2%	8	0.5%	6	0.5%	5	0.2%
White	490	53.7%	815	50.5%	601	54.3%	1,973	63.6%
Other or Multiple Race	39	4.3%	55	3.4%	53	4.8%	118	3.8%
Total	912	0.4%	1,613	0.7%	1,107	0.5%	3,100	1.4%

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

Table F  
Office  
Support

Groups	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%	45	77.6%	610	79.6%	4,562	73.2%	10,554	76.4%	3,564	71%
Men	1	100%	13	22.4%	156	20.4%	1,670	26.8%	3,266	23.6%	1,455	29%
Persons with Disabilities	0	0%	4	6.9%	56	7.3%	151	2.4%	2,463	17.8%	868	17.3%
Veterans	0	0%	1	1.7%	7	0.9%	52	0.8%	463	3.4%	216	4.3%
Asian - Cambodian	0	0%	0	0%	2	0.3%	17	0.3%	22	0.2%	8	0.2%
Asian - Chinese	0	0%	3	5.2%	47	6.1%	167	2.7%	343	2.5%	121	2.4%
Asian - Filipino	0	0%	3	5.2%	37	4.8%	240	3.9%	898	6.5%	361	7.2%
Asian - Indian	0	0%	1	1.7%	16	2.1%	81	1.3%	140	1%	51	1%
Asian - Japanese	0	0%	1	1.7%	3	0.4%	26	0.4%	85	0.6%	38	0.8%
Asian - Korean	0	0%	0	0%	1	0.1%	34	0.5%	42	0.3%	10	0.2%
Asian - Laotian	0	0%	0	0%	0	0%	19	0.3%	23	0.2%	12	0.2%
Asian - Vietnamese	0	0%	2	3.4%	13	1.7%	105	1.7%	149	1.1%	80	1.6%
Asian - Other or Multiple	0	0%	1	1.7%	31	4%	248	4%	285	2.1%	89	1.8%
Black or African American	0	0%	7	12.1%	160	20.9%	796	12.8%	2,029	14.7%	703	14%
Hispanic or Latino	0	0%	16	27.6%	195	25.5%	2,045	32.8%	4,563	33%	1,708	34%
Native American or Alaska Native	0	0%	0	0%	7	0.9%	57	0.9%	121	0.9%	39	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	4	0.1%	12	0.1%	6	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	2	0.3%	5	0.1%	10	0.1%	3	0.1%
Pacific Islander - Samoan	0	0%	0	0%	1	0.1%	13	0.2%	24	0.2%	9	0.2%
Pacific Islander - Other or Multiple	0	0%	0	0%	7	0.9%	40	0.6%	75	0.5%	25	0.5%
White	0	0%	19	32.8%	211	27.5%	1,997	32%	4,525	32.7%	1,605	32%
Other or Multiple Race	1	100%	5	8.6%	33	4.3%	338	5.4%	474	3.4%	151	3%
Total	1	<0.1%	58	<0.1%	766	0.3%	6,232	2.8%	13,820	6.3%	5,019	2.3%

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

Table F  
Office  
Support

Groups	\$60,001 - \$70,000		\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000	
Women	2,659	74%	938	77.3%	200	72.2%	65	60.2%	1	50%	0	0%
Men	934	26%	276	22.7%	77	27.8%	43	39.8%	1	50%	3	100%
Persons with Disabilities	800	22.3%	209	17.2%	70	25.3%	26	24.1%	0	0%	0	0%
Veterans	224	6.2%	59	4.9%	18	6.5%	6	5.6%	0	0%	0	0%
Asian - Cambodian	5	0.1%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	121	3.4%	10	0.8%	8	2.9%	3	2.8%	0	0%	0	0%
Asian - Filipino	221	6.2%	35	2.9%	8	2.9%	3	2.8%	0	0%	0	0%
Asian - Indian	38	1.1%	11	0.9%	4	1.4%	1	0.9%	0	0%	0	0%
Asian - Japanese	17	0.5%	5	0.4%	3	1.1%	1	0.9%	0	0%	0	0%
Asian - Korean	15	0.4%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	3	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	79	2.2%	14	1.2%	0	0%	3	2.8%	0	0%	0	0%
Asian - Other or Multiple	55	1.5%	14	1.2%	7	2.5%	1	0.9%	0	0%	0	0%
Black or African American	620	17.3%	147	12.1%	51	18.4%	29	26.9%	0	0%	0	0%
Hispanic or Latino	1,262	35.1%	368	30.3%	81	29.2%	35	32.4%	0	0%	2	66.7%
Native American or Alaska Native	28	0.8%	10	0.8%	2	0.7%	1	0.9%	0	0%	0	0%
Pacific Islander - Guamanian	4	0.1%	3	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	6	0.2%	2	0.2%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	6	0.2%	3	0.2%	0	0%	1	0.9%	0	0%	0	0%
Pacific Islander - Other or Multiple	11	0.3%	5	0.4%	0	0%	0	0%	0	0%	0	0%
White	1,002	27.9%	549	45.2%	104	37.5%	28	25.9%	2	100%	1	33.3%
Other or Multiple Race	100	2.8%	36	3%	9	3.2%	2	1.9%	0	0%	0	0%
Total	3,593	1.6%	1,214	0.6%	277	0.1%	108	<0.1%	2	<0.1%	3	<0.1%

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

Table F  
 Personal  
 Care

Groups	\$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%	27	84.4%	83	70.3%	84	65.1%	41	62.1%	3	33.3%
Men	0	0%	5	15.6%	35	29.7%	45	34.9%	25	37.9%	6	66.7%
Persons with Disabilities	0	0%	1	3.1%	13	11%	21	16.3%	1	1.5%	4	44.4%
Veterans	0	0%	1	3.1%	3	2.5%	4	3.1%	3	4.5%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	3.1%	3	2.5%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	5	15.6%	10	8.5%	18	14%	3	4.5%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	1	0.8%	1	0.8%	0	0%	0	0%
Asian - Korean	0	0%	1	3.1%	1	0.8%	1	0.8%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	1	0.8%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	1	3.1%	2	1.7%	2	1.6%	1	1.5%	0	0%
Black or African American	0	0%	6	18.8%	13	11%	12	9.3%	3	4.5%	2	22.2%
Hispanic or Latino	0	0%	8	25%	32	27.1%	24	18.6%	4	6.1%	1	11.1%
Native American or Alaska Native	0	0%	2	6.3%	2	1.7%	1	0.8%	1	1.5%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%	1	11.1%
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%	7	21.9%	50	42.4%	67	51.9%	53	80.3%	5	55.6%
Other or Multiple Race	0	0%	1	3.1%	3	2.5%	3	2.3%	1	1.5%	0	0%
Total	1	<0.1%	32	<0.1%	118	0.1%	129	0.1%	66	<0.1%	9	<0.1%

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

# Table F Production

Groups	\$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	36.4%	19	48.7%	36	38.3%	38	26.4%	13	13.3%	21	4.2%
Men	7	63.6%	20	51.3%	58	61.7%	106	73.6%	85	86.7%	474	95.8%
Persons with Disabilities	0	0%	3	7.7%	9	9.6%	7	4.9%	5	5.1%	36	7.3%
Veterans	0	0%	0	0%	8	8.5%	3	2.1%	2	2%	62	12.5%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	2	2.1%	1	0.7%	2	2%	7	1.4%
Asian - Filipino	1	9.1%	2	5.1%	7	7.4%	3	2.1%	1	1%	38	7.7%
Asian - Indian	0	0%	0	0%	2	2.1%	1	0.7%	0	0%	11	2.2%
Asian - Japanese	0	0%	1	2.6%	0	0%	2	1.4%	0	0%	1	0.2%
Asian - Korean	0	0%	0	0%	0	0%	2	1.4%	2	2%	2	0.4%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	2.6%	2	2.1%	1	0.7%	2	2%	3	0.6%
Asian - Other or Multiple	0	0%	0	0%	3	3.2%	3	2.1%	3	3.1%	6	1.2%
Black or African American	2	18.2%	10	25.6%	9	9.6%	15	10.4%	4	4.1%	29	5.9%
Hispanic or Latino	6	54.5%	12	30.8%	37	39.4%	46	31.9%	26	26.5%	120	24.2%
Native American or Alaska Native	0	0%	2	5.1%	1	1.1%	1	0.7%	3	3.1%	3	0.6%
Pacific Islander - Guamanian	0	0%	0	0%	1	1.1%	0	0%	0	0%	1	0.2%
Pacific Islander - Hawaiian	0	0%	0	0%	1	1.1%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	2	2.1%	1	0.7%	1	1%	0	0%
White	2	18.2%	8	20.5%	25	26.6%	59	41%	50	51%	253	51.1%
Other or Multiple Race	0	0%	3	7.7%	2	2.1%	9	6.3%	4	4.1%	21	4.2%
Total	11	<0.1%	39	<0.1%	94	<0.1%	144	0.1%	98	<0.1%	495	0.2%

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

# Table F Production

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	22	3.8%	12	19.4%	9	9.4%	1	5.3%	10	13.7%	7	16.3%
Men	552	96.2%	50	80.6%	87	90.6%	18	94.7%	63	86.3%	36	83.7%
Persons with Disabilities	35	6.1%	6	9.7%	9	9.4%	1	5.3%	6	8.2%	6	14%
Veterans	97	16.9%	11	17.7%	14	14.6%	4	21.1%	16	21.9%	11	25.6%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	1	1.6%	0	0%	0	0%	0	0%	0	0%
Asian - Filipino	22	3.8%	0	0%	2	2.1%	0	0%	1	1.4%	0	0%
Asian - Indian	5	0.9%	0	0%	0	0%	0	0%	3	4.1%	1	2.3%
Asian - Japanese	1	0.2%	0	0%	1	1%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	2	3.2%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	4	0.7%	2	3.2%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	2	0.3%	1	1.6%	1	1%	0	0%	0	0%	1	2.3%
Black or African American	19	3.3%	0	0%	2	2.1%	2	10.5%	7	9.6%	2	4.7%
Hispanic or Latino	163	28.4%	14	22.6%	30	31.3%	3	15.8%	16	21.9%	12	27.9%
Native American or Alaska Native	4	0.7%	1	1.6%	1	1%	1	5.3%	2	2.7%	1	2.3%
Pacific Islander - Guamanian	1	0.2%	0	0%	0	0%	0	0%	1	1.4%	1	2.3%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.2%	0	0%	0	0%	0	0%	0	0%	0	0%
White	339	59.1%	40	64.5%	56	58.3%	13	68.4%	41	56.2%	23	53.5%
Other or Multiple Race	11	1.9%	1	1.6%	3	3.1%	0	0%	2	2.7%	2	4.7%
Total	574	0.3%	62	<0.1%	96	<0.1%	19	<0.1%	73	<0.1%	43	<0.1%

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

Table F  
Protective  
Service

Groups	\$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%	255	20.9%	142	12.7%	395	12%	571	14%	640	16.3%
Men	4	50%	965	79.1%	972	87.3%	2,900	88%	3,520	86%	3,279	83.7%
Persons with Disabilities	0	0%	16	1.3%	10	0.9%	96	2.9%	183	4.5%	114	2.9%
Veterans	0	0%	21	1.7%	13	1.2%	119	3.6%	178	4.4%	275	7%
Asian - Cambodian	0	0%	0	0%	1	0.1%	2	0.1%	3	0.1%	2	0.1%
Asian - Chinese	0	0%	5	0.4%	5	0.4%	31	0.9%	19	0.5%	22	0.6%
Asian - Filipino	0	0%	15	1.2%	14	1.3%	27	0.8%	77	1.9%	69	1.8%
Asian - Indian	0	0%	3	0.2%	3	0.3%	5	0.2%	5	0.1%	8	0.2%
Asian - Japanese	0	0%	7	0.6%	4	0.4%	14	0.4%	12	0.3%	1	<0.1%
Asian - Korean	0	0%	2	0.2%	3	0.3%	13	0.4%	7	0.2%	3	0.1%
Asian - Laotian	0	0%	0	0%	0	0%	1	<0.1%	1	<0.1%	2	0.1%
Asian - Vietnamese	0	0%	7	0.6%	2	0.2%	5	0.2%	9	0.2%	4	0.1%
Asian - Other or Multiple	0	0%	7	0.6%	27	2.4%	93	2.8%	99	2.4%	128	3.3%
Black or African American	0	0%	33	2.7%	18	1.6%	120	3.6%	95	2.3%	148	3.8%
Hispanic or Latino	1	12.5%	175	14.3%	438	39.3%	1,274	38.7%	1,526	37.3%	1,793	45.8%
Native American or Alaska Native	0	0%	12	1%	10	0.9%	20	0.6%	21	0.5%	28	0.7%
Pacific Islander - Guamanian	0	0%	2	0.2%	1	0.1%	1	<0.1%	0	0%	1	<0.1%
Pacific Islander - Hawaiian	0	0%	3	0.2%	0	0%	3	0.1%	3	0.1%	4	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	2	0.2%	2	0.2%	8	0.2%	9	0.2%	16	0.4%
White	7	87.5%	897	73.5%	556	49.9%	1,581	48%	2,110	51.6%	1,643	41.9%
Other or Multiple Race	0	0%	50	4.1%	30	2.7%	96	2.9%	95	2.3%	47	1.2%
Total	8	<0.1%	1,220	0.6%	1,114	0.5%	3,295	1.5%	4,091	1.9%	3,919	1.8%

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

Table F  
Protective  
Service

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000		Over \$130,000	
Women	868	17.2%	1,780	12.8%	809	10.1%	200	12.5%	68	13.2%	128	12.2%
Men	4,192	82.8%	12,164	87.2%	7,207	89.9%	1,403	87.5%	447	86.8%	919	87.8%
Persons with Disabilities	86	1.7%	266	1.9%	347	4.3%	111	6.9%	28	5.4%	62	5.9%
Veterans	360	7.1%	1,540	11%	1,174	14.6%	218	13.6%	91	17.7%	161	15.4%
Asian - Cambodian	0	0%	10	0.1%	4	<0.1%	1	0.1%	1	0.2%	0	0%
Asian - Chinese	21	0.4%	37	0.3%	49	0.6%	14	0.9%	3	0.6%	13	1.2%
Asian - Filipino	131	2.6%	370	2.7%	146	1.8%	14	0.9%	16	3.1%	16	1.5%
Asian - Indian	4	0.1%	29	0.2%	16	0.2%	3	0.2%	2	0.4%	2	0.2%
Asian - Japanese	5	0.1%	25	0.2%	39	0.5%	6	0.4%	4	0.8%	8	0.8%
Asian - Korean	7	0.1%	15	0.1%	22	0.3%	4	0.2%	4	0.8%	3	0.3%
Asian - Laotian	2	<0.1%	8	0.1%	5	0.1%	0	<0.1%	0	0%	0	0%
Asian - Vietnamese	11	0.2%	23	0.2%	29	0.4%	4	0.2%	1	0.2%	1	0.1%
Asian - Other or Multiple	190	3.8%	266	1.9%	59	0.7%	9	0.6%	5	1%	12	1.1%
Black or African American	274	5.4%	1,322	9.5%	397	5%	107	6.7%	22	4.3%	71	6.8%
Hispanic or Latino	2,357	46.6%	6,156	44.1%	2,380	29.7%	482	30.1%	117	22.7%	233	22.3%
Native American or Alaska Native	33	0.7%	54	0.4%	48	0.6%	10	0.6%	2	0.4%	3	0.3%
Pacific Islander - Guamanian	1	<0.1%	7	0.1%	2	<0.1%	0	0%	1	0.2%	0	0%
Pacific Islander - Hawaiian	0	0%	22	0.2%	6	0.1%	3	0.2%	0	0%	2	0.2%
Pacific Islander - Samoan	0	0%	9	0.1%	4	<0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	36	0.7%	65	0.5%	21	0.3%	4	0.2%	3	0.6%	3	0.3%
White	1,926	38.1%	5,227	37.5%	4,644	57.9%	898	56%	317	61.6%	657	62.8%
Other or Multiple Race	62	1.2%	299	2.1%	145	1.8%	44	2.7%	17	3.3%	23	2.2%
Total	5,060	2.3%	13,944	6.4%	8,016	3.7%	1,603	0.7%	515	0.2%	1,047	0.5%



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

Table F  
Sales  
& Related

Groups	\$20,001 - \$30,000		\$30,001 - \$40,000		\$40,001 - \$50,000		\$50,001 - \$60,000		\$60,001 - \$70,000	
Women	1	100%	31	73.8%	110	47.4%	92	40.7%	148	40.4%
Men	0	0%	11	26.2%	122	52.6%	134	59.3%	218	59.6%
Persons with Disabilities	0	0%	1	2.4%	13	5.6%	22	9.7%	58	15.8%
Veterans	0	0%	0	0%	2	0.9%	8	3.5%	10	2.7%
Asian - Cambodian	0	0%	0	0%	1	0.4%	2	0.9%	1	0.3%
Asian - Chinese	0	0%	0	0%	18	7.8%	12	5.3%	23	6.3%
Asian - Filipino	0	0%	0	0%	21	9.1%	14	6.2%	23	6.3%
Asian - Indian	0	0%	3	7.1%	29	12.5%	13	5.8%	9	2.5%
Asian - Japanese	0	0%	0	0%	1	0.4%	3	1.3%	5	1.4%
Asian - Korean	0	0%	0	0%	2	0.9%	1	0.4%	4	1.1%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	2.4%	1	0.4%	1	0.4%	2	0.5%
Asian - Other or Multiple	0	0%	0	0%	25	10.8%	2	0.9%	10	2.7%
Black or African American	0	0%	25	59.5%	52	22.4%	32	14.2%	31	8.5%
Hispanic or Latino	0	0%	5	11.9%	28	12.1%	57	25.2%	82	22.4%
Native American or Alaska Native	0	0%	0	0%	1	0.4%	1	0.4%	3	0.8%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.4%	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%	0	0%	1	0.4%	2	0.5%
White	1	100%	8	19%	43	18.5%	78	34.5%	153	41.8%
Other or Multiple Race	0	0%	0	0%	9	3.9%	8	3.5%	18	4.9%
Total	1	<0.1%	42	<0.1%	232	0.1%	226	0.1%	366	0.2%

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

Table F  
Sales  
& Related

Groups	\$70,001 - \$80,000		\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000	
Women	112	54.6%	286	59.5%	22	40%	37	45.7%
Men	93	45.4%	195	40.5%	33	60%	44	54.3%
Persons with Disabilities	39	19%	120	24.9%	15	27.3%	17	21%
Veterans	4	2%	17	3.5%	2	3.6%	6	7.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	13	6.3%	35	7.3%	2	3.6%	3	3.7%
Asian - Filipino	28	13.7%	61	12.7%	0	0%	0	0%
Asian - Indian	7	3.4%	9	1.9%	3	5.5%	1	1.2%
Asian - Japanese	0	0%	2	0.4%	1	1.8%	0	0%
Asian - Korean	5	2.4%	4	0.8%	0	0%	1	1.2%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	5	2.4%	5	1%	0	0%	2	2.5%
Asian - Other or Multiple	6	2.9%	15	3.1%	3	5.5%	0	0%
Black or African American	15	7.3%	47	9.8%	4	7.3%	8	9.9%
Hispanic or Latino	45	22%	105	21.8%	11	20%	23	28.4%
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	1	0.5%	2	0.4%	2	3.6%	1	1.2%
White	75	36.6%	179	37.2%	27	49.1%	38	46.9%
Other or Multiple Race	5	2.4%	17	3.5%	2	3.6%	4	4.9%
Total	205	0.1%	481	0.2%	55	<0.1%	81	< 0.1%

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

# Table F Transport

Groups	\$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	80	21.2%	9	22%	52	11.5%	29	6.9%	51	14.6%	8	12.3%
Men	298	78.8%	32	78%	400	88.5%	394	93.1%	298	85.4%	57	87.7%
Persons with Disabilities	4	1.1%	1	2.4%	30	6.6%	31	7.3%	39	11.2%	14	21.5%
Veterans	1	0.3%	2	4.9%	26	5.8%	42	9.9%	42	12%	5	7.7%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	0	0%	5	1.1%	1	0.2%	5	1.4%	3	4.6%
Asian - Filipino	6	1.6%	0	0%	23	5.1%	11	2.6%	13	3.7%	1	1.5%
Asian - Indian	0	0%	0	0%	9	2%	7	1.7%	1	0.3%	1	1.5%
Asian - Japanese	4	1.1%	0	0%	3	0.7%	1	0.2%	2	0.6%	0	0%
Asian - Korean	1	0.3%	0	0%	0	0%	0	0%	2	0.6%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	3	0.7%	1	0.2%	4	1.1%	0	0%
Asian - Other or Multiple	12	3.2%	0	0%	6	1.3%	4	0.9%	3	0.9%	0	0%
Black or African American	6	1.6%	0	0%	39	8.6%	27	6.4%	23	6.6%	0	0%
Hispanic or Latino	98	25.9%	18	43.9%	153	33.8%	148	35%	127	36.4%	14	21.5%
Native American or Alaska Native	6	1.6%	1	2.4%	1	0.2%	7	1.7%	3	0.9%	1	1.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	1	0.2%	1	0.3%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	3	0.7%	4	0.9%	0	0%	0	0%
White	215	56.9%	22	53.7%	182	40.3%	200	47.3%	160	45.8%	40	61.5%
Other or Multiple Race	30	7.9%	0	0%	24	5.3%	10	2.4%	5	1.4%	5	7.7%
Total	378	0.2%	41	<0.1%	452	0.2%	423	0.2%	349	0.2%	65	<0.1%

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

# Table F Transport

Groups	\$80,001 - \$90,000		\$90,001 - \$100,000		\$100,001 - \$110,000		\$110,001 - \$120,000		\$120,001 - \$130,000	
Women	2	6.9%	2	2.9%	0	0%	0	0%	0	0%
Men	27	93.1%	67	97.1%	6	100%	5	100%	1	100%
Persons with Disabilities	3	10.3%	5	7.2%	1	16.7%	0	0%	1	100%
Veterans	8	27.6%	20	29%	1	16.7%	0	0%	0	0%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	2.9%	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	1	1.4%	0	0%	0	0%	0	0%
Asian - Indian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%
Black or African American	3	10.3%	3	4.3%	0	0%	0	0%	0	0%
Hispanic or Latino	4	13.8%	7	10.1%	0	0%	1	20%	0	0%
Native American or Alaska Native	0	0%	1	1.4%	0	0%	0	0%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%
White	20	69%	52	75.4%	6	100%	4	80%	1	100%
Other or Multiple Race	2	6.9%	3	4.3%	0	0%	0	0%	0	0%
Total	29	<0.1%	69	<0.1%	6	<0.1%	5	<0.1%	1	<0.1%

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

Table F  
Unmapped

Groups	\$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	44.4%	1,352	57.2%	457	59.4%	65	60.7%	50	62.5%	79	60.3%	9	25%
Men	5	55.6%	1,013	42.8%	313	40.6%	42	39.3%	30	37.5%	52	39.7%	27	75%
Persons with Disabilities	3	33.3%	102	4.3%	218	28.3%	38	35.5%	29	36.3%	7	5.3%	0	0%
Veterans	0	0%	10	0.4%	8	1%	3	2.8%	2	2.5%	3	2.3%	1	2.8%
Asian - Cambodian	0	0%	2	0.1%	3	0.4%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	63	2.7%	27	3.5%	2	1.9%	2	2.5%	8	6.1%	1	2.8%
Asian - Filipino	0	0%	38	1.6%	19	2.5%	2	1.9%	5	6.3%	8	6.1%	1	2.8%
Asian - Indian	0	0%	27	1.1%	19	2.5%	2	1.9%	0	0%	2	1.5%	0	0%
Asian - Japanese	0	0%	13	0.5%	3	0.4%	1	0.9%	1	1.3%	3	2.3%	0	0%
Asian - Korean	0	0%	5	0.2%	3	0.4%	0	0%	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	1	<0.1%	2	0.3%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	34	1.4%	18	2.3%	5	4.7%	2	2.5%	3	2.3%	0	0%
Asian - Other or Multiple	0	0%	58	2.5%	25	3.2%	4	3.7%	1	1.3%	3	2.3%	1	2.8%
Black or African American	2	22.2%	237	10%	65	8.4%	13	12.1%	11	13.8%	17	13%	2	5.6%
Hispanic or Latino	1	11.1%	480	20.3%	192	24.9%	24	22.4%	19	23.8%	38	29%	19	52.8%
Native American or Alaska Native	0	0%	24	1%	9	1.2%	1	0.9%	0	0%	1	0.8%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	3	0.1%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	8	0.3%	8	1%	0	0%	1	1.3%	2	1.5%	0	0%
White	6	66.7%	1,245	52.6%	341	44.3%	50	46.7%	35	43.8%	44	33.6%	12	33.3%
Other or Multiple Race	0	0%	127	5.4%	33	4.3%	3	2.8%	3	3.8%	2	1.5%	0	0%
Total	9	<0.1%	2,365	1.1%	770	0.4%	107	<0.1%	80	<0.1%	131	0.1%	36	<0.1%

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

Table F  
Unmapped

Groups	\$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	12.6%	0	0%	0	0%	0	0%	2	50%	7	41.2%
Men	76	87.4%	32	100%	145	100%	24	100%	2	50%	10	58.8%
Persons with Disabilities	1	1.1%	1	3.1%	0	0%	0	0%	0	0%	1	5.9%
Veterans	2	2.3%	2	6.3%	2	1.4%	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%	0	0%
Asian - Filipino	1	1.1%	1	3.1%	0	0%	0	0%	0	0%	0	0%
Asian - Indian	1	1.1%	0	0%	0	0%	0	0%	0	0%	2	11.8%
Asian - Japanese	1	1.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	1	5.9%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	1	3.1%	0	0%	0	0%	0	0%	0	0%
Asian - Other or Multiple	2	2.3%	0	0%	0	0%	0	0%	1	25%	1	5.9%
Black or African American	8	9.2%	0	0%	2	1.4%	1	4.2%	0	0%	0	0%
Hispanic or Latino	44	50.6%	13	40.6%	75	51.7%	2	8.3%	0	0%	3	17.6%
Native American or Alaska Native	0	0%	0	0%	0	0%	1	4.2%	0	0%	0	0%
Pacific Islander - Guamanian	1	1.1%	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	0.7%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White	28	32.2%	17	53.1%	65	44.8%	19	79.2%	2	50%	10	58.8%
Other or Multiple Race	1	1.1%	0	0%	2	1.4%	1	4.2%	1	25%	0	0%
Total	87	<0.1%	32	<0.1%	145	0.1%	24	<0.1%	4	<0.1%	17	<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

Groups	Civil Service		Labor Force		Population	
Women	2,821	44.6%	427,074	46.3%	846,768	50.8%
Men	3,503	55.4%	494,898	53.7%	818,877	49.2%
Persons with Disabilities	902	14.3%	35,649	3.9%	430,155	25.8%
Veterans	179	2.8%	25,912	2.8%	53,195	3.2%
Asian - Cambodian	8	0.1%	2,842	0.3%	4,222	0.3%
Asian - Chinese	731	11.6%	96,143	10.4%	173,777	10.4%
Asian - Filipino	700	11.1%	49,339	5.4%	82,754	5%
Asian - Indian	316	5%	79,973	8.7%	142,944	8.6%
Asian - Japanese	56	0.9%	5,080	0.6%	9,231	0.6%
Asian - Korean	44	0.7%	11,185	1.2%	18,436	1.1%
Asian - Laotian	5	0.1%	1,368	0.1%	2,071	0.1%
Asian - Vietnamese	188	3%	18,265	2%	31,347	1.9%
Asian - Other or Multiple	322	5.1%	23,758	2.6%	47,988	2.9%
Black or African American	841	13.3%	90,029	9.8%	167,597	10.1%
Hispanic or Latino	821	13%	193,939	21%	373,402	22.4%
Native American or Alaska Native	23	0.4%	2,596	0.3%	5,337	0.3%
Pacific Islander - Guamanian	4	0.1%	614	0.1%	1,318	0.1%
Pacific Islander - Hawaiian	4	0.1%	1,030	0.1%	2,152	0.1%
Pacific Islander - Samoan	3	<0.1%	2,317	0.3%	3,895	0.2%
Pacific Islander - Other or Multiple	32	0.5%	3,516	0.4%	6,461	0.4%
White	1,945	30.8%	304,165	33%	515,020	30.9%
Other or Multiple Race	281	4.4%	35,813	3.9%	77,693	4.7%
Total	6,324	2.9%	921,972	4.6%	1,665,645	4.2%



# Table G Alpine

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

Groups	Civil Service		Labor Force		Population	
Women	11	21.2%	230	47.2%	546	48.1%
Men	41	78.8%	258	52.8%	589	51.9%
Persons with Disabilities	4	7.7%	59	12.1%	595	52.5%
Veterans	3	5.8%	38	7.8%	123	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	1.9%	1	0.2%	2	0.2%
Asian - Filipino	2	3.8%	3	0.7%	9	0.8%
Asian - Indian	0	0%	0	0%	0	0%
Asian - Japanese	0	0%	0	0.1%	2	0.1%
Asian - Korean	0	0%	0	0%	1	0.1%
Asian - Laotian	0	0%	0	0%	4	0.3%
Asian - Vietnamese	0	0%	1	0.1%	2	0.2%
Asian - Other or Multiple	0	0%	0	0%	0	0%
Black or African American	0	0%	1	0.3%	10	0.9%
Hispanic or Latino	5	9.6%	69	14.1%	168	14.8%
Native American or Alaska Native	4	7.7%	10	2.1%	19	1.7%
Pacific Islander - Guamanian	0	0%	0	0%	2	0.2%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	3.8%	1	0.2%	1	0.1%
White	37	71.2%	387	79.3%	870	76.6%
Other or Multiple Race	1	1.9%	15	3.1%	45	4%
Total	52	<0.1%	488	<0.1%	1,135	<0.1%

# Table G

## Amador

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

Groups	Civil Service		Labor Force		Population	
Women	680	35.7%	7,560	47.2%	17,933	48.1%
Men	1,225	64.3%	8,467	52.8%	19,329	51.9%
Persons with Disabilities	72	3.8%	1,935	12.1%	19,547	52.5%
Veterans	152	8%	1,256	7.8%	4,023	10.8%
Asian - Cambodian	3	0.2%	0	0%	0	0%
Asian - Chinese	11	0.6%	29	0.2%	82	0.2%
Asian - Filipino	47	2.5%	104	0.7%	295	0.8%
Asian - Indian	23	1.2%	0	0%	2	<0.1%
Asian - Japanese	0	0%	13	0.1%	52	0.1%
Asian - Korean	5	0.3%	0	0%	34	0.1%
Asian - Laotian	2	0.1%	0	0%	129	0.3%
Asian - Vietnamese	12	0.6%	12	0.1%	57	0.2%
Asian - Other or Multiple	73	3.8%	0	0%	0	0%
Black or African American	116	6.1%	42	0.3%	330	0.9%
Hispanic or Latino	323	17%	2,266	14.1%	5,509	14.8%
Native American or Alaska Native	27	1.4%	331	2.1%	625	1.7%
Pacific Islander - Guamanian	0	0%	4	<0.1%	66	0.2%
Pacific Islander - Hawaiian	2	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	16	0.8%	27	0.2%	28	0.1%
White	1,190	62.5%	12,705	79.3%	28,562	76.6%
Other or Multiple Race	55	2.9%	496	3.1%	1,493	4%
Total	1,905	0.9%	16,027	0.1%	37,263	0.1%

# Table G Butte

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

Groups	Civil Service		Labor Force		Population	
Women	310	31.4%	52,147	47.5%	118,331	51%
Men	676	68.6%	57,701	52.5%	113,464	49%
Persons with Disabilities	88	8.9%	8,162	7.4%	113,084	48.8%
Veterans	61	6.2%	4,443	4%	14,471	6.2%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.1%	1,041	0.9%	2,022	0.9%
Asian - Filipino	13	1.3%	334	0.3%	718	0.3%
Asian - Indian	3	0.3%	662	0.6%	1,401	0.6%
Asian - Japanese	1	0.1%	121	0.1%	512	0.2%
Asian - Korean	1	0.1%	742	0.7%	1,578	0.7%
Asian - Laotian	0	0%	100	0.1%	384	0.2%
Asian - Vietnamese	1	0.1%	23	<0.1%	49	<0.1%
Asian - Other or Multiple	19	1.9%	1,103	1%	3,007	1.3%
Black or African American	14	1.4%	1,533	1.4%	3,612	1.6%
Hispanic or Latino	120	12.2%	19,122	17.4%	38,551	16.6%
Native American or Alaska Native	11	1.1%	565	0.5%	1,245	0.5%
Pacific Islander - Guamanian	1	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	4	0.4%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	179	0.2%	342	0.1%
White	741	75.2%	79,169	72.1%	165,828	71.5%
Other or Multiple Race	56	5.7%	5,154	4.7%	12,546	5.4%
Total	986	0.5%	109,848	0.5%	231,795	0.6%

# Table G

## Calaveras

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

Groups	Civil Service		Labor Force		Population	
Women	48	21.9%	9,172	47.2%	21,757	48.1%
Men	171	78.1%	10,272	52.8%	23,450	51.9%
Persons with Disabilities	26	11.9%	2,347	12.1%	23,714	52.5%
Veterans	10	4.6%	1,524	7.8%	4,880	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.5%	35	0.2%	99	0.2%
Asian - Filipino	2	0.9%	126	0.7%	358	0.8%
Asian - Indian	0	0%	0	0%	2	<0.1%
Asian - Japanese	0	0%	15	0.1%	63	0.1%
Asian - Korean	1	0.5%	0	0%	41	0.1%
Asian - Laotian	0	0%	0	0%	156	0.3%
Asian - Vietnamese	0	0%	14	0.1%	70	0.2%
Asian - Other or Multiple	1	0.5%	0	0%	0	0%
Black or African American	2	0.9%	50	0.3%	400	0.9%
Hispanic or Latino	18	8.2%	2,749	14.1%	6,683	14.8%
Native American or Alaska Native	2	0.9%	401	2.1%	759	1.7%
Pacific Islander - Guamanian	1	0.5%	5	<0.1%	80	0.2%
Pacific Islander - Hawaiian	1	0.5%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	33	0.2%	33	0.1%
White	185	84.5%	15,413	79.3%	34,651	76.6%
Other or Multiple Race	5	2.3%	602	3.1%	1,812	4%
Total	219	0.1%	19,444	0.1%	45,207	0.1%

# Table G

## Colusa

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

Groups	Civil Service		Labor Force		Population	
Women	12	20.3%	4,064	45.4%	10,551	49.1%
Men	47	79.7%	4,885	54.6%	10,919	50.9%
Persons with Disabilities	6	10.2%	651	7.3%	10,277	47.9%
Veterans	8	13.6%	417	4.7%	1,417	6.6%
Asian - Cambodian	0	0%	7	0.1%	10	<0.1%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	2	3.4%	22	0.2%	54	0.3%
Asian - Indian	1	1.7%	2	<0.1%	40	0.2%
Asian - Japanese	0	0%	3	<0.1%	7	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	137	0.6%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	217	1%
Black or African American	1	1.7%	107	1.2%	219	1%
Hispanic or Latino	13	22%	3,443	38.5%	7,274	33.9%
Native American or Alaska Native	2	3.4%	140	1.6%	423	2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	3	<0.1%	26	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	10	0.1%	10	<0.1%
White	38	64.4%	5,096	56.9%	12,738	59.3%
Other or Multiple Race	2	3.4%	115	1.3%	315	1.5%
Total	59	<0.1%	8,949	<0.1%	21,470	0.1%

# Table G

## Contra Costa

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

Groups	Civil Service		Labor Force		Population	
Women	779	48.7%	285,693	47.2%	586,715	51%
Men	819	51.3%	319,597	52.8%	563,660	49%
Persons with Disabilities	179	11.2%	36,694	6.1%	375,209	32.6%
Veterans	87	5.4%	24,146	4%	54,549	4.7%
Asian - Cambodian	3	0.2%	587	0.1%	1,502	0.1%
Asian - Chinese	127	7.9%	22,639	3.7%	42,604	3.7%
Asian - Filipino	146	9.1%	27,362	4.5%	46,900	4.1%
Asian - Indian	63	3.9%	20,088	3.3%	37,609	3.3%
Asian - Japanese	16	1%	5,513	0.9%	9,448	0.8%
Asian - Korean	7	0.4%	5,344	0.9%	11,631	1%
Asian - Laotian	0	0%	5,857	1%	9,260	0.8%
Asian - Vietnamese	18	1.1%	5,973	1%	9,742	0.8%
Asian - Other or Multiple	53	3.3%	12,293	2%	23,698	2.1%
Black or African American	242	15.1%	53,778	8.9%	98,557	8.6%
Hispanic or Latino	221	13.8%	148,936	24.6%	297,178	25.8%
Native American or Alaska Native	13	0.8%	1,139	0.2%	1,745	0.2%
Pacific Islander - Guamanian	1	0.1%	90	<0.1%	295	<0.1%
Pacific Islander - Hawaiian	1	0.1%	90	<0.1%	292	<0.1%
Pacific Islander - Samoan	2	0.1%	505	0.1%	1,075	0.1%
Pacific Islander - Other or Multiple	10	0.6%	1,521	0.3%	2,608	0.2%
White	600	37.5%	267,385	44.2%	495,396	43.1%
Other or Multiple Race	75	4.7%	26,190	4.3%	60,835	5.3%
Total	1,598	0.7%	605,290	3%	1,150,375	2.9%

# Table G Del Norte

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

Groups	Civil Service		Labor Force		Population	
Women	403	28.8%	5,078	46.2%	12,400	44.3%
Men	994	71.2%	5,903	53.8%	15,566	55.7%
Persons with Disabilities	63	4.5%	790	7.2%	13,248	47.4%
Veterans	144	10.3%	1,002	9.1%	2,395	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.4%	129	1.2%	182	0.7%
Asian - Filipino	16	1.1%	7	0.1%	14	0.1%
Asian - Indian	0	0%	0	0%	19	0.1%
Asian - Japanese	2	0.1%	0	0%	3	<0.1%
Asian - Korean	1	0.1%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	3	0.2%	0	0%	0	0%
Asian - Other or Multiple	20	1.4%	34	0.3%	165	0.6%
Black or African American	23	1.6%	277	2.5%	1,217	4.4%
Hispanic or Latino	223	16%	1,223	11.1%	4,566	16.3%
Native American or Alaska Native	38	2.7%	465	4.2%	1,017	3.6%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	0.2%	0	0%	7	<0.1%
White	1,018	72.9%	8,430	76.8%	19,593	70.1%
Other or Multiple Race	44	3.1%	414	3.8%	1,183	4.2%
Total	1,397	0.6%	10,980	0.1%	27,966	0.1%

# Table G

## El Dorado

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

Groups	Civil Service		Labor Force		Population	
Women	154	28.1%	44,611	47.6%	96,157	50.4%
Men	394	71.9%	49,132	52.4%	94,708	49.6%
Persons with Disabilities	48	8.8%	5,835	6.2%	67,177	35.2%
Veterans	26	4.7%	6,866	7.3%	17,212	9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	2	0.4%	352	0.4%	708	0.4%
Asian - Filipino	4	0.7%	2,112	2.3%	3,733	2%
Asian - Indian	1	0.2%	477	0.5%	672	0.4%
Asian - Japanese	3	0.5%	71	0.1%	801	0.4%
Asian - Korean	0	0%	403	0.4%	733	0.4%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.2%	789	0.8%	1,388	0.7%
Asian - Other or Multiple	2	0.4%	245	0.3%	710	0.4%
Black or African American	12	2.2%	236	0.3%	918	0.5%
Hispanic or Latino	46	8.4%	11,596	12.4%	24,835	13%
Native American or Alaska Native	5	0.9%	220	0.2%	496	0.3%
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%	92	<0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%
White	446	81.4%	73,946	78.9%	147,931	77.5%
Other or Multiple Race	26	4.7%	3,296	3.5%	7,848	4.1%
Total	548	0.3%	93,743	0.5%	190,865	0.5%



# Table G Fresno

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

Groups	Civil Service		Labor Force		Population	
Women	4,024	45.5%	204,376	45.5%	498,560	50.2%
Men	4,812	54.5%	245,162	54.5%	494,980	49.8%
Persons with Disabilities	916	10.4%	31,206	6.9%	373,014	37.5%
Veterans	532	6%	21,402	4.8%	44,206	4.4%
Asian - Cambodian	18	0.2%	2,312	0.5%	4,587	0.5%
Asian - Chinese	99	1.1%	4,533	1%	10,213	1%
Asian - Filipino	277	3.1%	7,261	1.6%	14,716	1.5%
Asian - Indian	182	2.1%	10,444	2.3%	20,945	2.1%
Asian - Japanese	48	0.5%	1,626	0.4%	3,234	0.3%
Asian - Korean	29	0.3%	577	0.1%	1,123	0.1%
Asian - Laotian	19	0.2%	3,416	0.8%	6,805	0.7%
Asian - Vietnamese	55	0.6%	1,231	0.3%	2,461	0.2%
Asian - Other or Multiple	316	3.6%	15,013	3.3%	39,198	3.9%
Black or African American	678	7.7%	18,512	4.1%	41,564	4.2%
Hispanic or Latino	3,520	39.8%	236,162	52.5%	531,435	53.5%
Native American or Alaska Native	68	0.8%	989	0.2%	3,372	0.3%
Pacific Islander - Guamanian	3	<0.1%	82	<0.1%	266	<0.1%
Pacific Islander - Hawaiian	6	0.1%	0	0%	0	0%
Pacific Islander - Samoan	5	0.1%	160	<0.1%	700	0.1%
Pacific Islander - Other or Multiple	27	0.3%	181	<0.1%	231	<0.1%
White	3,225	36.5%	138,567	30.8%	287,347	28.9%
Other or Multiple Race	261	3%	8,472	1.9%	25,343	2.6%
Total	8,836	4%	449,538	2.2%	993,540	2.5%

# Table G Glenn

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

Groups	Civil Service		Labor Force		Population	
Women	14	17.9%	5,300	45.4%	13,760	49.1%
Men	64	82.1%	6,370	54.6%	14,239	50.9%
Persons with Disabilities	5	6.4%	849	7.3%	13,403	47.9%
Veterans	8	10.3%	544	4.7%	1,848	6.6%
Asian - Cambodian	0	0%	9	0.1%	12	<0.1%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	1	1.3%	28	0.2%	70	0.3%
Asian - Indian	1	1.3%	2	<0.1%	53	0.2%
Asian - Japanese	0	0%	4	<0.1%	9	<0.1%
Asian - Korean	1	1.3%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	179	0.6%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	283	1%
Black or African American	3	3.8%	140	1.2%	286	1%
Hispanic or Latino	14	17.9%	4,490	38.5%	9,486	33.9%
Native American or Alaska Native	0	0%	182	1.6%	551	2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	4	<0.1%	34	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	13	0.1%	13	<0.1%
White	58	74.4%	6,646	56.9%	16,611	59.3%
Other or Multiple Race	0	0%	150	1.3%	410	1.5%
Total	78	<0.1%	11,671	0.1%	27,999	0.1%

# Table G

## Humboldt

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

Groups	Civil Service		Labor Force		Population	
Women	435	34.3%	33,618	47.7%	67,604	49.7%
Men	832	65.7%	36,884	52.3%	68,440	50.3%
Persons with Disabilities	170	13.4%	6,540	9.3%	62,668	46.1%
Veterans	71	5.6%	3,948	5.6%	10,420	7.7%
Asian - Cambodian	0	0%	129	0.2%	129	0.1%
Asian - Chinese	1	0.1%	325	0.5%	459	0.3%
Asian - Filipino	12	0.9%	0	0%	255	0.2%
Asian - Indian	2	0.2%	228	0.3%	228	0.2%
Asian - Japanese	3	0.2%	156	0.2%	156	0.1%
Asian - Korean	0	0%	146	0.2%	216	0.2%
Asian - Laotian	2	0.2%	0	0%	22	<0.1%
Asian - Vietnamese	3	0.2%	342	0.5%	397	0.3%
Asian - Other or Multiple	11	0.9%	782	1.1%	2,177	1.6%
Black or African American	20	1.6%	838	1.2%	1,330	1%
Hispanic or Latino	89	7%	8,906	12.6%	16,149	11.9%
Native American or Alaska Native	35	2.8%	3,202	4.5%	5,654	4.2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	2	0.2%	47	0.1%	47	<0.1%
Pacific Islander - Samoan	1	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.1%	0	0%	0	0%
White	975	77%	51,764	73.4%	100,292	73.7%
Other or Multiple Race	110	8.7%	3,637	5.2%	8,533	6.3%
Total	1,267	0.6%	70,502	0.4%	136,044	0.3%

# Table G Imperial

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

Groups	Civil Service		Labor Force		Population	
Women	837	30.4%	33,775	47.9%	88,138	48.3%
Men	1,913	69.6%	36,789	52.1%	94,280	51.7%
Persons with Disabilities	92	3.3%	3,287	4.7%	68,293	37.4%
Veterans	188	6.8%	2,669	3.8%	6,150	3.4%
Asian - Cambodian	0	0%	0	0%	92	0.1%
Asian - Chinese	3	0.1%	1,218	1.7%	2,088	1.1%
Asian - Filipino	27	1%	247	0.4%	382	0.2%
Asian - Indian	7	0.3%	0	0%	175	0.1%
Asian - Japanese	2	0.1%	75	0.1%	75	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	3	<0.1%
Asian - Vietnamese	3	0.1%	0	0%	217	0.1%
Asian - Other or Multiple	14	0.5%	0	0%	0	0%
Black or African American	98	3.6%	324	0.5%	3,275	1.8%
Hispanic or Latino	2,080	75.6%	58,606	83.1%	154,187	84.5%
Native American or Alaska Native	9	0.3%	271	0.4%	962	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	258	0.4%	258	0.1%
Pacific Islander - Samoan	0	0%	0	0%	36	<0.1%
Pacific Islander - Other or Multiple	2	0.1%	0	0%	0	0%
White	451	16.4%	8,043	11.4%	18,532	10.2%
Other or Multiple Race	54	2%	1,522	2.2%	2,136	1.2%
Total	2,750	1.3%	70,564	0.4%	182,418	0.5%

# Table G Inyo

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

Groups	Civil Service		Labor Force		Population	
Women	101	28.6%	3,799	47.2%	9,012	48.1%
Men	252	71.4%	4,255	52.8%	9,714	51.9%
Persons with Disabilities	29	8.2%	972	12.1%	9,823	52.5%
Veterans	25	7.1%	631	7.8%	2,021	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	3	0.8%	15	0.2%	41	0.2%
Asian - Filipino	1	0.3%	52	0.7%	148	0.8%
Asian - Indian	0	0%	0	0%	1	<0.1%
Asian - Japanese	1	0.3%	6	0.1%	26	0.1%
Asian - Korean	0	0%	0	0%	17	0.1%
Asian - Laotian	0	0%	0	0%	65	0.3%
Asian - Vietnamese	0	0%	6	0.1%	29	0.2%
Asian - Other or Multiple	3	0.8%	0	0%	0	0%
Black or African American	1	0.3%	21	0.3%	166	0.9%
Hispanic or Latino	34	9.6%	1,139	14.1%	2,768	14.8%
Native American or Alaska Native	21	5.9%	166	2.1%	314	1.7%
Pacific Islander - Guamanian	0	0%	2	<0.1%	33	0.2%
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%	13	0.2%	14	0.1%
White	282	79.9%	6,385	79.3%	14,353	76.6%
Other or Multiple Race	7	2%	249	3.1%	750	4%
Total	353	0.2%	8,054	<0.1%	18,726	<0.1%

# Table G Kern

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

Groups	Civil Service		Labor Force		Population	
Women	3,041	36%	165,767	43.8%	436,479	48.7%
Men	5,395	64%	212,333	56.2%	459,903	51.3%
Persons with Disabilities	361	4.3%	22,007	5.8%	292,585	32.6%
Veterans	663	7.9%	20,669	5.5%	44,292	4.9%
Asian - Cambodian	4	<0.1%	68	<0.1%	374	<0.1%
Asian - Chinese	38	0.5%	1,745	0.5%	3,420	0.4%
Asian - Filipino	329	3.9%	11,208	3%	21,351	2.4%
Asian - Indian	67	0.8%	5,137	1.4%	10,796	1.2%
Asian - Japanese	13	0.2%	706	0.2%	1,294	0.1%
Asian - Korean	20	0.2%	240	0.1%	649	0.1%
Asian - Laotian	0	0%	189	<0.1%	189	<0.1%
Asian - Vietnamese	11	0.1%	944	0.2%	2,024	0.2%
Asian - Other or Multiple	109	1.3%	1,583	0.4%	2,404	0.3%
Black or African American	618	7.3%	17,472	4.6%	48,137	5.4%
Hispanic or Latino	3,838	45.5%	203,657	53.9%	484,321	54%
Native American or Alaska Native	52	0.6%	1,783	0.5%	4,714	0.5%
Pacific Islander - Guamanian	2	<0.1%	0	0%	22	<0.1%
Pacific Islander - Hawaiian	2	<0.1%	124	<0.1%	481	0.1%
Pacific Islander - Samoan	0	0%	410	0.1%	544	0.1%
Pacific Islander - Other or Multiple	19	0.2%	246	0.1%	246	<0.1%
White	3,145	37.3%	127,074	33.6%	299,390	33.4%
Other or Multiple Race	169	2%	5,514	1.5%	16,026	1.8%
Total	8,436	3.9%	378,100	1.9%	896,382	2.3%

# Table G Kings

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

Groups	Civil Service		Labor Force		Population	
Women	1,879	34.3%	23,487	40.8%	67,571	44.7%
Men	3,601	65.7%	34,069	59.2%	83,500	55.3%
Persons with Disabilities	209	3.8%	3,324	5.8%	56,542	37.4%
Veterans	405	7.4%	7,411	12.9%	15,621	10.3%
Asian - Cambodian	2	<0.1%	86	0.1%	107	0.1%
Asian - Chinese	14	0.3%	107	0.2%	107	0.1%
Asian - Filipino	173	3.2%	1,666	2.9%	2,992	2%
Asian - Indian	24	0.4%	256	0.4%	256	0.2%
Asian - Japanese	7	0.1%	302	0.5%	1,173	0.8%
Asian - Korean	8	0.1%	81	0.1%	186	0.1%
Asian - Laotian	4	0.1%	0	0%	0	0%
Asian - Vietnamese	6	0.1%	192	0.3%	226	0.1%
Asian - Other or Multiple	98	1.8%	631	1.1%	1,427	0.9%
Black or African American	261	4.8%	3,430	6%	9,665	6.4%
Hispanic or Latino	2,799	51.1%	28,918	50.2%	83,520	55.3%
Native American or Alaska Native	22	0.4%	617	1.1%	1,425	0.9%
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%	105	0.2%	105	0.1%
Pacific Islander - Other or Multiple	14	0.3%	0	0%	0	0%
White	1,899	34.7%	20,079	34.9%	47,435	31.4%
Other or Multiple Race	141	2.6%	1,086	1.9%	2,447	1.6%
Total	5,480	2.5%	57,556	0.3%	151,071	0.4%

# Table G Lake

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

Groups	Civil Service		Labor Force		Population	
Women	34	20.2%	13,897	47.3%	33,043	51.4%
Men	134	79.8%	15,504	52.7%	31,194	48.6%
Persons with Disabilities	11	6.5%	2,629	8.9%	32,589	50.7%
Veterans	14	8.3%	1,174	4%	4,437	6.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.6%	0	0%	182	0.3%
Asian - Filipino	0	0%	100	0.3%	182	0.3%
Asian - Indian	0	0%	0	0%	22	<0.1%
Asian - Japanese	1	0.6%	0	0%	11	<0.1%
Asian - Korean	0	0%	389	1.3%	463	0.7%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	71	0.1%
Asian - Other or Multiple	0	0%	80	0.3%	138	0.2%
Black or African American	6	3.6%	372	1.3%	753	1.2%
Hispanic or Latino	27	16.1%	7,132	24.3%	15,236	23.7%
Native American or Alaska Native	1	0.6%	919	3.1%	1,964	3.1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	62	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	12	<0.1%	12	<0.1%
White	126	75%	19,810	67.4%	43,014	67%
Other or Multiple Race	6	3.6%	587	2%	2,127	3.3%
Total	168	0.1%	29,401	0.1%	64,237	0.2%



# Table G

## Lassen

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

Groups	Civil Service		Labor Force		Population	
Women	764	31.1%	5,928	46.2%	14,476	44.3%
Men	1,696	68.9%	6,891	53.8%	18,173	55.7%
Persons with Disabilities	97	3.9%	922	7.2%	15,467	47.4%
Veterans	196	8%	1,170	9.1%	2,796	8.6%
Asian - Cambodian	1	<0.1%	0	0%	0	0%
Asian - Chinese	8	0.3%	151	1.2%	213	0.7%
Asian - Filipino	26	1.1%	8	0.1%	17	0.1%
Asian - Indian	2	0.1%	0	0%	22	0.1%
Asian - Japanese	1	<0.1%	0	0%	3	<0.1%
Asian - Korean	4	0.2%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.1%	0	0%	0	0%
Asian - Other or Multiple	51	2.1%	40	0.3%	193	0.6%
Black or African American	57	2.3%	324	2.5%	1,420	4.4%
Hispanic or Latino	406	16.5%	1,428	11.1%	5,330	16.3%
Native American or Alaska Native	42	1.7%	543	4.2%	1,187	3.6%
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%	0	0%
Pacific Islander - Other or Multiple	9	0.4%	0	0%	9	<0.1%
White	1,803	73.3%	9,842	76.8%	22,875	70.1%
Other or Multiple Race	44	1.8%	483	3.8%	1,382	4.2%
Total	2,460	1.1%	12,819	0.1%	32,649	0.1%

# Table G

## Los Angeles

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

Groups	Civil Service		Labor Force		Population	
Women	9,047	46.4%	2,448,340	46.2%	5,126,861	50.7%
Men	10,449	53.6%	2,856,333	53.8%	4,976,986	49.3%
Persons with Disabilities	2,006	10.3%	224,416	4.2%	2,926,960	29%
Veterans	901	4.6%	133,569	2.5%	297,958	2.9%
Asian - Cambodian	26	0.1%	14,526	0.3%	31,463	0.3%
Asian - Chinese	1,061	5.4%	234,373	4.4%	464,163	4.6%
Asian - Filipino	1,320	6.8%	195,328	3.7%	325,891	3.2%
Asian - Indian	315	1.6%	59,047	1.1%	103,052	1%
Asian - Japanese	173	0.9%	49,428	0.9%	97,154	1%
Asian - Korean	300	1.5%	117,176	2.2%	217,502	2.2%
Asian - Laotian	3	<0.1%	1,405	<0.1%	2,290	<0.1%
Asian - Vietnamese	442	2.3%	45,179	0.9%	83,410	0.8%
Asian - Other or Multiple	622	3.2%	79,472	1.5%	154,074	1.5%
Black or African American	3,380	17.3%	397,849	7.5%	788,192	7.8%
Hispanic or Latino	6,344	32.5%	2,494,947	47%	4,914,223	48.6%
Native American or Alaska Native	64	0.3%	7,201	0.1%	16,004	0.2%
Pacific Islander - Guamanian	8	<0.1%	2,831	0.1%	4,779	<0.1%
Pacific Islander - Hawaiian	5	<0.1%	2,001	<0.1%	3,046	<0.1%
Pacific Islander - Samoan	7	<0.1%	2,956	0.1%	7,646	0.1%
Pacific Islander - Other or Multiple	40	0.2%	3,572	0.1%	5,543	0.1%
White	4,739	24.3%	1,466,741	27.6%	2,615,623	25.9%
Other or Multiple Race	647	3.3%	130,641	2.5%	269,792	2.7%
Total	19,496	8.9%	5,304,673	26.4%	10,103,847	25.5%

# Table G

## Madera

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

Groups	Civil Service		Labor Force		Population	
Women	1,138	44.5%	30,931	45.7%	81,545	51.6%
Men	1,422	55.5%	36,822	54.3%	76,341	48.4%
Persons with Disabilities	125	4.9%	4,374	6.5%	66,471	42.1%
Veterans	154	6%	3,243	4.8%	8,387	5.3%
Asian - Cambodian	3	0.1%	0	0%	50	<0.1%
Asian - Chinese	15	0.6%	0	0%	160	0.1%
Asian - Filipino	46	1.8%	254	0.4%	458	0.3%
Asian - Indian	40	1.6%	778	1.1%	2,331	1.5%
Asian - Japanese	5	0.2%	0	0%	0	0%
Asian - Korean	2	0.1%	0	0%	242	0.2%
Asian - Laotian	2	0.1%	0	0%	0	0%
Asian - Vietnamese	4	0.2%	0	0%	39	<0.1%
Asian - Other or Multiple	68	2.7%	316	0.5%	358	0.2%
Black or African American	174	6.8%	1,956	2.9%	5,245	3.3%
Hispanic or Latino	1,190	46.5%	41,152	60.7%	92,149	58.4%
Native American or Alaska Native	25	1%	319	0.5%	949	0.6%
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%	0	0%
Pacific Islander - Other or Multiple	7	0.3%	0	0%	0	0%
White	915	35.7%	21,913	32.3%	52,233	33.1%
Other or Multiple Race	60	2.3%	1,065	1.6%	3,672	2.3%
Total	2,560	1.2%	67,753	0.3%	157,886	0.4%

# Table G Marin

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

Groups	Civil Service		Labor Force		Population	
Women	673	33.3%	64,505	47%	132,723	51.1%
Men	1,351	66.7%	72,603	53%	127,072	48.9%
Persons with Disabilities	84	4.2%	5,788	4.2%	69,700	26.8%
Veterans	161	8%	5,797	4.2%	14,960	5.8%
Asian - Cambodian	2	0.1%	221	0.2%	221	0.1%
Asian - Chinese	32	1.6%	3,544	2.6%	6,213	2.4%
Asian - Filipino	156	7.7%	997	0.7%	1,590	0.6%
Asian - Indian	18	0.9%	1,368	1%	2,115	0.8%
Asian - Japanese	9	0.4%	853	0.6%	1,816	0.7%
Asian - Korean	4	0.2%	265	0.2%	382	0.1%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	9	0.4%	979	0.7%	1,508	0.6%
Asian - Other or Multiple	110	5.4%	903	0.7%	1,593	0.6%
Black or African American	351	17.3%	1,842	1.3%	5,104	2%
Hispanic or Latino	455	22.5%	21,020	15.3%	41,816	16.1%
Native American or Alaska Native	10	0.5%	0	0%	267	0.1%
Pacific Islander - Guamanian	4	0.2%	71	0.1%	71	<0.1%
Pacific Islander - Hawaiian	1	<0.1%	62	0%	175	0.1%
Pacific Islander - Samoan	3	0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	21	1%	0	0%	68	<0.1%
White	794	39.2%	99,694	72.7%	184,809	71.1%
Other or Multiple Race	45	2.2%	5,289	3.9%	12,047	4.6%
Total	2,024	0.9%	137,108	0.7%	259,795	0.7%

# Table G

## Mariposa

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

Groups	Civil Service		Labor Force		Population	
Women	37	20.2%	3,646	47.2%	8,648	48.1%
Men	146	79.8%	4,083	52.8%	9,321	51.9%
Persons with Disabilities	20	10.9%	933	12.1%	9,426	52.5%
Veterans	13	7.1%	606	7.8%	1,940	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	14	0.2%	39	0.2%
Asian - Filipino	2	1.1%	50	0.7%	142	0.8%
Asian - Indian	0	0%	0	0%	1	<0.1%
Asian - Japanese	0	0%	6	0.1%	25	0.1%
Asian - Korean	0	0%	0	0%	16	0.1%
Asian - Laotian	0	0%	0	0%	62	0.3%
Asian - Vietnamese	0	0%	6	0.1%	28	0.2%
Asian - Other or Multiple	1	0.5%	0	0%	0	0%
Black or African American	1	0.5%	20	0.3%	159	0.9%
Hispanic or Latino	26	14.2%	1,093	14.1%	2,657	14.8%
Native American or Alaska Native	4	2.2%	159	2.1%	302	1.7%
Pacific Islander - Guamanian	0	0%	2	<0.1%	32	0.2%
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%	13	0.2%	13	0.1%
White	142	77.6%	6,127	79.3%	13,773	76.6%
Other or Multiple Race	7	3.8%	239	3.1%	720	4%
Total	183	0.1%	7,729	<0.1%	17,969	<0.1%

# Table G

## Mendocino

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

Groups	Civil Service		Labor Force		Population	
Women	125	23.7%	19,034	47.3%	45,258	51.4%
Men	403	76.3%	21,236	52.7%	42,725	48.6%
Persons with Disabilities	40	7.6%	3,601	8.9%	44,637	50.7%
Veterans	32	6.1%	1,608	4%	6,077	6.9%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.2%	0	0%	249	0.3%
Asian - Filipino	5	0.9%	137	0.3%	250	0.3%
Asian - Indian	0	0%	0	0%	29	<0.1%
Asian - Japanese	2	0.4%	0	0%	15	<0.1%
Asian - Korean	0	0%	533	1.3%	633	0.7%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	0	0%	0	0%	98	0.1%
Asian - Other or Multiple	3	0.6%	110	0.3%	190	0.2%
Black or African American	7	1.3%	510	1.3%	1,031	1.2%
Hispanic or Latino	46	8.7%	9,768	24.3%	20,868	23.7%
Native American or Alaska Native	8	1.5%	1,259	3.1%	2,691	3.1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	86	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	16	<0.1%	16	<0.1%
White	426	80.7%	27,134	67.4%	58,914	67%
Other or Multiple Race	29	5.5%	803	2%	2,913	3.3%
Total	528	0.2%	40,270	0.2%	87,983	0.2%

# Table G Merced

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

Groups	Civil Service		Labor Force		Population	
Women	163	28.2%	52,297	41.9%	135,852	49.4%
Men	416	71.8%	72,554	58.1%	139,009	50.6%
Persons with Disabilities	44	7.6%	5,416	4.3%	102,149	37.2%
Veterans	38	6.6%	3,472	2.8%	9,877	3.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.9%	291	0.2%	414	0.2%
Asian - Filipino	7	1.2%	1,300	1%	2,264	0.8%
Asian - Indian	6	1%	3,708	3%	5,958	2.2%
Asian - Japanese	1	0.2%	95	0.1%	95	<0.1%
Asian - Korean	0	0%	949	0.8%	1,463	0.5%
Asian - Laotian	1	0.2%	967	0.8%	1,257	0.5%
Asian - Vietnamese	1	0.2%	132	0.1%	172	0.1%
Asian - Other or Multiple	5	0.9%	2,601	2.1%	7,535	2.7%
Black or African American	9	1.6%	2,196	1.8%	8,265	3%
Hispanic or Latino	180	31.1%	74,369	59.6%	165,406	60.2%
Native American or Alaska Native	4	0.7%	146	0.1%	479	0.2%
Pacific Islander - Guamanian	1	0.2%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	556	0.4%	1,541	0.6%
White	340	58.7%	34,971	28%	74,376	27.1%
Other or Multiple Race	18	3.1%	2,570	2.1%	5,636	2.1%
Total	579	0.3%	124,851	0.6%	274,861	0.7%

# Table G Modoc

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

Groups	Civil Service		Labor Force		Population	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	13	16.7%	1,676	46.2%	4,094	44.3%
Men	65	83.3%	1,949	53.8%	5,139	55.7%
Persons with Disabilities	3	3.8%	261	7.2%	4,374	47.4%
Veterans	5	6.4%	331	9.1%	791	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	43	1.2%	60	0.7%
Asian - Filipino	0	0%	2	0.1%	5	0.1%
Asian - Indian	0	0%	0	0%	6	0.1%
Asian - Japanese	0	0%	0	0%	1	<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%	11	0.3%	55	0.6%
Black or African American	0	0%	91	2.5%	402	4.4%
Hispanic or Latino	9	11.5%	404	11.1%	1,507	16.3%
Native American or Alaska Native	1	1.3%	154	4.2%	336	3.6%
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	0	0%	0	0%	2	<0.1%
White	66	84.6%	2,783	76.8%	6,469	70.1%
Other or Multiple Race	2	2.6%	137	3.8%	391	4.2%
Total	78	<0.1%	3,625	<0.1%	9,233	<0.1%



# Table G

## Mono

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

Groups	Civil Service		Labor Force		Population	
Women	15	11.4%	2,878	47.2%	6,827	48.1%
Men	117	88.6%	3,224	52.8%	7,359	51.9%
Persons with Disabilities	6	4.5%	737	12.1%	7,442	52.5%
Veterans	15	11.4%	478	7.8%	1,531	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	11	0.2%	31	0.2%
Asian - Filipino	1	0.8%	40	0.7%	112	0.8%
Asian - Indian	0	0%	0	0%	1	<0.1%
Asian - Japanese	0	0%	5	0.1%	20	0.1%
Asian - Korean	0	0%	0	0%	13	0.1%
Asian - Laotian	0	0%	0	0%	49	0.3%
Asian - Vietnamese	0	0%	4	0.1%	22	0.2%
Asian - Other or Multiple	1	0.8%	0	0%	0	0%
Black or African American	0	0%	16	0.3%	126	0.9%
Hispanic or Latino	11	8.3%	863	14.1%	2,097	14.8%
Native American or Alaska Native	6	4.5%	126	2.1%	238	1.7%
Pacific Islander - Guamanian	0	0%	2	<0.1%	25	0.2%
Pacific Islander - Hawaiian	1	0.8%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	10	0.2%	11	0.1%
White	109	82.6%	4,837	79.3%	10,874	76.6%
Other or Multiple Race	3	2.3%	189	3.1%	569	4%
Total	132	0.1%	6,102	<0.1%	14,186	<0.1%

# Table G

## Monterey

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

Groups	Civil Service		Labor Force		Population	
Women	1,492	36.9%	92,521	45.2%	219,872	49.9%
Men	2,548	63.1%	112,099	54.8%	220,984	50.1%
Persons with Disabilities	169	4.2%	7,774	3.8%	110,958	25.2%
Veterans	259	6.4%	9,794	4.8%	24,596	5.6%
Asian - Cambodian	4	0.1%	0	0%	0	0%
Asian - Chinese	23	0.6%	1,967	1%	4,603	1%
Asian - Filipino	248	6.1%	4,666	2.3%	8,417	1.9%
Asian - Indian	25	0.6%	1,353	0.7%	2,424	0.5%
Asian - Japanese	13	0.3%	509	0.2%	2,329	0.5%
Asian - Korean	12	0.3%	1,643	0.8%	3,535	0.8%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	27	0.7%	2,228	1.1%	3,477	0.8%
Asian - Other or Multiple	75	1.9%	494	0.2%	1,559	0.4%
Black or African American	208	5.1%	2,712	1.3%	9,440	2.1%
Hispanic or Latino	1,973	48.8%	116,405	56.9%	255,133	57.9%
Native American or Alaska Native	24	0.6%	239	0.1%	1,070	0.2%
Pacific Islander - Guamanian	5	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	4	0.1%	96	<0.1%	363	0.1%
Pacific Islander - Samoan	2	<0.1%	61	<0.1%	61	<0.1%
Pacific Islander - Other or Multiple	18	0.4%	858	0.4%	1,588	0.4%
White	1,252	31%	66,565	32.5%	135,918	30.8%
Other or Multiple Race	127	3.1%	4,823	2.4%	10,939	2.5%
Total	4,040	1.8%	204,620	1%	440,856	1.1%

# Table G

## Napa

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

Groups	Civil Service		Labor Force		Population	
Women	1,901	55.2%	34,840	48%	70,346	50.5%
Men	1,545	44.8%	37,690	52%	68,998	49.5%
Persons with Disabilities	274	8%	4,060	5.6%	53,600	38.5%
Veterans	122	3.5%	3,905	5.4%	8,795	6.3%
Asian - Cambodian	3	0.1%	0	0%	0	0%
Asian - Chinese	38	1.1%	424	0.6%	905	0.6%
Asian - Filipino	1,360	39.5%	4,452	6.1%	8,880	6.4%
Asian - Indian	96	2.8%	363	0.5%	460	0.3%
Asian - Japanese	18	0.5%	195	0.3%	241	0.2%
Asian - Korean	9	0.3%	246	0.3%	365	0.3%
Asian - Laotian	2	0.1%	0	0%	0	0%
Asian - Vietnamese	26	0.8%	0	0%	0	0%
Asian - Other or Multiple	61	1.8%	434	0.6%	1,283	0.9%
Black or African American	231	6.7%	525	0.7%	1,445	1%
Hispanic or Latino	408	11.8%	26,137	36%	48,042	34.5%
Native American or Alaska Native	10	0.3%	43	0.1%	345	0.2%
Pacific Islander - Guamanian	3	0.1%	0	0%	76	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	7	0.2%	236	0.3%	236	0.2%
White	1,096	31.8%	37,091	51.1%	72,205	51.8%
Other or Multiple Race	77	2.2%	2,384	3.3%	4,861	3.5%
Total	3,446	1.6%	72,530	0.4%	139,344	0.4%

# Table G Nevada

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

Groups	Civil Service		Labor Force		Population	
Women	103	25.1%	21,956	48.2%	50,561	51.2%
Men	308	74.9%	23,624	51.8%	48,159	48.8%
Persons with Disabilities	18	4.4%	2,610	5.7%	41,546	42.1%
Veterans	33	8%	2,492	5.5%	9,350	9.5%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.2%	327	0.7%	327	0.3%
Asian - Filipino	5	1.2%	189	0.4%	189	0.2%
Asian - Indian	1	0.2%	0	0%	39	<0.1%
Asian - Japanese	3	0.7%	567	1.2%	567	0.6%
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	5	1.2%	53	0.1%	117	0.1%
Black or African American	7	1.7%	234	0.5%	472	0.5%
Hispanic or Latino	37	9%	3,407	7.5%	9,504	9.6%
Native American or Alaska Native	6	1.5%	118	0.3%	328	0.3%
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	331	80.5%	39,703	87.1%	84,120	85.2%
Other or Multiple Race	14	3.4%	981	2.2%	3,056	3.1%
Total	411	0.2%	45,581	0.2%	98,720	0.2%

# Table G Orange

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

Groups	Civil Service		Labor Force		Population	
Women	2,475	47.3%	772,847	45.9%	1,610,206	50.5%
Men	2,762	52.7%	911,937	54.1%	1,575,695	49.5%
Persons with Disabilities	609	11.6%	67,195	4%	762,170	23.9%
Veterans	190	3.6%	54,478	3.2%	122,498	3.8%
Asian - Cambodian	12	0.2%	3,833	0.2%	7,252	0.2%
Asian - Chinese	222	4.2%	50,703	3%	109,341	3.4%
Asian - Filipino	316	6%	51,444	3.1%	80,610	2.5%
Asian - Indian	87	1.7%	33,448	2%	61,999	1.9%
Asian - Japanese	48	0.9%	18,823	1.1%	36,581	1.1%
Asian - Korean	75	1.4%	48,980	2.9%	92,726	2.9%
Asian - Laotian	2	<0.1%	1,430	0.1%	2,098	0.1%
Asian - Vietnamese	337	6.4%	110,071	6.5%	222,977	7%
Asian - Other or Multiple	190	3.6%	24,173	1.4%	51,279	1.6%
Black or African American	349	6.7%	31,716	1.9%	52,098	1.6%
Hispanic or Latino	1,446	27.6%	570,650	33.9%	1,088,015	34.2%
Native American or Alaska Native	27	0.5%	3,016	0.2%	6,200	0.2%
Pacific Islander - Guamanian	1	<0.1%	549	<0.1%	991	<0.1%
Pacific Islander - Hawaiian	4	0.1%	880	0.1%	1,878	0.1%
Pacific Islander - Samoan	9	0.2%	2,684	0.2%	5,949	0.2%
Pacific Islander - Other or Multiple	9	0.2%	1,458	0.1%	1,675	0.1%
White	1,921	36.7%	692,013	41.1%	1,272,226	39.9%
Other or Multiple Race	182	3.5%	38,913	2.3%	92,006	2.9%
Total	5,237	2.4%	1,684,784	8.4%	3,185,901	8.1%

# Table G Placer

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

Groups	Civil Service		Labor Force		Population	
Women	247	32.1%	89,458	47.4%	199,759	50.8%
Men	522	67.9%	99,458	52.6%	193,196	49.2%
Persons with Disabilities	62	8.1%	8,036	4.3%	116,874	29.7%
Veterans	56	7.3%	12,164	6.4%	30,836	7.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	5	0.7%	2,706	1.4%	5,065	1.3%
Asian - Filipino	13	1.7%	3,810	2%	5,815	1.5%
Asian - Indian	12	1.6%	4,259	2.3%	9,295	2.4%
Asian - Japanese	1	0.1%	422	0.2%	1,258	0.3%
Asian - Korean	1	0.1%	1,818	1%	2,216	0.6%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	0.3%	1,684	0.9%	3,403	0.9%
Asian - Other or Multiple	8	1%	1,501	0.8%	3,092	0.8%
Black or African American	16	2.1%	3,244	1.7%	6,556	1.7%
Hispanic or Latino	101	13.1%	25,806	13.7%	56,080	14.3%
Native American or Alaska Native	9	1.2%	1,180	0.6%	2,277	0.6%
Pacific Islander - Guamanian	1	0.1%	232	0.1%	232	0.1%
Pacific Islander - Hawaiian	0	0%	35	<0.1%	35	<0.1%
Pacific Islander - Samoan	1	0.1%	0	0%	60	<0.1%
Pacific Islander - Other or Multiple	1	0.1%	73	<0.1%	388	0.1%
White	559	72.7%	135,609	71.8%	282,141	71.8%
Other or Multiple Race	39	5.1%	6,537	3.5%	15,042	3.8%
Total	769	0.4%	188,916	0.9%	392,955	1%

# Table G

## Plumas

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

Groups	Civil Service		Labor Force		Population	
Women	17	18.7%	3,474	46.2%	8,484	44.3%
Men	74	81.3%	4,039	53.8%	10,651	55.7%
Persons with Disabilities	7	7.7%	540	7.2%	9,065	47.4%
Veterans	5	5.5%	686	9.1%	1,638	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	1.1%	88	1.2%	125	0.7%
Asian - Filipino	1	1.1%	5	0.1%	10	0.1%
Asian - Indian	1	1.1%	0	0%	13	0.1%
Asian - Japanese	0	0%	0	0%	2	<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	1	1.1%	24	0.3%	113	0.6%
Black or African American	0	0%	190	2.5%	832	4.4%
Hispanic or Latino	3	3.3%	837	11.1%	3,124	16.3%
Native American or Alaska Native	1	1.1%	318	4.2%	696	3.6%
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	0	0%	0	0%	5	0%
White	82	90.1%	5,768	76.8%	13,406	70.1%
Other or Multiple Race	1	1.1%	283	3.8%	810	4.2%
Total	91	<0.1%	7,513	<0.1%	19,135	<0.1%

# Table G Riverside

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

Groups	Civil Service		Labor Force		Population	
Women	2,889	37.4%	522,268	45.6%	1,232,359	50.3%
Men	4,832	62.6%	622,443	54.4%	1,219,035	49.7%
Persons with Disabilities	760	9.8%	57,507	5%	804,219	32.8%
Veterans	594	7.7%	62,512	5.5%	137,972	5.6%
Asian - Cambodian	9	0.1%	2,254	0.2%	2,953	0.1%
Asian - Chinese	58	0.8%	12,859	1.1%	24,454	1%
Asian - Filipino	196	2.5%	29,028	2.5%	61,868	2.5%
Asian - Indian	26	0.3%	5,463	0.5%	10,105	0.4%
Asian - Japanese	28	0.4%	2,324	0.2%	6,330	0.3%
Asian - Korean	19	0.2%	5,331	0.5%	11,075	0.5%
Asian - Laotian	1	<0.1%	781	0.1%	1,913	0.1%
Asian - Vietnamese	37	0.5%	10,675	0.9%	19,525	0.8%
Asian - Other or Multiple	83	1.1%	7,336	0.6%	17,908	0.7%
Black or African American	900	11.7%	67,276	5.9%	147,641	6%
Hispanic or Latino	3,199	41.4%	571,814	50%	1,214,964	49.6%
Native American or Alaska Native	36	0.5%	3,740	0.3%	10,299	0.4%
Pacific Islander - Guamanian	9	0.1%	787	0.1%	1,406	0.1%
Pacific Islander - Hawaiian	4	0.1%	524	<0.1%	867	<0.1%
Pacific Islander - Samoan	10	0.1%	0	0%	1,274	0.1%
Pacific Islander - Other or Multiple	19	0.2%	1,934	0.2%	4,462	0.2%
White	2,874	37.2%	391,365	34.2%	844,144	34.4%
Other or Multiple Race	213	2.8%	31,220	2.7%	70,206	2.9%
Total	7,721	3.5%	1,144,711	5.7%	2,451,394	6.2%



# Table G

## Sacramento

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

Groups	Civil Service		Labor Force		Population	
Women	39,742	54.3%	364,089	47.6%	785,841	51%
Men	33,514	45.7%	401,344	52.4%	754,373	49%
Persons with Disabilities	9,381	12.8%	38,809	5.1%	496,008	32.2%
Veterans	3,721	5.1%	45,499	5.9%	94,176	6.1%
Asian - Cambodian	89	0.1%	548	0.1%	885	0.1%
Asian - Chinese	4,347	5.9%	22,378	2.9%	45,713	3%
Asian - Filipino	3,020	4.1%	28,013	3.7%	48,880	3.2%
Asian - Indian	2,273	3.1%	23,054	3%	45,200	2.9%
Asian - Japanese	910	1.2%	5,083	0.7%	10,915	0.7%
Asian - Korean	367	0.5%	3,303	0.4%	5,521	0.4%
Asian - Laotian	125	0.2%	5,410	0.7%	8,726	0.6%
Asian - Vietnamese	1,830	2.5%	17,079	2.2%	32,741	2.1%
Asian - Other or Multiple	3,032	4.1%	20,402	2.7%	46,328	3%
Black or African American	6,660	9.1%	70,200	9.2%	150,231	9.8%
Hispanic or Latino	12,466	17%	173,264	22.6%	361,135	23.4%
Native American or Alaska Native	426	0.6%	1,427	0.2%	4,271	0.3%
Pacific Islander - Guamanian	81	0.1%	769	0.1%	1,536	0.1%
Pacific Islander - Hawaiian	86	0.1%	1,060	0.1%	1,428	0.1%
Pacific Islander - Samoan	38	0.1%	511	0.1%	796	0.1%
Pacific Islander - Other or Multiple	562	0.8%	6,700	0.9%	12,524	0.8%
White	33,602	45.9%	352,550	46.1%	680,291	44.2%
Other or Multiple Race	3,342	4.6%	33,682	4.4%	83,093	5.4%
Total	73,256	33.5%	765,433	3.8%	1,540,214	3.9%

# Table G

## San Benito

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

Groups	Civil Service		Labor Force		Population	
Women	45	26.5%	11,347	43%	25,597	45.1%
Men	125	73.5%	15,018	57%	31,176	54.9%
Persons with Disabilities	9	5.3%	941	3.6%	13,582	23.9%
Veterans	11	6.5%	1,140	4.3%	2,883	5.1%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.6%	0	0%	138	0.2%
Asian - Filipino	4	2.4%	263	1%	422	0.7%
Asian - Indian	2	1.2%	0	0%	0	0%
Asian - Japanese	3	1.8%	16	0.1%	137	0.2%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	2	1.2%	159	0.6%	394	0.7%
Asian - Other or Multiple	0	0%	36	0.1%	130	0.2%
Black or African American	6	3.5%	131	0.5%	1,381	2.4%
Hispanic or Latino	63	37.1%	18,378	69.7%	39,767	70%
Native American or Alaska Native	1	0.6%	65	0.2%	279	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	21	0.1%	21	<0.1%
White	85	50%	6,806	25.8%	13,190	23.2%
Other or Multiple Race	3	1.8%	491	1.9%	914	1.6%
Total	170	0.1%	26,365	0.1%	56,773	0.1%

# Table G

## San Bernardino

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

Groups	Civil Service		Labor Force		Population	
Women	4,630	45.4%	460,600	45.3%	1,092,341	50.3%
Men	5,579	54.6%	556,899	54.7%	1,078,411	49.7%
Persons with Disabilities	869	8.5%	47,636	4.7%	691,896	31.9%
Veterans	597	5.8%	50,689	5%	112,012	5.2%
Asian - Cambodian	13	0.1%	1,084	0.1%	2,546	0.1%
Asian - Chinese	158	1.5%	19,712	1.9%	37,895	1.7%
Asian - Filipino	556	5.4%	25,932	2.5%	45,045	2.1%
Asian - Indian	148	1.4%	5,410	0.5%	12,179	0.6%
Asian - Japanese	34	0.3%	2,022	0.2%	3,635	0.2%
Asian - Korean	49	0.5%	8,026	0.8%	15,975	0.7%
Asian - Laotian	4	<0.1%	671	0.1%	1,774	0.1%
Asian - Vietnamese	183	1.8%	5,868	0.6%	12,662	0.6%
Asian - Other or Multiple	322	3.2%	10,532	1%	21,347	1%
Black or African American	1,728	16.9%	72,594	7.1%	170,432	7.9%
Hispanic or Latino	3,692	36.2%	550,367	54.1%	1,171,486	54%
Native American or Alaska Native	45	0.4%	2,638	0.3%	5,944	0.3%
Pacific Islander - Guamanian	8	0.1%	782	0.1%	1,142	0.1%
Pacific Islander - Hawaiian	4	<0.1%	0	0%	670	<0.1%
Pacific Islander - Samoan	8	0.1%	98	<0.1%	430	<0.1%
Pacific Islander - Other or Multiple	29	0.3%	246	<0.1%	661	<0.1%
White	2,898	28.4%	286,777	28.2%	604,540	27.8%
Other or Multiple Race	330	3.2%	24,740	2.4%	62,389	2.9%
Total	10,209	4.7%	1,017,499	5.1%	2,170,752	5.5%

# Table G

## San Diego

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

Groups	Civil Service		Labor Force		Population	
Women	3,643	41.8%	798,807	47.1%	1,661,927	49.7%
Men	5,071	58.2%	896,019	52.9%	1,681,383	50.3%
Persons with Disabilities	736	8.4%	76,130	4.5%	925,417	27.7%
Veterans	643	7.4%	127,120	7.5%	311,719	9.3%
Asian - Cambodian	8	0.1%	2,035	0.1%	4,945	0.1%
Asian - Chinese	107	1.2%	36,241	2.1%	63,235	1.9%
Asian - Filipino	813	9.3%	88,526	5.2%	155,754	4.7%
Asian - Indian	35	0.4%	23,155	1.4%	41,941	1.3%
Asian - Japanese	45	0.5%	7,800	0.5%	19,799	0.6%
Asian - Korean	36	0.4%	9,638	0.6%	19,447	0.6%
Asian - Laotian	12	0.1%	2,794	0.2%	8,106	0.2%
Asian - Vietnamese	95	1.1%	31,833	1.9%	55,872	1.7%
Asian - Other or Multiple	153	1.8%	12,561	0.7%	25,410	0.8%
Black or African American	583	6.7%	75,154	4.4%	157,075	4.7%
Hispanic or Latino	2,948	33.8%	562,300	33.2%	1,134,850	33.9%
Native American or Alaska Native	49	0.6%	4,971	0.3%	12,628	0.4%
Pacific Islander - Guamanian	6	0.1%	3,550	0.2%	5,326	0.2%
Pacific Islander - Hawaiian	13	0.1%	1,967	0.1%	2,870	0.1%
Pacific Islander - Samoan	12	0.1%	1,004	0.1%	1,857	0.1%
Pacific Islander - Other or Multiple	26	0.3%	1,076	0.1%	1,202	<0.1%
White	3,406	39.1%	779,385	46%	1,507,669	45.1%
Other or Multiple Race	367	4.2%	50,836	3%	125,324	3.7%
Total	8,714	4%	1,694,826	8.5%	3,343,310	8.5%

# Table G

## San Francisco

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

Groups	Civil Service		Labor Force		Population	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	1,415	53.5%	256,846	46.1%	431,416	48.9%
Men	1,228	46.5%	300,178	53.9%	451,284	51.1%
Persons with Disabilities	310	11.7%	21,219	3.8%	259,685	29.4%
Veterans	79	3%	12,801	2.3%	31,262	3.5%
Asian - Cambodian	0	0%	1,200	0.2%	1,597	0.2%
Asian - Chinese	426	16.1%	105,613	19%	182,452	20.7%
Asian - Filipino	341	12.9%	23,164	4.2%	34,807	3.9%
Asian - Indian	69	2.6%	16,920	3%	21,423	2.4%
Asian - Japanese	24	0.9%	5,443	1%	9,511	1.1%
Asian - Korean	33	1.2%	7,904	1.4%	12,229	1.4%
Asian - Laotian	2	0.1%	267	<0.1%	267	<0.1%
Asian - Vietnamese	46	1.7%	11,577	2.1%	18,200	2.1%
Asian - Other or Multiple	110	4.2%	12,595	2.3%	20,611	2.3%
Black or African American	210	7.9%	21,838	3.9%	43,881	5%
Hispanic or Latino	314	11.9%	77,245	13.9%	134,018	15.2%
Native American or Alaska Native	9	0.3%	226	<0.1%	407	<0.1%
Pacific Islander - Guamanian	1	<0.1%	56	<0.1%	56	<0.1%
Pacific Islander - Hawaiian	0	0%	106	<0.1%	106	<0.1%
Pacific Islander - Samoan	5	0.2%	791	0.1%	1,486	0.2%
Pacific Islander - Other or Multiple	9	0.3%	282	0.1%	282	<0.1%
White	968	36.6%	247,620	44.5%	353,531	40.1%
Other or Multiple Race	76	2.9%	24,177	4.3%	47,836	5.4%
Total	2,643	1.2%	557,024	2.8%	882,700	2.2%

# Table G

## San Joaquin

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

Groups	Civil Service		Labor Force		Population	
Women	3,172	46.8%	155,382	44.8%	379,815	50.5%
Men	3,599	53.2%	191,521	55.2%	372,331	49.5%
Persons with Disabilities	399	5.9%	23,794	6.9%	272,989	36.3%
Veterans	390	5.8%	15,358	4.4%	34,329	4.6%
Asian - Cambodian	41	0.6%	3,903	1.1%	9,406	1.3%
Asian - Chinese	110	1.6%	4,721	1.4%	9,676	1.3%
Asian - Filipino	685	10.1%	21,347	6.2%	37,702	5%
Asian - Indian	311	4.6%	9,109	2.6%	17,471	2.3%
Asian - Japanese	24	0.4%	1,696	0.5%	3,502	0.5%
Asian - Korean	16	0.2%	588	0.2%	926	0.1%
Asian - Laotian	13	0.2%	1,731	0.5%	3,614	0.5%
Asian - Vietnamese	79	1.2%	4,217	1.2%	7,573	1%
Asian - Other or Multiple	402	5.9%	11,723	3.4%	26,134	3.5%
Black or African American	1,015	15%	21,098	6.1%	51,802	6.9%
Hispanic or Latino	1,700	25.1%	143,735	41.4%	315,504	41.9%
Native American or Alaska Native	48	0.7%	301	0.1%	1,243	0.2%
Pacific Islander - Guamanian	7	0.1%	0	0%	80	<0.1%
Pacific Islander - Hawaiian	5	0.1%	275	0.1%	915	0.1%
Pacific Islander - Samoan	3	<0.1%	152	<0.1%	1,550	0.2%
Pacific Islander - Other or Multiple	63	0.9%	720	0.2%	1,582	0.2%
White	2,031	30%	109,623	31.6%	233,203	31%
Other or Multiple Race	218	3.2%	11,964	3.4%	30,263	4%
Total	6,771	3.1%	346,903	1.7%	752,146	1.9%

# Table G

## San Luis Obispo

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

Groups	Civil Service		Labor Force		Population	
Women	2,164	39.6%	62,510	46.1%	140,339	49.4%
Men	3,295	60.4%	73,099	53.9%	143,945	50.6%
Persons with Disabilities	383	7%	7,380	5.4%	89,409	31.5%
Veterans	306	5.6%	6,982	5.1%	20,456	7.2%
Asian - Cambodian	2	<0.1%	0	0%	50	<0.1%
Asian - Chinese	32	0.6%	982	0.7%	2,715	1%
Asian - Filipino	210	3.8%	1,149	0.8%	2,636	0.9%
Asian - Indian	33	0.6%	283	0.2%	601	0.2%
Asian - Japanese	23	0.4%	0	0%	496	0.2%
Asian - Korean	13	0.2%	749	0.6%	997	0.4%
Asian - Laotian	3	0.1%	0	0%	0	0%
Asian - Vietnamese	17	0.3%	822	0.6%	1,387	0.5%
Asian - Other or Multiple	63	1.2%	439	0.3%	1,088	0.4%
Black or African American	189	3.5%	1,238	0.9%	4,191	1.5%
Hispanic or Latino	1,197	21.9%	32,564	24%	64,731	22.8%
Native American or Alaska Native	37	0.7%	636	0.5%	1,504	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	8	0.1%	0	0%	99	<0.1%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	10	0.2%	0	0%	72	<0.1%
White	3,431	62.9%	93,392	68.9%	194,822	68.5%
Other or Multiple Race	190	3.5%	3,355	2.5%	8,895	3.1%
Total	5,459	2.5%	135,609	0.7%	284,284	0.7%

# Table G

## San Mateo

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

Groups	Civil Service		Labor Force		Population	
Women	213	35.8%	205,490	47.1%	388,256	50.4%
Men	382	64.2%	231,073	52.9%	382,047	49.6%
Persons with Disabilities	60	10.1%	17,022	3.9%	183,986	23.9%
Veterans	20	3.4%	15,662	3.6%	31,765	4.1%
Asian - Cambodian	1	0.2%	62	<0.1%	62	<0.1%
Asian - Chinese	45	7.6%	54,400	12.5%	92,484	12%
Asian - Filipino	52	8.7%	49,161	11.3%	75,901	9.9%
Asian - Indian	12	2%	13,172	3%	21,741	2.8%
Asian - Japanese	4	0.7%	4,360	1%	7,377	1%
Asian - Korean	2	0.3%	4,589	1.1%	6,325	0.8%
Asian - Laotian	2	0.3%	82	<0.1%	82	<0.1%
Asian - Vietnamese	3	0.5%	2,391	0.5%	3,395	0.4%
Asian - Other or Multiple	19	3.2%	10,230	2.3%	18,344	2.4%
Black or African American	59	9.9%	8,911	2%	16,410	2.1%
Hispanic or Latino	125	21%	101,367	23.2%	186,849	24.3%
Native American or Alaska Native	1	0.2%	1,006	0.2%	1,395	0.2%
Pacific Islander - Guamanian	0	0%	164	<0.1%	164	<0.1%
Pacific Islander - Hawaiian	1	0.2%	224	0.1%	224	<0.1%
Pacific Islander - Samoan	7	1.2%	713	0.2%	713	0.1%
Pacific Islander - Other or Multiple	7	1.2%	2,935	0.7%	5,887	0.8%
White	233	39.2%	163,119	37.4%	294,878	38.3%
Other or Multiple Race	22	3.7%	19,677	4.5%	38,072	4.9%
Total	595	0.3%	436,563	2.2%	770,303	1.9%



# Table G

## Santa Barbara

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

Groups	Civil Service		Labor Force		Population	
Women	243	39.1%	105,099	46.6%	222,382	49.8%
Men	378	60.9%	120,423	53.4%	224,209	50.2%
Persons with Disabilities	71	11.4%	13,524	6%	133,774	30%
Veterans	48	7.7%	9,471	4.2%	24,843	5.6%
Asian - Cambodian	1	0.2%	192	0.1%	269	0.1%
Asian - Chinese	3	0.5%	2,869	1.3%	7,203	1.6%
Asian - Filipino	8	1.3%	3,207	1.4%	6,569	1.5%
Asian - Indian	4	0.6%	1,080	0.5%	2,421	0.5%
Asian - Japanese	3	0.5%	828	0.4%	2,847	0.6%
Asian - Korean	3	0.5%	805	0.4%	1,189	0.3%
Asian - Laotian	0	0%	68	<0.1%	68	<0.1%
Asian - Vietnamese	1	0.2%	422	0.2%	1,252	0.3%
Asian - Other or Multiple	4	0.6%	1,269	0.6%	2,102	0.5%
Black or African American	30	4.8%	5,013	2.2%	9,168	2.1%
Hispanic or Latino	219	35.3%	102,611	45.5%	204,611	45.8%
Native American or Alaska Native	2	0.3%	475	0.2%	2,166	0.5%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	166	0.1%	166	<0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	2	0.3%	0	0%	0	0%
White	320	51.5%	102,243	45.3%	196,327	44%
Other or Multiple Race	21	3.4%	4,274	1.9%	10,233	2.3%
Total	621	0.3%	225,522	1.1%	446,591	1.1%

# Table G

## Santa Clara

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

Groups	Civil Service		Labor Force		Population	
Women	810	50.9%	471,387	44.3%	956,836	49.4%
Men	780	49.1%	592,090	55.7%	981,643	50.6%
Persons with Disabilities	219	13.8%	34,981	3.3%	445,983	23%
Veterans	51	3.2%	26,253	2.5%	58,934	3%
Asian - Cambodian	0	0%	1,419	0.1%	2,435	0.1%
Asian - Chinese	108	6.8%	114,785	10.8%	196,708	10.1%
Asian - Filipino	161	10.1%	55,141	5.2%	88,847	4.6%
Asian - Indian	59	3.7%	111,896	10.5%	191,336	9.9%
Asian - Japanese	13	0.8%	13,436	1.3%	25,883	1.3%
Asian - Korean	10	0.6%	19,986	1.9%	35,364	1.8%
Asian - Laotian	1	0.1%	723	0.1%	1,684	0.1%
Asian - Vietnamese	91	5.7%	72,731	6.8%	130,080	6.7%
Asian - Other or Multiple	49	3.1%	22,588	2.1%	44,852	2.3%
Black or African American	96	6%	29,185	2.7%	48,930	2.5%
Hispanic or Latino	457	28.7%	255,680	24%	490,670	25.3%
Native American or Alaska Native	12	0.8%	1,404	0.1%	3,235	0.2%
Pacific Islander - Guamanian	0	0%	777	0.1%	1,552	0.1%
Pacific Islander - Hawaiian	3	0.2%	161	<0.1%	161	<0.1%
Pacific Islander - Samoan	6	0.4%	364	<0.1%	399	<0.1%
Pacific Islander - Other or Multiple	7	0.4%	1,726	0.2%	1,989	0.1%
White	462	29.1%	330,369	31.1%	599,846	30.9%
Other or Multiple Race	55	3.5%	31,106	2.9%	74,508	3.8%
Total	1,590	0.7%	1,063,477	5.3%	1,938,479	4.9%

# Table G

## Santa Cruz

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

Groups	Civil Service		Labor Force		Population	
Women	183	28.7%	70,764	48.3%	140,591	51.1%
Men	454	71.3%	75,791	51.7%	134,763	48.9%
Persons with Disabilities	52	8.2%	12,593	8.6%	94,066	34.2%
Veterans	27	4.2%	5,787	3.9%	11,335	4.1%
Asian - Cambodian	0	0%	57	<0.1%	57	<0.1%
Asian - Chinese	7	1.1%	1,460	1%	3,785	1.4%
Asian - Filipino	7	1.1%	2,014	1.4%	2,528	0.9%
Asian - Indian	0	0%	417	0.3%	1,180	0.4%
Asian - Japanese	5	0.8%	712	0.5%	2,017	0.7%
Asian - Korean	1	0.2%	423	0.3%	845	0.3%
Asian - Laotian	1	0.2%	63	<0.1%	63	<0.1%
Asian - Vietnamese	4	0.6%	141	0.1%	576	0.2%
Asian - Other or Multiple	3	0.5%	574	0.4%	2,077	0.8%
Black or African American	10	1.6%	1,180	0.8%	2,235	0.8%
Hispanic or Latino	141	22.1%	48,671	33.2%	93,678	34%
Native American or Alaska Native	4	0.6%	63	<0.1%	263	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%	121	0.1%	121	<0.1%
Pacific Islander - Other or Multiple	1	0.2%	63	<0.1%	71	<0.1%
White	430	67.5%	85,847	58.6%	155,963	56.6%
Other or Multiple Race	23	3.6%	4,749	3.2%	9,895	3.6%
Total	637	0.3%	146,555	0.7%	275,354	0.7%

# Table G

## Shasta

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

Groups	Civil Service		Labor Force		Population	
Women	714	38.4%	36,528	47.9%	92,066	51%
Men	1,143	61.6%	39,775	52.1%	88,468	49%
Persons with Disabilities	260	14%	6,608	8.7%	94,780	52.5%
Veterans	121	6.5%	4,236	5.6%	15,450	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	8	0.4%	0	0%	189	0.1%
Asian - Filipino	24	1.3%	622	0.8%	796	0.4%
Asian - Indian	4	0.2%	359	0.5%	1,241	0.7%
Asian - Japanese	6	0.3%	0	0%	0	0%
Asian - Korean	4	0.2%	157	0.2%	607	0.3%
Asian - Laotian	1	0.1%	387	0.5%	755	0.4%
Asian - Vietnamese	3	0.2%	1,420	1.9%	2,226	1.2%
Asian - Other or Multiple	14	0.8%	26	<0.1%	63	<0.1%
Black or African American	27	1.5%	1,281	1.7%	2,015	1.1%
Hispanic or Latino	135	7.3%	8,609	11.3%	18,863	10.4%
Native American or Alaska Native	34	1.8%	1,572	2.1%	4,137	2.3%
Pacific Islander - Guamanian	1	0.1%	118	0.2%	118	0.1%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	3	0.2%	0	0%	0	0%
White	1,516	81.6%	58,456	76.6%	142,612	79%
Other or Multiple Race	76	4.1%	3,296	4.3%	6,912	3.8%
Total	1,857	0.8%	76,303	0.4%	180,534	0.5%

# Table G Sierra

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

Groups	Civil Service		Labor Force		Population	
Women	5	10.6%	656	48.2%	1,510	51.2%
Men	42	89.4%	706	51.8%	1,438	48.8%
Persons with Disabilities	4	8.5%	78	5.7%	1,241	42.1%
Veterans	0	0%	74	5.5%	279	9.5%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	10	0.7%	10	0.3%
Asian - Filipino	0	0%	6	0.4%	6	0.2%
Asian - Indian	0	0%	0	0%	1	<0.1%
Asian - Japanese	0	0%	17	1.2%	17	0.6%
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%	2	0.1%	4	0.1%
Black or African American	0	0%	7	0.5%	14	0.5%
Hispanic or Latino	5	10.6%	102	7.5%	284	9.6%
Native American or Alaska Native	2	4.3%	4	0.3%	10	0.3%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	2.1%	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	39	83%	1,186	87.1%	2,512	85.2%
Other or Multiple Race	0	0%	29	2.2%	91	3.1%
Total	47	<0.1%	1,361	<0%	2,948	<0.1%

# Table G

## Siskiyou

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

Groups	Civil Service		Labor Force		Population	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	94	22.9%	8,139	46.2%	19,875	44.3%
Men	317	77.1%	9,461	53.8%	24,951	55.7%
Persons with Disabilities	21	5.1%	1,266	7.2%	21,235	47.4%
Veterans	33	8%	1,606	9.1%	3,838	8.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	1	0.2%	207	1.2%	292	0.7%
Asian - Filipino	1	0.2%	11	0.1%	23	0.1%
Asian - Indian	0	0%	0	0%	30	0.1%
Asian - Japanese	1	0.2%	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%	55	0.3%	265	0.6%
Black or African American	4	1%	444	2.5%	1,950	4.4%
Hispanic or Latino	29	7.1%	1,961	11.1%	7,318	16.3%
Native American or Alaska Native	4	1%	746	4.2%	1,630	3.6%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.2%	0	0%	12	<0.1%
White	352	85.6%	13,513	76.8%	31,406	70.1%
Other or Multiple Race	17	4.1%	663	3.8%	1,897	4.2%
Total	411	0.2%	17,600	0.1%	44,826	0.1%

# Table G

## Solano

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

Groups	Civil Service		Labor Force		Population	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	2,069	42.4%	107,479	47.3%	225,214	50.4%
Men	2,810	57.6%	119,579	52.7%	222,034	49.6%
Persons with Disabilities	353	7.2%	13,851	6.1%	163,735	36.6%
Veterans	345	7.1%	17,055	7.5%	36,719	8.2%
Asian - Cambodian	1	<0.1%	247	0.1%	296	0.1%
Asian - Chinese	54	1.1%	2,636	1.2%	5,956	1.3%
Asian - Filipino	723	14.8%	25,631	11.3%	44,415	9.9%
Asian - Indian	96	2%	2,488	1.1%	4,925	1.1%
Asian - Japanese	15	0.3%	850	0.4%	2,510	0.6%
Asian - Korean	21	0.4%	547	0.2%	1,085	0.2%
Asian - Laotian	5	0.1%	605	0.3%	1,290	0.3%
Asian - Vietnamese	36	0.7%	1,475	0.6%	2,273	0.5%
Asian - Other or Multiple	210	4.3%	1,359	0.6%	3,549	0.8%
Black or African American	728	14.9%	29,595	13%	58,619	13.1%
Hispanic or Latino	846	17.3%	60,574	26.7%	120,218	26.9%
Native American or Alaska Native	20	0.4%	868	0.4%	1,810	0.4%
Pacific Islander - Guamanian	10	0.2%	110	<0.1%	1,131	0.3%
Pacific Islander - Hawaiian	10	0.2%	0	0%	0	0%
Pacific Islander - Samoan	3	0.1%	853	0.4%	3,037	0.7%
Pacific Islander - Other or Multiple	44	0.9%	144	0.1%	566	0.1%
White	1,930	39.6%	88,144	38.8%	167,884	37.5%
Other or Multiple Race	127	2.6%	10,932	4.8%	27,684	6.2%
Total	4,879	2.2%	227,058	1.1%	447,248	1.1%

# Table G

## Sonoma

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

Groups	Civil Service		Labor Force		Population	
Women	591	50.9%	129,936	48.1%	256,164	51.3%
Men	570	49.1%	140,296	51.9%	243,646	48.7%
Persons with Disabilities	183	15.8%	16,933	6.3%	166,543	33.3%
Veterans	44	3.8%	12,924	4.8%	30,234	6%
Asian - Cambodian	2	0.2%	445	0.2%	553	0.1%
Asian - Chinese	16	1.4%	2,520	0.9%	4,706	0.9%
Asian - Filipino	48	4.1%	1,988	0.7%	3,945	0.8%
Asian - Indian	3	0.3%	1,360	0.5%	1,921	0.4%
Asian - Japanese	6	0.5%	1,004	0.4%	1,968	0.4%
Asian - Korean	4	0.3%	1,427	0.5%	2,498	0.5%
Asian - Laotian	2	0.2%	655	0.2%	964	0.2%
Asian - Vietnamese	2	0.2%	1,774	0.7%	2,591	0.5%
Asian - Other or Multiple	16	1.4%	1,243	0.5%	2,792	0.6%
Black or African American	25	2.2%	3,332	1.2%	6,354	1.3%
Hispanic or Latino	150	12.9%	72,553	26.8%	135,500	27.1%
Native American or Alaska Native	10	0.9%	1,948	0.7%	2,971	0.6%
Pacific Islander - Guamanian	0	0%	117	<0.1%	117	<0.1%
Pacific Islander - Hawaiian	4	0.3%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	4	0.3%	856	0.3%	1,165	0.2%
White	822	70.8%	170,944	63.3%	314,353	62.9%
Other or Multiple Race	47	4%	8,066	3%	17,412	3.5%
Total	1,161	0.5%	270,232	1.3%	499,810	1.3%



# Table G

## Stanislaus

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

Groups	Civil Service		Labor Force		Population	
Women	134	39.6%	114,025	45.1%	278,465	50.6%
Men	204	60.4%	138,938	54.9%	271,706	49.4%
Persons with Disabilities	47	13.9%	15,041	5.9%	203,560	37%
Veterans	24	7.1%	10,982	4.3%	24,729	4.5%
Asian - Cambodian	1	0.3%	1,459	0.6%	4,692	0.9%
Asian - Chinese	3	0.9%	803	0.3%	2,886	0.5%
Asian - Filipino	3	0.9%	3,059	1.2%	6,048	1.1%
Asian - Indian	2	0.6%	5,787	2.3%	9,489	1.7%
Asian - Japanese	1	0.3%	373	0.1%	2,179	0.4%
Asian - Korean	0	0%	54	<0.1%	288	0.1%
Asian - Laotian	1	0.3%	683	0.3%	1,185	0.2%
Asian - Vietnamese	1	0.3%	624	0.2%	1,141	0.2%
Asian - Other or Multiple	4	1.2%	1,488	0.6%	3,267	0.6%
Black or African American	19	5.6%	6,999	2.8%	15,572	2.8%
Hispanic or Latino	105	31.1%	116,501	46.1%	258,720	47%
Native American or Alaska Native	4	1.2%	793	0.3%	2,324	0.4%
Pacific Islander - Guamanian	1	0.3%	418	0.2%	1,281	0.2%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%
Pacific Islander - Samoan	1	0.3%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	0.3%	922	0.4%	1,995	0.4%
White	176	52.1%	107,637	42.6%	225,702	41%
Other or Multiple Race	15	4.4%	5,363	2.1%	13,402	2.4%
Total	338	0.2%	252,963	1.3%	550,171	1.4%

# Table G

## Sutter

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

Groups	Civil Service		Labor Force		Population	
Women	40	35.7%	19,734	45.1%	49,350	50.1%
Men	72	64.3%	24,022	54.9%	49,124	49.9%
Persons with Disabilities	9	8%	2,691	6.1%	39,958	40.6%
Veterans	11	9.8%	3,470	7.9%	8,417	8.5%
Asian - Cambodian	0	0%	111	0.3%	320	0.3%
Asian - Chinese	0	0%	48	0.1%	75	0.1%
Asian - Filipino	1	0.9%	196	0.4%	503	0.5%
Asian - Indian	4	3.6%	4,227	9.7%	8,241	8.4%
Asian - Japanese	0	0%	0	0%	183	0.2%
Asian - Korean	1	0.9%	29	0.1%	66	0.1%
Asian - Laotian	0	0%	0	0%	102	0.1%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	2	1.8%	898	2.1%	1,863	1.9%
Black or African American	4	3.6%	1,299	3%	2,345	2.4%
Hispanic or Latino	19	17%	13,363	30.5%	29,881	30.3%
Native American or Alaska Native	0	0%	658	1.5%	1,139	1.2%
Pacific Islander - Guamanian	0	0%	390	0.9%	557	0.6%
Pacific Islander - Hawaiian	0	0%	0	0%	33	<0.1%
Pacific Islander - Samoan	0	0%	333	0.8%	333	0.3%
Pacific Islander - Other or Multiple	0	0%	179	0.4%	463	0.5%
White	75	67%	20,859	47.7%	48,498	49.2%
Other or Multiple Race	6	5.4%	1,164	2.7%	3,874	3.9%
Total	112	0.1%	43,756	0.2%	98,474	0.2%

# Table G

## Tehama

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

Groups	Civil Service		Labor Force		Population	
Women	56	17.8%	11,932	45.4%	30,975	49.1%
Men	259	82.2%	14,340	54.6%	32,055	50.9%
Persons with Disabilities	32	10.2%	1,911	7.3%	30,171	47.9%
Veterans	21	6.7%	1,224	4.7%	4,160	6.6%
Asian - Cambodian	0	0%	21	0.1%	28	<0.1%
Asian - Chinese	1	0.3%	0	0%	0	0%
Asian - Filipino	1	0.3%	64	0.2%	158	0.3%
Asian - Indian	1	0.3%	5	<0.1%	118	0.2%
Asian - Japanese	1	0.3%	10	0%	21	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	1	0.3%	0	0%	403	0.6%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	638	1%
Black or African American	3	1%	315	1.2%	643	1%
Hispanic or Latino	33	10.5%	10,108	38.5%	21,355	33.9%
Native American or Alaska Native	4	1.3%	411	1.6%	1,241	2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.3%	10	0%	77	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	30	0.1%	30	<0.1%
White	260	82.5%	14,962	56.9%	37,394	59.3%
Other or Multiple Race	9	2.9%	338	1.3%	924	1.5%
Total	315	0.1%	26,272	0.1%	63,030	0.2%

# Table G

## Trinity

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

Groups	Civil Service		Labor Force		Population	
Women	14	12.4%	2,496	45.4%	6,479	49.1%
Men	99	87.6%	2,999	54.6%	6,705	50.9%
Persons with Disabilities	4	3.5%	400	7.3%	6,311	47.9%
Veterans	11	9.7%	256	4.7%	870	6.6%
Asian - Cambodian	0	0%	4	0.1%	6	<0.1%
Asian - Chinese	0	0%	0	0%	0	0%
Asian - Filipino	0	0%	13	0.2%	33	0.3%
Asian - Indian	0	0%	1	<0.1%	25	0.2%
Asian - Japanese	1	0.9%	2	<0.1%	4	<0.1%
Asian - Korean	0	0%	0	0%	0	0%
Asian - Laotian	0	0%	0	0%	84	0.6%
Asian - Vietnamese	0	0%	0	0%	0	0%
Asian - Other or Multiple	0	0%	0	0%	133	1%
Black or African American	0	0%	66	1.2%	135	1%
Hispanic or Latino	2	1.8%	2,114	38.5%	4,467	33.9%
Native American or Alaska Native	4	3.5%	86	1.6%	260	2%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	1	0.9%	2	<0.1%	16	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	6	0.1%	6	<0.1%
White	103	91.2%	3,129	56.9%	7,821	59.3%
Other or Multiple Race	2	1.8%	71	1.3%	193	1.5%
Total	113	0.1%	5,495	<0.1%	13,183	<0.1%

# Table G Tulare

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

Groups	Civil Service		Labor Force		Population	
Women	760	50.5%	86,968	42.7%	229,454	49.3%
Men	746	49.5%	116,466	57.3%	235,806	50.7%
Persons with Disabilities	95	6.3%	9,221	4.5%	156,596	33.7%
Veterans	72	4.8%	5,749	2.8%	16,976	3.6%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	4	0.3%	663	0.3%	1,457	0.3%
Asian - Filipino	74	4.9%	2,647	1.3%	5,362	1.2%
Asian - Indian	12	0.8%	732	0.4%	2,044	0.4%
Asian - Japanese	1	0.1%	202	0.1%	802	0.2%
Asian - Korean	1	0.1%	177	0.1%	404	0.1%
Asian - Laotian	2	0.1%	710	0.3%	1,561	0.3%
Asian - Vietnamese	3	0.2%	110	0.1%	321	0.1%
Asian - Other or Multiple	15	1%	2,052	1%	3,975	0.9%
Black or African American	30	2%	1,253	0.6%	5,974	1.3%
Hispanic or Latino	692	45.9%	131,420	64.6%	303,243	65.2%
Native American or Alaska Native	13	0.9%	434	0.2%	968	0.2%
Pacific Islander - Guamanian	0	0%	137	0.1%	331	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	11	<0.1%
Pacific Islander - Samoan	1	0.1%	11	<0.1%	11	<0.1%
Pacific Islander - Other or Multiple	1	0.1%	64	<0.1%	493	0.1%
White	624	41.4%	59,966	29.5%	130,618	28.1%
Other or Multiple Race	33	2.2%	2,856	1.4%	7,685	1.7%
Total	1,506	0.7%	203,434	1%	465,260	1.2%

# Table G

## Tuolumne

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

Groups	Civil Service		Labor Force		Population	
Women	365	30.3%	11,090	47.2%	26,308	48.1%
Men	841	69.7%	12,422	52.8%	28,356	51.9%
Persons with Disabilities	50	4.1%	2,839	12.1%	28,675	52.5%
Veterans	95	7.9%	1,842	7.8%	5,901	10.8%
Asian - Cambodian	0	0%	0	0%	0	0%
Asian - Chinese	4	0.3%	42	0.2%	120	0.2%
Asian - Filipino	18	1.5%	153	0.7%	432	0.8%
Asian - Indian	2	0.2%	0	0%	3	0%
Asian - Japanese	1	0.1%	18	0.1%	76	0.1%
Asian - Korean	2	0.2%	0	0%	50	0.1%
Asian - Laotian	0	0%	0	0%	189	0.3%
Asian - Vietnamese	4	0.3%	17	0.1%	84	0.2%
Asian - Other or Multiple	19	1.6%	0	0%	0	0%
Black or African American	33	2.7%	61	0.3%	484	0.9%
Hispanic or Latino	218	18.1%	3,324	14.1%	8,082	14.8%
Native American or Alaska Native	13	1.1%	485	2.1%	917	1.7%
Pacific Islander - Guamanian	0	0%	6	<0.1%	97	0.2%
Pacific Islander - Hawaiian	2	0.2%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	5	0.4%	39	0.2%	40	0.1%
White	855	70.9%	18,638	79.3%	41,900	76.6%
Other or Multiple Race	30	2.5%	728	3.1%	2,191	4%
Total	1,206	0.6%	23,512	0.1%	54,665	0.1%

# Table G Ventura

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

Groups	Civil Service		Labor Force		Population	
Women	692	43.9%	204,956	46.8%	431,354	50.7%
Men	886	56.1%	233,228	53.2%	419,149	49.3%
Persons with Disabilities	145	9.2%	22,755	5.2%	273,816	32.2%
Veterans	91	5.8%	17,801	4.1%	45,880	5.4%
Asian - Cambodian	1	0.1%	214	<0.1%	290	<0.1%
Asian - Chinese	12	0.8%	4,551	1%	8,995	1.1%
Asian - Filipino	61	3.9%	12,124	2.8%	19,459	2.3%
Asian - Indian	12	0.8%	6,471	1.5%	13,160	1.5%
Asian - Japanese	8	0.5%	2,115	0.5%	3,737	0.4%
Asian - Korean	2	0.1%	1,836	0.4%	4,963	0.6%
Asian - Laotian	0	0%	0	0%	0	0%
Asian - Vietnamese	6	0.4%	3,782	0.9%	7,652	0.9%
Asian - Other or Multiple	10	0.6%	2,541	0.6%	5,001	0.6%
Black or African American	124	7.9%	7,719	1.8%	14,429	1.7%
Hispanic or Latino	569	36.1%	183,190	41.8%	365,842	43%
Native American or Alaska Native	10	0.6%	1,463	0.3%	2,133	0.3%
Pacific Islander - Guamanian	3	0.2%	533	0.1%	669	0.1%
Pacific Islander - Hawaiian	1	0.1%	81	<0.1%	162	<0.1%
Pacific Islander - Samoan	1	0.1%	422	0.1%	715	0.1%
Pacific Islander - Other or Multiple	5	0.3%	253	0.1%	393	<0.1%
White	696	44.1%	202,689	46.3%	381,955	44.9%
Other or Multiple Race	57	3.6%	8,200	1.9%	20,948	2.5%
Total	1,578	0.7%	438,184	2.2%	850,503	2.2%

# Table G Yolo

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

Groups	Civil Service		Labor Force		Population	
Women	1,667	48%	51,315	48.8%	113,004	51.2%
Men	1,805	52%	53,748	51.2%	107,632	48.8%
Persons with Disabilities	464	13.4%	3,809	3.6%	61,224	27.7%
Veterans	170	4.9%	3,015	2.9%	8,325	3.8%
Asian - Cambodian	8	0.2%	652	0.6%	797	0.4%
Asian - Chinese	245	7.1%	4,155	4%	12,006	5.4%
Asian - Filipino	125	3.6%	1,229	1.2%	2,280	1%
Asian - Indian	94	2.7%	3,189	3%	5,988	2.7%
Asian - Japanese	59	1.7%	549	0.5%	2,107	1%
Asian - Korean	18	0.5%	619	0.6%	2,713	1.2%
Asian - Laotian	3	0.1%	383	0.4%	484	0.2%
Asian - Vietnamese	89	2.6%	561	0.5%	1,391	0.6%
Asian - Other or Multiple	148	4.3%	1,543	1.5%	4,420	2%
Black or African American	250	7.2%	3,089	2.9%	5,865	2.7%
Hispanic or Latino	612	17.6%	32,032	30.5%	70,192	31.8%
Native American or Alaska Native	19	0.5%	18	<0.1%	18	<0.1%
Pacific Islander - Guamanian	3	0.1%	0	0%	0	0%
Pacific Islander - Hawaiian	1	<0.1%	0	0%	0	0%
Pacific Islander - Samoan	1	<0.1%	0	0%	0	0%
Pacific Islander - Other or Multiple	24	0.7%	172	0.2%	851	0.4%
White	1,629	46.9%	52,868	50.3%	101,299	45.9%
Other or Multiple Race	144	4.1%	4,004	3.8%	10,225	4.6%
Total	3,472	1.6%	105,063	0.5%	220,636	0.6%



# Table G

## Yuba

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

Groups	Civil Service		Labor Force		Population	
Women	282	27.9%	15,255	45.1%	38,150	50.1%
Men	729	72.1%	18,570	54.9%	37,975	49.9%
Persons with Disabilities	91	9%	2,080	6.1%	30,889	40.6%
Veterans	66	6.5%	2,682	7.9%	6,506	8.5%
Asian - Cambodian	0	0%	86	0.3%	248	0.3%
Asian - Chinese	30	3%	37	0.1%	58	0.1%
Asian - Filipino	21	2.1%	152	0.4%	388	0.5%
Asian - Indian	63	6.2%	3,268	9.7%	6,371	8.4%
Asian - Japanese	8	0.8%	0	0%	141	0.2%
Asian - Korean	5	0.5%	23	0.1%	51	0.1%
Asian - Laotian	0	0%	0	0%	78	0.1%
Asian - Vietnamese	12	1.2%	0	0%	0	0%
Asian - Other or Multiple	54	5.3%	695	2.1%	1,440	1.9%
Black or African American	33	3.3%	1,004	3%	1,812	2.4%
Hispanic or Latino	131	13%	10,331	30.5%	23,099	30.3%
Native American or Alaska Native	5	0.5%	509	1.5%	881	1.2%
Pacific Islander - Guamanian	2	0.2%	302	0.9%	430	0.6%
Pacific Islander - Hawaiian	2	0.2%	0	0%	25	<0.1%
Pacific Islander - Samoan	1	0.1%	257	0.8%	257	0.3%
Pacific Islander - Other or Multiple	3	0.3%	139	0.4%	358	0.5%
White	577	57.1%	16,125	47.7%	37,492	49.2%
Other or Multiple Race	64	6.3%	899	2.7%	2,994	3.9%
Total	1,011	0.5%	33,825	0.2%	76,125	0.2%

# Table G State Total

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

Groups	Civil Service		Labor Force		Population	
	Count	Percentage	Count	Percentage	Count	Percentage
Women	100,425	45.9%	9,249,078	46.1%	19,896,905	50.3%
Men	118,457	54.1%	10,807,470	53.9%	19,660,266	49.7%
Persons with Disabilities	21,752	9.9%	950,616	4.7%	11,992,509	30.3%
Veterans	12,347	5.6%	820,035	4.1%	1,903,259	4.8%
Asian - Cambodian	266	0.1%	40,613	0.2%	82,456	0.2%
Asian - Chinese	8,230	3.8%	814,646	4.1%	1,531,102	3.9%
Asian - Filipino	12,411	5.7%	737,493	3.7%	1,254,387	3.2%
Asian - Indian	4,558	2.1%	459,439	2.3%	822,064	2.1%
Asian - Japanese	1,651	0.8%	133,456	0.7%	272,399	0.7%
Asian - Korean	1,131	0.5%	256,928	1.3%	476,820	1.2%
Asian - Laotian	221	0.1%	30,745	0.2%	58,553	0.1%
Asian - Vietnamese	3,695	1.7%	355,752	1.8%	664,549	1.7%
Asian - Other or Multiple	6,974	3.2%	287,842	1.4%	596,595	1.5%
Black or African American	20,492	9.4%	1,060,869	5.3%	2,178,409	5.5%
Hispanic or Latino	56,893	26%	7,604,819	37.9%	15,540,546	39.3%
Native American or Alaska Native	1,386	0.6%	55,764	0.3%	128,062	0.3%
Pacific Islander - Guamanian	169	0.1%	13,499	0.1%	24,282	0.1%
Pacific Islander - Hawaiian	201	0.1%	9,206	<0.1%	16,766	<0.1%
Pacific Islander - Samoan	135	0.1%	14,828	0.1%	33,142	0.1%
Pacific Islander - Other or Multiple	1,064	0.5%	31,051	0.2%	56,226	0.1%
White	91,330	41.7%	7,574,068	37.8%	14,497,374	36.6%
Other or Multiple Race	8,075	3.7%	575,530	2.9%	1,323,437	3.3%
Total	218,882		20,056,547		39,557,171	

# Table G U.S. Total

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

Groups	Out of State Civil Service		U.S. Total Civil Service	
Women	208	51%	100,633	45.9%
Men	200	49%	118,657	54.1%
Persons with Disabilities	51	12.5%	21,803	9.9%
Veterans	9	2.2%	12,356	5.6%
Asian - Cambodian	0	0%	266	0.1%
Asian - Chinese	31	7.6%	8,261	3.8%
Asian - Filipino	22	5.4%	12,433	5.7%
Asian - Indian	18	4.4%	4,576	2.1%
Asian - Japanese	7	1.7%	1,658	0.8%
Asian - Korean	13	3.2%	1,144	0.5%
Asian - Laotian	0	0%	221	0.1%
Asian - Vietnamese	8	2%	3,703	1.7%
Asian - Other or Multiple	14	3.4%	6,988	3.2%
Black or African American	76	18.6%	20,568	9.4%
Hispanic or Latino	47	11.5%	56,940	26%
Native American or Alaska Native	0	0%	1,386	0.6%
Pacific Islander - Guamanian	0	0%	169	0.1%
Pacific Islander - Hawaiian	1	0.2%	202	0.1%
Pacific Islander - Samoan	0	0%	135	0.1%
Pacific Islander - Other or Multiple	0	0%	1,064	0.5%
White	162	39.7%	91,492	41.7%
Other or Multiple Race	9	2.2%	8,084	3.7%
Total	408		219,290	

# Appendix

## Table H

State Civil Service Disability Representation and Hiring Goals by Agency

# Table H Agr-Chi

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
22nd District Agricultural Association	0	3.3%	-29	1
32nd District Agricultural Association	0	1%	-16	4
Achieving a Better Life Experience Act Board, California	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Administrative Law, Office of	0	16.7%	0	No Goal Required
African-American Museum, California	0	0%	-3	1
Aging, Commission on	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Aging, Department of	4	16.9%	0	No Goal Required
Agricultural Associations	1	4%	-26	6
Agricultural Labor Relations Board	1	11.5%	-3	2
Air Resources Board	22	8.3%	-132	15
Alcoholic Beverage Control Appeals Board	0	40%	1	No Goal Required
Alcoholic Beverage Control, Department of		13.4%	-8	No Goal Required
Alternative Energy and Advanced Transportation Financing Authority	0	0%	-4	4
Arts Council, California	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Baldwin Hills Conservancy	2	50%	1	No Goal Required
Business and Economic Development, Governor's Office of	2	18.2%	1	No Goal Required
Business Oversight, Department of	0	9.7%	-41	4
Business, Consumer Services, and Housing Agency	1	5.9%	-2	3
Child Support Services, Department of		17.5%	5	No Goal Required

PWD = Persons with Disabilities

# Table H Chi-Dev

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Children and Families First Commission	0	20.6%	0	No Goal Required
Coachella Valley Mountains Conservancy	1	33.3%	0	No Goal Required
Coastal Commission, California	1	12.4%	-7	1
Coastal Conservancy, State	0	20.3%	2	No Goal Required
Colorado River Board	0	12.5%	-1	1
Community Colleges, California	1	10.9%	-8	3
Community Services and Development, Department of	1	13.9%	-3	No Goal Required
Compensation Insurance Fund, State	113	26.9%	425	No Goal Required
Conservation Corps, California		15.8%	-3	No Goal Required
Conservation, Department of	17	13.4%	-19	No Goal Required
Consumer Affairs, Department of	48	13.7%	-71	No Goal Required
Controller, Office of the California State	19	13.6%	-40	No Goal Required
Corrections and Rehabilitation, California Department of	94	6.6%	-2842	75
Debt and Investment Advisory Commission, California	1	17.6%	0	No Goal Required
Debt Limit Allocation Committee, California	0	12.5%	-1	2
Delta Protection Commission	0	14.3%	-1	No Goal Required
Delta Stewardship Council	0	6.9%	-6	2
Developmental Disabilities, State Council on	22	30.6%	10	0

# Table H Dev-Foo

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Developmental Services, Department of	19	9.7%	-85	19
Earthquake Authority, California	0	10.9%	-4	3
Education Audit Appeals Panel	0	33.3%	0	No Goal Required
Education, Department of	0	14.7%	-38	No Goal Required
Educational Facilities Authority, California	0	33.3%	0	No Goal Required
Emergency Medical Services Authority	2	6.2%	-17	3
Emergency Services, California Governor's Office of	15	10.3%	-70	3
Employment Development Department	0	16.4%	-12	No Goal Required
Energy Resources Conservation and Development Commission	5	13.2%	-21	5
Environmental Health Hazard Assessment, Office of	0	6.1%	-14	3
Environmental Protection Agency, California	0	11.7%	-3	2
Equalization, Board of	1	22.4%	7	No Goal Required
Exposition and State Fair, California	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Fair Employment and Housing, Department of	2	15.8%	-2	No Goal Required
Fair Political Practices Commission	1	10.7%	-2	No Goal Required
Finance, Department of	5	12.4%	-17	3
FISCal	4	9.6%	-20	20
Fish and Wildlife, Department of	10	9.8%	-165	14
Food and Agriculture, Department of	8	6.2%	-197	17

# Table H For-Ind

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Forestry and Fire Protection, Department of	0	21.9%	56	No Goal Required
Franchise Tax Board	15	11.8%	-297	10
Gambling Control Commission, California	0	10%	-5	0
General Services, Department of	19	14.7%	-67	No Goal Required
Government Operations Agency	0	0%	-2	2
Health and Human Services Agency, California		16.3%	-1	No Goal Required
Health Benefit Exchange, California	9	11.6%	-61	61
Health Care Services, Department of	33	13.1%	-124	45
Health Facilities Financing Authority, California	2	14.3%	-1	No Goal Required
Health Planning and Development, Office of Statewide	7	24.9%	35	No Goal Required
High Speed Rail Authority, California	6	16.2%	-1	No Goal Required
Highway Patrol, California	22	13.6%	-70	No Goal Required
Horse Racing Board, California	1	10%	-2	No Goal Required
Housing and Community Development, Department of	0	18.3%	10	No Goal Required
Housing Finance Agency, California	1	23.1%	11	No Goal Required
Human Resources, California Department of	4	19%	6	No Goal Required
Independent Living Council, State	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Industrial Relations, Department of	10	12.2%	-110	46



# Table H Ins-Pea

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Inspector General, Office of the	1	27.8%	8	No Goal Required
Insurance, Department of	3	13.7%	-27	No Goal Required
Justice, Department of	33	10%	-261	26
Labor and Workforce Development Agency	0	12.5%	-1	1
Law Revision Commission, California	0	50%	1	No Goal Required
Legislative Counsel, Office of	8	15.8%	-5	No Goal Required
Library, California State		18.3%	1	No Goal Required
Little Hoover Commission	0	0%	-1	1
Lottery, California State	0	18.6%	16	No Goal Required
Managed Health Care, Department of	0	14.5%	-9	No Goal Required
Mental Health Services Oversight and Accountability Commission	6	17.1%	0	No Goal Required
Military Department	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Motor Vehicles, Department of	0	14.1%	-237	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%	-1	No Goal Required
Parks and Recreation, Department of	21	2.9%	-712	5
Peace Officer Standards and Training, Commission on	2	18.1%	1	No Goal Required

# Table H Per-San

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Personnel Board, State	3	23%	3	No Goal Required
Pesticide Regulation, Department of	8	13.1%	-15	5
Pilot Commissioners, Board of	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Pollution Control Financing Authority, California	0	3.8%	-4	4
Prison Industry Authority, California	7	5%	-85	7
Public Defender, Office of the State	4	14.9%	-2	No Goal Required
Public Employees' Retirement System, California	17	14%	-70	No Goal Required
Public Employment Relations Board	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Public Health, California Department of	0	14.1%	-92	No Goal Required
Public Utilities Commission, California	15	9.4%	-87	14
Real Estate, Department of	2	10.6%	-16	10
Rehabilitation, Department of	529	28.4%	219	No Goal Required
Resources Recycling and Recovery, Department of	4	22.3%	38	No Goal Required
Sacramento-San Joaquin Delta Conservancy	0	9.1%	-1	2
San Diego River Conservancy	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
San Francisco Bay Conservation and Development Commission	0	4.3%	-7	4
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	0	0%	-1	1
San Joaquin River Conservancy	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption

PWD = Persons with Disabilities

# Table H San-Tax

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Santa Monica Mountains Conservancy	0	60%	1	No Goal Required
Scholarshare Investment Board	0	0%	-2	2
School Finance Authority, California	0	0%	-2	2
Science Center, California	0	7.6%	-12	5
Secretary of State	5	13.7%	-15	5
Secure Choice Retirement Savings Investment Board, California	1	<0.1%	-1	1
Seismic Safety Commission	PWD Exemption	PWD Exemption	PWD Exemption	PWD Exemption
Sierra Nevada Conservancy	0	5.7%	-4	4
Social Services, Department of	41	9.4%	-321	30
State and Community Corrections, Board of	0	17.3%	0	No Goal Required
State Audits, Bureau of	0	14.6%	-4	No Goal Required
State Hospitals, Department of	38	11.3%	-260	25
State Lands Commission	0	24.9%	16	No Goal Required
State Mandates, Commission on	0	30%	1	No Goal Required
Student Aid Commission, California	2	15.1%	-2	No Goal Required
Summer School for the Arts	0	0%	-1	No Goal Required
Systems Integration, Office of	2	10.1%	-20	6
Tahoe Conservancy, California	0	10.3%	-3	1
Tax and Fee Administration, California Department of	88	20.9%	162	No Goal Required
Tax Appeals, Office of	8	10.8%	-5	10

# Table H Tax-Wor

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

Agency Name	2019 PWD Hires	2019 Adjusted PWD Representation	2019 PWD Deficiency or Surplus	2020 PWD Hiring Goal
Tax Credit Allocation Committee, California	0	4.3%	-6	6
Teacher Credentialing, Commission on	1	25.2%	13	No Goal Required
Teachers' Retirement System, California State	1	13.3%	-40	No Goal Required
Technology, Department of	6	12.5%	-35	2
Toxic Substances Control, Department of	10	16.8%	2	No Goal Required
Transportation Agency, California State	0	12.8%	-2	1
Transportation Commission, California	0	28%	2	No Goal Required
Transportation, Department of	74	11.2%	-1120	199
Treasurer, Office of the State	5	12.1%	-10	10
Unemployment Insurance Appeals Board, California	0	25.5%	22	No Goal Required
Veterans Affairs, California Department of	9	8.3%	-262	5
Victim Compensation Board, California	0	21%	14	No Goal Required
Water Resources Control Board	16	15.5%	-24	No Goal Required
Water Resources, Department of	15	11%	-180	14
Wildlife Conservation Board, California	0	17.6%	0	No Goal Required
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	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
22nd District Agricultural Association	0	0	63	16	0
32nd District Agricultural Association	0	0	27	0	3
Achieving a Better Life Experience Act Board, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Administrative Law, Office of	0	No Data Reported	1	0	1
African-American Museum, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Aging, Commission on	UM Exemption	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Aging, Department of	1	1	8	0	0
Agricultural Associations	0	2	122	0	2
Agricultural Labor Relations Board	2	2	7	0	2
Air Resources Board	7	7	72	1	8
Alcoholic Beverage Control Appeals Board	1	0	1	2	0
Alcoholic Beverage Control, Department of	2	3	79	4	4
Alternative Energy and Advanced Transportation Financing Authority	0	1	3	0	1
Arts Council, California	No Data Reported	3	No Data Reported	No Data Reported	No Data Reported
Baldwin Hills Conservancy	UM Exemption	No Data Reported	UM Exemption	UM Exemption	UM Exemption
Business and Economic Development, Governor's Office of	No Data Reported	0	7	0	No Data Reported
Business Oversight, Department of	1	3	26	4	2
Business, Consumer Services, and Housing Agency	0	1	3	2	2
Child Support Services, Department of	0	2	16	4	1

UM = Upward Mobility

# Table I Chi-Dev

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Children and Families First Commission	1	1	3	1	2
Coachella Valley Mountains Conservancy	UM Exemption	<b>UM Exemption</b>	UM Exemption	<b>UM Exemption</b>	UM Exemption
Coastal Commission, California	No Data Reported	<b>No Data Reported</b>	12	0	No Data Reported
Coastal Conservancy, State	1	0	2	0	2
Colorado River Board	UM Exemption	<b>UM Exemption</b>	UM Exemption	<b>UM Exemption</b>	UM Exemption
Community Colleges, California	1	1	2	2	1
Community Services and Development, Department of	1	4	9	5	2
Compensation Insurance Fund, State	16	19	493	14	20
Conservation Corps, California	No Data Reported	<b>No Data Reported</b>	54	0	No Data Reported
Conservation, Department of	15	13	64	10	11
Consumer Affairs, Department of	66	30	1015	0	18
Controller, Office of the California State	16	14	161	45	16
Corrections and Rehabilitation, California Department of	12	17	8342	87	16
Debt and Investment Advisory Commission, California	1	1	2	1	1
Debt Limit Allocation Committee, California	0	1	1	0	1
Delta Protection Commission	No Data Reported	<b>No Data Reported</b>	1	0	No Data Reported
Delta Stewardship Council	No Data Reported	<b>No Data Reported</b>	2	2	No Data Reported
Developmental Disabilities, State Council on	2	1	14	1	0

UM = Upward Mobility

# Table I Dev-Fis

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Developmental Services, Department of	0	20	473	4	1
Earthquake Authority, California	4	1	2	2	1
Education Audit Appeals Panel	UM Exemption	UM Exemption	UM Exemption		
Education, Department of	6	6	523	4	3
Educational Facilities Authority, California	UM Exemption	UM Exemption	UM Exemption	UM Exemption	UM Exemption
Emergency Medical Services Authority	0	1	10	2	1
Emergency Services, California Governor's Office of	7	1	218	4	3
Employment Development Department	0	10	810	0	10
Energy Resources Conservation and Development Commission	0	No Data Reported	26	0	1
Environmental Health Hazard Assessment, Office of	0	No Data Reported	4	0	0
Environmental Protection Agency, California	1	1	15	0	2
Equalization, Board of	0	1	12	1	1
Exposition and State Fair, California	No Data Reported	1	No Data Reported	No Data Reported	No Data Reported
Fair Employment and Housing, Department of	1	No Data Reported	21	3	0
Fair Political Practices Commission	4	0	3	5	4
Finance, Department of	No Data Reported	3	13	0	No Data Reported
FISCAL	No Data Reported	No Data Reported	2	0	No Data Reported
Fish and Wildlife, Department of	38	UM Exemption	143	38	42

UM = Upward Mobility



# Table I Foo-Hum

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Food and Agriculture, Department of	0	45	65	6	7
Forestry and Fire Protection, Department of	1	7	717	2	26
Franchise Tax Board	1	34	1331	7	1
Gambling Control Commission, California	No Data Reported	4	4	0	No Data Reported
General Services, Department of	2	No Data Reported	1780	2	5
Government Operations Agency	UM Exemption	5	UM Exemption	UM Exemption	UM Exemption
Health and Human Services Agency, California	4	1	9	0	2
Health Benefit Exchange, California	1	2	598	3	2
Health Care Services, Department of	0	2	201	0	5
Health Facilities Financing Authority, California	1	No Data Reported	2	0	1
Health Planning and Development, Office of Statewide	3	1	36	3	2
High Speed Rail Authority, California	0	2	2	0	0
Highway Patrol, California	1	0	2172	4	2
Horse Racing Board, California	0	5	12	0	2
Housing and Community Development, Department of	1	0	72	5	3
Housing Finance Agency, California	8	2	12	11	6
Human Resources, California Department of	8	3	24	0	0
Independent Living Council, State	UM Exemption	2	UM Exemption	UM Exemption	UM Exemption
Industrial Relations, Department of	19	UM Exemption	705	0	16
Inspector General, Office of the	1	16	5	0	1

UM = Upward Mobility

# Table I Ins-Pes

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Insurance, Department of	0	1	111	0	1
Justice, Department of	6	1	965	71	8
Labor and Workforce Development Agency	1	6	1	0	1
Law Revision Commission, California	UM Exemption	0	UM Exemption	UM Exemption	UM Exemption
Legislative Counsel, Office of	12	UM Exemption	81	54	8
Library, California State	1	4	33	0	0
Little Hoover Commission	UM Exemption	No Data Reported	UM Exemption	UM Exemption	UM Exemption
Lottery, California State	1	UM Exemption	136	3	2
Managed Health Care, Department of	4	2	22	13	3
Mental Health Services Oversight and Accountability Commission	UM Exemption	3	UM Exemption	UM Exemption	UM Exemption
Military Department	No Data Reported	UM Exemption	No Data Reported	No Data Reported	No Data Reported
Motor Vehicles, Department of	No Data Reported	No Data Reported	6256	0	No Data Reported
Native American Heritage Commission	No Data Reported	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Natural Resources Agency, California	UM Exemption	No Data Reported	UM Exemption	UM Exemption	UM Exemption
Parks and Recreation, Department of	No Data Reported	1	796	0	No Data Reported
Peace Officer Standards and Training, Commission on	0	No Data Reported	12	2	1
Personnel Board, State	0	No Data Reported	2	0	2
Pesticide Regulation, Department of		1	17	0	

UM = Upward Mobility

# Table I Pil-San

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Pilot Commissioners, Board of	UM Exemption	No Data Reported	UM Exemption	UM Exemption	UM Exemption
Pollution Control Financing Authority, California	1	UM Exemption	4	2	2
Prison Industry Authority, California	0	1	875	0	2
Public Defender, Office of the State	No Data Reported	4	3	0	No Data Reported
Public Employees' Retirement System, California	0	0	149	0	6
Public Employment Relations Board	No Data Reported	No Data Reported	No Data Reported	No Data Reported	No Data Reported
Public Health, California Department of	3	1	457	15	4
Public Utilities Commission, California	85	4	76	123	17
Real Estate, Department of	0	No Data Reported	86	3	1
Rehabilitation, Department of	0	17	440	0	5
Resources Recycling and Recovery, Department of	1	5	51	1	3
Sacramento-San Joaquin Delta Conservancy	UM Exemption	2	UM Exemption	UM Exemption	UM Exemption
San Diego River Conservancy	UM Exemption	0	UM Exemption	UM Exemption	UM Exemption
San Francisco Bay Conservation and Development Commission	0	UM Exemption	4	0	0
San Gabriel Lower Los Angeles Rivers and Mountains Conservancy	No Data Reported	No Data Reported	1	0	No Data Reported
San Joaquin River Conservancy	UM Exemption	UM Exemption	UM Exemption		
Santa Monica Mountains Conservancy	UM Exemption	UM Exemption	UM Exemption	UM Exemption	UM Exemption

UM = Upward Mobility

# Table I Sch-Tax

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Scholarshare Investment Board	UM Exemption	0	UM Exemption	UM Exemption	UM Exemption
School Finance Authority, California	0	1	2	0	1
Science Center, California	16	1	65	0	2
Secretary of State	3	2	226	79	5
Secure Choice Retirement Savings Investment Board, California	No Data Reported	No Data Reported	1	0	No Data Reported
Seismic Safety Commission	UM Exemption	3	UM Exemption		
Sierra Nevada Conservancy	2	UM Exemption	2	4	1
Social Services, Department of	2	2	582	11	5
State and Community Corrections, Board of	1	2	4	0	3
State Audits, Bureau of	1	3	6	2	2
State Hospitals, Department of	1	2	1941		3
State Lands Commission	1	2	22	1	1
State Mandates, Commission on	No Data Reported	1	1	0	No Data Reported
Student Aid Commission, California	4	No Data Reported	12	8	5
Summer School for the Arts	UM Exemption	4	UM Exemption	UM Exemption	UM Exemption
Systems Integration, Office of	0	UM Exemption	9	0	0
Tahoe Conservancy, California	0	No Data Reported	1	0	1
Tax and Fee Administration, California Department of	0	No Data Reported	684	45	10
Tax Appeals, Office of	2	No Data Reported	7	2	3

UM = Upward Mobility

# Table I Tax-Wor

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

Agency Name	2019 Upward Mobility Hires	2019 UM Hiring Goal	Number of Employees in Low Paying Classifications	2019 Employees Participating In UM	2020 UM Hiring Goal
Tax Credit Allocation Committee, California	0	No Data Reported	3	1	1
Teacher Credentialing, Commission on	0	No Data Reported	16	0	0
Teachers' Retirement System, California State	No Data Reported	0	26	0	No Data Reported
Technology, Department of	0	4	9	0	0
Toxic Substances Control, Department of	0	No Data Reported	64	6	3
Transportation Agency, California State	0	2	5		4
Transportation Commission, California	UM Exemption	0	UM Exemption	UM Exemption	UM Exemption
Transportation, Department of	0	UM Exemption	7234	0	6
Treasurer, Office of the State	0	51	15	0	2
Unemployment Insurance Appeals Board, California	0	No Data Reported	152	1	8
Veterans Affairs, California Department of	0	0	1113	0	1
Victim Compensation Board, California	5	1	22	15	3
Water Resources Control Board	0	3	84	2	3
Water Resources, Department of	17	3	758	17	17
Wildlife Conservation Board, California	No Data Reported	No Data Reported	1	0	No Data Reported
Women and Girls, Commission on the Status of	No Data Reported	15	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	No Data Reported

# 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  
Air-Con

Groups	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	42	45.7%	12	37.5%	24	77.4%	224	65.5%	25	51%	19	52.8%	192	61.7%
Men	50	54.3%	20	62.5%	7	22.6%	118	34.5%	24	49%	17	47.2%	119	38.3%
Persons with Disabilities	8	8.7%	9	28.1%	6	19.4%	121	35.4%	2	4.1%	4	11.1%	58	18.6%
Veterans	1	1.1%	4	12.5%	0	0%	16	4.7%	1	2%	0	0%	17	5.5%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	0	0%	2	6.3%	1	3.2%	20	5.8%	1	2%	0	0%	7	2.3%
Asian - Filipino	2	2.2%	2	6.3%	1	3.2%	38	11.1%	0	0%	0	0%	11	3.5%
Asian - Indian	3	3.3%	1	3.1%	0	0%	13	3.8%	0	0%	2	5.6%	7	2.3%
Asian - Japanese	2	2.2%	1	3.1%	0	0%	1	0.3%	0	0%	0	0%	3	1%
Asian - Korean	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.3%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.3%	0	0%	0	0%	2	0.6%
Asian - Vietnamese	2	2.2%	0	0%	0	0%	5	1.5%	0	0%	0	0%	4	1.3%
Asian - Other or Multiple	4	4.3%	2	6.3%	1	3.2%	3	0.9%	0	0%	0	0%	13	4.2%
Black or African American	6	6.5%	0	0%	3	9.7%	38	11.1%	2	4.1%	0	0%	47	15.1%
Hispanic or Latino	20	21.7%	4	12.5%	9	29%	60	17.5%	10	20.4%	5	13.9%	50	16.1%
Native American or Alaska Native	0	0%	0	0%	0	0%	4	1.2%	0	0%	0	0%	3	1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.3%	0	0%	0	0%	1	0.3%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.3%
White	48	52.2%	20	62.5%	16	51.6%	145	42.4%	20	40.8%	26	72.2%	151	48.6%
Other or Multiple Race	5	5.4%	0	0%	0	0%	13	3.8%	16	32.7%	3	8.3%	10	3.2%
Total	92	0.4%	32	0.1%	31	0.1%	342	1.5%	49	0.2%	36	0.2%	311	1.4%

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

Groups	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	59	60.8%	2,139	42.9%	350	66.2%	131	63%	52	50%	339	63.8%	12	33.3%
Men	38	39.2%	2,845	57.1%	179	33.8%	77	37%	52	50%	192	36.2%	24	66.7%
Persons with Disabilities	21	21.6%	304	6.1%	56	10.6%	30	14.4%	20	19.2%	128	24.1%	5	13.9%
Veterans	3	3.1%	328	6.6%	20	3.8%	2	1%	10	9.6%	39	7.3%	0	0%
Asian - Cambodian	1	1%	2	<0.1%	1	0.2%	0	0%	0	0%	0	0%	0	0%
Asian - Chinese	5	5.2%	42	0.8%	10	1.9%	11	5.3%	3	2.9%	35	6.6%	0	0%
Asian - Filipino	2	2.1%	195	3.9%	63	11.9%	6	2.9%	2	1.9%	23	4.3%	1	2.8%
Asian - Indian	2	2.1%	40	0.8%	9	1.7%	4	1.9%	0	0%	6	1.1%	1	2.8%
Asian - Japanese	1	1%	9	0.2%	0	0%	4	1.9%	0	0%	3	0.6%	1	2.8%
Asian - Korean	0	0%	16	0.3%	2	0.4%	2	1%	0	0%	4	0.8%	0	0%
Asian - Laotian	0	0%	1	<0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	2	2.1%	18	0.4%	23	4.3%	2	1%	0	0%	14	2.6%	0	0%
Asian - Other or Multiple	4	4.1%	98	2%	10	1.9%	3	1.4%	0	0%	15	2.8%	0	0%
Black or African American	10	10.3%	618	12.4%	43	8.1%	26	12.5%	6	5.8%	84	15.8%	5	13.9%
Hispanic or Latino	23	23.7%	1,484	29.8%	171	32.3%	51	24.5%	11	10.6%	142	26.7%	5	13.9%
Native American or Alaska Native	2	2.1%	45	0.9%	5	0.9%	3	1.4%	2	1.9%	5	0.9%	0	0%
Pacific Islander - Guamanian	0	0%	6	0.1%	0	0%	0	0%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	9	0.2%	0	0%	0	0%	1	1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	7	0.1%	0	0%	0	0%	0	0%	1	0.2%	0	0%
Pacific Islander - Other or Multiple	1	1%	10	0.2%	0	0%	2	1%	0	0%	2	0.4%	0	0%
White	43	44.3%	2,245	45%	180	34%	86	41.3%	72	69.2%	176	33.1%	23	63.9%
Other or Multiple Race	1	1%	139	2.8%	12	2.3%	8	3.8%	7	6.7%	21	4%	0	0%
Total	97	0.4%	4,984	22%	529	2.3%	208	0.9%	104	0.5%	531	2.3%	36	0.2%



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

Table J  
Exp-Gen

Groups	Exposition & State Fair, California	Finance, Department of	Fish & Wildlife, Department of	Food & Agriculture, Department of	Forestry & Fire Protection, Department of	Franchise Tax Board	General Services, Department of
Women	20 42.6%	24 55.8%	223 52.1%	220 40.6%	236 7.4%	361 68.5%	101 34.6%
Men	27 57.4%	19 44.2%	205 47.9%	322 59.4%	2,949 92.6%	166 31.5%	191 65.4%
Persons with Disabilities	2 4.3%	3 7%	29 6.8%	15 2.8%	111 3.5%	75 14.2%	51 17.5%
Veterans	2 4.3%	0 0%	11 2.6%	3 0.6%	49 1.5%	31 5.9%	15 5.1%
Asian - Cambodian	0 0%	0 0%	0 0%	1 0.2%	3 0.1%	0 0%	0 0%
Asian - Chinese	0 0%	6 14%	8 1.9%	8 1.5%	17 0.5%	22 4.2%	11 3.8%
Asian - Filipino	2 4.3%	3 7%	0 0%	14 2.6%	34 1.1%	19 3.6%	13 4.5%
Asian - Indian	0 0%	0 0%	1 0.2%	4 0.7%	5 0.2%	19 3.6%	6 2.1%
Asian - Japanese	0 0%	1 2.3%	5 1.2%	3 0.6%	14 0.4%	5 0.9%	1 0.3%
Asian - Korean	0 0%	0 0%	1 0.2%	3 0.6%	5 0.2%	4 0.8%	1 0.3%
Asian - Laotian	0 0%	0 0%	0 0%	2 0.4%	0 0%	1 0.2%	0 0%
Asian - Vietnamese	0 0%	0 0%	1 0.2%	10 1.8%	6 0.2%	13 2.5%	1 0.3%
Asian - Other or Multiple	2 4.3%	1 2.3%	5 1.2%	9 1.7%	18 0.6%	19 3.6%	5 1.7%
Black or African American	8 17%	0 0%	11 2.6%	24 4.4%	63 2%	88 16.7%	59 20.2%
Hispanic or Latino	5 10.6%	10 23.3%	42 9.8%	193 35.6%	700 22%	99 18.8%	65 22.3%
Native American or Alaska Native	1 2.1%	0 0%	3 0.7%	10 1.8%	45 1.4%	3 0.6%	5 1.7%
Pacific Islander - Guamanian	0 0%	0 0%	1 0.2%	1 0.2%	3 0.1%	1 0.2%	1 0.3%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%	15 0.5%	0 0%	1 0.3%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	2 0.1%	0 0%	0 0%
Pacific Islander - Other or Multiple	0 0%	0 0%	1 0.2%	0 0%	5 0.2%	9 1.7%	0 0%
White	25 53.2%	19 44.2%	296 69.2%	225 41.5%	2,066 64.9%	207 39.3%	108 37%
Other or Multiple Race	4 8.5%	3 7%	53 12.4%	35 6.5%	184 5.8%	18 3.4%	15 5.1%
Total	47 0.2%	43 0.2%	428 1.9%	542 2.4%	3,185 14%	527 2.3%	292 1.3%

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

# Table J Hea-Ins

Groups	Health Benefit Exchange, California		Health Care Services, Department of		Health Planning & Development, Office of Statewide		Highway Patrol, California		Housing & Community Development, Department of		Industrial Relations, Department of		Insurance, Department of	
Women	45	60.8%	157	68.3%	17	50%	232	31.4%	35	64.8%	154	65.3%	62	58.5%
Men	29	39.2%	73	31.7%	17	50%	506	68.6%	19	35.2%	82	34.7%	44	41.5%
Persons with Disabilities	13	17.6%	41	17.8%	8	23.5%	80	10.8%	16	29.6%	30	12.7%	17	16%
Veterans	3	4.1%	13	5.7%	2	5.9%	78	10.6%	3	5.6%	11	4.7%	6	5.7%
Asian - Cambodian	1	1.4%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.9%
Asian - Chinese	2	2.7%	15	6.5%	4	11.8%	11	1.5%	2	3.7%	14	5.9%	8	7.5%
Asian - Filipino	2	2.7%	13	5.7%	1	2.9%	12	1.6%	0	0%	30	12.7%	10	9.4%
Asian - Indian	2	2.7%	10	4.3%	1	2.9%	3	0.4%	0	0%	4	1.7%	3	2.8%
Asian - Japanese	1	1.4%	2	0.9%	0	0%	5	0.7%	0	0%	2	0.8%	1	0.9%
Asian - Korean	0	0%	1	0.4%	0	0%	4	0.5%	0	0%	3	1.3%	1	0.9%
Asian - Laotian	1	1.4%	0	0%	1	2.9%	0	0%	0	0%	1	0.4%	0	0%
Asian - Vietnamese	0	0%	3	1.3%	0	0%	3	0.4%	0	0%	7	3%	1	0.9%
Asian - Other or Multiple	2	2.7%	5	2.2%	2	5.9%	10	1.4%	0	0%	9	3.8%	2	1.9%
Black or African American	10	13.5%	32	13.9%	3	8.8%	37	5%	10	18.5%	21	8.9%	14	13.2%
Hispanic or Latino	15	20.3%	38	16.5%	5	14.7%	187	25.3%	10	18.5%	43	18.2%	20	18.9%
Native American or Alaska Native	2	2.7%	1	0.4%	0	0%	12	1.6%	0	0%	1	0.4%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	2	0.3%	0	0%	0	0%	0	0%
Pacific Islander - Hawaiian	0	0%	2	0.9%	1	2.9%	4	0.5%	0	0%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	1	0.1%	0	0%	0	0%	0	0%
Pacific Islander - Other or Multiple	1	1.4%	2	0.9%	0	0%	2	0.3%	1	1.9%	0	0%	1	0.9%
White	34	45.9%	98	42.6%	13	38.2%	428	58%	31	57.4%	90	38.1%	40	37.7%
Other or Multiple Race	1	1.4%	8	3.5%	3	8.8%	17	2.3%	0	0%	11	4.7%	4	3.8%
Total	74	0.3%	230	1%	34	0.1%	738	3.3%	54	0.2%	236	1%	106	0.5%

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

Groups	Justice, Department of	Lottery, California State	Managed Health Care, Department of	Motor Vehicles, Department of	Parks & Recreation, Department of	Prison Industry Authority, California	Public Employees' Retirement System, California
Women	243 66.4%	20 50%	18 56.3%	986 76.1%	558 42.1%	41 29.5%	95 63.3%
Men	123 33.6%	20 50%	14 43.8%	309 23.9%	766 57.9%	98 70.5%	55 36.7%
Persons with Disabilities	37 10.1%	10 25%	4 12.5%	141 10.9%	25 1.9%	6 4.3%	22 14.7%
Veterans	14 3.8%	3 7.5%	1 3.1%	33 2.5%	11 0.8%	2 1.4%	4 2.7%
Asian - Cambodian	0 0%	0 0%	0 0%	1 0.1%	0 0%	0 0%	0 0%
Asian - Chinese	12 3.3%	1 2.5%	1 3.1%	21 1.6%	10 0.8%	0 0%	5 3.3%
Asian - Filipino	28 7.7%	3 7.5%	2 6.3%	67 5.2%	19 1.4%	3 2.2%	8 5.3%
Asian - Indian	6 1.6%	1 2.5%	2 6.3%	23 1.8%	4 0.3%	0 0%	5 3.3%
Asian - Japanese	6 1.6%	1 2.5%	0 0%	10 0.8%	4 0.3%	0 0%	3 2%
Asian - Korean	4 1.1%	0 0%	1 3.1%	7 0.5%	2 0.2%	0 0%	1 0.7%
Asian - Laotian	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Asian - Vietnamese	2 0.5%	2 5%	0 0%	22 1.7%	2 0.2%	0 0%	0 0%
Asian - Other or Multiple	13 3.6%	2 5%	0 0%	16 1.2%	8 0.6%	1 0.7%	3 2%
Black or African American	44 12%	2 5%	3 9.4%	293 22.6%	20 1.5%	9 6.5%	17 11.3%
Hispanic or Latino	82 22.4%	7 17.5%	4 12.5%	461 35.6%	233 17.6%	54 38.8%	20 13.3%
Native American or Alaska Native	0 0%	0 0%	0 0%	9 0.7%	27 2%	0 0%	0 0%
Pacific Islander - Guamanian	0 0%	0 0%	0 0%	1 0.1%	0 0%	0 0%	0 0%
Pacific Islander - Hawaiian	0 0%	0 0%	0 0%	0 0%	1 0.1%	0 0%	0 0%
Pacific Islander - Samoan	0 0%	0 0%	0 0%	0 0%	2 0.2%	0 0%	0 0%
Pacific Islander - Other or Multiple	2 0.5%	0 0%	0 0%	9 0.7%	1 0.1%	2 1.4%	3 2%
White	150 41%	20 50%	19 59.4%	313 24.2%	877 66.2%	64 46%	78 52%
Other or Multiple Race	17 4.6%	1 2.5%	0 0%	42 3.2%	114 8.6%	6 4.3%	7 4.7%
Total	366 1.6%	40 0.2%	32 0.1%	1,295 5.7%	1,324 5.8%	139 0.6%	150 0.7%

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

Table J  
Pub-Soc

Groups	Public Health, California Department of		Public Utilities Commission, California		Rehabilitation, Department of		Resources Recycling & Recovery, Department of		Secretary of State		Social Services, Department of	
Women	238	75.8%	41	44.6%	98	69%	41	60.3%	26	65%	244	70.5%
Men	76	24.2%	51	55.4%	44	31%	27	39.7%	14	35%	102	29.5%
Persons with Disabilities	52	16.6%	12	13%	50	35.2%	26	38.2%	7	17.5%	46	13.3%
Veterans	15	4.8%	1	1.1%	7	4.9%	6	8.8%	0	0%	10	2.9%
Asian - Cambodian	0	0%	1	1.1%	0	0%	0	0%	0	0%	2	0.6%
Asian - Chinese	14	4.5%	9	9.8%	3	2.1%	4	5.9%	5	12.5%	17	4.9%
Asian - Filipino	33	10.5%	9	9.8%	4	2.8%	3	4.4%	1	2.5%	15	4.3%
Asian - Indian	2	0.6%	4	4.3%	1	0.7%	0	0%	0	0%	5	1.4%
Asian - Japanese	4	1.3%	2	2.2%	1	0.7%	2	2.9%	1	2.5%	4	1.2%
Asian - Korean	2	0.6%	1	1.1%	1	0.7%	0	0%	1	2.5%	4	1.2%
Asian - Laotian	1	0.3%	0	0%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	9	2.9%	3	3.3%	1	0.7%	0	0%	0	0%	0	0%
Asian - Other or Multiple	9	2.9%	5	5.4%	3	2.1%	0	0%	2	5%	5	1.4%
Black or African American	41	13.1%	4	4.3%	22	15.5%	7	10.3%	5	12.5%	60	17.3%
Hispanic or Latino	37	11.8%	11	12%	29	20.4%	8	11.8%	7	17.5%	77	22.3%
Native American or Alaska Native	5	1.6%	0	0%	3	2.1%	0	0%	2	5%	2	0.6%
Pacific Islander - Guamanian	1	0.3%	0	0%	0	0%	0	0%	0	0%	1	0.3%
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	3	1%	0	0%	0	0%	0	0%	1	2.5%	2	0.6%
White	136	43.3%	40	43.5%	66	46.5%	42	61.8%	14	35%	135	39%
Other or Multiple Race	17	5.4%	3	3.3%	8	5.6%	2	2.9%	1	2.5%	17	4.9%
Total	314	1.4%	92	0.4%	142	0.6%	68	0.3%	40	0.2%	346	1.5%

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

Table J  
Sta-Tra

Groups	State Hospitals, Department of		Tax & Fee Administration, California Department of		Teachers' Retirement System, California State		Technology, Department of		Toxic Substances Control, Department of		Transportation, Department of	
Women	522	55.1%	173	63.1%	48	62.3%	24	42.9%	30	42.9%	383	25.9%
Men	426	44.9%	101	36.9%	29	37.7%	32	57.1%	40	57.1%	1,093	74.1%
Persons with Disabilities	120	12.7%	90	32.8%	14	18.2%	12	21.4%	14	20%	251	17%
Veterans	34	3.6%	16	5.8%	3	3.9%	3	5.4%	4	5.7%	81	5.5%
Asian - Cambodian	2	0.2%	1	0.4%	0	0%	0	0%	0	0%	1	0.1%
Asian - Chinese	8	0.8%	21	7.7%	2	2.6%	4	7.1%	7	10%	47	3.2%
Asian - Filipino	103	10.9%	11	4%	2	2.6%	1	1.8%	2	2.9%	53	3.6%
Asian - Indian	21	2.2%	9	3.3%	4	5.2%	0	0%	0	0%	38	2.6%
Asian - Japanese	1	0.1%	9	3.3%	0	0%	1	1.8%	2	2.9%	7	0.5%
Asian - Korean	2	0.2%	3	1.1%	0	0%	1	1.8%	0	0%	2	0.1%
Asian - Laotian	0	0%	1	0.4%	0	0%	0	0%	0	0%	0	0%
Asian - Vietnamese	5	0.5%	2	0.7%	1	1.3%	0	0%	1	1.4%	14	0.9%
Asian - Other or Multiple	26	2.7%	7	2.6%	5	6.5%	1	1.8%	2	2.9%	36	2.4%
Black or African American	135	14.2%	28	10.2%	6	7.8%	5	8.9%	5	7.1%	143	9.7%
Hispanic or Latino	214	22.6%	55	20.1%	7	9.1%	6	10.7%	7	10%	274	18.6%
Native American or Alaska Native	4	0.4%	0	0%	0	0%	0	0%	0	0%	18	1.2%
Pacific Islander - Guamanian	0	0%	1	0.4%	0	0%	0	0%	0	0%	2	0.1%
Pacific Islander - Hawaiian	1	0.1%	0	0%	0	0%	0	0%	0	0%	1	0.1%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	0	0%	1	0.1%
Pacific Islander - Other or Multiple	0	0%	1	0.4%	1	1.3%	0	0%	0	0%	6	0.4%
White	399	42.1%	119	43.4%	48	62.3%	31	55.4%	39	55.7%	759	51.4%
Other or Multiple Race	27	2.8%	6	2.2%	1	1.3%	6	10.7%	5	7.1%	74	5%
Total	948	4.2%	274	1.2%	77	0.3%	56	0.2%	70	0.3%	1,476	6.5%

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

Table J  
Une-Tot

Groups	Unemployment Insurance Appeals Board, California		Veterans Affairs, California Department of		Water Resources Control Board		Water Resources, Department of		Total of All Agencies	
Women	21	70%	273	68.1%	115	56.1%	65	28.9%	10,192	44.9%
Men	9	30%	128	31.9%	90	43.9%	160	71.1%	12,487	55.1%
Persons with Disabilities	9	30%	38	9.5%	40	19.5%	28	12.4%	2,428	10.7%
Veterans	0	0%	17	4.2%	5	2.4%	23	10.2%	1,002	4.4%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	18	0.1%
Asian - Chinese	2	6.7%	4	1%	11	5.4%	10	4.4%	504	2.2%
Asian - Filipino	1	3.3%	55	13.7%	7	3.4%	3	1.3%	948	4.2%
Asian - Indian	0	0%	7	1.7%	6	2.9%	7	3.1%	310	1.4%
Asian - Japanese	0	0%	2	0.5%	1	0.5%	3	1.3%	137	0.6%
Asian - Korean	0	0%	6	1.5%	1	0.5%	0	0%	90	0.4%
Asian - Laotian	0	0%	0	0%	0	0%	1	0.4%	14	0.1%
Asian - Vietnamese	0	0%	4	1%	2	1%	5	2.2%	193	0.9%
Asian - Other or Multiple	0	0%	11	2.7%	8	3.9%	13	5.8%	437	1.9%
Black or African American	4	13.3%	79	19.7%	15	7.3%	10	4.4%	2,284	10.1%
Hispanic or Latino	6	20%	92	22.9%	29	14.1%	33	14.7%	5,342	23.6%
Native American or Alaska Native	0	0%	2	0.5%	3	1.5%	2	0.9%	236	1%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	0	0%	24	0.1%
Pacific Islander - Hawaiian	0	0%	0	0%	0	0%	0	0%	37	0.2%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	14	0.1%
Pacific Islander - Other or Multiple	0	0%	0	0%	0	0%	1	0.4%	71	0.3%
White	16	53.3%	119	29.7%	105	51.2%	124	55.1%	10,981	48.4%
Other or Multiple Race	1	3.3%	20	5%	17	8.3%	13	5.8%	1,039	4.6%
Total	30	0.1%	401	1.8%	205	0.9%	225	1%	22,679	

# Appendix

## Table K

State Civil Service Separations by Job Category

Table K: State Civil Service Separations by Job Category

Groups	Architecture and Engineering Occupations		Arts, Design, Entertainment, Sports, and Media Occupations		Building and Grounds Cleaning and Maintenance Occupations		Business and Financial Operations Occupations		Community and Social Service Occupations		Computer and Mathematical Occupations	
Women	150	21.6%	23	45.1%	115	31.5%	2,131	69.8%	378	58.2%	282	44.8%
Men	543	78.4%	28	54.9%	250	68.5%	924	30.2%	271	41.8%	347	55.2%
Persons with Disabilities	114	16.5%	9	17.6%	22	6%	660	21.6%	79	12.2%	112	17.8%
Veterans	31	4.5%	2	3.9%	7	1.9%	160	5.2%	49	7.6%	52	8.3%
Asian - Cambodian	1	0.1%	0	0%	1	0.3%	4	0.1%	0	0%	0	0%
Asian - Chinese	41	5.9%	1	2%	8	2.2%	136	4.5%	3	0.5%	45	7.2%
Asian - Filipino	32	4.6%	1	2%	16	4.4%	173	5.7%	13	2%	23	3.7%
Asian - Indian	38	5.5%	0	0%	6	1.6%	61	2%	1	0.2%	34	5.4%
Asian - Japanese	6	0.9%	0	0%	1	0.3%	36	1.2%	1	0.2%	14	2.2%
Asian - Korean	1	0.1%	0	0%	0	0%	24	0.8%	4	0.6%	3	0.5%
Asian - Laotian	1	0.1%	0	0%	0	0%	4	0.1%	1	0.2%	1	0.2%
Asian - Vietnamese	22	3.2%	1	2%	1	0.3%	41	1.3%	0	0%	7	1.1%
Asian - Other or Multiple	34	4.9%	2	3.9%	5	1.4%	79	2.6%	8	1.2%	18	2.9%
Black or African American	33	4.8%	0	0%	82	22.5%	368	12%	123	19%	62	9.9%
Hispanic or Latino	70	10.1%	9	17.6%	137	37.5%	524	17.2%	182	28%	93	14.8%
Native American or Alaska Native	1	0.1%	1	2%	4	1.1%	30	1%	12	1.8%	5	0.8%
Pacific Islander - Guamanian	1	0.1%	0	0%	1	0.3%	3	0.1%	0	0%	2	0.3%
Pacific Islander - Hawaiian	0	0%	0	0%	1	0.3%	4	0.1%	0	0%	0	0%
Pacific Islander - Samoan	0	0%	0	0%	0	0%	0	0%	2	0.3%	1	0.2%
Pacific Islander - Other or Multiple	1	0.1%	0	0%	2	0.5%	19	0.6%	0	0%	2	0.3%
White	366	52.8%	36	70.6%	88	24.1%	1,422	46.5%	278	42.8%	289	45.9%
Other or Multiple Race	45	6.5%	0	0%	12	3.3%	127	4.2%	21	3.2%	30	4.8%
Total	693	3.1%	51	0.2%	365	1.6%	3,055	13.5%	649	2.9%	629	2.8%



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

Table K  
Con-Hea

Groups	Construction and Extraction Occupations		Education, Training, and Library Occupations		Farming, Fishing, and Forestry Occupations		Food Preparation and Serving Related Occupations		Healthcare Practitioners and Technical Occupations		Healthcare Support Occupations	
Women	44	6.7%	109	48.2%	152	36.3%	160	54.1%	1,189	68.2%	210	82.7%
Men	615	93.3%	117	51.8%	267	63.7%	136	45.9%	554	31.8%	44	17.3%
Persons with Disabilities	82	12.4%	31	13.7%	4	1%	24	8.1%	141	8.1%	6	2.4%
Veterans	46	7%	11	4.9%	4	1%	23	7.8%	45	2.6%	0	0%
Asian - Cambodian	0	0%	0	0%	1	0.2%	1	0.3%	2	0.1%	1	0.4%
Asian - Chinese	0	0%	4	1.8%	3	0.7%	7	2.4%	20	1.1%	1	0.4%
Asian - Filipino	11	1.7%	1	0.4%	8	1.9%	37	12.5%	240	13.8%	32	12.6%
Asian - Indian	1	0.2%	0	0%	3	0.7%	4	1.4%	49	2.8%	8	3.1%
Asian - Japanese	1	0.2%	0	0%	1	0.2%	0	0%	1	0.1%	0	0%
Asian - Korean	0	0%	1	0.4%	2	0.5%	1	0.3%	11	0.6%	2	0.8%
Asian - Laotian	0	0%	0	0%	1	0.2%	0	0%	0	0%	0	0%
Asian - Vietnamese	1	0.2%	0	0%	9	2.1%	4	1.4%	31	1.8%	0	0%
Asian - Other or Multiple	6	0.9%	2	0.9%	7	1.7%	1	0.3%	57	3.3%	9	3.5%
Black or African American	67	10.2%	29	12.8%	13	3.1%	43	14.5%	251	14.4%	65	25.6%
Hispanic or Latino	161	24.4%	40	17.7%	170	40.6%	84	28.4%	322	18.5%	68	26.8%
Native American or Alaska Native	11	1.7%	3	1.3%	9	2.1%	2	0.7%	9	0.5%	3	1.2%
Pacific Islander - Guamanian	1	0.2%	0	0%	1	0.2%	0	0%	1	0.1%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%	1	0.3%	2	0.1%	1	0.4%
Pacific Islander - Samoan	1	0.2%	0	0%	0	0%	0	0%	3	0.2%	0	0%
Pacific Islander - Other or Multiple	2	0.3%	1	0.4%	0	0%	0	0%	3	0.2%	1	0.4%
White	364	55.2%	135	59.7%	160	38.2%	101	34.1%	701	40.2%	54	21.3%
Other or Multiple Race	31	4.7%	10	4.4%	31	7.4%	10	3.4%	40	2.3%	9	3.5%
Total	659	2.9%	226	1%	419	1.8%	296	1.3%	1,743	7.7%	254	1.1%

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

Table K  
Ins-Per

Groups	Installation, Maintenance, and Repair Occupations		Legal Occupations		Life, Physical, and Social Science Occupations		Management Occupations		Office and Administrative Support Occupations		Personal Care and Service Occupations	
Women	66	16.3%	171	49.9%	639	54.2%	323	49.2%	2,611	76.2%	34	70.8%
Men	340	83.7%	172	50.1%	541	45.8%	334	50.8%	814	23.8%	14	29.2%
Persons with Disabilities	26	6.4%	49	14.3%	117	9.9%	131	19.9%	518	15.1%	8	16.7%
Veterans	29	7.1%	22	6.4%	26	2.2%	43	6.5%	116	3.4%	3	6.3%
Asian - Cambodian	0	0%	0	0%	0	0%	0	0%	4	0.1%	0	0%
Asian - Chinese	2	0.5%	20	5.8%	39	3.3%	31	4.7%	80	2.3%	0	0%
Asian - Filipino	5	1.2%	7	2%	20	1.7%	14	2.1%	182	5.3%	3	6.3%
Asian - Indian	0	0%	4	1.2%	6	0.5%	5	0.8%	56	1.6%	0	0%
Asian - Japanese	2	0.5%	6	1.7%	16	1.4%	6	0.9%	14	0.4%	1	2.1%
Asian - Korean	1	0.2%	7	2%	6	0.5%	3	0.5%	8	0.2%	0	0%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	4	0.1%	0	0%
Asian - Vietnamese	2	0.5%	0	0%	4	0.3%	1	0.2%	45	1.3%	0	0%
Asian - Other or Multiple	2	0.5%	8	2.3%	19	1.6%	12	1.8%	61	1.8%	1	2.1%
Black or African American	9	2.2%	26	7.6%	55	4.7%	64	9.7%	598	17.5%	6	12.5%
Hispanic or Latino	91	22.4%	42	12.2%	116	9.8%	117	17.8%	1,014	29.6%	5	10.4%
Native American or Alaska Native	5	1.2%	2	0.6%	8	0.7%	2	0.3%	37	1.1%	0	0%
Pacific Islander - Guamanian	0	0%	0	0%	0	0%	1	0.2%	6	0.2%	0	0%
Pacific Islander - Hawaiian	1	0.2%	0	0%	0	0%	1	0.2%	2	0.1%	0	0%
Pacific Islander - Samoan	1	0.2%	0	0%	0	0%	0	0%	1	<0.1%	0	0%
Pacific Islander - Other or Multiple	1	0.2%	1	0.3%	0	0%	0	0%	24	0.7%	0	0%
White	241	59.4%	205	59.8%	793	67.2%	377	57.4%	1,152	33.6%	29	60.4%
Other or Multiple Race	43	10.6%	15	4.4%	98	8.3%	23	3.5%	137	4%	3	6.3%
Total	406	1.8%	343	1.5%	1,180	5.2%	657	2.9%	3,425	15.1%	48	0.2%

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

Table K  
Pro-Total

Groups	Production Occupations		Protective Service Occupations		Sales and Related Occupations		Transportation and Material Moving Occupations		Unmapped Classes		Total	
Women	18	14.1%	538	10.7%	54	51.9%	89	23.1%	706	36.8%	10,192	44.9%
Men	110	85.9%	4,505	89.3%	50	48.1%	296	76.9%	1,215	63.2%	12,487	55.1%
Persons with Disabilities	36	28.1%	149	3%	21	20.2%	16	4.2%	73	3.8%	2,428	10.7%
Veterans	26	20.3%	276	5.5%	6	5.8%	14	3.6%	11	0.6%	1,002	4.4%
Asian - Cambodian	0	0%	3	0.1%	0	0%	0	0%	0	0%	18	0.1%
Asian - Chinese	1	0.8%	20	0.4%	7	6.7%	1	0.3%	34	1.8%	504	2.2%
Asian - Filipino	7	5.5%	72	1.4%	8	7.7%	8	2.1%	35	1.8%	948	4.2%
Asian - Indian	0	0%	6	0.1%	7	6.7%	1	0.3%	20	1%	310	1.4%
Asian - Japanese	0	0%	24	0.5%	2	1.9%	0	0%	5	0.3%	137	0.6%
Asian - Korean	0	0%	11	0.2%	0	0%	0	0%	5	0.3%	90	0.4%
Asian - Laotian	0	0%	0	0%	0	0%	0	0%	2	0.1%	14	0.1%
Asian - Vietnamese	0	0%	9	0.2%	2	1.9%	1	0.3%	12	0.6%	193	0.9%
Asian - Other or Multiple	4	3.1%	47	0.9%	3	2.9%	8	2.1%	44	2.3%	437	1.9%
Black or African American	11	8.6%	237	4.7%	23	22.1%	20	5.2%	99	5.2%	2,284	10.1%
Hispanic or Latino	27	21.1%	1,305	25.9%	10	9.6%	112	29.1%	643	33.5%	5,342	23.6%
Native American or Alaska Native	3	2.3%	59	1.2%	0	0%	4	1%	26	1.4%	236	1%
Pacific Islander - Guamanian	0	0%	6	0.1%	0	0%	0	0%	1	0.1%	24	0.1%
Pacific Islander - Hawaiian	0	0%	19	0.4%	0	0%	2	0.5%	2	0.1%	37	0.2%
Pacific Islander - Samoan	0	0%	3	0.1%	0	0%	0	0%	2	0.1%	14	0.1%
Pacific Islander - Other or Multiple	0	0%	10	0.2%	0	0%	0	0%	4	0.2%	71	0.3%
White	72	56.3%	2,975	59%	40	38.5%	194	50.4%	909	47.3%	10,981	48.4%
Other or Multiple Race	3	2.3%	237	4.7%	2	1.9%	34	8.8%	78	4.1%	1,039	4.6%
Total	128	0.6%	5,043	22.2%	104	0.5%	385	1.7%	1,921	8.5%	22,679	

# Appendix

## Table L

State Civil Service Appointments by Type

Table L: State Civil Service Appointments by Type

Table L

Group Type	Intake: Outside Hires		Intake: Hires From Other State Agencies		Total Intake Hires		Advancement		Demotion	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
No Gender	7	<0.1%	1	<0.1%	1	<0.1%	0	0%	0	0%
Women	11,154	47.1%	4,221	63%	15,375	50.6%	9,627	52.4%	608	55.7%
Men	12,505	52.8%	2,481	37%	14,986	49.4%	8,727	47.5%	484	44.3%
Persons with Disabilities	430	1.8%	707	10.5%	1,137	3.7%	1,523	8.3%	125	11.4%
Veterans	216	0.9%	227	3.4%	443	1.5%	588	3.2%	40	3.7%
Asian - Cambodian	46	0.2%	13	0.2%	59	0.2%	31	0.2%	2	0.2%
Asian - Chinese	702	3%	390	5.8%	1,092	3.6%	838	4.6%	40	3.7%
Asian - Filipino	887	3.7%	367	5.5%	1,254	4.1%	825	4.5%	51	4.7%
Asian - Indian	562	2.4%	233	3.5%	795	2.6%	481	2.6%	24	2.2%
Asian - Japanese	98	0.4%	54	0.8%	152	0.5%	143	0.8%	6	0.5%
Asian - Korean	120	0.5%	53	0.8%	173	0.6%	129	0.7%	6	0.5%
Asian - Laotian	40	0.2%	17	0.3%	57	0.2%	33	0.2%	1	0.1%
Asian - Vietnamese	375	1.6%	209	3.1%	584	1.9%	382	2.1%	18	1.6%
Asian - Other or Multiple	938	4%	326	4.9%	1,264	4.2%	707	3.9%	33	3%
Black or African American	1,989	8.4%	730	10.9%	2,719	9%	1,423	7.8%	123	11.3%
Hispanic or Latino	6,737	28.5%	1,381	20.6%	8,118	26.7%	4,129	22.5%	255	23.4%
Native American or Alaska Native	190	0.8%	59	0.9%	249	0.8%	154	0.8%	9	0.8%
Pacific Islander - Guamanian	15	0.1%	8	0.1%	23	0.1%	27	0.1%	2	0.2%
Pacific Islander - Hawaiian	17	0.1%	9	0.1%	26	0.1%	20	0.1%	1	0.1%
Pacific Islander - Samoan	17	0.1%	0	0%	17	0.1%	8	<0.1%	0	0%
Pacific Islander - Other or Multiple	102	0.4%	59	0.9%	161	0.5%	116	0.6%	8	0.7%
White	9,286	39.2%	2,455	36.6%	11,741	38.7%	8,025	43.7%	470	43%
Other or Multiple Race	1,545	6.5%	340	5.1%	1,885	6.2%	885	4.8%	43	3.9%
<b>Total</b>	<b>23,659</b>	<b>77.9%</b>	<b>6,702</b>	<b>22.1%</b>	<b>30,361</b>	<b>100%</b>	<b>18,354</b>		<b>1,092</b>	

# 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	3,898	50.3%	186	39.2%	6,108	42.3%	10,192	44.9%
Men	3,855	49.7%	289	60.8%	8,343	57.7%	12,487	55.1%
Persons with Disabilities	1,659	21.4%	91	19.2%	678	4.7%	2,428	10.7%
Veterans	653	8.4%	39	8.2%	310	2.1%	1,002	4.4%
Asian - Cambodian	1	<0.1%	0	0%	17	0.1%	18	0.1%
Asian - Chinese	248	3.2%	7	1.5%	249	1.7%	504	2.2%
Asian - Filipino	448	5.8%	20	4.2%	480	3.3%	948	4.2%
Asian - Indian	76	1%	5	1.1%	229	1.6%	310	1.4%
Asian - Japanese	85	1.1%	1	0.2%	51	0.4%	137	0.6%
Asian - Korean	26	0.3%	2	0.4%	62	0.4%	90	0.4%
Asian - Laotian	5	0.1%	0	0%	9	0.1%	14	0.1%
Asian - Vietnamese	54	0.7%	0	0%	139	1%	193	0.9%
Asian - Other or Multiple	118	1.5%	8	1.7%	311	2.2%	437	1.9%
Black or African American	822	10.6%	60	12.6%	1,402	9.7%	2,284	10.1%
Hispanic or Latino	1,474	19%	113	23.8%	3,755	26%	5,342	23.6%
Native American or Alaska Native	44	0.6%	7	1.5%	185	1.3%	236	1%
Pacific Islander - Guamanian	6	0.1%	1	0.2%	17	0.1%	24	0.1%
Pacific Islander - Hawaiian	10	0.1%	1	0.2%	26	0.2%	37	0.2%
Pacific Islander - Samoan	1	<0.1%	0	0%	13	0.1%	14	0.1%
Pacific Islander - Other or Multiple	20	0.3%	0	0%	51	0.4%	71	0.3%
White	4,088	52.7%	234	49.3%	6,659	46.1%	10,981	48.4%
Other or Multiple Race	227	2.9%	16	3.4%	796	5.5%	1,039	4.6%
Total	7,753	34.2%	475	2.1%	14,451	63.7%	22,679	

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