

**ANNUAL
CENSUS
OF EMPLOYEES
IN THE STATE
CIVIL SERVICE**



2012

**REPORT TO THE
GOVERNOR
AND THE
LEGISLATURE**



Prepared for the State Personnel
Board and Submitted by:

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I. Purpose of the Report

Government Code section 12920, subdivision (a) declares nondiscrimination as public policy in the State of California. The California Department of Human Resources (CalHR) provides statewide leadership, coordination, and technical guidance to departments, while the State Personnel Board (SPB) conducts compliance audits of department efforts to fully achieve equal employment opportunity and non-discriminatory employment practices within the State civil service.

In accordance with Government Code sections 19237, 19402, 19405, 19792 subdivisions (h) and (i), 19792.5 subdivisions (a) and (b), and 19793, CalHR has prepared this report for the Governor and the Legislature. The data provided in this report captures the statewide ethnic, gender, and disability representation and upward mobility for State employees for the period between January 1, 2012 and December 31, 2012. Data used in this report is from the California State Controller's Office, the Employment Development Department (EDD), California State departments, and the United States (U.S.) Census Bureau's Current Population Survey and American Community Survey.

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

II. State Civil Service Workforce Composition

A. Workforce Population

As reported by EDD¹, 16.7 million Californians were employed and 1.8 million were unemployed as of December 2012. Combined, the total working age civilian non-institutional² labor force population was 18.5 million. In comparison, the State civil service workforce population as of December 2012 was comprised of 202,292 employees; accounting for 1.2% of California's employed. ([Table A, page 17](#))

In the State civil service, the workforce population as of December 2012 decreased by 5,837 employees (2.8%) when compared to data reported in the *Annual Census of Employees in the State Civil Service 2011*. ([Table A, page 17](#))

¹ Report 400C: Monthly Labor Force Data for Counties, Employment Development Department, December 2012. Note: Data from Report 400C may be rounded.

² The U.S. Census Bureau defines the non-institutional population as those living in group quarters that are primarily eligible, able, or likely to participate in the labor force while resident. Group quarters may include college/university housing, military quarters, emergency and transitional shelters for people experiencing homelessness, and group homes.

II. State Civil Service Workforce Composition

B. Gender

As reported by the U.S. Census Bureau³, there were 9.6% more Men (54.8%) than Women (45.2%) in California's civilian non-institutional labor force.

In the State civil service, Men (53.2%), overall, outnumbered Women (46.8%) by 6.4%. ([Table B, page 18](#))

C. Race/Ethnicity

In California's civilian non-institutional labor force⁴, Whites represented the largest among racial groups with a representation of 75.4%. In descending order of representation, the other racial groups were: Asians (13.9%); Blacks (5.6%); two or more races (2.1%); American Indians and Alaska Natives (2.0%); and Native Hawaiians and Other Pacific Islanders (1.0%).

The U.S. Census Bureau collects race and Hispanic origin based on the guidance of the U.S. Office of Management and Budget's 1997 *Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity*. The standards mandate that data collection regarding race/ethnicity include separate questions regarding race and Hispanic origin.⁵

According to the U.S. Census Bureau⁶, racial groups of Hispanic origin in California's civilian non-institutional labor force are as follows in descending order of representation: White (88.9%); American Indian and Alaska Native (4.1%); Asian (2.5%); Black (1.9%); two or more races (1.8%); and Native Hawaiian and Other Pacific Islander (0.8%).

In the State civil service, Whites had the highest representation among racial groups with 47.1%. In descending order of representation, the other racial/ethnic groups were: Hispanics (22.7%); Blacks (10.4%); Asians (10.0%); Filipinos (6.0%); Pacific Islanders (0.6%); and Native Americans (0.5%). Pacific Islanders (0.6%) and Native Americans (0.5%) had the lowest representation among racial/ethnic groups with less than one percent representation. ([Table B, page 18](#))

³ *Annual Social and Economic Supplement*, Current Population Survey, U.S. Census Bureau, 2012.

⁴ *Annual Social and Economic Supplement*, Current Population Survey, U.S. Census Bureau, 2012.

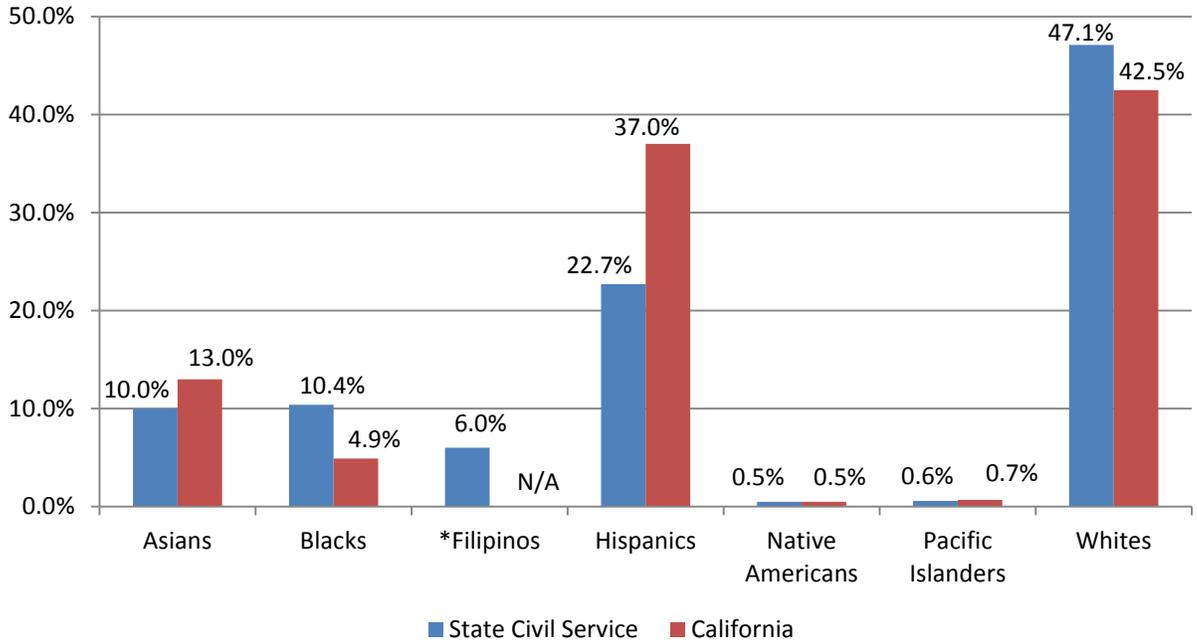
⁵ *Overview of Race and Hispanic Origin: 2010: 2010 Census Briefs*, Karen R. Humes, Nicholas A. Jones, and Roberto R. Ramirez, March 2011.

⁶ *Annual Social and Economic Supplement*, Current Population Survey, U.S. Census Bureau, 2012.

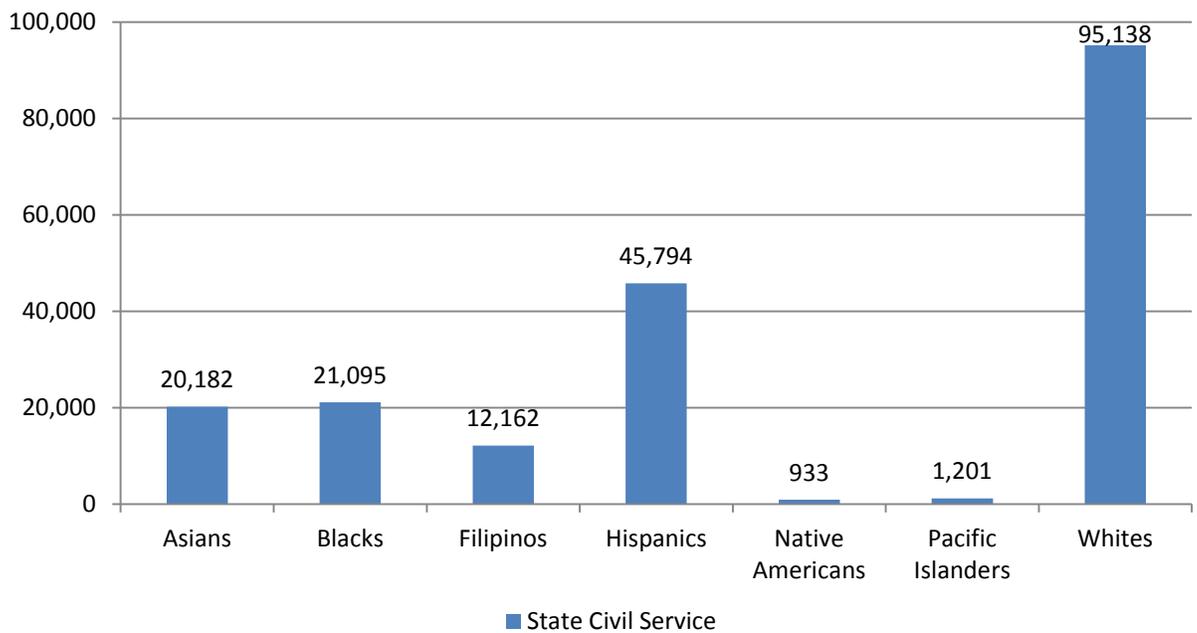
II. State Civil Service Workforce Composition

C. Race/Ethnicity

Workforce Composition Comparison by Race/Ethnicity⁷



State Civil Service Workforce Composition by Race/Ethnicity



⁷ Due to the racial/ethnic breakdown used by the U.S. Census Bureau, California comparison data for individual category Filipinos was not available. Also, the Hispanic ethnic group was segregated in the California data in order to provide comparison with State civil service racial/ethnic groups. (Table B, page 18)

II. State Civil Service Workforce Composition

D. Age

In the California civilian non-institutional labor force⁸, the age group composition was as follows: Under 25 (12.8%); 25-29 (12.1%); 30-34 (11.9%); 35-39 (10.7%); 40-44 (10.9%); 45-49 (11.1%); 50-54 (11.0%); 55-59 (8.9%); 60-64 (6.1%); and 65 and older (4.5%).

In the State civil service, the 50-54 (16.6%) age group had the highest representation among the age groups, while the Under 25 (1.8%) age group had the lowest representation. ([Table C, page 39](#))

In the State civil service, Men represented 50% or more among the following 7 age groups: 25-29, 30-34, 35-39, 40-44, 45-49, 60-64, and over 64. Women represented 50% or more in the following 3 age groups: Under 25, 50-54, and 55-59. ([Table C, page 39](#))

In the State civil service, among racial/ethnic groups, Whites had the highest representation with 50% or more in the following 3 age groups: 55-59, 60-64, and over 64. Whites represented less than 50% in the following 7 age groups: Under 25, 25-29, 30-34, 35-39, 40-44, 45-49, and 50-54. Native Americans (0.5%) and Pacific Islanders (0.6%) had the lowest representation in all age groups with less than one percent representation. ([Table C, page 39](#))

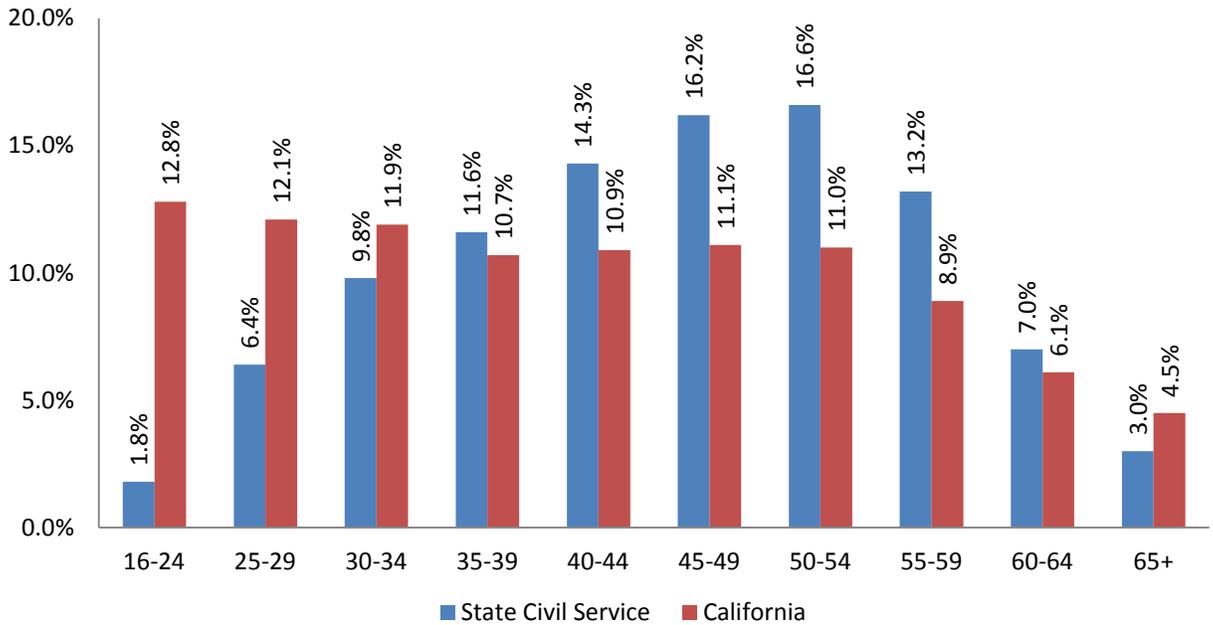
In the State civil service, the representation of persons with disabilities was highest in the 60-64 (19.1%) and lowest in the under 25 (4.4%) age groups. ([Table C, page 39](#))

⁸ *Annual Social and Economic Supplement*, Current Population Survey, U.S. Census Bureau, 2012.

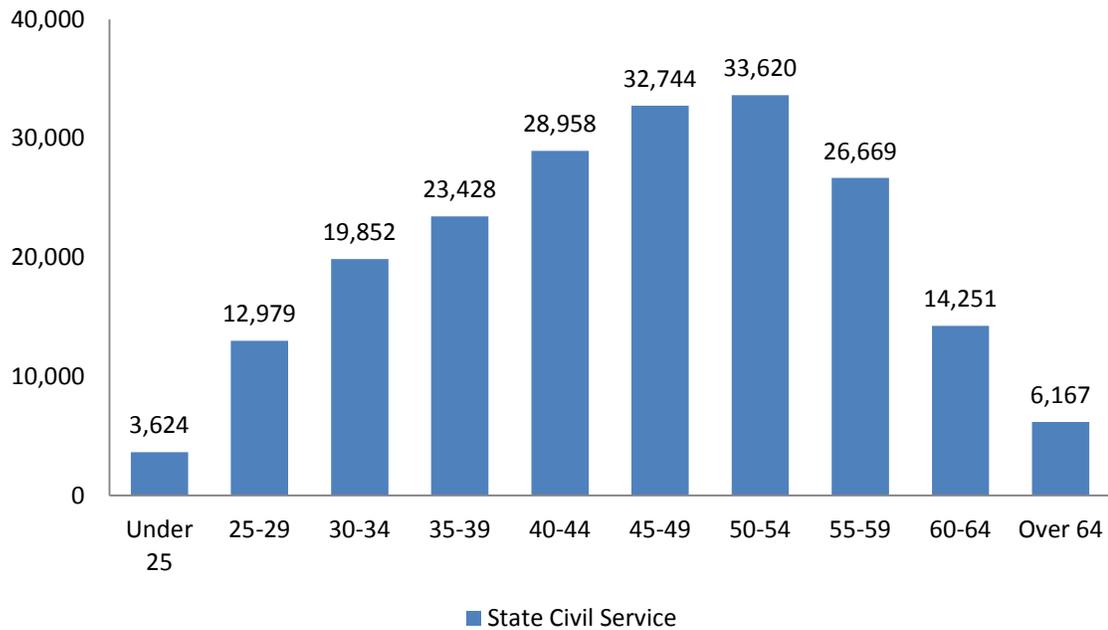
II. State Civil Service Workforce Composition

D. Age

Workforce Composition Comparison by Age Groups



State Civil Service Workforce Composition by Age Groups



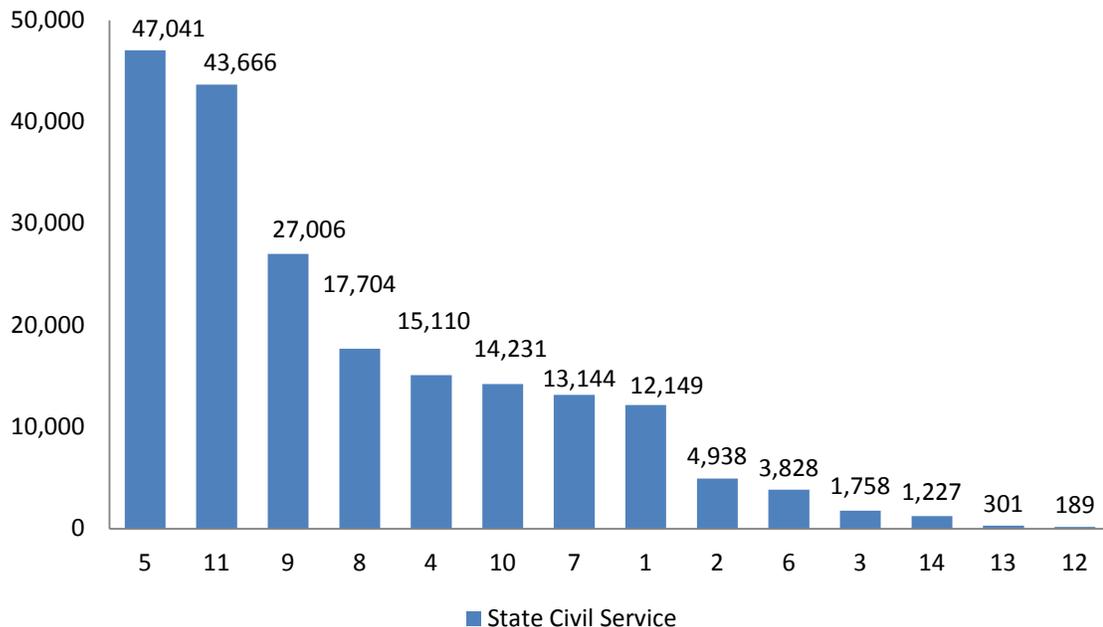
II. State Civil Service Workforce Composition

E. Occupational Group⁹

The following represents the major occupational groups in the State civil service, as well as Broadband and Career Executive Assignment (CEA) classifications, as identified in the *Schematic Arrangement of Classes* established by the California Department of Human Resources:

1. Agriculture and Conservation
2. Custodian and Domestic Services
3. Education and Library
4. Engineering and Allied Services
5. Fiscal, Management, and Staff Services
6. Legal
7. Mechanical and Construction Trades
8. Medicine and Allied Services
9. Office and Allied Services
10. Protective Services and Public Safety
11. Social Security and Rehabilitation
12. State Emergency Disaster Program
13. Broadband Classifications
14. CEA Classifications

State Civil Service Workforce Composition by Occupational Group¹⁰



⁹ Comparison data was not available from the U.S. Census Bureau.

¹⁰ Major occupational groups and Broadband and CEA classifications are in order from largest to smallest representation in the State civil service workforce. Numbered bars refer to the occupational group listing above. (Table D, page 41)

II. State Civil Service Workforce Composition

E. Occupational Group¹¹

In the State civil service, among the 14 occupational groups, men represented 50% or more in 8 occupational groups. Women represented 50% or more in 6 occupational groups. (Table D, page 41)

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 7 occupational groups. Whites represented less than 50%, but were still the highest represented racial/ethnic group in 6 occupational groups. Hispanics had the highest representation in the Custodian and Domestic Services occupational group. Native Americans and Pacific Islanders had the lowest representation in all occupational groups with less than one percent representation. Filipinos had less than one percent representation in the Education and Library occupational group. (Table D, page 41)

In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (14.9%) and lowest in the Social Security and Rehabilitation (6.3%) occupational groups. (Table D, page 41)

F. Salary

In the California civilian non-institutional labor force¹², the largest group of employed fell within the \$10,000-\$20,000 (15.8%) salary range and the smallest group of employed fell within the \$90,000-\$100,000 (2.3%) salary range.

The average salary in the California civilian non-institutional labor force was \$48,821¹¹ and the median¹³ salary was approximately \$58,328¹⁴.

In the State civil service, the average salary was approximately \$65,040 and the median salary was approximately \$55,000.

In the State civil service, Men represented 50% or more in 8 salary ranges. Women represented 50% or more in 5 salary ranges. (Table E, page 43)

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 7 salary ranges. Whites represented less than 50% but were still the highest represented group in 6 salary ranges. Native Americans and Pacific Islanders had the lowest representation in all salary ranges with less than one percent representation. (Table E, page 43)

¹¹ Comparison data was not available from the U.S. Census Bureau.

¹² *Annual Social and Economic Supplement*, Current Population Survey, U.S. Census Bureau, 2012.

¹³ The median is the value that divides an ordered distribution of values into two equal parts. Fifty percent of the values fall below the median and fifty percent are above the median.

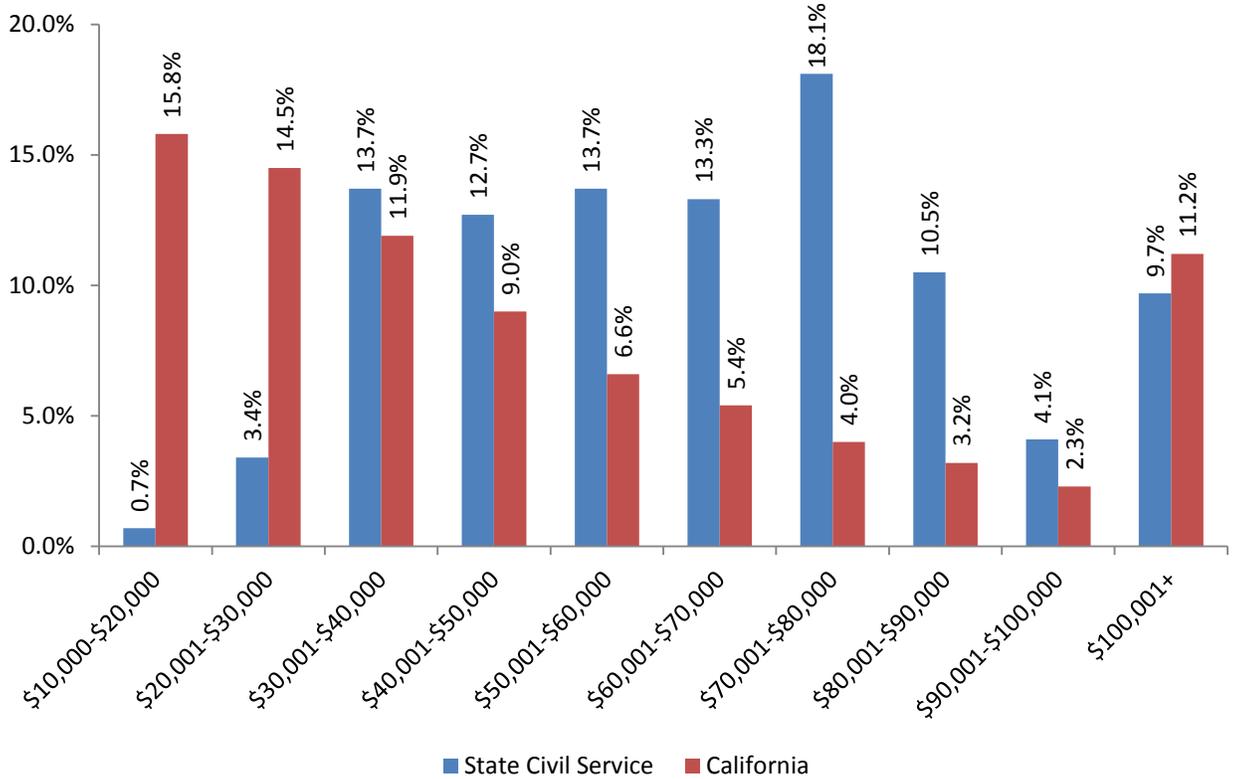
¹⁴ *Median Income in the Past 12 Months (In 2012 Inflation-Adjusted Dollars)*, American Community Survey 1-Year Estimates, U.S. Census Bureau, 2012.

II. State Civil Service Workforce Composition

F. Salary

In the State civil service, the representation of persons with disabilities was highest in the \$30,001-\$40,000 (13.5%) and lowest in the \$20,001-\$30,000 (6.1%) salary ranges. (Table E, page 43)

Workforce Composition Comparison by Salary Range¹⁵

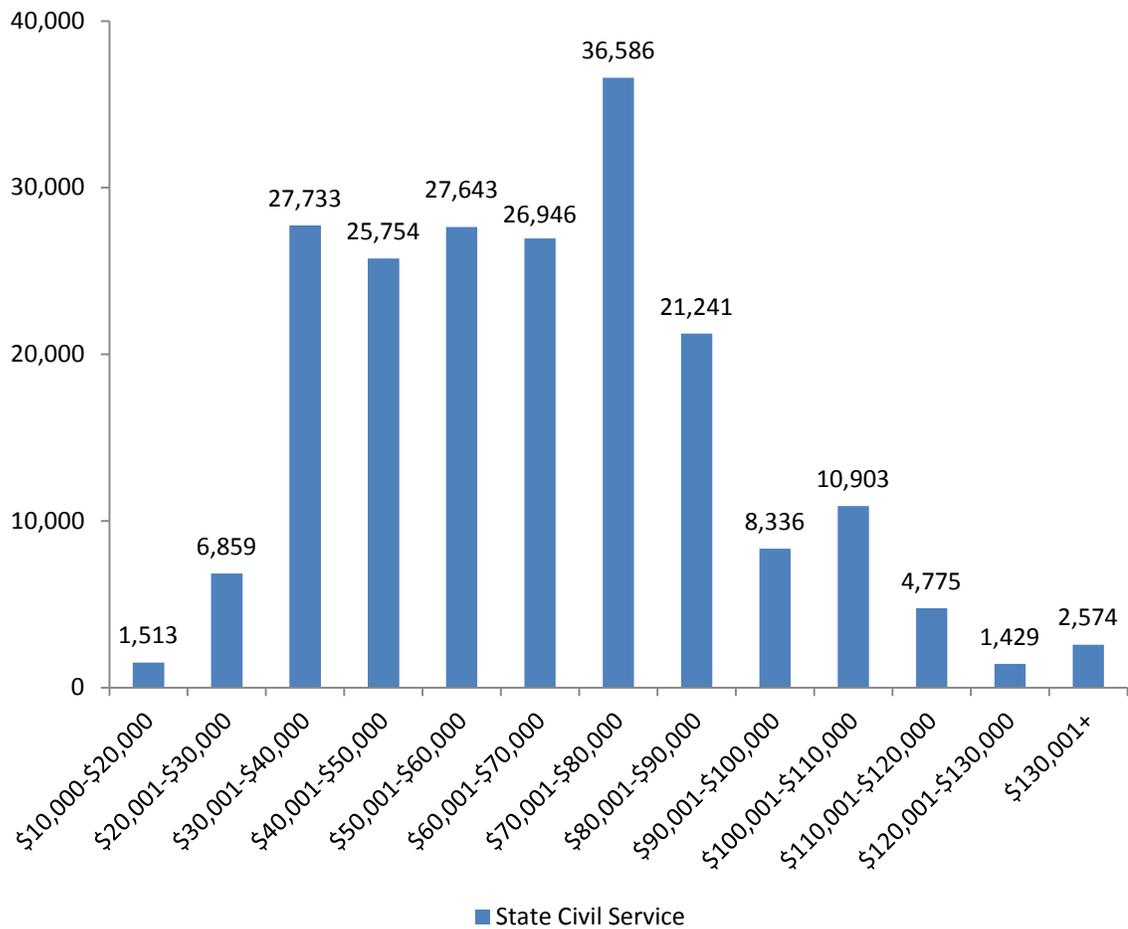


¹⁵ Due to the salary breakdown used by the U.S. Census Bureau, Current Population Survey, California comparison data for individual categories \$100,001-\$110,000, \$110,001-\$120,000, \$120,001-\$130,000, and \$130,001+ was not available.

II. State Civil Service Workforce Composition

F. Salary

State Civil Service Workforce Composition by Salary Range



G. Occupational Group and Salary

In the State civil service, the 4 occupational groups with the highest percentage of employees in the \$40,000 and under salary ranges were: Agriculture and Conservation (37.9%); Custodian and Domestic Services (76.8%); Mechanical and Construction Trades (13.0%); and Office and Allied Services (78.3%). (Table F, page 50)

In the State civil service, these 4 occupational groups had 100% of employees in the \$40,001 and over salary ranges: Legal; State Emergency Disaster Program; Broadband Classifications; and CEA Classifications. (Table F, page 50)

II. State Civil Service Workforce Composition

H. County Profile¹⁶

There are 58 counties in the State of California.¹⁷ The following 3 counties had the highest employment numbers as of December 2012: Los Angeles (4,397,000); Orange (1,517,000); and San Diego (1,472,600).

In the State civil service, the following 3 counties had the highest employment numbers: Sacramento (64,212); Los Angeles (19,816); and San Bernardino (9,290). (Table G, page 64)

In the State civil service, Men represented 50% or more in 51 counties and Women represented 50% or more in 7 counties. (Table G, page 64)

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 36 counties and Hispanics represented 50% or more in Imperial County. Whites represented less than 50% in 22 counties. The following racial/ethnic groups had the lowest representation among counties: Asian (10 counties); Black (9 counties); Filipino (18 counties); Native American (47 counties); and Pacific Islander (55 counties).¹⁸ (Table G, page 64)

In the State civil service, the representation of persons with disabilities was highest in Santa Clara County (16.7%) and lowest in Imperial County (3.3%). (Table G, page 64)

¹⁶ State civil service data presented in the *County Profile* section, including data depicted in charts and tables, excludes *Out-of-State*.

¹⁷ *Report 400C: Monthly Labor Force Data for Counties*, Employment Development Department, December 2012. California data, including data depicted in charts and tables, represented for comparison excludes *Out-of-State*.

¹⁸ Some counties have the lowest representation in more than one group; therefore, the number of counties may add up to more than 58.

II. State Civil Service Workforce Composition

H. County Profile¹⁹

In the State civil service, the following counties had less than 1% representation of Native Americans and Pacific Islanders. Demographics by county of the state civil service and civilian labor force are displayed in Table G ([page 64](#)).

Table 1: Counties with Less Than 1% Representation of Native Americans and Pacific Islanders

Racial/Ethnic Group(s)	Counties with Less Than 1% Representation
Native Americans and Pacific Islanders	Alameda, Amador, Butte, Calaveras, Contra Costa, Fresno, Glenn, Imperial, Kern, Kings, Lake, Los Angeles, Madera, Mariposa, Monterey, Napa, Orange, Placer, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, Santa Barbara, Santa Clara, Santa Cruz, Sierra, Siskiyou, Sonoma, Stanislaus, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo, Yuba
Native Americans	Marin, Modoc, San Mateo, Solano
Pacific Islanders	Colusa, Del Norte, El Dorado, Humboldt, Inyo, Lassen, Mendocino, Merced, Mono, Nevada, Shasta, Sutter

In the State civil service, the following counties had less than 1% representation of the identified racial/ethnic groups. Demographics by county of state civil service and civilian labor force are displayed in Table G ([page 64](#)).

Table 2: Racial/Ethnic Group(s) with Less Than 1% Representation Among Counties²⁰

Racial/Ethnic Group(s)	Counties with Less Than 1% Representation
Asian	Glenn, Modoc, Mono, Nevada, Sierra, Siskiyou, Tehama, Trinity
Black	Glenn, Inyo, Modoc, Mono, Nevada, Siskiyou
Filipino	Calaveras, Colusa, El Dorado, Humboldt, Inyo, Lake, Lassen, Mariposa, Modoc, Mono, Shasta, Sierra, Siskiyou, Tehama, Trinity, Yuba

¹⁹ State civil service data presented in the *County Profile* section, including data depicted in charts or tables, excludes *Out-of-State*.

²⁰ Excludes Native American and Pacific Islander racial/ethnic groups which are captured separately in Table 1.

III. State Civil Service Representation of Persons with Disabilities

According to the Census of California for 2000, statewide representation of persons with disabilities was 16.6%. This number was adopted by the State Personnel Board as the State's disability parity. All State departments are required to meet the statewide disability parity. Those that do not meet 16.6% disability parity have a deficiency of persons with disabilities in their workforce. A department with a disability representation below 13.3% (80% of the disability parity) is required to set a hiring goal and develop an action plan to increase representation of persons with disabilities.

As of December 31, 2012, the State of California employed approximately 21,260 persons with disabilities, representing 10.5% of the State civil service workforce ([Table A, page 17](#)). This represents a 0.2% increase in persons with disabilities compared to the percentage reported in the *Annual Census of Employees in the State Civil Service 2011*.

In State civil service, the representation of persons with disabilities was highest in the 60-64 (19.1%) and lowest in the under 25 (4.4%) age groups. ([Table C, page 39](#))

In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (14.9%) and lowest in the Social Security and Rehabilitation (6.3%) occupational groups. ([Table D, page 41](#))

In the State civil service, the representation of persons with disabilities was highest in the \$30,001-\$40,000 (13.5%) and lowest in the \$20,001-\$30,000 (6.1%) salary ranges. ([Table E, page 43](#))

In the State civil service, the representation of persons with disabilities was highest in Santa Clara (16.7%) and lowest in Imperial (3.3%) counties. ([Table G, page 64](#))

Below is a breakdown of information regarding persons with disabilities as reported by 124 departments. ([Table H, page 79](#))

Current Activities:

- 40 departments met or exceeded California disability parity of 16.6%;
- 30 departments' disability representation fell between 13.3% and 16.5%; and
- 54 departments' disability representation fell below 13.3%.

Future Plans:

- 54 departments whose disability representation fell below 13.3%, provided an employment goal; and
- 70 departments were not required to provide an employment goal because they had a disability representation of 13.3% or more.

IV. State Civil Service Upward Mobility

Following is information on upward mobility as reported by 108 departments (Table I, page 94):

Current Activities:

- 108 departments identified the number of upward mobility classifications;
- 59 of the departments that reported the number of upward mobility classifications had 1 or more employees participating in their Upward Mobility Program.

Future Plans:

- 108 departments provided an upward mobility hiring goal of 1 or more.

V. Data References

Data in the following tables came from the State Controller's Office employment history database, as recorded by departments:

- Table A: State Civil Service Workforce Representation Five-Year History for All Departments;
- Table B: State Civil Service Workforce Composition by Department with 30 or More Employees;
- Table C: State Civil Service Workforce Composition by Age;
- Table D: State Civil Service Workforce Composition by Occupational Group;
- Table E: State Civil Service Workforce Composition by Salary; and
- Table F: State Civil Service Workforce Composition by Occupational Group and Salary.

Data in the following tables were derived from departments' workforce analysis submittals:

- Table H: State Civil Service Disability Representation and Hiring Goals by Department; and
- Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department.

Data in the following table came from the State Controller's Office employment history database, as recorded by departments, and from the U.S. Census Bureau, American Community Survey 5-Year Estimates:

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

California labor force information was provided by EDD in *Report 400C: Monthly Labor Force Data for Counties* dated December 2012.

Also referenced is data from the U.S. Census Bureau, Current Population Survey and American Community Survey 1-Year Estimates.

VI. Tables

Table A: State Civil Service Workforce Representation Five-Year History for All Departments²¹

Date	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Women	Men	Workforce with Disabilities
06/30/2008	226,464	19,702 8.7%	24,375 10.8%	13,438 5.9%	48,880 21.6%	1,001 0.4%	1,217 0.5%	112,241 49.6%	5,610 2.5%	106,479 47.0%	119,985 53.0%	19,661 8.7%
06/30/2009	227,305	20,288 8.9%	24,213 10.7%	13,452 5.9%	49,729 21.9%	1,026 0.5%	1,248 0.5%	111,610 49.1%	5,739 2.5%	106,660 46.9%	120,645 53.1%	21,225 9.3%
06/30/2010	220,079	20,231 9.2%	23,338 10.6%	12,708 5.8%	48,660 22.1%	1,032 0.5%	1,225 0.6%	107,063 48.6%	5,822 2.6%	102,416 46.5%	117,663 53.5%	21,025 9.6%
06/30/2011	216,261	20,545 9.5%	22,707 10.5%	12,759 5.9%	48,659 22.5%	1,081 0.5%	1,298 0.6%	103,805 48.0%	5,623 2.6%	101,426 46.9%	114,835 53.1%	22,059 10.2%
12/31/2011 ²²	208,129	20,186 9.7%	22,038 10.6%	12,476 6.0%	47,173 22.7%	950 0.5%	1,207 0.6%	98,868 47.5%	5,231 2.5%	97,759 47.0%	110,370 53.0%	21,527 10.3%
12/31/2012	202,292	20,212 10.0%	21,135 10.4%	12,171 6.0%	45,858 22.7%	935 0.5%	1,202 0.6%	95,395 47.2%	5,384 2.7%	94,608 46.8%	107,684 53.2%	21,260 10.5%

²¹ Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

²² Statistical data in this report reflects change from fiscal year to calendar year effective December 31, 2012.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²³

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Women	Men	Work- force with Disabilities
Aging, Department of	98	12	5	4	12	0	0	61	4	23	75	27
		12.2%	5.1%	4.1%	12.2%	0.0%	0.0%	62.2%	4.1%	23.5%	76.5%	27.6%
Agricultural Associations	523	11	21	10	146	4	1	291	39	303	220	24
		2.1%	4.0%	1.9%	27.9%	0.8%	0.2%	55.6%	7.5%	57.9%	42.1%	4.6%
Agricultural Labor Relations Board	32	2	1	1	18	0	0	9	1	10	22	4
		6.3%	3.1%	3.1%	56.3%	0.0%	0.0%	28.1%	3.1%	31.3%	68.8%	12.5%
Air Resources Board	1,425	338	61	45	203	4	11	707	56	817	608	150
		23.7%	4.3%	3.2%	14.2%	0.3%	0.8%	49.6%	3.9%	57.3%	42.7%	10.5%
Alcohol and Drug Programs, Department of ²⁴	198	20	35	8	38	0	2	92	3	69	129	26
		10.1%	17.7%	4.0%	19.2%	0.0%	1.0%	46.5%	1.5%	34.8%	65.2%	13.1%

²³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

²⁴ Merged with the Health Care Services, Department of.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁵

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Alcoholic Beverage Control, Department of	408	36 8.8%	31 7.6%	26 6.4%	115 28.2%	1 0.2%	0 0.0%	191 46.8%	8 2.0%	164 40.2%	244 59.8%	29 7.1%
Boating and Waterways, Division of ²⁶	72	7 9.7%	4 5.6%	4 5.6%	9 12.5%	0 0.0%	2 2.8%	44 61.1%	2 2.8%	38 52.8%	34 47.2%	8 11.1%
Business, Transportation, and Housing Agency	50	5 10.0%	7 14.0%	3 6.0%	7 14.0%	1 2.0%	0 0.0%	26 52.0%	1 2.0%	20 40.0%	30 60.0%	9 18.0%
Child Support Services, Department of	491	57 11.6%	40 8.1%	21 4.3%	82 16.7%	2 0.4%	3 0.6%	268 54.6%	18 3.7%	167 34.0%	324 66.0%	78 15.9%
Children and Families First Commission	32	2 6.3%	3 9.4%	0 0.0%	7 21.9%	0 0.0%	0 0.0%	20 62.5%	0 0.0%	6 18.8%	26 81.3%	4 12.5%

²⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

²⁶ Was the Department of Boating and Waterways. Merged with the Department of Parks and Recreation.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁷

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Coastal Commission, California	147	8 5.4%	10 6.8%	12 8.2%	11 7.5%	1 0.7%	1 0.7%	102 69.4%	2 1.4%	52 35.4%	95 64.6%	10 6.8%
Community Colleges, California	130	20 15.4%	13 10.0%	2 1.5%	23 17.7%	0 0.0%	3 2.3%	65 50.0%	4 3.1%	46 35.4%	84 64.6%	16 12.3%
Community Services and Development, Department of	85	10 11.8%	18 21.2%	4 4.7%	13 15.3%	1 1.2%	1 1.2%	36 42.4%	2 2.4%	27 31.8%	58 68.2%	9 10.6%
Conservation, Department of	401	41 10.2%	20 5.0%	15 3.7%	36 9.0%	1 0.2%	3 0.7%	269 67.1%	16 4.0%	234 58.4%	167 41.6%	74 18.5%
Conservation Corps, California	286	10 3.5%	19 6.6%	4 1.4%	69 24.1%	5 1.7%	4 1.4%	158 55.2%	17 5.9%	160 55.9%	126 44.1%	56 19.6%

²⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁸

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Consumer Affairs, Department of	3,341	230 6.9%	418 12.5%	135 4.0%	597 17.9%	16 0.5%	12 0.4%	1,848 55.3%	85 2.5%	1,354 40.5%	1,987 59.5%	373 11.2%
Corporations, Department of	270	58 21.5%	34 12.6%	30 11.1%	37 13.7%	1 0.4%	1 0.4%	102 37.8%	7 2.6%	106 39.3%	164 60.7%	35 13.0%
Corrections and Rehabilitation, California Department of	52,072	1,951 3.7%	6,217 11.9%	2,327 4.5%	16,666 32.0%	247 0.5%	299 0.6%	23,064 44.3%	1,301 2.5%	32,938 63.3%	19,134 36.7%	2,009 3.9%
Delta Stewardship Council	37	2 5.4%	3 8.1%	0 0.0%	5 13.5%	0 0.0%	0 0.0%	27 73.0%	0 0.0%	14 37.8%	23 62.2%	1 2.7%
Developmental Services, Department of	4,963	430 8.7%	444 8.9%	821 16.5%	1,222 24.6%	12 0.2%	15 0.3%	1,916 38.6%	103 2.1%	1,933 38.9%	3,030 61.1%	358 7.2%

²⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁹

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Education, Department of	1,900	216	184	81	315	9	16	1,023	56	666	1,234	302
		11.4%	9.7%	4.3%	16.6%	0.5%	0.8%	53.8%	2.9%	35.1%	64.9%	15.9%
Emergency Management Agency, California	441	26	34	8	58	1	3	301	10	192	249	53
		5.9%	7.7%	1.8%	13.2%	0.2%	0.7%	68.3%	2.3%	43.5%	56.5%	12.0%
Emergency Medical Services Authority	63	7	7	2	9	0	0	38	0	27	36	8
		11.1%	11.1%	3.2%	14.3%	0.0%	0.0%	60.3%	0.0%	42.9%	57.1%	12.7%
Employment Development Department	8,373	1,269	1,338	508	2,368	29	67	2,605	189	2,850	5,523	1,656
		15.2%	16.0%	6.1%	28.3%	0.3%	0.8%	31.1%	2.3%	34.0%	66.0%	19.8%
Energy Resources Conservation and Development Commission, California	550	68	35	19	56	1	1	351	19	295	255	84
		12.4%	6.4%	3.5%	10.2%	0.2%	0.2%	63.8%	3.5%	53.6%	46.4%	15.3%

²⁹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³⁰

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Environmental Health Hazard Assessment, Office of	123	34 27.6%	5 4.1%	6 4.9%	12 9.8%	0 0.0%	0 0.0%	63 51.2%	3 2.4%	47 38.2%	76 61.8%	12 9.8%
Environmental Protection Agency	54	2 3.7%	5 9.3%	4 7.4%	10 18.5%	0 0.0%	0 0.0%	28 51.9%	5 9.3%	24 44.4%	30 55.6%	7 13.0%
Equalization, Board of	4,298	842 19.6%	428 10.0%	229 5.3%	917 21.3%	17 0.4%	37 0.9%	1,729 40.2%	99 2.3%	1,673 38.9%	2,625 61.1%	790 18.4%
Exposition and State Fair, California	457	14 3.1%	57 12.5%	5 1.1%	64 14.0%	2 0.4%	2 0.4%	297 65.0%	16 3.5%	291 63.7%	166 36.3%	26 5.7%
Fair Employment and Housing, Department of	145	12 8.3%	33 22.8%	11 7.6%	43 29.7%	0 0.0%	1 0.7%	41 28.3%	4 2.8%	32 22.1%	113 77.9%	26 17.9%

³⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³¹

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Fair Political Practices Commission	62	6 9.7%	7 11.3%	0 0.0%	5 8.1%	0 0.0%	0 0.0%	42 67.7%	2 3.2%	20 32.3%	42 67.7%	11 17.7%
Finance, Department of	384	73 19.0%	28 7.3%	18 4.7%	49 12.8%	1 0.3%	0 0.0%	204 53.1%	11 2.9%	182 47.4%	202 52.6%	60 15.6%
Financial Information System for California	100	17 17.0%	18 18.0%	2 2.0%	14 14.0%	1 1.0%	1 1.0%	45 45.0%	2 2.0%	48 48.0%	52 52.0%	9 9.0%
Financial Institutions, Department of	263	72 27.4%	25 9.5%	30 11.4%	28 10.6%	0 0.0%	1 0.4%	101 38.4%	6 2.3%	130 49.4%	133 50.6%	36 13.7%
Fish and Wildlife, Department of ³²	2,968	194 6.5%	46 1.5%	39 1.3%	263 8.9%	14 0.5%	16 0.5%	2,285 77.0%	111 3.7%	1,745 58.8%	1,223 41.2%	177 6.0%

³¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

³² Formerly Department of Fish and Game.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³³

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Food and Agriculture, Department of	1,623	182 11.2%	53 3.3%	54 3.3%	446 27.5%	12 0.7%	15 0.9%	824 50.8%	37 2.3%	934 57.5%	689 42.5%	119 7.3%
Forestry and Fire Protection, California Department of	4,787	116 2.4%	96 2.0%	56 1.2%	733 15.3%	37 0.8%	21 0.4%	3,629 75.8%	99 2.1%	3,956 82.6%	831 17.4%	824 17.2%
Franchise Tax Board	6,055	1,075 17.8%	822 13.6%	303 5.0%	1,141 18.8%	28 0.5%	64 1.1%	2,487 41.1%	135 2.2%	2,229 36.8%	3,826 63.2%	813 13.4%
Gambling Control Commission, California	58	7 12.1%	3 5.2%	3 5.2%	13 22.4%	0 0.0%	0 0.0%	31 53.4%	1 1.7%	23 39.7%	35 60.3%	8 13.8%
General Services, Department of	3,420	403 11.8%	563 16.5%	160 4.7%	777 22.7%	17 0.5%	27 0.8%	1,373 40.1%	100 2.9%	2,113 61.8%	1,307 38.2%	590 17.3%

³³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³⁴

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Health and Human Services Agency	47	5 10.6%	3 6.4%	1 2.1%	7 14.9%	0 0.0%	0 0.0%	25 53.2%	6 12.8%	13 27.7%	34 72.3%	5 10.6%
Health Benefit Exchange, California	60	5 8.3%	5 8.3%	1 1.7%	7 11.7%	1 1.7%	0 0.0%	35 58.3%	6 10.0%	14 23.3%	46 76.7%	4 6.7%
Health Care Services, Department of	2,983	572 19.2%	309 10.4%	262 8.8%	483 16.2%	10 0.3%	26 0.9%	1,225 41.1%	96 3.2%	1,025 34.4%	1,958 65.6%	525 17.6%
High Speed Rail Authority, California	40	7 17.5%	5 12.5%	2 5.0%	7 17.5%	0 0.0%	1 2.5%	14 35.0%	4 10.0%	16 40.0%	24 60.0%	5 12.5%
Highway Patrol, California	10,644	396 3.7%	520 4.9%	229 2.2%	2,366 22.2%	69 0.6%	53 0.5%	6,906 64.9%	105 1.0%	8,197 77.0%	2,447 23.0%	916 8.6%

³⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³⁵

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Horse Racing Board, California	50	5 10.0%	4 8.0%	0 0.0%	17 34.0%	0 0.0%	0 0.0%	24 48.0%	0 0.0%	22 44.0%	28 56.0%	9 18.0%
Housing and Community Development, Department of	502	44 8.8%	52 10.4%	21 4.2%	80 15.9%	4 0.8%	4 0.8%	292 58.2%	5 1.0%	231 46.0%	271 54.0%	83 16.5%
Housing Finance Agency, California	262	38 14.5%	34 13.0%	9 3.4%	34 13.0%	0 0.0%	2 0.8%	142 54.2%	3 1.1%	82 31.3%	180 68.7%	24 9.2%
Human Resources, California Department of ³⁶	241	27 11.2%	21 8.7%	7 2.9%	46 19.1%	4 1.7%	2 0.8%	125 51.9%	9 3.7%	80 33.2%	161 66.8%	31 12.9%
Industrial Relations, Department of	2,399	330 13.8%	210 8.8%	312 13.0%	519 21.6%	5 0.2%	6 0.3%	966 40.3%	51 2.1%	898 37.4%	1,501 62.6%	210 8.8%

³⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

³⁶ Department of Personnel Administration merged with the State Personnel Board offices to form the California Department of Human Resources in 2012.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³⁷

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Inspector General, Office of the	87	4 4.6%	5 5.7%	2 2.3%	18 20.7%	0 0.0%	1 1.1%	55 63.2%	2 2.3%	37 42.5%	50 57.5%	27 31.0%
Insurance, California Department of	1,236	251 20.3%	126 10.2%	136 11.0%	207 16.7%	2 0.2%	4 0.3%	481 38.9%	29 2.3%	557 45.1%	679 54.9%	181 14.6%
Justice, Department of	4,048	480 11.9%	377 9.3%	225 5.6%	703 17.4%	11 0.3%	28 0.7%	2,130 52.6%	94 2.3%	1,522 37.6%	2,526 62.4%	321 7.9%
Legislative Counsel, Office of	542	106 19.6%	71 13.1%	17 3.1%	90 16.6%	0 0.0%	5 0.9%	244 45.0%	9 1.7%	291 53.7%	251 46.3%	65 12.0%
Managed Health Care, Department of	298	53 17.8%	28 9.4%	13 4.4%	36 12.1%	1 0.3%	4 1.3%	156 52.3%	7 2.3%	101 33.9%	197 66.1%	56 18.8%

³⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³⁸

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Managed Risk Medical Insurance Board	82	13	9	3	20	0	0	35	2	22	60	12
		15.9%	11.0%	3.7%	24.4%	0.0%	0.0%	42.7%	2.4%	26.8%	73.2%	14.6%
Military Department	256	2	26	9	49	0	2	162	6	175	81	33
		0.8%	10.2%	3.5%	19.1%	0.0%	0.8%	63.3%	2.3%	68.4%	31.6%	12.9%
Motor Vehicles, Department of	8,418	859	1,627	457	2,787	38	80	2,362	208	2,467	5,951	1,278
		10.2%	19.3%	5.4%	33.1%	0.5%	1.0%	28.1%	2.5%	29.3%	70.7%	15.2%
Parks and Recreation, Department of	4,528	113	104	49	672	51	20	3,447	72	2,644	1,884	237
		2.5%	2.3%	1.1%	14.8%	1.1%	0.4%	76.1%	1.6%	58.4%	41.6%	5.2%
Peace Officers Standards and Training, Commission on	113	13	13	2	10	0	0	74	1	44	69	19
		11.5%	11.5%	1.8%	8.8%	0.0%	0.0%	65.5%	0.9%	38.9%	61.1%	16.8%

³⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees³⁹

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Pesticide Regulation, Department of	392	55 14.0%	21 5.4%	13 3.3%	46 11.7%	1 0.3%	3 0.8%	231 58.9%	22 5.6%	188 48.0%	204 52.0%	59 15.1%
Prison Industry Authority, California	668	29 4.3%	35 5.2%	13 1.9%	130 19.5%	5 0.7%	1 0.1%	433 64.8%	22 3.3%	360 53.9%	308 46.1%	35 5.2%
Prison Terms, Board of	312	15 4.8%	97 31.1%	29 9.3%	59 18.9%	1 0.3%	3 1.0%	102 32.7%	6 1.9%	90 28.8%	222 71.2%	8 2.6%
Public Employees' Retirement System, California	2,612	497 19.0%	260 10.0%	111 4.2%	390 14.9%	8 0.3%	20 0.8%	1,248 47.8%	78 3.0%	1,031 39.5%	1,581 60.5%	366 14.0%
Public Employment Relations Board	36	5 13.9%	3 8.3%	0 0.0%	4 11.1%	0 0.0%	0 0.0%	23 63.9%	1 2.8%	17 47.2%	19 52.8%	4 11.1%

³⁹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴⁰

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Public Health, Department of	3,368	519	394	253	455	4	17	1,611	115	1,105	2,263	660
		15.4%	11.7%	7.5%	13.5%	0.1%	0.5%	47.8%	3.4%	32.8%	67.2%	19.6%
Public Utilities Commission, California	927	206	94	75	101	1	3	423	24	483	444	59
		22.2%	10.1%	8.1%	10.9%	0.1%	0.3%	45.6%	2.6%	52.1%	47.9%	6.4%
Real Estate Appraisers, Office of	335	56	44	25	57	1	3	143	6	119	216	35
		16.7%	13.1%	7.5%	17.0%	0.3%	0.9%	42.7%	1.8%	35.5%	64.5%	10.4%
Rehabilitation, Department of	1,762	183	220	82	426	8	5	788	50	486	1,276	412
		10.4%	12.5%	4.7%	24.2%	0.5%	0.3%	44.7%	2.8%	27.6%	72.4%	23.4%
Resources Recycling and Recovery, Department of	652	86	48	22	109	5	4	364	14	283	369	120
		13.2%	7.4%	3.4%	16.7%	0.8%	0.6%	55.8%	2.1%	43.4%	56.6%	18.4%

⁴⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴¹

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
San Francisco Bay Conservation and Development Commission	36	7	1	1	4	0	0	22	1	12	24	0
		19.4%	2.8%	2.8%	11.1%	0.0%	0.0%	61.1%	2.8%	33.3%	66.7%	0.0%
Science Center, California	122	11	33	4	53	1	0	16	4	87	35	6
		9.0%	27.0%	3.3%	43.4%	0.8%	0.0%	13.1%	3.3%	71.3%	28.7%	4.9%
Secretary of State	449	62	50	23	71	1	5	225	12	140	309	65
		13.8%	11.1%	5.1%	15.8%	0.2%	1.1%	50.1%	2.7%	31.2%	68.8%	14.5%
Social Services, Department of	3,709	434	559	259	742	8	11	1,361	335	976	2,733	411
		11.7%	15.1%	7.0%	20.0%	0.2%	0.3%	36.7%	9.0%	26.3%	73.7%	11.1%
State and Community Corrections, Board of	63	4	6	2	8	1	0	38	4	21	42	4
		6.3%	9.5%	3.2%	12.7%	1.6%	0.0%	60.3%	6.3%	33.3%	66.7%	6.3%

⁴¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴²

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
State Audits, Bureau of	141	21	7	1	10	0	2	98	2	63	78	28
		14.9%	5.0%	0.7%	7.1%	0.0%	1.4%	69.5%	1.4%	44.7%	55.3%	19.9%
State Coastal Conservancy, California	70	6	2	7	5	0	0	49	1	25	45	28
State Coastal Conservancy, California	100%	8.6%	2.9%	10.0%	7.1%	0.0%	0.0%	70.0%	1.4%	35.7%	64.3%	40.0%
State Compensation Insurance Fund	4,508	564	395	690	855	16	23	1,882	83	1,518	2,990	510
		12.5%	8.8%	15.3%	19.0%	0.4%	0.5%	41.7%	1.8%	33.7%	66.3%	11.3%
State Controller's Office	197	51	21	12	41	2	0	62	8	68	129	25
State Controller's Office	100%	25.9%	10.7%	6.1%	20.8%	1.0%	0.0%	31.5%	4.1%	34.5%	65.5%	12.7%
State Council on Developmental Disabilities	70	3	5	4	8	0	0	46	4	19	51	12
		4.3%	7.1%	5.7%	11.4%	0.0%	0.0%	65.7%	5.7%	27.1%	72.9%	17.1%

⁴² Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴³

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
State Hospitals, Department of ⁴⁴	10,451	883	1,483	1,940	1,979	34	36	3,921	175	4,509	5,942	992
State Hospitals, Department of	100%	8.4%	14.2%	18.6%	18.9%	0.3%	0.3%	37.5%	1.7%	43.1%	56.9%	9.5%
State Lands Commission	198	17	10	8	24	0	3	135	1	117	81	27
		8.6%	5.1%	4.0%	12.1%	0.0%	1.5%	68.2%	0.5%	59.1%	40.9%	13.6%
State Library, California	121	11	11	2	10	0	0	81	6	41	80	26
State Library, California	100%	9.1%	9.1%	1.7%	8.3%	0.0%	0.0%	66.9%	5.0%	33.9%	66.1%	21.5%
State Lottery, California	571	74	54	31	141	1	1	253	16	298	273	82
		13.0%	9.5%	5.4%	24.7%	0.2%	0.2%	44.3%	2.8%	52.2%	47.8%	14.4%
State Personnel Board	58	6	8	2	5	2	1	32	2	19	39	8
State Personnel Board	100%	10.3%	13.8%	3.4%	8.6%	3.4%	1.7%	55.2%	3.4%	32.8%	67.2%	13.8%

⁴³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

⁴⁴ Formerly Mental Health, Department of.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴⁵

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
State Public Defender, Office of the	59	1	5	1	8	0	0	43	1	21	38	7
		1.7%	8.5%	1.7%	13.6%	0.0%	0.0%	72.9%	1.7%	35.6%	64.4%	11.9%
State Teachers' Retirement System, California	862	147	73	34	127	1	11	447	22	327	535	105
State Teachers' Retirement System	100%	17.1%	8.5%	3.9%	14.7%	0.1%	1.3%	51.9%	2.6%	37.9%	62.1%	12.2%
State Treasurer's Office	209	48	18	16	20	0	1	101	5	83	126	35
		23.0%	8.6%	7.7%	9.6%	0.0%	0.5%	48.3%	2.4%	39.7%	60.3%	16.7%
State Water Resources Control Board	1,569	210	73	56	164	3	6	998	59	818	751	340
State Water Resources Control Board	100%	13.4%	4.7%	3.6%	10.5%	0.2%	0.4%	63.6%	3.8%	52.1%	47.9%	21.7%
Statewide Health Planning and Development, Office of	450	95	29	12	59	4	3	236	12	240	210	97
		21.1%	6.4%	2.7%	13.1%	0.9%	0.7%	52.4%	2.7%	53.3%	46.7%	21.6%

⁴⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴⁶

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Student Aid Commission, California	88	13	9	2	16	0	1	43	4	31	57	17
Student Aid Commission	100%	14.8%	10.2%	2.3%	18.2%	0.0%	1.1%	48.9%	4.5%	35.2%	64.8%	19.3%
Systems Integration, Office of	154	24	16	3	25	0	1	81	4	63	91	31
		15.6%	10.4%	1.9%	16.2%	0.0%	0.6%	52.6%	2.6%	40.9%	59.1%	20.1%
Tahoe Conservancy	33	0	0	1	1	0	0	30	1	21	12	5
Tahoe Conservancy	100%	0.0%	0.0%	3.0%	3.0%	0.0%	0.0%	90.9%	3.0%	63.6%	36.4%	15.2%
Tax Credit Allocation Committee, California ⁴⁷	37	6	2	1	12	0	0	15	1	17	20	1
		16.2%	5.4%	2.7%	32.4%	0.0%	0.0%	40.5%	2.7%	45.9%	54.1%	2.7%
Teacher Credentialing, Commission on	140	17	14	5	28	0	2	71	3	42	98	28
Teacher Credentialing, Commission on	100%	12.1%	10.0%	3.6%	20.0%	0.0%	1.4%	50.7%	2.1%	30.0%	70.0%	20.0%

⁴⁶ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

⁴⁷ Formerly Mortgage Bond and Tax Credit Allocation Committee.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁴⁸

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Technology, Department of ⁴⁹	1,228	231	106	33	167	5	11	633	42	744	484	168
		18.8%	8.6%	2.7%	13.6%	0.4%	0.9%	51.5%	3.4%	60.6%	39.4%	13.7%
Toxic Substances Control, Department of	852	139	86	41	112	1	4	426	43	425	427	124
Toxic Substances Control, Department of	100%	16.3%	10.1%	4.8%	13.1%	0.1%	0.5%	50.0%	5.0%	49.9%	50.1%	14.6%
Transportation, Department of	20,492	3,653	1,599	957	3,466	132	119	9,807	759	15,252	5,240	2,663
		17.8%	7.8%	4.7%	16.9%	0.6%	0.6%	47.9%	3.7%	74.4%	25.6%	13.0%
Unemployment Insurance Appeals Board	629	49	66	30	151	1	3	318	11	241	388	70
Unemployment Insurance Appeals Board	100%	7.8%	10.5%	4.8%	24.0%	0.2%	0.5%	50.6%	1.7%	38.3%	61.7%	11.1%
Veterans Affairs, Department of	1,897	85	223	490	422	6	4	642	25	613	1,284	205
		4.5%	11.8%	25.8%	22.2%	0.3%	0.2%	33.8%	1.3%	32.3%	67.7%	10.8%

⁴⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

⁴⁹ Formerly Technology Agency, California

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁵⁰

Agency/ Department	Total	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
Victims Compensation and Government Claims Board	231	19	31	7	49	1	0	115	9	63	168	51
Victims	100%	8.2%	13.4%	3.0%	21.2%	0.4%	0.0%	49.8%	3.9%	27.3%	72.7%	22.1%
Water Resources, Department of	3,103	432	144	97	439	18	26	1,852	95	2,074	1,029	324
		13.9%	4.6%	3.1%	14.1%	0.6%	0.8%	59.7%	3.1%	66.8%	33.2%	10.4%
Totals	201,882	20,182	21,095	12,162	45,794	933	1,201	95,138	5,377	107,546	94,336	21,205
Total Percentage	100%	10.0%	10.4%	6.0%	22.7%	0.5%	0.6%	47.1%	2.7%	53.3%	46.7%	10.5%

⁵⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table C: State Civil Service Workforce Composition by Age⁵¹

Age	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
Under 25	3,624	363	277	135	908	18	31	1,719	173	1,809	1,815	159
		10.0%	7.6%	3.7%	25.1%	0.5%	0.9%	47.4%	4.8%	49.9%	50.1%	4.4%
25-29	12,979	1,542	1,035	577	3,467	74	107	5,689	488	7,064	5,915	668
		11.9%	8.0%	4.4%	26.7%	0.6%	0.8%	43.8%	3.8%	54.4%	45.6%	5.1%
30-34	19,852	2,234	1,571	1,052	5,759	98	150	8,398	590	11,236	8,616	1,105
		11.3%	7.9%	5.3%	29.0%	0.5%	0.8%	42.3%	3.0%	56.6%	43.4%	5.6%
35-39	23,428	2,573	2,095	1,298	6,884	123	158	9,584	713	13,412	10,016	1,387
		11.0%	8.9%	5.5%	29.4%	0.5%	0.7%	40.9%	3.0%	57.2%	42.8%	5.9%
40-44	28,958	3,134	3,081	1,751	7,568	134	173	12,383	734	16,109	12,849	2,059
		10.8%	10.6%	6.0%	26.1%	0.5%	0.6%	42.8%	2.5%	55.6%	44.4%	7.1%

⁵¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table C: State Civil Service Workforce Composition by Age⁵²

Age	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
45-49	32,744	3,130	4,164	1,907	7,675	151	209	14,707	801	17,395	15,349	3,130
		9.6%	12.7%	5.8%	23.4%	0.5%	0.6%	44.9%	2.4%	53.1%	46.9%	9.6%
50-54	33,620	2,956	4,189	1,998	6,681	138	178	16,704	776	16,529	17,091	4,516
		8.8%	12.5%	5.9%	19.9%	0.4%	0.5%	49.7%	2.3%	49.2%	50.8%	13.4%
55-59	26,669	2,249	2,921	1,807	4,462	107	124	14,400	599	13,116	13,553	4,425
		8.4%	11.0%	6.8%	16.7%	0.4%	0.5%	54.0%	2.2%	49.2%	50.8%	16.6%
60-64	14,251	1,386	1,300	1,131	1,829	67	59	8,132	347	7,491	6,760	2,717
		9.7%	9.1%	7.9%	12.8%	0.5%	0.4%	57.1%	2.4%	52.6%	47.4%	19.1%
Over 64	6,167	645	502	515	625	25	13	3,679	163	3,523	2,644	1,094
		10.5%	8.1%	8.4%	10.1%	0.4%	0.2%	59.7%	2.6%	57.1%	42.9%	17.7%
Totals	202,292	20,212	21,135	12,171	45,858	935	1,202	95,395	5,384	107,684	94,608	21,260
		10.0%	10.4%	6.0%	22.7%	0.5%	0.6%	47.2%	2.7%	53.2%	46.8%	10.5%

⁵² Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table D: State Civil Service Workforce Composition by Occupational Group⁵³

Major Occupational Groups	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Agriculture and Conservation	12,149	4.5%	2.2%	1.3%	15.9%	0.8%	0.4%	72.6%	2.4%	71.0%	29.0%	8.4%
Custodian and Domestic Services	4,938	5.6%	18.4%	12.6%	33.8%	0.6%	0.6%	26.5%	2.1%	54.4%	45.6%	10.1%
Education and Library	1,758	5.7%	8.4%	0.7%	13.8%	0.3%	0.3%	68.0%	2.7%	49.6%	50.4%	8.5%
Engineering and Allied Services	15,110	26.0%	3.9%	5.0%	11.3%	0.2%	0.4%	48.6%	4.4%	79.4%	20.6%	12.6%
Fiscal, Management, and Staff Services	47,041	16.7%	9.7%	5.6%	17.3%	0.4%	0.8%	46.5%	3.2%	36.8%	63.2%	14.0%
Legal	3,828	10.9%	5.3%	1.6%	7.5%	0.2%	0.2%	71.3%	2.8%	49.6%	50.4%	9.2%
Mechanical and Construction Trades	13,144	2.2%	7.2%	2.6%	24.3%	0.9%	0.6%	59.9%	2.3%	91.7%	8.3%	9.8%
Medicine and Allied Services	17,704	10.1%	13.5%	20.2%	16.5%	0.3%	0.4%	36.8%	2.1%	34.6%	65.4%	7.7%
Office and Allied Services	27,006	8.2%	15.6%	7.2%	27.3%	0.6%	0.8%	37.5%	2.7%	20.7%	79.3%	14.9%

⁵³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table D: State Civil Service Workforce Composition by Occupational Group⁵⁴

Major Occupational Groups	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Protective Services and Public Safety	14,231	4.6%	7.0%	3.0%	24.1%	0.5%	0.5%	59.0%	1.3%	75.3%	24.7%	7.8%
Social Security and Rehabilitation	43,666	4.5%	13.2%	3.7%	33.8%	0.4%	0.6%	41.5%	2.4%	66.2%	33.8%	6.3%
State Emergency Disaster Program	189	3.2%	3.2%	1.1%	12.7%	0.0%	0.0%	77.8%	2.1%	60.3%	39.7%	9.0%
Broad Band Classifications	301	27.2%	11.3%	4.7%	11.6%	0.0%	1.0%	42.5%	1.7%	63.5%	36.5%	12.6%
CEA Classifications	1,227	8.2%	7.2%	1.1%	11.8%	0.4%	0.2%	68.5%	2.5%	49.9%	50.1%	13.4%
Totals	202,292	10.0%	10.4%	6.0%	22.7%	0.5%	0.6%	47.2%	2.7%	53.2%	46.8%	10.5%

⁵⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table E: State Civil Service Workforce Composition by Salary by Year⁵⁵
Fiscal Year 2006/2007 through Calendar Year 2012

\$10,001-\$20,000	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	1,513	10.2%	26.0%	4.7%	22.2%	0.9%	0.7%	30.2%	5.2%	30.6%	69.4%	10.3%
2011	1,533	10.2%	23.3%	4.4%	23.4%	0.8%	0.6%	34.0%	3.4%	33.9%	66.1%	11.9%
FY 2010-11	1,716	10.1%	23.0%	4.0%	24.5%	0.8%	0.6%	32.9%	4.1%	34.3%	65.7%	11.9%
FY 2009-10	2,168	11.0%	21.0%	4.7%	24.2%	0.7%	0.7%	33.4%	4.2%	36.2%	63.8%	10.8%
FY 2008-09	2,231	9.6%	23.8%	5.1%	24.2%	0.6%	1.0%	31.9%	4.0%	32.9%	67.1%	13.0%
FY 2007-08	2,891	10.8%	22.1%	5.3%	22.7%	0.7%	1.0%	34.4%	3.0%	35.6%	64.4%	11.0%
FY 2006-07	3,353	10.7%	21.3%	5.5%	22.0%	0.6%	1.0%	35.2%	3.7%	36.0%	64.0%	10.9%
\$20,001-\$30,000												
2012	6,859	5.1%	8.9%	3.6%	23.2%	0.9%	0.6%	54.5%	3.2%	50.2%	49.8%	6.1%
2011	7,493	5.9%	9.3%	3.7%	25.2%	0.8%	0.6%	51.8%	2.7%	47.7%	52.3%	7.0%
FY 2010-11	8,747	6.1%	9.2%	3.7%	23.9%	0.9%	0.7%	53.0%	2.7%	48.1%	51.9%	6.9%
FY 2009-10	9,915	5.7%	9.3%	4.2%	22.8%	0.9%	0.6%	53.3%	3.3%	50.1%	49.9%	6.5%
FY 2008-09	10,401	5.7%	9.3%	4.8%	22.8%	1.0%	0.7%	52.9%	2.8%	49.3%	50.7%	6.6%
FY 2007-08	12,708	5.7%	9.8%	5.0%	21.7%	0.8%	0.7%	53.1%	3.1%	45.7%	54.3%	7.8%
FY 2006-07	16,932	6.8%	12.0%	6.2%	23.7%	0.7%	0.8%	46.8%	3.0%	45.1%	54.9%	7.9%

⁵⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table E: State Civil Service Workforce Composition by Salary by Year⁵⁶
Fiscal Year 2006/2007 through Calendar Year 2012

\$30,001-\$40,000	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	27,733	8.7%	14.7%	9.3%	27.6%	0.6%	0.8%	35.4%	2.8%	32.2%	67.8%	13.5%
2011	29,234	8.2%	15.0%	9.4%	27.7%	0.7%	0.8%	35.7%	2.5%	31.3%	68.7%	13.9%
FY 2010-11	33,342	7.8%	14.2%	8.9%	26.9%	0.6%	0.8%	38.1%	2.6%	34.8%	65.2%	12.9%
FY 2009-10	35,956	7.8%	14.3%	8.5%	26.6%	0.7%	0.8%	38.7%	2.7%	34.8%	65.2%	12.1%
FY 2008-09	37,407	7.8%	14.1%	9.1%	26.2%	0.6%	0.8%	38.8%	2.6%	33.4%	66.6%	12.1%
FY 2007-08	37,605	7.5%	14.4%	9.6%	25.9%	0.5%	0.7%	38.8%	2.5%	33.7%	66.3%	11.9%
FY 2006-07	38,715	7.6%	14.4%	10.1%	24.7%	0.5%	0.6%	39.6%	2.4%	32.1%	67.9%	11.5%
\$40,001-\$50,000												
2012	25,754	7.7%	11.4%	6.1%	26.2%	0.6%	0.7%	44.8%	2.4%	45.8%	54.2%	11.6%
2011	27,005	7.3%	11.2%	6.3%	26.0%	0.6%	0.7%	45.4%	2.5%	46.7%	53.3%	11.2%
FY 2010-11	27,798	7.2%	11.1%	6.5%	25.5%	0.6%	0.7%	45.7%	2.8%	46.3%	53.7%	11.2%
FY 2009-10	27,909	7.1%	10.9%	6.2%	24.6%	0.6%	0.6%	47.2%	2.9%	47.0%	53.0%	11.2%
FY 2008-09	31,627	7.1%	10.6%	6.4%	25.4%	0.6%	0.5%	46.7%	2.6%	47.5%	52.5%	10.3%
FY 2007-08	32,634	7.0%	10.6%	6.0%	25.9%	0.6%	0.6%	47.0%	2.4%	48.7%	51.3%	9.1%
FY 2006-07	35,047	6.3%	11.7%	6.2%	25.5%	0.5%	0.5%	47.0%	2.3%	48.8%	51.2%	9.1%

⁵⁶ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table E: State Civil Service Workforce Composition by Salary by Year⁵⁷
Fiscal Year 2006/2007 through Calendar Year 2012

\$50,001-\$60,000	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	27,643	9.1%	11.0%	6.9%	23.0%	0.5%	0.6%	45.9%	2.9%	48.5%	51.5%	12.7%
2011	30,190	9.2%	11.5%	6.8%	22.8%	0.5%	0.6%	45.9%	2.6%	46.9%	53.1%	12.1%
FY 2010-11	30,840	9.0%	11.4%	6.8%	22.6%	0.5%	0.6%	46.7%	2.6%	46.5%	53.5%	12.2%
FY 2009-10	31,605	8.6%	11.1%	6.5%	22.7%	0.5%	0.5%	47.5%	2.6%	47.5%	52.5%	10.7%
FY 2008-09	32,362	7.8%	11.3%	6.3%	23.1%	0.5%	0.5%	48.2%	2.3%	49.0%	51.0%	10.2%
FY 2007-08	30,792	7.9%	11.3%	6.5%	22.3%	0.5%	0.5%	48.7%	2.3%	48.9%	51.1%	9.4%
FY 2006-07	25,056	8.6%	9.6%	5.3%	19.6%	0.4%	0.6%	53.5%	2.4%	50.9%	49.1%	9.7%
\$60,001-\$70,000												
2012	26,946	10.4%	9.9%	5.7%	21.5%	0.4%	0.6%	49.0%	2.5%	46.0%	54.0%	12.1%
2011	26,599	9.5%	9.2%	5.3%	22.9%	0.4%	0.6%	49.9%	2.3%	49.5%	50.5%	11.0%
FY 2010-11	27,295	9.2%	9.3%	5.2%	23.4%	0.4%	0.6%	49.7%	2.3%	51.1%	48.9%	10.4%
FY 2009-10	28,064	8.6%	9.3%	4.7%	23.7%	0.4%	0.6%	50.3%	2.4%	54.5%	45.5%	9.6%
FY 2008-09	26,870	9.2%	9.5%	5.0%	21.4%	0.3%	0.6%	51.6%	2.3%	51.2%	48.8%	10.0%
FY 2007-08	26,216	9.1%	9.5%	4.9%	20.4%	0.4%	0.5%	53.0%	2.3%	50.5%	49.5%	9.6%
FY 2006-07	31,382	9.0%	8.4%	4.0%	19.2%	0.4%	0.4%	56.6%	2.0%	56.9%	43.1%	9.4%

⁵⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table E: State Civil Service Workforce Composition by Salary by Year⁵⁸
Fiscal Year 2006/2007 through Calendar Year 2012

\$70,001-\$80,000	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	36,586	8.0%	10.1%	3.9%	27.9%	0.4%	0.6%	46.8%	2.3%	67.4%	32.6%	7.5%
2011	36,001	8.1%	10.4%	3.8%	26.7%	0.3%	0.6%	47.8%	2.3%	66.8%	33.2%	7.6%
FY 2010-11	36,149	8.0%	10.3%	3.7%	26.2%	0.3%	0.6%	48.5%	2.3%	66.5%	33.5%	7.4%
FY 2009-10	34,841	8.1%	10.6%	3.6%	25.1%	0.3%	0.5%	49.4%	2.4%	65.7%	34.3%	7.2%
FY 2008-09	40,601	7.1%	9.8%	3.2%	24.3%	0.4%	0.5%	52.4%	2.2%	69.0%	31.0%	6.4%
FY 2007-08	42,411	7.5%	9.8%	5.0%	22.7%	0.3%	0.5%	51.9%	2.1%	67.2%	32.8%	6.2%
FY 2006-07	37,281	8.6%	9.9%	5.1%	21.9%	0.3%	0.5%	51.2%	2.5%	67.7%	32.3%	6.1%
\$80,001-\$90,000												
2012	21,241	11.5%	8.9%	3.6%	19.9%	0.4%	0.4%	52.9%	2.3%	69.7%	30.3%	8.3%
2011	21,844	11.4%	9.3%	3.6%	19.4%	0.4%	0.4%	53.2%	2.3%	69.1%	30.9%	8.0%
FY 2010-11	21,971	11.5%	9.4%	3.5%	19.2%	0.4%	0.4%	53.4%	2.3%	69.0%	31.0%	8.0%
FY 2009-10	21,675	11.2%	9.4%	3.6%	18.4%	0.4%	0.5%	54.2%	2.3%	69.8%	30.2%	7.6%
FY 2008-09	17,243	12.8%	10.8%	4.1%	17.2%	0.3%	0.5%	51.6%	2.7%	65.0%	35.0%	8.3%
FY 2007-08	17,216	12.5%	10.5%	3.8%	16.5%	0.3%	0.4%	53.3%	2.7%	65.5%	34.5%	7.2%
FY 2006-07	15,821	12.7%	10.2%	4.8%	15.1%	0.2%	0.4%	53.8%	2.8%	69.2%	30.8%	6.0%

⁵⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table E: State Civil Service Workforce Composition by Salary by Year⁵⁹
Fiscal Year 2006/2007 through Calendar Year 2012

\$90,001-\$100,000	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	8,336	13.9%	7.5%	12.1%	11.9%	0.3%	0.3%	51.6%	2.4%	57.1%	42.9%	8.7%
2011	8,332	13.3%	7.4%	12.0%	11.7%	0.2%	0.3%	52.8%	2.2%	58.2%	41.8%	8.5%
FY 2010-11	8,479	13.1%	7.5%	11.8%	11.6%	0.2%	0.3%	53.2%	2.3%	58.2%	41.8%	8.8%
FY 2009-10	8,843	11.3%	7.7%	11.6%	12.3%	0.2%	0.2%	54.6%	2.1%	59.1%	40.9%	7.7%
FY 2008-09	9,554	10.2%	8.2%	11.6%	12.0%	0.3%	0.2%	55.3%	2.2%	58.2%	41.8%	7.3%
FY 2007-08	11,239	15.1%	6.7%	5.8%	12.2%	0.2%	0.2%	56.5%	3.2%	69.7%	30.3%	6.7%
FY 2006-07	6,880	13.0%	8.0%	3.0%	12.0%	0.2%	0.2%	60.6%	3.0%	72.0%	28.0%	6.8%
\$100,001-\$110,000												
2012	10,903	19.0%	6.3%	7.1%	11.3%	0.2%	0.3%	52.5%	3.3%	68.7%	31.3%	10.1%
2011	11,656	17.3%	6.6%	6.8%	11.2%	0.2%	0.2%	54.4%	3.2%	67.3%	32.7%	9.9%
FY 2010-11	11,680	16.9%	6.8%	6.7%	11.4%	0.2%	0.3%	54.6%	3.2%	67.2%	32.8%	9.9%
FY 2009-10	10,984	17.5%	6.9%	6.5%	10.6%	0.2%	0.3%	54.4%	3.5%	66.9%	33.1%	9.6%
FY 2008-09	10,890	17.1%	6.9%	6.2%	10.5%	0.1%	0.3%	55.3%	3.6%	68.0%	32.0%	9.3%
FY 2007-08	6,172	12.2%	8.5%	3.1%	10.9%	0.2%	0.2%	61.9%	2.9%	68.5%	31.5%	6.1%
FY 2006-07	3,721	7.8%	11.7%	1.9%	12.7%	0.3%	0.1%	63.0%	2.5%	64.7%	35.3%	5.9%

⁵⁹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table E: State Civil Service Workforce Composition by Salary by Year⁶⁰
Fiscal Year 2006/2007 through Calendar Year 2012

\$110,001- \$120,000	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	4,775	13.6%	5.4%	3.4%	9.1%	0.4%	0.1%	65.0%	3.1%	60.0%	40.0%	10.7%
2011	4,242	15.8%	5.6%	3.8%	9.1%	0.3%	0.2%	62.0%	3.2%	62.6%	37.4%	10.2%
FY 2010-11	4,331	15.6%	5.5%	3.8%	8.8%	0.2%	0.2%	62.8%	3.2%	62.9%	37.1%	10.1%
FY 2009-10	4,179	15.6%	5.4%	3.7%	8.6%	0.2%	0.1%	63.1%	3.4%	63.3%	36.7%	9.5%
FY 2008-09	4,212	15.7%	5.4%	2.8%	8.4%	0.1%	0.1%	64.1%	3.3%	65.2%	34.8%	9.4%
FY 2007-08	2,890	12.9%	6.1%	1.9%	8.9%	0.2%	0.1%	66.9%	3.1%	64.1%	35.9%	8.2%
FY 2006-07	2,155	8.5%	6.8%	1.4%	11.0%	0.3%	0.3%	69.4%	2.2%	63.0%	37.0%	8.2%
\$120,001- \$130,000												
2012	1,429	15.9%	5.1%	1.9%	6.6%	0.2%	0.1%	66.5%	3.7%	59.8%	40.2%	9.4%
2011	1,368	13.2%	5.1%	1.8%	7.0%	0.3%	0.1%	69.4%	3.0%	59.5%	40.5%	10.4%
FY 2010-11	1,251	13.8%	5.4%	1.2%	6.9%	0.3%	0.2%	69.5%	2.6%	58.4%	41.6%	10.8%
FY 2009-10	1,263	12.7%	4.3%	0.8%	8.2%	0.2%	0.2%	71.6%	2.1%	61.8%	38.2%	8.4%
FY 2008-09	1,197	12.1%	4.0%	1.2%	8.2%	0.1%	0.3%	72.0%	2.2%	63.0%	37.0%	9.2%
FY 2007-08	1,255	7.6%	4.8%	1.3%	9.6%	0.4%	0.4%	74.7%	1.4%	61.9%	38.1%	8.2%
FY 2006-07	1,145	9.3%	5.3%	1.2%	7.5%	0.1%	0.3%	74.6%	1.7%	64.6%	35.4%	7.7%

⁶⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

**Table E: State Civil Service Workforce Composition by Salary by Year⁶¹
Fiscal Year 2006/2007 through Calendar Year 2012**

\$130,001 +	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
2012	2,574	20.4%	6.3%	4.3%	7.3%	0.2%	0.3%	57.7%	3.5%	70.1%	29.9%	8.4%
2011	2,632	20.6%	6.4%	4.4%	7.4%	0.2%	0.3%	57.5%	3.2%	71.0%	29.0%	7.9%
FY 2010-11	2,662	20.5%	6.3%	4.3%	7.3%	0.2%	0.3%	57.8%	3.2%	71.8%	28.2%	8.1%
FY 2009-10	2,677	20.4%	6.5%	4.1%	6.9%	0.2%	0.3%	58.5%	3.0%	72.6%	27.4%	7.2%
FY 2008-09	2,710	20.3%	6.6%	4.2%	6.8%	0.2%	0.3%	58.6%	290.0%	74.0%	26.0%	7.0%
FY 2007-08	2,435	21.5%	6.5%	4.4%	6.1%	0.1%	0.2%	58.2%	2.9%	74.9%	25.1%	6.9%
FY 2006-07	1,600	21.6%	6.9%	5.0%	6.4%	0.1%	0.0%	57.2%	2.8%	73.2%	26.8%	8.1%
Totals												
2012	202,292	10.0%	10.4%	6.0%	22.7%	0.5%	0.6%	47.2%	2.7%	53.2%	46.8%	10.5%
2011	208,129	9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.0%	47.0%	10.3%
FY 2010-11	216,261	9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.1%	46.9%	10.2%
FY 2009-10	220,079	9.2%	10.6%	5.8%	22.1%	0.5%	0.6%	48.6%	2.6%	53.5%	46.5%	9.6%
FY 2008-09	227,305	8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.6%	53.1%	46.9%	9.3%
FY 2007-08	226,464	8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%
FY 2006-07	219,088	8.5%	11.0%	5.9%	21.2%	0.4%	0.5%	50.0%	2.4%	52.8%	47.2%	8.7%

⁶¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶²

Agriculture and Conservation Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$10,001-\$20,000	12	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	83.3%	0.0%	41.7%	58.3%	0.0%
\$20,001-\$30,000	3,419	3.4%	1.9%	1.0%	18.4%	1.0%	0.5%	70.9%	2.9%	58.5%	41.5%	3.8%
\$30,001-\$40,000	1,168	5.6%	2.2%	1.9%	21.7%	0.5%	0.5%	66.0%	1.5%	79.8%	20.2%	4.5%
\$40,001-\$50,000	2,127	2.6%	2.2%	1.1%	20.9%	0.9%	0.5%	69.8%	1.9%	83.4%	16.6%	7.6%
\$50,001-\$60,000	1,959	3.8%	1.8%	1.0%	14.4%	0.8%	0.4%	75.7%	2.1%	81.1%	18.9%	11.3%
\$60,001-\$70,000	1,677	7.4%	3.4%	1.8%	10.4%	0.6%	0.4%	72.9%	3.0%	65.9%	34.1%	12.0%
\$70,001-\$80,000	1,189	6.7%	2.2%	1.3%	7.7%	0.5%	0.4%	79.1%	2.0%	66.4%	33.6%	13.4%
\$80,001-\$90,000	190	2.1%	0.5%	0.5%	6.3%	1.1%	0.0%	88.4%	1.1%	68.4%	31.6%	11.6%
\$90,001-\$100,000	315	5.1%	3.2%	1.0%	10.8%	0.6%	0.3%	75.2%	3.8%	75.9%	24.1%	17.5%
\$100,001-\$110,000	75	9.3%	1.3%	2.7%	5.3%	0.0%	0.0%	80.0%	1.3%	66.7%	33.3%	20.0%
\$110,001-\$120,000	18	0.0%	5.6%	0.0%	5.6%	0.0%	0.0%	83.3%	5.6%	72.2%	27.8%	16.7%
Totals	12,149	4.5%	2.2%	1.3%	15.9%	0.8%	0.4%	72.6%	2.4%	71.0%	29.0%	8.4%

⁶² Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶³

Custodian and Domestic Services Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
\$20,001-\$30,000	923	3.9%	16.5%	12.0%	40.4%	1.3%	0.7%	22.5%	2.7%	57.2%	42.8%	8.6%
\$30,001-\$40,000	2,868	6.6%	21.4%	14.4%	34.8%	0.4%	0.5%	20.0%	1.9%	53.3%	46.7%	11.3%
\$40,001-\$50,000	759	3.4%	13.7%	8.8%	33.1%	0.5%	0.8%	37.8%	1.8%	66.4%	33.6%	6.7%
\$50,001-\$60,000	126	4.0%	15.9%	6.3%	18.3%	0.8%	0.8%	52.4%	1.6%	56.3%	43.7%	7.9%
\$60,001-\$70,000	177	9.0%	5.1%	10.2%	10.7%	0.0%	0.0%	63.3%	1.7%	19.2%	80.8%	12.4%
\$70,001-\$80,000	84	6.0%	13.1%	2.4%	4.8%	0.0%	0.0%	70.2%	3.6%	22.6%	77.4%	16.7%
\$80,001-\$90,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	100%	0.0%
Totals	4,938	5.6%	18.4%	12.6%	33.8%	0.6%	0.6%	26.5%	2.1%	54.4%	45.6%	10.1%

⁶³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶⁴

Education and Library Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$10,001-\$20,000	5	0.0%	40.0%	0.0%	20.0%	0.0%	0.0%	40.0%	0.0%	60.0%	40.0%	0.0%
\$20,001-\$30,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	100%	0.0%
\$30,001-\$40,000	1	0.0%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%
\$40,001-\$50,000	18	16.7%	22.2%	0.0%	5.6%	0.0%	0.0%	55.6%	0.0%	61.1%	38.9%	5.6%
\$50,001-\$60,000	68	8.8%	10.3%	0.0%	22.1%	1.5%	0.0%	54.4%	2.9%	50.0%	50.0%	7.4%
\$60,001-\$70,000	191	3.7%	8.4%	1.6%	9.9%	0.0%	0.5%	72.3%	3.7%	46.1%	53.9%	12.6%
\$70,001-\$80,000	264	6.4%	8.3%	2.3%	16.3%	0.4%	0.4%	62.9%	3.0%	42.4%	57.6%	11.4%
\$80,001-\$90,000	604	8.1%	8.6%	0.5%	13.9%	0.5%	0.5%	65.9%	2.0%	44.0%	56.0%	7.3%
\$90,001-\$100,000	495	2.8%	7.3%	0.2%	13.3%	0.2%	0.0%	73.3%	2.8%	58.6%	41.4%	8.1%
\$100,001-\$110,000	108	3.7%	8.3%	0.0%	10.2%	0.0%	0.0%	73.1%	4.6%	61.1%	38.9%	3.7%
\$110,001-\$120,000	3	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	66.7%	0.0%	33.3%	66.7%	33.3%
Totals	1,758	5.7%	8.4%	0.7%	13.8%	0.3%	0.3%	68.0%	2.7%	49.6%	50.4%	8.5%

⁶⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶⁵

Engineering and Allied Services Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
\$20,001-\$30,000	65	13.8%	9.2%	0.0%	23.1%	0.0%	0.0%	35.4%	18.5%	43.1%	56.9%	4.6%
\$30,001-\$40,000	117	23.1%	1.7%	7.7%	18.8%	0.0%	0.9%	39.3%	8.5%	46.2%	53.8%	5.1%
\$40,001-\$50,000	162	14.8%	7.4%	6.2%	13.0%	1.9%	1.9%	53.7%	1.2%	71.0%	29.0%	12.3%
\$50,001-\$60,000	1,296	15.0%	5.4%	6.8%	19.3%	0.5%	0.3%	49.4%	3.2%	76.2%	23.8%	16.4%
\$60,001-\$70,000	491	15.7%	3.3%	4.9%	15.3%	0.2%	0.6%	56.6%	3.5%	73.3%	26.7%	11.8%
\$70,001-\$80,000	659	17.8%	4.9%	5.3%	10.5%	0.3%	0.2%	57.4%	3.8%	74.4%	25.6%	13.8%
\$80,001-\$90,000	3,086	29.8%	5.9%	7.5%	14.4%	0.3%	0.6%	36.5%	5.1%	79.0%	21.0%	11.8%
\$90,001-\$100,000	1,451	26.7%	3.8%	4.0%	10.3%	0.3%	0.3%	51.1%	3.4%	72.4%	27.6%	11.0%
\$100,001-\$110,000	5,865	29.3%	3.0%	4.4%	9.0%	0.2%	0.3%	49.3%	4.7%	83.2%	16.8%	12.8%
\$110,001-\$120,000	1,629	22.7%	2.3%	2.7%	7.7%	0.2%	0.2%	59.5%	4.7%	82.6%	17.4%	11.8%
\$120,001-\$130,000	146	47.3%	0.7%	0.7%	2.1%	0.0%	0.0%	48.6%	0.7%	89.7%	10.3%	15.1%
\$130,001+	143	10.5%	4.2%	0.7%	10.5%	0.0%	0.0%	70.6%	3.5%	83.9%	16.1%	14.0%
Totals	15,110	26.0%	3.9%	5.0%	11.3%	0.2%	0.4%	48.6%	4.4%	79.4%	20.6%	12.6%

⁶⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶⁶

Fiscal, Management, and Staff Services Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
\$10,001-\$20,000	91	3.3%	14.3%	4.4%	37.4%	1.1%	0.0%	29.7%	9.9%	44.0%	56.0%	18.7%
\$20,001-\$30,000	366	15.3%	7.7%	3.8%	23.2%	0.3%	0.3%	44.8%	4.6%	51.9%	48.1%	9.3%
\$30,001-\$40,000	1,887	21.9%	10.8%	3.9%	16.1%	0.9%	1.1%	39.9%	5.5%	34.8%	65.2%	7.6%
\$40,001-\$50,000	6,467	14.8%	10.4%	6.4%	21.3%	0.3%	1.0%	42.2%	3.5%	30.6%	69.4%	11.9%
\$50,001-\$60,000	9,488	15.1%	10.9%	6.7%	19.1%	0.4%	0.9%	42.7%	4.2%	30.2%	69.8%	14.3%
\$60,001-\$70,000	12,482	15.0%	10.1%	5.7%	17.4%	0.3%	0.8%	48.1%	2.7%	32.1%	67.9%	15.4%
\$70,001-\$80,000	9,561	19.0%	9.3%	5.5%	15.8%	0.3%	0.6%	46.8%	2.7%	42.4%	57.6%	14.9%
\$80,001-\$90,000	5,248	18.6%	7.7%	3.7%	13.5%	0.3%	0.4%	53.6%	2.2%	48.9%	51.1%	13.9%
\$90,001-\$100,000	1,109	21.7%	5.3%	3.9%	9.1%	0.2%	0.5%	56.5%	2.8%	65.0%	35.0%	11.5%
\$100,001-\$110,000	209	18.7%	7.7%	2.4%	6.7%	0.5%	0.5%	62.2%	1.4%	63.6%	36.4%	13.4%
\$110,001-\$120,000	30	33.3%	0.0%	0.0%	3.3%	0.0%	0.0%	63.3%	0.0%	76.7%	23.3%	23.3%
\$120,001-\$130,000	8	25.0%	0.0%	0.0%	12.5%	0.0%	0.0%	62.5%	0.0%	50.0%	50.0%	12.5%
\$130,001+	95	14.7%	4.2%	1.1%	4.2%	0.0%	0.0%	74.7%	1.1%	72.6%	27.4%	6.3%
Totals	47,041	16.7%	9.7%	5.6%	17.3%	0.4%	0.8%	46.5%	3.2%	36.8%	63.2%	14.0%

⁶⁶ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶⁷

Legal Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$40,001-\$50,000	17	5.9%	0.0%	0.0%	23.5%	0.0%	0.0%	64.7%	5.9%	29.4%	70.6%	0.0%
\$50,001-\$60,000	131	18.3%	8.4%	2.3%	9.2%	0.8%	0.0%	52.7%	8.4%	45.0%	55.0%	2.3%
\$60,001-\$70,000	83	20.5%	3.6%	0.0%	3.6%	0.0%	0.0%	68.7%	3.6%	37.3%	62.7%	6.0%
\$70,001-\$80,000	220	17.7%	3.2%	1.4%	5.5%	0.5%	0.9%	65.5%	5.5%	44.1%	55.9%	6.4%
\$80,001-\$90,000	190	15.8%	3.7%	5.3%	4.7%	0.5%	0.0%	63.2%	6.8%	35.8%	64.2%	10.0%
\$90,001-\$100,000	473	15.2%	5.5%	2.3%	7.4%	0.4%	0.2%	65.5%	3.4%	47.1%	52.9%	8.7%
\$100,001-\$110,000	560	9.8%	6.4%	1.4%	6.6%	0.2%	0.4%	73.8%	1.4%	50.5%	49.5%	7.7%
\$110,001-\$120,000	1,142	8.3%	6.1%	1.1%	7.6%	0.3%	0.1%	74.6%	1.8%	50.9%	49.1%	11.9%
\$120,001-\$130,000	848	9.1%	4.4%	1.5%	6.8%	0.0%	0.1%	75.8%	2.2%	53.7%	46.3%	9.6%
\$130,001+	164	5.5%	2.4%	0.6%	18.9%	0.0%	1.2%	68.3%	3.0%	57.9%	42.1%	7.3%
Totals	3,828	10.9%	5.3%	1.6%	7.5%	0.2%	0.2%	71.3%	2.8%	49.6%	50.4%	9.2%

⁶⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶⁸

Mechanical and Construction Trades Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
\$10,001-\$20,000	94	0.0%	10.6%	2.1%	11.7%	2.1%	0.0%	70.2%	3.2%	71.3%	28.7%	0.0%
\$20,001-\$30,000	86	1.2%	17.4%	1.2%	20.9%	2.3%	0.0%	48.8%	8.1%	69.8%	30.2%	3.5%
\$30,001-\$40,000	1,525	1.7%	13.0%	3.1%	28.1%	1.0%	1.4%	48.9%	2.9%	89.7%	10.3%	9.4%
\$40,001-\$50,000	4,797	1.9%	7.6%	2.2%	25.9%	1.1%	0.5%	58.6%	2.2%	90.8%	9.2%	8.5%
\$50,001-\$60,000	4,229	2.6%	5.8%	3.1%	23.5%	0.7%	0.5%	61.6%	2.2%	93.7%	6.3%	11.8%
\$60,001-\$70,000	1,581	2.3%	4.9%	3.2%	22.3%	0.6%	0.6%	64.0%	2.1%	93.4%	6.6%	9.6%
\$70,001-\$80,000	556	3.6%	4.1%	1.1%	16.7%	1.3%	0.0%	70.7%	2.5%	91.7%	8.3%	10.6%
\$80,001-\$90,000	181	1.7%	5.0%	1.1%	20.4%	0.6%	0.6%	68.0%	2.8%	88.4%	11.6%	11.0%
\$90,001-\$100,000	53	1.9%	3.8%	0.0%	18.9%	0.0%	1.9%	71.7%	1.9%	96.2%	3.8%	9.4%
\$100,001-\$110,000	41	7.3%	2.4%	2.4%	4.9%	0.0%	2.4%	75.6%	4.9%	92.7%	7.3%	2.4%
\$110,001-\$120,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	100%	0.0%	0.0%
Totals	13,144	2.2%	7.2%	2.6%	24.3%	0.9%	0.6%	59.9%	2.3%	91.7%	8.3%	9.8%

⁶⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁶⁹

Medicine and Allied Services Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
\$20,001-\$30,000	263	2.7%	22.4%	12.9%	31.9%	0.4%	0.0%	29.3%	0.4%	26.6%	73.4%	4.6%
\$30,001-\$40,000	1,534	4.5%	15.1%	39.3%	23.0%	0.1%	0.4%	15.9%	1.6%	30.7%	69.3%	8.4%
\$40,001-\$50,000	1,008	5.8%	14.5%	20.1%	25.9%	0.6%	0.4%	30.4%	2.4%	20.9%	79.1%	5.1%
\$50,001-\$60,000	4,322	5.6%	18.2%	15.6%	23.9%	0.4%	0.6%	33.9%	1.7%	34.6%	65.4%	5.3%
\$60,001-\$70,000	1,939	6.3%	16.5%	10.2%	22.8%	0.2%	0.5%	41.7%	1.8%	37.6%	62.4%	7.4%
\$70,001-\$80,000	1,432	10.1%	10.4%	13.8%	8.9%	0.3%	0.3%	54.4%	1.9%	23.1%	76.9%	18.0%
\$80,001-\$90,000	776	12.0%	13.3%	15.9%	11.3%	0.4%	0.4%	45.6%	1.2%	37.6%	62.4%	8.6%
\$90,001-\$100,000	2,338	13.6%	10.5%	36.7%	6.7%	0.2%	0.2%	30.7%	1.5%	26.9%	73.1%	7.3%
\$100,001-\$110,000	1,590	7.2%	10.3%	30.1%	13.3%	0.3%	0.3%	37.6%	1.1%	26.9%	73.1%	7.2%
\$110,001-\$120,000	661	14.7%	9.7%	14.7%	12.0%	0.3%	0.2%	45.2%	3.3%	32.2%	67.8%	8.3%
\$120,001-\$130,000	213	30.5%	6.6%	3.8%	3.8%	0.5%	0.0%	44.1%	10.8%	59.2%	40.8%	4.2%
\$130,001+	1,628	28.4%	7.2%	6.3%	5.1%	0.1%	0.3%	48.0%	4.5%	69.1%	30.9%	7.2%
Totals	17,704	10.1%	13.5%	20.2%	16.5%	0.3%	0.4%	36.8%	2.1%	34.6%	65.4%	7.7%

⁶⁹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁷⁰

Office and Allied Services Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$10,001-\$20,000	1,298	11.6%	28.3%	5.0%	22.0%	0.7%	0.8%	26.7%	5.1%	26.4%	73.6%	10.2%
\$20,001-\$30,000	1,726	7.2%	16.5%	3.1%	22.4%	0.6%	1.0%	45.8%	3.5%	32.4%	67.6%	9.0%
\$30,001-\$40,000	18,130	8.8%	15.1%	7.6%	28.4%	0.7%	0.9%	35.9%	2.8%	20.7%	79.3%	15.8%
\$40,001-\$50,000	4,768	6.7%	15.0%	8.7%	27.0%	0.4%	0.8%	39.7%	1.7%	15.5%	84.5%	15.2%
\$50,001-\$60,000	872	2.8%	12.7%	3.7%	24.3%	0.7%	0.7%	53.3%	1.8%	20.0%	80.0%	13.8%
\$60,001-\$70,000	190	5.8%	6.3%	1.6%	25.3%	1.6%	0.5%	57.9%	1.1%	17.4%	82.6%	14.2%
\$70,001-\$80,000	21	0.0%	4.8%	0.0%	23.8%	0.0%	0.0%	71.4%	0.0%	14.3%	85.7%	38.1%
\$80,001-\$90,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	100%	0.0%
Totals	27,006	8.2%	15.6%	7.2%	27.3%	0.6%	0.8%	37.5%	2.7%	20.7%	79.3%	14.9%

⁷⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁷¹

Protective Services and Public Safety Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$20,001-\$30,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	100%	0.0%	0.0%
\$30,001-\$40,000	125	4.8%	18.4%	1.6%	38.4%	0.0%	2.4%	30.4%	4.0%	46.4%	53.6%	10.4%
\$40,001-\$50,000	1,996	6.4%	14.1%	5.5%	31.7%	0.5%	0.7%	39.2%	2.0%	48.3%	51.7%	11.8%
\$50,001-\$60,000	1,285	4.1%	9.8%	6.5%	28.4%	0.5%	0.2%	48.9%	1.6%	61.6%	38.4%	9.0%
\$60,001-\$70,000	1,498	6.2%	8.9%	3.5%	22.0%	0.4%	0.5%	56.1%	2.3%	62.3%	37.7%	11.3%
\$70,001-\$80,000	2,496	5.6%	6.3%	2.5%	24.8%	0.3%	0.5%	58.5%	1.6%	76.6%	23.4%	7.4%
\$80,001-\$90,000	5,494	3.4%	4.0%	1.8%	22.5%	0.7%	0.4%	66.6%	0.7%	89.4%	10.6%	5.6%
\$90,001-\$100,000	460	3.9%	3.0%	2.6%	17.4%	0.0%	0.4%	71.5%	1.1%	84.6%	15.4%	6.5%
\$100,001-\$110,000	551	3.1%	3.8%	1.3%	14.3%	0.5%	0.2%	75.9%	0.9%	86.2%	13.8%	6.4%
\$110,001-\$120,000	11	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	81.8%	0.0%	63.6%	36.4%	0.0%
\$120,001-\$130,000	44	0.0%	4.5%	2.3%	11.4%	0.0%	0.0%	81.8%	0.0%	86.4%	13.6%	6.8%
\$130,001+	270	3.3%	6.7%	0.7%	13.7%	0.7%	0.0%	74.8%	0.0%	87.0%	13.0%	7.8%
Totals	14,231	4.6%	7.0%	3.0%	24.1%	0.5%	0.5%	59.0%	1.3%	75.3%	24.7%	7.8%

⁷¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁷²

Social Security and Rehabilitation Services Group Salary Range	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Workforce with Disabilities
\$10,001-\$20,000	13	0.0%	7.7%	0.0%	30.8%	7.7%	0.0%	46.2%	7.7%	38.5%	61.5%	53.8%
\$20,001-\$30,000	9	0.0%	11.1%	11.1%	11.1%	0.0%	0.0%	66.7%	0.0%	44.4%	55.6%	44.4%
\$30,001-\$40,000	378	4.5%	15.9%	4.5%	28.3%	0.5%	0.8%	41.3%	4.2%	32.5%	67.5%	20.9%
\$40,001-\$50,000	3,626	8.9%	16.2%	6.2%	33.6%	0.5%	0.5%	31.4%	2.7%	31.2%	68.8%	15.5%
\$50,001-\$60,000	3,829	8.8%	15.7%	6.2%	35.1%	0.5%	0.6%	30.5%	2.6%	35.3%	64.7%	18.8%
\$60,001-\$70,000	6,542	6.5%	11.6%	6.7%	32.8%	0.4%	0.3%	39.4%	2.2%	54.1%	45.9%	8.1%
\$70,001-\$80,000	19,892	2.5%	11.8%	2.8%	38.3%	0.4%	0.7%	41.2%	2.2%	81.6%	18.4%	2.3%
\$80,001-\$90,000	5,333	3.1%	17.2%	1.7%	29.7%	0.4%	0.5%	44.9%	2.6%	73.1%	26.9%	3.4%
\$90,001-\$100,000	1,342	3.7%	11.6%	1.5%	24.2%	0.4%	0.2%	56.0%	2.3%	76.8%	23.2%	4.2%
\$100,001-\$110,000	1,587	5.6%	15.1%	1.1%	19.8%	0.3%	0.3%	55.4%	2.5%	62.3%	37.7%	4.0%
\$110,001-\$120,000	1,050	5.0%	6.8%	0.6%	10.6%	0.8%	0.1%	73.7%	2.6%	52.4%	47.6%	8.4%
\$120,001-\$130,000	12	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	75.0%	8.3%	66.7%	33.3%	8.3%
\$130,001+	53	1.9%	0.0%	0.0%	5.7%	0.0%	0.0%	92.5%	0.0%	62.3%	37.7%	11.3%
Totals	43,666	4.5%	13.2%	3.7%	33.8%	0.4%	0.6%	41.5%	2.4%	66.2%	33.8%	6.3%

⁷² Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁷³

State Emergency Disaster Program Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$40,001-\$50,000	4	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%	75.0%	25.0%	0.0%
\$50,001-\$60,000	24	4.2%	0.0%	4.2%	12.5%	0.0%	0.0%	75.0%	4.2%	79.2%	20.8%	12.5%
\$60,001-\$70,000	79	6.3%	5.1%	0.0%	20.3%	0.0%	0.0%	67.1%	1.3%	43.0%	57.0%	10.1%
\$70,001-\$80,000	61	0.0%	3.3%	0.0%	6.6%	0.0%	0.0%	88.5%	1.6%	67.2%	32.8%	9.8%
\$80,001-\$90,000	18	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	88.9%	5.6%	77.8%	22.2%	0.0%
\$90,001-\$100,000	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	100%	0.0%	0.0%
\$100,001-\$110,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	100%	0.0%	0.0%
Totals	189	3.2%	3.2%	1.1%	12.7%	0.0%	0.0%	77.8%	2.1%	60.3%	39.7%	9.0%

⁷³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁷⁴

Broadband Classifications Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work- force with Disabilities
\$40,001-\$50,000	5	0.0%	20.0%	0.0%	20.0%	0.0%	20.0%	40.0%	0.0%	80.0%	20.0%	0.0%
\$50,001-\$60,000	14	21.4%	28.6%	0.0%	35.7%	0.0%	0.0%	14.3%	0.0%	57.1%	42.9%	0.0%
\$60,001-\$70,000	16	12.5%	18.8%	6.3%	0.0%	0.0%	6.3%	56.3%	0.0%	68.8%	31.3%	0.0%
\$70,001-\$80,000	136	24.3%	14.0%	5.9%	9.6%	0.0%	0.7%	44.1%	1.5%	58.1%	41.9%	15.4%
\$80,001-\$90,000	79	27.8%	5.1%	5.1%	17.7%	0.0%	0.0%	43.0%	1.3%	73.4%	26.6%	11.4%
\$90,001-\$100,000	51	43.1%	5.9%	2.0%	3.9%	0.0%	0.0%	41.2%	3.9%	60.8%	39.2%	15.7%
Totals	301	27.2%	11.3%	4.7%	11.6%	0.0%	1.0%	42.5%	1.7%	63.5%	36.5%	12.6%

⁷⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁷⁵

CEA Classifications Salary Ranges	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
\$70,001-\$80,000	15	0.0%	20.0%	0.0%	13.3%	0.0%	0.0%	66.7%	0.0%	33.3%	66.7%	0.0%
\$80,001-\$90,000	40	0.0%	7.5%	2.5%	25.0%	0.0%	0.0%	62.5%	2.5%	35.0%	65.0%	17.5%
\$90,001-\$100,000	247	7.3%	8.1%	1.2%	14.6%	0.0%	0.8%	65.6%	2.4%	40.5%	59.5%	13.0%
\$100,001-\$110,000	316	10.1%	6.3%	0.6%	10.8%	0.3%	0.0%	69.9%	1.9%	45.3%	54.7%	14.6%
\$110,001-\$120,000	230	10.0%	5.2%	0.4%	12.2%	0.4%	0.0%	70.4%	1.3%	56.5%	43.5%	12.2%
\$120,001-\$130,000	158	8.2%	12.0%	2.5%	12.0%	1.3%	0.0%	58.2%	5.7%	58.9%	41.1%	11.4%
\$130,001+	221	6.8%	5.0%	0.9%	7.2%	0.5%	0.5%	76.5%	2.7%	57.5%	42.5%	14.9%
Totals	1,227	8.2%	7.2%	1.1%	11.8%	0.4%	0.2%	68.5%	2.5%	49.9%	50.1%	13.4%

⁷⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012. Data obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁷⁶

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Alameda	7,301	1,687	1,069	908	810	16	52	2,509	250	4,102	3,199	1,026
Civil Service		23.1%	14.6%	12.4%	11.1%	0.2%	0.7%	34.4%	3.4%	56.2%	43.8%	14.1%
Alameda	805,790	212,893	91,669	N/A	170,343	4,351	6,804	298,597	100,229	425,430	380,360	28,203
Labor Force		26.4%	11.4%	N/A	21.1%	0.5%	0.8%	37.1%	12.4%	52.8%	47.2%	3.5%
Alpine	59	1	1	1	3	3	1	49	-	42	17	3
Civil Service		1.7%	1.7%	1.7%	5.1%	5.1%	1.7%	83.1%	0.0%	71.2%	28.8%	5.1%
Alpine	604	5	-	N/A	23	90	10	476	20	331	273	50
Labor Force		0.8%	0.0%	N/A	3.8%	14.9%	0.8%	78.8%	3.3%	54.8%	45.2%	8.3%
Amador	1,386	61	102	41	219	12	9	910	32	873	513	61
Civil Service		4.4%	7.4%	3.0%	15.8%	0.9%	0.6%	65.7%	2.3%	63.0%	37.0%	4.4%
Amador	15,113	149	41	N/A	1,195	335	40	13,226	385			1,205
Labor Force		1.0%	0.3%	N/A	7.9%	2.2%	0.3%	87.5%	2.5%	0.0%	0.0%	8.0%
Butte	803	12	11	9	100	7	3	649	12	543	260	102
Civil Service		1.5%	1.4%	1.1%	12.5%	0.9%	0.4%	80.8%	1.5%	67.6%	32.4%	12.7%
Butte	102,009	3,796	1,369	N/A	14,022	915	224	78,605	8,277	53,749	48,260	7,118
Labor Force		3.7%	1.3%	N/A	13.7%	0.9%	0.2%	77.1%	8.1%	52.7%	47.3%	7.0%

⁷⁶ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁷⁷

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Calaveras	165	2	2	-	19	-	-	137	5	131	34	26
Civil Service		1.2%	1.2%	0.0%	11.5%	0.0%	0.0%	83.0%	3.0%	79.4%	20.6%	15.8%
Calaveras	20,311	271	138	N/A	1,958	173	13	17,249	965	11,027	9,284	1,796
Labor Force		1.3%	0.7%	N/A	9.6%	0.9%	0.1%	84.9%	4.8%	54.3%	45.7%	8.8%
Colusa	53	1	1	-	7	2	-	41	1	42	11	2
Civil Service		1.9%	1.9%	0.0%	13.2%	3.8%	0.0%	77.4%	1.9%	79.2%	20.8%	3.8%
Colusa	10,201	125	91	N/A	5,521	59	32	4,286	2,366	5,823	4,378	633
Labor Force		1.2%	0.9%	N/A	54.1%	0.6%	0.3%	42.0%	23.2%	57.1%	42.9%	6.2%
Contra Costa	1,233	170	215	92	158	3	10	554	31	639	594	141
Civil Service		13.8%	17.4%	7.5%	12.8%	0.2%	0.8%	44.9%	2.5%	51.8%	48.2%	11.4%
Contra Costa	541,517	82,423	47,211	N/A	124,307	2,565	2,592	269,236	56,140	286,659	254,858	21,969
Labor Force		15.2%	8.7%	N/A	23.0%	0.5%	0.5%	49.7%	10.4%	52.9%	47.1%	4.1%
Del Norte	1,544	30	33	21	159	28	4	1,219	50	1,097	447	67
Civil Service		1.9%	2.1%	1.4%	10.3%	1.8%	0.3%	79.0%	3.2%	71.0%	29.0%	4.3%
Del Norte	10,672	368	130	N/A	1,300	676	84	7,791	822	5,445	5,227	1,104
Labor Force		3.4%	1.2%	N/A	12.2%	6.3%	0.8%	73.0%	7.7%	51.0%	49.0%	10.3%

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Table G: Demographics by County of State Civil Service and Civilian Labor Force⁷⁸

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
El Dorado	507	9	6	4	38	5	2	432	11	359	148	61
Civil Service		1.8%	1.2%	0.8%	7.5%	1.0%	0.4%	85.2%	2.2%	70.8%	29.2%	12.0%
El Dorado	92,889	3,188	727	N/A	10,403	904	77	75,629	6,229	50,106	42,783	4,847
Labor Force		3.4%	0.8%	N/A	11.2%	1.0%	0.1%	81.4%	6.7%	53.9%	46.1%	5.2%
Fresno	7,165	497	548	224	2,416	49	24	3,220	187	4,002	3,163	771
Civil Service		6.9%	7.6%	3.1%	33.7%	0.7%	0.3%	44.9%	2.6%	55.9%	44.1%	10.8%
Fresno	423,738	37,962	18,670	N/A	204,406	3,677	596	154,248	102,371	231,015	192,723	21,813
Labor Force		9.0%	4.4%	N/A	48.2%	0.9%	0.1%	36.4%	24.2%	54.5%	45.5%	5.1%
Glenn	80			2	7			70	1	69	11	9
Civil Service		0.0%	0.0%	2.5%	8.8%	0.0%	0.0%	87.5%	1.2%	86.3%	13.8%	11.3%
Glenn	12,202	333	96	N/A	4,234	320	4	7,143	1,479	6,873	5,329	992
Labor Force		2.7%	0.8%	N/A	34.7%	2.6%	0.0%	58.5%	12.1%	56.3%	43.7%	8.1%
Humboldt	1,200	14	13	5	92	22	2	1,001	51	799	401	174
Civil Service		1.2%	1.1%	0.4%	7.7%	1.8%	0.2%	83.4%	4.3%	66.6%	33.4%	14.5%
Humboldt	66,251	1,403	904	N/A	5,974	3,093	272	53,116	3,595	35,423	30,828	4,192
Labor Force		2.1%	1.4%	N/A	9.0%	4.7%	0.4%	80.2%	5.4%	53.5%	46.5%	6.3%

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Table G: Demographics by County of State Civil Service and Civilian Labor Force⁷⁹

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Imperial	2,696	33	152	38	1,749	6	6	648	64	1,868	828	89
Civil Service		1.2%	5.6%	1.4%	64.9%	0.2%	0.2%	24.0%	2.4%	69.3%	30.7%	3.3%
Imperial	70,958	1,038	1,094	N/A	57,768	952	25	10,518	15,869	37,674	33,284	3,731
Labor Force		1.5%	1.5%	N/A	81.4%	1.3%	0.0%	14.8%	22.4%	53.1%	46.9%	5.3%
Inyo	369	4	-	1	24	18	1	312	9	272	97	38
Civil Service		1.1%	0.0%	0.3%	6.5%	4.9%	0.3%	84.6%	2.4%	73.7%	26.3%	10.3%
Inyo	9,610	159	61	N/A	1,849	840	79	6,497	624	4,945	4,665	365
Labor Force		1.7%	0.6%	N/A	19.2%	8.7%	0.8%	67.6%	6.5%	51.5%	48.5%	3.8%
Kern	7,661	176	614	293	3,017	40	22	3,372	127	4,971	2,690	344
Civil Service		2.3%	8.0%	3.8%	39.4%	0.5%	0.3%	44.0%	1.7%	64.9%	35.1%	4.5%
Kern	362,299	16,639	16,479	N/A	173,292	4,017	420	148,874	62,677	202,389	159,910	20,473
Labor Force		4.6%	4.5%	N/A	47.8%	1.1%	0.1%	41.1%	17.3%	55.9%	44.1%	5.7%
Kings	5,497	128	287	205	2,381	19	24	2,295	158	3,615	1,882	219
Civil Service		2.3%	5.2%	3.7%	43.3%	0.3%	0.4%	41.8%	2.9%	65.8%	34.2%	4.0%
Kings	60,717	2,573	3,097	N/A	30,615	458	111	23,522	7,747	35,317	25,400	3,294
Labor Force		4.2%	5.1%	N/A	50.4%	0.8%	0.2%	38.7%	12.8%	58.2%	41.8%	5.4%

⁷⁹ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁰

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Lake	152	2	5	-	18	1	1	120	5	121	31	12
Civil Service		1.3%	3.3%	0.0%	11.8%	0.7%	0.7%	78.9%	3.3%	79.6%	20.4%	7.9%
Lake	28,098	487	433	N/A	4,836	802	64	20,904	2,892	14,940	13,158	2,239
Labor Force		1.7%	1.5%	N/A	17.2%	2.9%	0.2%	74.4%	10.3%	53.2%	46.8%	8.0%
Lassen	2,351	27	54	21	246	32	4	1,920	47	1,620	731	105
Civil Service		1.1%	2.3%	0.9%	10.5%	1.4%	0.2%	81.7%	2.0%	68.9%	31.1%	4.5%
Lassen	11,598	54	293	N/A	853	298	74	9,868	563	6,486	5,112	918
Labor Force		0.5%	2.5%	N/A	7.4%	2.6%	0.6%	85.1%	4.9%	55.9%	44.1%	7.9%
Los Angeles	19,816	2,723	3,803	1,470	5,600	50	65	5,590	515	10,358	9,458	2,074
Civil Service		13.7%	19.2%	7.4%	28.3%	0.3%	0.3%	28.2%	2.6%	52.3%	47.7%	10.5%
Los Angeles	5,039,725	731,193	404,627	N/A	2,275,927	25,968	13,414	1,532,133	1,144,641	2,735,472	2,304,253	182,425
Labor Force		14.5%	8.0%	N/A	45.2%	0.5%	0.3%	30.4%	22.7%	54.3%	45.7%	3.6%
Madera	2,212	82	197	47	843	16	10	970	47	1,173	1,039	119
Civil Service		3.7%	8.9%	2.1%	38.1%	0.7%	0.5%	43.9%	2.1%	53.0%	47.0%	5.4%
Madera	58,972	1,270	1,226	N/A	31,396	953	238	23,916	6,542	34,442	24,530	3,034
Labor Force		2.2%	2.1%	N/A	53.2%	1.6%	0.4%	40.6%	11.1%	58.4%	41.6%	5.1%

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Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸¹

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Marin	1,903	106	446	143	292	7	26	839	44	1,295	608	72
Civil Service		5.6%	23.4%	7.5%	15.3%	0.4%	1.4%	44.1%	2.3%	68.1%	31.9%	3.8%
Marin	134,777	8,010	2,663	N/A	21,202	323	317	100,110		69,518	65,259	4,402
Labor Force		5.9%	2.0%	N/A	15.7%	0.2%	0.2%	74.3%	0.0%	51.6%	48.4%	3.3%
Mariposa	141	4	2	1	17	1	1	111	4	105	36	17
Civil Service		2.8%	1.4%	0.7%	12.1%	0.7%	0.7%	78.7%	2.8%	74.5%	25.5%	12.1%
Mariposa	8,678	201	75	N/A	924	441	39	7,077	415	4,867	3,811	830
Labor Force		2.3%	0.9%	N/A	10.6%	5.1%	0.4%	81.6%	4.8%	56.1%	43.9%	9.6%
Mendocino	471	6	6	7	34	7	1	396	14	346	125	52
Civil Service		1.3%	1.3%	1.5%	7.2%	1.5%	0.2%	84.1%	3.0%	73.5%	26.5%	11.0%
Mendocino	43,004	511	241		9,244	1,681	138	30,790	3,758	22,846	20,158	2,972
Labor Force		1.2%	0.6%	N/A	21.5%	3.9%	0.3%	71.6%	8.7%	53.1%	46.9%	6.9%
Merced	571	17	9	8	128	7	1	390	11	412	159	56
Civil Service		3.0%	1.6%	1.4%	22.4%	1.2%	0.2%	68.3%	1.9%	72.2%	27.8%	9.8%
Merced	112,791	8,225	3,507	N/A	60,430	1,144	306	38,563	24,111	62,771	50,020	9,678
Labor Force		7.3%	3.1%	N/A	53.6%	1.0%	0.3%	34.2%	21.4%	55.7%	44.3%	8.6%

⁸¹ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸²

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Modoc	72	-	-	-	3	-	1	66	2	66	6	5
Civil Service		0.0%	0.0%	0.0%	4.2%	0.0%	1.4%	91.7%	2.8%	91.7%	8.3%	6.9%
Modoc	4,105	16	7	N/A	533	67	-	3,396	214	2,076	2,029	393
Labor Force		0.4%	0.2%	N/A	13.0%	1.6%	0.0%	82.7%	5.2%	50.6%	49.4%	9.6%
Mono	118	1	-	1	12	6	-	95	3	104	14	8
Civil Service		0.8%	0.0%	0.8%	10.2%	5.1%	0.0%	80.5%	2.5%	88.1%	11.9%	6.8%
Mono	8,812	72	35	N/A	1,991	148	28	6,484	652	5,040	3,772	590
Labor Force		0.8%	0.4%	N/A	22.6%	1.7%	0.3%	73.6%	7.4%	57.2%	42.8%	6.7%
Monterey	4,312	182	287	284	1,676	19	27	1,713	124	2,795	1,517	189
Civil Service		4.2%	6.7%	6.6%	38.9%	0.4%	0.6%	39.7%	2.9%	64.8%	35.2%	4.4%
Monterey	198,014	13,457	5,109	N/A	106,821	1,778	1,414	67,938	29,733	108,206	89,808	7,070
Labor Force		6.8%	2.6%	N/A	53.9%	0.9%	0.7%	34.3%	15.0%	54.6%	45.4%	3.6%
Napa	3,341	172	245	1,214	378	10	13	1,274	35	1,417	1,924	322
Civil Service		5.1%	7.3%	36.3%	11.3%	0.3%	0.4%	38.1%	1.0%	42.4%	57.6%	9.6%
Napa	71,798	5,166	1,306	N/A	22,402	412	242	41,602	6,669	38,595	33,203	3,084
Labor Force		7.2%	1.8%	N/A	31.2%	0.6%	0.3%	57.9%	9.3%	53.8%	46.2%	4.3%

⁸² Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸³

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Nevada	435	4	4	5	23	6	3	383	7	339	96	34
Civil Service		0.9%	0.9%	1.1%	5.3%	1.4%	0.7%	88.0%	1.6%	77.9%	22.1%	7.8%
Nevada	47,864	650	159	N/A	3,873	500	103	41,884	1,685	25,403	22,461	1,928
Labor Force		1.4%	0.3%	N/A	8.1%	1.0%	0.2%	87.5%	3.5%	53.1%	46.9%	4.0%
Orange	5,466	935	378	485	1,416	15	22	2,068	147	2,695	2,771	628
Civil Service		17.1%	6.9%	8.9%	25.9%	0.3%	0.4%	37.8%	2.7%	49.3%	50.7%	11.5%
Orange	1,592,219	281,068	29,314	N/A	509,148	6,838	4,778	739,117	257,178	873,687	718,532	46,943
Labor Force		17.7%	1.8%	N/A	32.0%	0.4%	0.3%	46.4%	16.2%	54.9%	45.1%	2.9%
Placer	704	20	22	9	75	3	4	548	23	452	252	67
Civil Service		2.8%	3.1%	1.3%	10.7%	0.4%	0.6%	77.8%	3.3%	64.2%	35.8%	9.5%
Placer	172,958	11,026	2,282	N/A	20,817	1,205	400	133,587	10,546	91,281	81,677	7,416
Labor Force		6.4%	1.3%	N/A	12.0%	0.7%	0.2%	77.2%	6.1%	52.8%	47.2%	4.3%
Plumas	100	1	1	2	5	1	1	86	3	87	13	7
Civil Service		1.0%	1.0%	2.0%	5.0%	1.0%	1.0%	86.0%	3.0%	87.0%	13.0%	7.0%
Plumas	9,333	53	63	N/A	721	155	84	8,143	309	4,911	4,422	834
Labor Force		0.6%	0.7%	N/A	7.7%	1.7%	0.9%	87.2%	3.3%	52.6%	47.4%	8.9%

⁸³ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁴

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Riverside	7,389	221	1,023	191	2,624	25	37	3,113	155	4,573	2,816	690
Civil Service		3.0%	13.8%	2.6%	35.5%	0.3%	0.5%	42.1%	2.1%	61.9%	38.1%	9.3%
Riverside	1,013,411	65,774	63,533	N/A	444,575	9,292	3,511	418,190	197,354	555,943	457,468	48,032
Labor Force		6.5%	6.3%	N/A	43.9%	0.9%	0.3%	41.3%	19.5%	54.9%	45.1%	4.7%
Sacramento	64,212	9,038	6,659	2,556	10,184	278	545	32,970	1,982	28,043	36,169	8,533
Civil Service		14.1%	10.4%	4.0%	15.9%	0.4%	0.8%	51.3%	3.1%	43.7%	56.3%	13.3%
Sacramento	708,340	102,224	65,105	N/A	140,303	6,074	7,970	367,074	82,024	364,825	343,515	41,505
Labor Force		14.4%	9.2%	N/A	19.8%	0.9%	1.1%	51.8%	11.6%	51.5%	48.5%	5.9%
San Benito	226	9	7	7	85	1	2	109	6	178	48	16
Civil Service		4.0%	3.1%	3.1%	37.6%	0.4%	0.9%	48.2%	2.7%	78.8%	21.2%	7.1%
San Benito	28,347	599	184	N/A	15,428	277	-	11,595	3,409	15,590	12,757	914
Labor Force		2.1%	0.6%	N/A	54.4%	1.0%	0.0%	40.9%	12.0%	55.0%	45.0%	3.2%
San Bernardino	9,290	750	1,735	579	2,823	33	37	3,122	211	4,985	4,305	921
Civil Service		8.1%	18.7%	6.2%	30.4%	0.4%	0.4%	33.6%	2.3%	53.7%	46.3%	9.9%
San Bernardino	938,304	66,050	76,815	N/A	441,881	9,444	3,013	334,004	187,933	506,743	431,561	46,915
Labor Force		7.0%	8.2%	N/A	47.1%	1.0%	0.3%	35.6%	20.0%	54.0%	46.0%	5.0%

⁸⁴ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁵

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
San Diego	8,195	407	653	792	2,374	31	47	3,646	245	4,634	3,561	808
Civil Service		5.0%	8.0%	9.7%	29.0%	0.4%	0.6%	44.5%	3.0%	56.5%	43.5%	9.9%
San Diego	1,534,664	179,045	72,044	N/A	454,075	10,707	7,859	785,948	153,417	825,075	709,589	55,818
Labor Force		11.7%	4.7%	N/A	29.6%	0.7%	0.5%	51.2%	10.0%	53.8%	46.2%	3.6%
San Francisco	2,940	678	230	448	290	8	12	1,211	63	1,348	1,592	310
Civil Service		23.1%	7.8%	15.2%	9.9%	0.3%	0.4%	41.2%	2.1%	45.9%	54.1%	10.5%
San Francisco	489,373	150,993	21,686	N/A	71,414	2,010	1,759	230,906	38,974	264,300	225,073	16,004
Labor Force		30.9%	4.4%	N/A	14.6%	0.4%	0.4%	47.2%	8.0%	54.0%	46.0%	3.3%
San Joaquin	3,484	295	442	219	843	15	27	1,533	110	2,050	1,434	281
Civil Service		8.5%	12.7%	6.3%	24.2%	0.4%	0.8%	44.0%	3.2%	58.8%	41.2%	8.1%
San Joaquin	320,170	46,083	21,695	N/A	118,423	3,130	1,657	124,197	51,266	171,973	148,197	16,723
Labor Force		14.4%	6.8%	N/A	37.0%	1.0%	0.5%	38.8%	16.0%	53.7%	46.3%	5.2%
San Luis Obispo	5,202	151	154	179	919	24	14	3,645	116	3,041	2,161	420
Civil Service		2.9%	3.0%	3.4%	17.7%	0.5%	0.3%	70.1%	2.2%	58.5%	41.5%	8.1%
San Luis Obispo	134,257	4,765	2,069	N/A	26,015	1,399	165	97,993	11,515	71,973	62,284	6,074
Labor Force		3.5%	1.5%	N/A	19.4%	1.0%	0.1%	73.0%	8.6%	53.6%	46.4%	4.5%

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Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁶

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
San Mateo	595	77	50	57	115	1	8	277	10	349	246	74
Civil Service		12.9%	8.4%	9.6%	19.3%	0.2%	1.3%	46.6%	1.7%	58.7%	41.3%	12.4%
San Mateo	398,696	107,604	10,394	N/A	98,389	1,495	5,403	168,501	41,188	212,315	186,381	11,213
Labor Force		27.0%	2.6%	N/A	24.7%	0.4%	1.4%	42.3%	10.3%	53.3%	46.7%	2.8%
Santa Barbara	590	12	26	8	182	2	1	346	13	368	222	67
Civil Service		2.0%	4.4%	1.4%	30.8%	0.3%	0.2%	58.6%	2.2%	62.4%	37.6%	11.4%
Santa Barbara	214,254	11,007	4,199	N/A	87,911	2,018	611	107,207	32,263	117,339	96,915	10,065
Labor Force		5.1%	2.0%	N/A	41.0%	0.9%	0.3%	50.0%	15.1%	54.8%	45.2%	4.7%
Santa Clara	1,577	306	114	150	370	1	14	584	38	738	839	264
Civil Service		19.4%	7.2%	9.5%	23.5%	0.1%	0.9%	37.0%	2.4%	46.8%	53.2%	16.7%
Santa Clara	946,502	309,870	25,251	N/A	236,305	5,024	3,687	351,676	116,298	525,757	420,745	27,498
Labor Force		32.7%	2.7%	N/A	25.0%	0.5%	0.4%	37.2%	12.3%	55.5%	44.5%	2.9%
Santa Cruz	648	16	12	15	113	3	1	471	17	458	190	76
Civil Service		2.5%	1.9%	2.3%	17.4%	0.5%	0.2%	72.7%	2.6%	70.7%	29.3%	11.7%
Santa Cruz	140,523	5,806	1,501	N/A	41,490	907	182	88,107	15,306	75,139	65,384	5,219
Labor Force		4.1%	1.1%	N/A	29.5%	0.6%	0.1%	62.7%	10.9%	53.5%	46.5%	3.7%

⁸⁶ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁷

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Shasta	1,605	33	16	10	99	19	6	1,396	26	1,014	591	253
Civil Service		2.1%	1.0%	0.6%	6.2%	1.2%	0.4%	87.0%	1.6%	63.2%	36.8%	15.8%
Shasta	79,373	2,281	540	N/A	6,434	1,702	162	66,606	4,344	41,991	37,382	5,733
Labor Force		2.9%	0.7%	N/A	8.1%	2.1%	0.2%	83.9%	5.5%	52.9%	47.1%	7.2%
Sierra	46	-	1	-	4	-	-	40	1	40	6	7
Civil Service		0.0%	2.2%	0.0%	8.7%	0.0%	0.0%	87.0%	2.2%	87.0%	13.0%	15.2%
Sierra	1,379	2	18	N/A	112	-	-	1,247	42	667	712	32
Labor Force		0.1%	1.3%	N/A	8.1%	0.0%	0.0%	90.4%	3.0%	48.4%	51.6%	2.3%
Siskiyou	426	1	1	-	16	4	-	393	11	326	100	36
Civil Service		0.2%	0.2%	0.0%	3.8%	0.9%	0.0%	92.3%	2.6%	76.5%	23.5%	8.5%
Siskiyou	19,390	227	171	N/A	1,943	487	87	15,808	1,203	10,160	9,230	1,421
Labor Force		1.2%	0.9%	N/A	10.0%	2.5%	0.4%	81.5%	6.2%	52.4%	47.6%	7.3%
Solano	4,815	376	838	709	665	21	50	2,047	109	2,741	2,074	336
Civil Service		7.8%	17.4%	14.7%	13.8%	0.4%	1.0%	42.5%	2.3%	56.9%	43.1%	7.0%
Solano	204,284	33,164	27,048	N/A	46,860	907	1,990	87,206	29,914	104,986	99,298	9,263
Labor Force		16.2%	13.2%	N/A	22.9%	0.4%	1.0%	42.7%	14.6%	51.4%	48.6%	4.5%

⁸⁷ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁸

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Sonoma	2,340	101	93	428	243	13	9	1,396	57	1,008	1,332	278
Civil Service		4.3%	4.0%	18.3%	10.4%	0.6%	0.4%	59.7%	2.4%	43.1%	56.9%	11.9%
Sonoma	257,139	10,781	3,983	N/A	59,182	2,817	942	176,287	27,598	135,971	121,168	11,283
Labor Force		4.2%	1.5%	N/A	23.0%	1.1%	0.4%	68.6%	10.7%	52.9%	47.1%	4.4%
Stanislaus	336	14	10	4	86	2	1	212	7	191	145	48
Civil Service		4.2%	3.0%	1.2%	25.6%	0.6%	0.3%	63.1%	2.1%	56.8%	43.2%	14.3%
Stanislaus	241,868	13,498	5,756	N/A	96,461	2,600	1,480	118,811	29,858	132,402	109,466	13,711
Labor Force		5.6%	2.4%	N/A	39.9%	1.1%	0.6%	49.1%	12.3%	54.7%	45.3%	5.7%
Sutter	101	8	5	1	18	1	-	68	-	75	26	12
Civil Service		7.9%	5.0%	1.0%	17.8%	1.0%	0.0%	67.3%	0.0%	74.3%	25.7%	11.9%
Sutter	44,204	6,255	687	N/A	12,074	580	172	23,209	6,379	24,166	20,038	2,825
Labor Force		14.2%	1.6%	N/A	27.3%	1.3%	0.4%	52.5%	14.4%	54.7%	45.3%	6.4%
Tehama	295	2	4	1	23	2	-	256	7	241	54	42
Civil Service		0.7%	1.4%	0.3%	7.8%	0.7%	0.0%	86.8%	2.4%	81.7%	18.3%	14.2%
Tehama	26,824	326	187	N/A	5,638	524	23	19,797	2,218	14,351	12,473	2,265
Labor Force		1.2%	0.7%	N/A	21.0%	2.0%	0.1%	73.8%	8.3%	53.5%	46.5%	8.4%

⁸⁸ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁸⁹

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Trinity	125	-	3	-	7	1	1	112	1	106	19	7
Civil Service		0.0%	2.4%	0.0%	5.6%	0.8%	0.8%	89.6%	0.8%	84.8%	15.2%	5.6%
Trinity	5,546	42	-	N/A	363	40	15	4,811	350	2,887	2,659	415
Labor Force		0.8%	0.0%	N/A	6.5%	0.7%	0.3%	86.7%	6.3%	52.1%	47.9%	7.5%
Tulare	1,649	36	34	85	627	6	3	828	30	754	895	107
Civil Service		2.2%	2.1%	5.2%	38.0%	0.4%	0.2%	50.2%	1.8%	45.7%	54.3%	6.5%
Tulare	196,971	6,972	2,862	N/A	114,364	2,322	351	69,422	26,391	110,381	86,590	8,952
Labor Force		3.5%	1.5%	N/A	58.1%	1.2%	0.2%	35.2%	13.4%	56.0%	44.0%	4.5%
Tuolumne	1,040	23	29	14	146	8	4	791	25	681	359	50
Civil Service		2.2%	2.8%	1.3%	14.0%	0.8%	0.4%	76.1%	2.4%	65.5%	34.5%	4.8%
Tuolumne	23,854	294	143	N/A	1,995	327	19	20,598	1,142	12,411	11,443	1,951
Labor Force		1.2%	0.6%	N/A	8.4%	1.4%	0.1%	86.4%	4.8%	52.0%	48.0%	8.2%
Ventura	1,537	42	188	61	462	11	12	728	33	848	689	168
Civil Service		2.7%	12.2%	4.0%	30.1%	0.7%	0.8%	47.4%	2.1%	55.2%	44.8%	10.9%
Ventura	426,104	31,090	7,621	N/A	163,027	4,777	713	216,408	66,829	232,270	193,834	18,185
Labor Force		7.3%	1.8%	N/A	38.3%	1.1%	0.2%	50.8%	15.7%	54.5%	45.5%	4.3%

⁸⁹ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table G: Demographics by County of State Civil Service and Civilian Labor Force⁹⁰

County	Totals	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Work-force with Disabilities
Yolo	2,533	353	201	82	448	8	23	1,365	53	1,326	1,207	406
Civil Service		13.9%	7.9%	3.2%	17.7%	0.3%	0.9%	53.9%	2.1%	52.3%	47.7%	16.0%
Yolo	101,706	11,909	2,561	N/A	28,449	1,398	621	55,058	14,637	52,915	48,791	4,643
Labor Force		11.7%	2.5%	N/A	28.0%	1.4%	0.6%	54.1%	14.4%	52.0%	48.0%	4.6%
Yuba	763	67	11	7	78	6	6	558	30	536	227	102
Civil Service		8.8%	1.4%	0.9%	10.2%	0.8%	0.8%	73.1%	3.9%	70.2%	29.8%	13.4%
Yuba	30,696	2,177	882	N/A	7,416	383	141	18,546	4,984	16,508	14,188	2,128
Labor Force		7.1%	2.9%	N/A	24.2%	1.2%	0.5%	60.4%	16.2%	53.8%	46.2%	6.9%
Out-of-State	449	89	83	27	49	-	2	191	8	223	226	48
Civil Service		19.8%	18.5%	6.0%	10.9%	0.0%	0.4%	42.5%	1.8%	49.7%	50.3%	10.7%
Totals	202,292	20,212	21,135	12,171	45,858	935	1,202	95,395	5,384	107,684	94,608	21,260
Civil Service		10.0%	10.4%	6.0%	22.7%	0.5%	0.6%	47.2%	2.7%	53.2%	46.8%	10.5%
Totals	18,673,806	2,593,622	1,050,052	N/A	6,598,855	136,779	75,555	7,953,737	3,009,365	10,099,625	8,574,181	765,328
Labor Force		13.9%	5.6%	N/A	35.3%	0.7%	0.4%	42.6%	16.1%	54.1%	45.9%	4.1%

⁹⁰ Statistical Civil Service data reflected in this report changed from fiscal year to calendar year effective January 1, 2012 and was obtained from State Controller's Office employment history database as recorded by individual departments. Percentages may not total 100% due to rounding. Labor Force Data was obtained from the United States Census Bureau's 2012 American Community Survey 5-year estimates, reports B23001, C18120, and C23002 reports B through I. The Category "Other" includes "other single races" and "two or more races." "Hispanic" and "Other" are not exclusive categories.

Table H: State Civil Service Disability Representation and Hiring Goals by Department⁹¹

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Administrative Law, Office of	7.1%	-1	5	15.8%	0	NGR
African American Museum, California	0.0%	-3	1	0.0%	-3	13
Aging, Department of	16.5%	0	NGR	27.6%	11	NGR
Agricultural Labor Relations Board	16.0%	0	NGR	15.2%	0	NGR
Air Resources Board	12.7%	-49	1	10.5%	-87	2
Alcohol and Drug Programs, Department of ⁹²	12.1%	-11	3	Merged	Merged	Merged
Alcoholic Beverage Control Appeals Board	40.0%	1	NGR	25.0%	1	NGR
Alcoholic Beverage Control, Department of	9.0%	-18	1	10.8%	-14	1
Alternative Energy and Advanced Transportation Financing Authority	0.0%	-1	1	0.0%	-1	1

⁹¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

⁹² Merged with the Department of Health Care Services.

Table H: State Civil Service Disability Representation and Hiring Goals by Department⁹³

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Arts Council, California	35.3%	3	NGR	46.7%	5	NGR
Boating and Waterways, Department of ⁹⁴	9.7%	-5	2	Merged	Merged	Merged
Business, Transportation, and Housing Agency ⁹⁵	15.1%	-1	NGR	Abolished	Abolished	Abolished
Child Support Services, Department of	13.4%	-15	NGR	14.8%	-9	NGR
Children and Families First Commission	16.7%	0	NGR	12.5%	-1	1
Chiropractic Examiners, Board of	0.0%	-2	1	7.7%	-1	1
Coastal Commission, California	7.3%	-14	7	6.7%	-15	6
Colorado River Board	NDA	NDA	NDA	9.1%	-1	1
Community Colleges, California	11.2%	-7	3	12.3%	-6	3

⁹³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

⁹⁴ Merged with the Department of Parks and Recreation.

⁹⁵ The *Governor's Reorganization Plan of 2012* abolished the agency effective July 1, 2013.

Table H: State Civil Service Disability Representation and Hiring Goals by Department⁹⁶

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Community Services and Development, Department of	9.3%	-6	3	10.6%	-5	3
Conservation, Department of	21.6%	19	NGR	18.5%	7	NGR
Conservation Corps, California	13.1%	-10	22	18.6%	6	NGR
Consumer Affairs, Department of	12.1%	-112	24	11.6%	-126	22
Corporations, Department of	14.3%	-6	NGR	13.0%	-10	2
Corrections and Rehabilitation, California Department of	6.7%	-2,318	79	6.7%	-2,173	109
Debt and Investment Advisory Commission, California	5.6%	-2	1	7.1%	-1	1
Debt Limit Allocation Committee, California	16.7%	0	NGR	16.7%	0	NGR
Delta Protection Commission	0.0%	-1	1	0.0%	-1	1

⁹⁶ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

Table H: State Civil Service Disability Representation and Hiring Goals by Department⁹⁷

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Delta Stewardship Council	NDA	NDA	NDA	0.0%	-9	1
Developmental Services, Department of	6.8%	-518	16	7.1%	-461	14
Education, Department of	16.3%	-5	NGR	15.9%	-13	NGR
Educational Facilities Authority, California	25.0%	0	NGR	33.3%	1	NGR
Emergency Management Agency, California	11.2%	-19	5	18.8%	6	NGR
Emergency Medical Services Authority	13.8%	-2	NGR	16.1%	0	NGR
Employment Development Department	17.3%	58	NGR	19.9%	276	NGR
Energy Resources Conservation and Development Commission, California	16.9%	2	NGR	15.5%	-6	NGR
Environmental Health Hazard Assessment, Office of	9.8%	-8	2	0.0%	0	1

⁹⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

Table H: State Civil Service Disability Representation and Hiring Goals by Department⁹⁸

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Environmental Protection Agency	11.1%	-3	1	13.0%	-2	1
Equalization, Board of	15.9%	-29	NGR	18.4%	77	NGR
Exposition and State Fair, California	6.9%	-39	6	6.9%	-39	6
Fair Employment and Housing, Department of	23.0%	10	NGR	17.8%	2	NGR
Fair Political Practices Commission	20.8%	2	NGR	23.9%	3	NGR
Finance, Department of	12.7%	-14	3	15.6%	-4	NGR
Financial Information System for California	14.3%	-1	2	0.0%	0	2
Financial Institutions, Department of	4.5%	-30	2	13.7%	-8	NGR
Fish and Wildlife, Department of ⁹⁹	7.4%	-221	12	6.3%	-270	15

⁹⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

⁹⁹ Formerly Department of Fish and Game.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹⁰⁰

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Food and Agriculture, Department of	7.4%	-162	7	7.3%	-147	6
Forestry and Fire Protection, California Department of	30.4%	113	NGR	33.6%	187	NGR
Franchise Tax Board	14.5%	-131	NGR	13.5%	-187	NGR
Gambling Control Commission, California	15.2%	-1	NGR	13.8%	-2	NGR
General Services, Department of	16.8%	6	NGR	16.9%	9	NGR
Health and Human Services Agency	10.7%	-2	2	14.7%	-1	NGR
Health Care Services, Department of	16.9%	8	NGR	18.2%	47	NGR
Health Facilities Financing Authority, California	12.5%	-1	1	13.3%	0	NGR
High Speed Rail Authority, California	4.2%	-3	3	12.5%	-2	3

¹⁰⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹⁰¹

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Highway Patrol, California	17.1%	15	NGR	16.0%	-19	NGR
Horse Racing Board, California	33.3%	6	NGR	28.2%	5	NGR
Housing and Community Development, Department of	18.3%	4	NGR	16.8%	0	NGR
Housing Finance Agency, California	9.0%	-20	3	9.5%	-18	3
Human Resources, California Department of ¹⁰²	NDA	NDA	5	12.9%	-9	2
Industrial Relations, Department of	9.1%	-173	4	8.8%	-188	4
Inspector General, Office of the	17.2%	0	NGR	32.1%	13	NGR
Insurance, California Department of	18.1%	12	NGR	16.4%	-2	NGR
Justice, Department of	10.7%	-187	11	8.5%	-254	28

¹⁰¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹⁰² Agency merged with the State Personnel Board offices to form the California Department of Human Resources in 2012.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹⁰³

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Labor and Workforce Development Agency	0.0%	-1	1	14.3%	0	NGR
Law Revision Commission, California	0.0%	-1	1	60.0%	2	NGR
Legislative Counsel, Office of	13.0%	-20	7	12.0%	-25	8
Managed Health Care, Department of	20.4%	11	NGR	18.8%	7	NGR
Managed Risk Medical Insurance Board	14.9%	-1	NGR	14.6%	-2	NGR
Mental Health Services Oversight and Accountability Commission	NDA	NDA	NDA	11.8%	-1	1
Mental Health, Department of ¹⁰⁴	26.3%	26	NGR	Renamed	Renamed	Renamed
Military Department	15.0%	-4	NGR	13.6%	-7	NGR
Motor Vehicles, Department of	15.8%	-49	NGR	14.8%	-114	NGR
Native American Heritage Commission	16.7%	0	NGR	0.0%	0	1
Natural Resources Agency, California	17.4%	0	NGR	10.5%	-1	1
Parks and Recreation, Department of	5.5%	-431	10	5.9%	-400	14

¹⁰³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹⁰⁴ Agency renamed to Department of State Hospitals.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹⁰⁵

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Peace Officer Standards and Training, Commission on	12.6%	-4	18	16.8%	0	NGR
Personnel Administration, Department of ¹⁰⁶	8.4%	-14	Merged	Merged	Merged	Merged
Pesticide Regulation, Department of	16.1%	-2	NGR	14.4%	-9	NGR
Pollution Control Financing Authority, California	18.2%	0	NGR	14.3%	0	NGR
Prison Industry Authority, California	7.3%	-15	4	7.7%	-27	10
Public Employees' Retirement System, California	16.8%	4	NGR	13.7%	-77	NGR
Public Employment Relations Board	14.8%	0	NGR	11.1%	-2	2
Public Health, California Department of	21.6%	153	NGR	20.1%	115	NGR
Public Utilities Commission, California	6.2%	-99	6	6.0%	-102	6

¹⁰⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹⁰⁶ Agency merged with State Personnel Board offices to form the new California Department of Human Resources.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹⁰⁷

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Real Estate, Department of ¹⁰⁸	12.1%	-11	4	Merged	Merged	Merged
Real Estate Appraisers, Office of ¹⁰⁸	0.0%	-5	2	Merged	Merged	Merged
Rehabilitation, Department of	25.4%	153	NGR	23.6%	123	NGR
Resources Recycling and Recovery, Department of	15.5%	-6	NGR	18.7%	14	NGR
San Francisco Bay Conservation and Development Commission	0.0%	-6	1	0.0%	-6	1
San Gabriel Lower L.A. Rivers and Mountains Conservancy	0.0%	-1	1	0.0%	-1	1
Santa Monica Mountains Conservancy	40.0%	1	NGR	50.0%	1	NGR
Scholarshare Investment Board	0.0%	-1	1	0.0%	-1	1
School Finance Authority, California	20.0%	0	NGR	20.0%	0	NGR

¹⁰⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹⁰⁸ Agency is a Bureau under the Department of Consumer Affairs.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹⁰⁹

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Science Center, California	0.0%	-17	8	0.0%	-17	13
Secretary of State	11.0%	-26	4	14.6%	-9	NGR
Seismic Safety Commission	0.0%	-1	1	20.0%	0	NGR
Sierra Nevada Conservancy	0.0%	-4	1	0.0%	-5	1
Social Services, Department of	11.9%	-165	10	11.1%	-204	6
State and Consumer Services Agency, California ¹¹⁰	7.1%	-1	1	Abolished	Abolished	Abolished
State Audits, Bureau of	20.9%	6	NGR	20.0%	5	NGR
State Coastal Conservancy, California	37.3%	16	NGR	40.0%	16	NGR
State Compensation Insurance Fund	9.4%	-404	6	11.3%	-238	8

¹⁰⁹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹¹⁰ The *Governor's Reorganization Plan of 2012* abolished this agency effective July 1, 2013.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹¹¹

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
State Controller's Office	15.0%	-21	NGR	16.0%	-8	NGR
State Council on Developmental Disabilities	18.6%	1	NGR	17.1%	0	NGR
State Government Organization and Economy, Commission on California	NDA	NDA	NDA	0.0%	0	1
State Hospitals, Department of ¹¹²	26.3%	26	NGR	13.0%	-131	49
State Lands Commission, California	17.3%	1	NGR	15.4%	-2	NGR
State Library, California	15.3%	-2	NGR	21.5%	6	NGR
State Lottery, California	15.4%	-7	NGR	14.9%	-9	NGR
State Mandates, Commission on	NDA	NDA	NDA	0.0%	-2	2
State Personnel Board	22.8%	9	NGR	13.8%	-2	NGR

¹¹¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹¹² Formerly Department of Mental Health.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹¹³

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
State Public Defender, Office of the	11.3%	-3	1	11.9%	-3	1
State Summer School for the Arts, California	NDA	NDA	NGR	0.0%	0	1
State Teachers' Retirement System, California	13.6%	-25	NGR	12.2%	-38	8
State Treasurer's Office	15.4%	-3	NGR	16.7%	0	NGR
State Water Resources Control Board	14.0%	-36	NGR	21.7%	80	NGR
Statewide Health Planning and Development, Office of	25.9%	37	NGR	21.6%	22	NGR
Student Aid Commission, California	13.5%	-3	NGR	19.3%	2	NGR
Systems Integration, Office of	22.4%	9	NGR	20.1%	5	NGR
Tahoe Conservancy, California	17.1%	0	NGR	15.2%	0	NGR

¹¹³ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹¹⁴

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Tax Credit Allocation Committee, California	2.9%	-5	2	2.7%	-5	2
Teacher Credentialing, Commission on	21.5%	7	NGR	20.4%	5	NGR
Technology, Department of ¹¹⁵	12.8%	-29	2	13.7	-36	NGR
Toxic Substances Control, Department of	16.0%	-5	NGR	14.7%	-16	NGR
Traffic Safety, Office of	6.7%	-3	1	28.6%	3	NGR
Transportation, Department of	13.9%	-556	NGR	13.0%	-738	18
Transportation Commission, California	7.1%	-1	1	14.3%	0	NGR
Unemployment Insurance Appeals Board, California	11.5%	-35	7	11.1%	-34	4
Veterans Affairs, California Department of	12.5%	-72	34	10.8%	-110	38

¹¹⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

¹¹⁵ Formerly California Technology Agency.

Table H: State Civil Service Disability Representation and Hiring Goals by Department¹¹⁶

Agency/Department	2011 Disability Representation	2011 Deficiency/Surplus	2012 Hiring Goal	2012 Disability Representation	2012 Deficiency/Surplus	2013 Hiring Goal
Victim Compensation and Government Claims Board	15.4%	-3	NGR	22.1%	13	NGR
Water Resources, Department of	10.0%	-203	14	10.4%	-191	6
Workforce Investment Board, California	23.1%	1	NGR	28.6%	2	NGR

¹¹⁶ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; The *Deficiency/Surplus* and *Annual Hiring Goal* columns represent the number of positions; State civil service workforce disability parity is 16.6%. If a department falls below 80% of parity (13.3%) it is required to submit an annual hiring goal for persons with disabilities; NDA stands for *no data available* either due to agency's status or exemption from reporting disability data. NGR stands for *no goal required* either due to the agency reaching or exceeding the hiring goal threshold (13.3%) or being exempt from having to report disability data.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹¹⁷

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Administrative Law, Office of	2	2	2	2	0	1
African American Museum, California	NDA	NDA	NGR	1	0	5
Aging, Department of	5	0	3	5	0	1
Agricultural Labor Relations Board	3	0	1	2	1	1
Air Resources Board	7	6	6	15	7	8
Alcohol and Drug Programs, Department of ¹¹⁸	9	7	1	Merged	Merged	Merged
Alcoholic Beverage Control, Department of	8	0	1	8	0	1
Alternative Energy and Advanced Transportation Financing Authority	1	0	1	1	0	1
Boating and Waterways, Department of ¹¹⁹	3	0	2	Merged	Merged	Merged
Business, Transportation, and Housing Agency	3	0	1	Abolished	Abolished	Abolished

¹¹⁷ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹¹⁸ Agency merged with Department of Health Care Services.

¹¹⁹ Agency merged with Department of Parks and Recreation.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹²⁰

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Child Support Services, Department of	8	2	3	8	2	3
Children and Families First Commission	3	4	1	3	5	1
Chiropractic Examiners, Board of	2	0	1	2	0	1
Coastal Commission, California	6	0	1	8	0	1
Colorado River Board	NDA	NDA	NDA	1	0	1
Community Colleges, California	4	60	5	4	80	7
Community Services and Development Department	4	0	3	4	0	1
Conservation, Department of	14	0	1	14	2	2
Conservation Corps, California	5	0	1	5	0	1
Consumer Affairs, Department of	10	8	27	10	1	30
Corporations, Department of	8	0	1	8	0	1

¹²⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹²¹

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Corrections and Rehabilitation, California Department of	13	0	45	14	0	99
Debt and Investment Advisory Commission, California	1	0	1	1	0	1
Debt Limit Allocation Committee, California	1	0	1	1	0	1
Delta Stewardship Council	1	0	1	1	0	1
Developmental Services, Department of	15	6	3	6	3	2
Education, Department of	3	10	9	4	6	5
Emergency Management Agency, California	15	0	1	15	0	3
Emergency Medical Services Authority	2	7	3	1	2	1
Employment Development Department	15	141	86	15	66	30
Energy Resources Conservation and Development Commission, California	9	3	3	8	4	3
Environmental Health Hazard Assessment, Office of	4	0	1	4	0	1

¹²¹ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹²²

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Environmental Protection Agency	3	2	1	4	3	2
Equalization, Board of	15	28	11	17	50	42
Exposition and State Fair, California	9	0	1	9	0	4
Fair Employment and Housing, Department of	2	1	1	1	0	1
Fair Political Practices Commission	3	1	1	3	1	2
Finance, Department of	11	7	2	2	5	1
Financial Institutions, Department of	7	0	1	5	0	1
Fish and Wildlife, California Department of ¹²³	9	41	22	11	40	23
Food and Agriculture, Department of	10	6	10	10	15	10
Forestry and Fire Protection, California Department of	22	1	7	19	1	12

¹²² Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹²³ Formerly Department of Fish and Game.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹²⁴

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Franchise Tax Board	14	0	35	14	0	24
Gambling Control Commission, California	2	1	2	3	1	1
General Services, Department of	5	0	5	5	0	7
Health and Human Services Agency	NDA	NDA	NGR	1	0	2
Health Care Services, Department of	10	0	14	13	0	55
Health Facilities Financing Authority, California	2	0	1	2	0	1
High Speed Rail Authority, California	2	3	2	4	4	7
Highway Patrol, California	7	5	7	7	8	6
Horse Racing Board, California	3	2	3	3	0	1
Housing and Community Development, Department of	11	2	11	11	0	11
Housing Finance Agency, California	4	2	9	3	0	2

¹²⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹²⁵

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Human Resources, California Department of ¹²⁶	NDA	NDA	NDA	5	27	3
Industrial Relations, Department of	7	1	4	4	1	4
Inspector General, Office of the	1	119	1	1	63	1
Insurance, California Department of	8	4	1	9	2	2
Justice, Department of	14	85	20	19	5	20
Labor and Workforce Development Agency	NDA	NDA	NGR	1	0	1
Legislative Counsel, Office of	6	140	6	7	111	7
Managed Health Care, Department of	13	1	1	5	0	1
Managed Risk Medical Insurance Board	2	0	1	2	2	1
Mental Health, Department of ¹²⁷	8	0	1	Renamed	Renamed	Renamed

¹²⁵ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹²⁶ 2011 Statistics are shown under Personnel Administration; this Agency merged with the State Personnel Board offices to form the California Department of Human Resources in 2012.

¹²⁷ Agency renamed to Department of State Hospitals.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹²⁸

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Mental Health Services Oversight and Accountability Commission	NDA	NDA	NDA	1	1	1
Military Department	3	1	1	3	1	1
Motor Vehicles, Department of	12	6	149	16	242	177
Parks and Recreation, Department of	12	0	4	8	1	2
Peace Officer Standards and Training, Commission on	6	5	4	5	3	6
Personnel Administration, Department of ¹²⁹	5	0	4	Merged	Merged	Merged
Pesticide Regulation, Department of	4	6	1	16	4	9
Pilot Commissioners, Board of	1	0	1	1	0	1
Pollution Control Financing Authority, California	1	0	1	1	0	1
Prison Industry Authority, California	113	0	3	35	0	1

¹²⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹²⁹ Agency merged with State Personnel Board offices to form the new California Department of Human Resources.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹³⁰

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Public Employees' Retirement System, California	15	5	4	15	6	3
Public Employment Relations Board	4	0	1	1	0	1
Public Health, California Department of	14	2	5	14	2	3
Public Utilities Commission, California	11	20	4	11	2	1
Real Estate, Department of ¹³¹	4	5	9	Merged	Merged	Merged
Real Estate Appraisers, Office of ¹³¹	1	0	1	Merged	Merged	Merged
Rehabilitation, Department of	11	13	1	11	0	4
Resources Recycling and Recovery, Department of	9	1	1	9	2	1
San Francisco Bay Conservation and Development Commission	NDA	NDA	NGR	1	0	1
Scholarshare Investment Board	1	0	1	1	0	1

¹³⁰ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹³¹ Agency is a Bureau under the Department of Consumer Affairs.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹³²

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Science Center, California	3	2	3	2	0	4
Secretary of State	6	0	3	6	0	5
Sierra Nevada Conservancy	2	4	1	3	5	1
Social Services, Department of	11	0	7	11	0	4
State and Consumer Services Agency, California ¹³³	1	1	1	Abolished	Abolished	Abolished
State Audits, Bureau of	5	1	1	2	0	1
State Coastal Conservancy, California	7	3	1	5	4	1
State Compensation Insurance Fund	11	360	22	11	361	116
State Controller's Office	13	93	9	13	152	11
State Council on Developmental Disabilities	1	1	1	1	1	2

¹³² Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹³³ The Governor's Reorganization Plan of 2012 abolished this agency effective July 1, 2013.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹³⁴

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
State Hospitals, Department of ¹³⁵	8	0	1	11	0	1
State Lands Commission, California	12	0	1	9	1	1
State Library, California	3	1	1	3	0	1
State Lottery, California	12	83	4	12	3	4
State Personnel Board	6	3	2	3	3	1
State Public Defender, Office of the	2	3	3	2	3	1
State Teachers' Retirement System, California	7	60	14	7	83	14
State Treasurer's Office	5	0	5	6	0	3
State Water Resources Control Board	11	0	1	11	2	1
Statewide Health Planning and Development, Office of	5	0	1	7	2	1

¹³⁴ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹³⁵ Formerly Department of Mental Health.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹³⁶

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Student Aid Commission, California	1	0	2	1	0	2
Systems Integration, Office of	2	0	2	2	4	1
Tahoe Conservancy, California	2	2	1	1	2	1
Tax Credit Allocation Committee, California	1	0	1	1	0	1
Teacher Credentialing, Commission on	3	0	2	2	0	3
Technology, Department of ¹³⁷	6	2	2	5	6	2
Toxic Substances Control, Department of	5	8	8	13	3	1
Traffic Safety, Office of	1	1	1	3	2	1
Transportation, Department of	8	152	72	13	0	23

¹³⁶ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

¹³⁷ Formerly California Technology Agency.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹³⁸

Agency	2011 No. of UM Classifications	2011 No. of Employees Participating in UM	2012 UM Hiring Goal	2012 No. of UM Classifications	2012 No. of Employees Participating in UMP	2013 UM Hiring Goal
Unemployment Insurance Appeals Board, California	5	0	4	2	4	3
Veterans Affairs, California Department of	6	0	2	12	0	5
Victim Compensation and Government Claims Board	4	1	4	2	10	7
Water Resources, Department of	15	47	13	28	49	16

¹³⁸ Statistical data reflected in this report changed from fiscal year to calendar year effective January 1, 2012; Data was obtained from individual departments' workforce analysis reports; NDA stands for *no data available* due to agency's status or exemption from reporting upward mobility data; NGR stands for *no goal required* due to agency receiving an exemption from reporting upward mobility data.

AGRICULTURE AND CONSERVATION		AA00-BZ99
A.	AGRICULTURE ADMINISTRATION	AA00
B.	STANDARDIZATION AND INSPECTION	
	1. Fruit and Vegetable Standardization	AB00
	2. Egg and Poultry Quality Control	AC00
	3. Fruit and Vegetable Quality Control	AD00
	4. Field Crops	AE00
	5. Economic Poisons and Fertilizers	AG00
C.	COMPLIANCE	
	1. Weights and Measures	AJ00
	2. Marketing Enforcement	AL00
D.	DAIRY INDUSTRY	
	1. Milk Control	AN00
	2. Livestock Identification	AP00
E.	AGRICULTURAL ECONOMICS	
	1. Marketing	AQ20
	2. Market News	AR00
	3. Agricultural Statistics	AS50
F.	ANIMAL INDUSTRY	
	1. Administration	AT00
	2. Animal Health	AT30
	3. Public Health Veterinarian	AU00
	4. Meat Inspection	AV00
	5. Agricultural Veterinary Laboratory Services	AX00
	6. Dairy Service	AY00
G.	PLANT INDUSTRY	
	1. Plant Quarantine	BA00
	2. Rodent and Weed Control	BB13
	3. Seed Laboratory	BC31
	4. Plant Pathology	BD81
	5. Entomology	BF00
H.	ENVIRONMENTAL SPECIALISTS	BH70
I.	ENERGY SPECIALISTS	BI00
J.	FOOD PRODUCTION (FARMING)	BK00

SECTION 15:**SCHEMATIC ARRANGEMENT OF CLASSES**

K.	HORTICULTURE	
1.	Groundskeeping	BL00
2.	Tree Service	BM00
L.	FISH AND GAME	
1.	Administration	BN00
2.	Fish Propagation and Research	BO00
3.	Biologist	BP00
4.	Game Management	BQ20
M.	PARKS AND RECREATION	
1.	Development and Management	BR00
2.	Aquatic Safety	BS20
3.	Park Protection	BS53
4.	Information	BS60
5.	Outdoor Recreation	BV00
6.	Boating	BW00
N.	FOREST PROTECTION	BW80

OFFICE AND ALLIED SERVICES**CA00-CZ99**

A.	GENERAL	CA00
B.	TYPING	CC00
C.	STENOGRAPHY AND SECRETARIAL	CD00
D.	LEGISLATIVE	CF00
E.	PAYROLL	CG05
F.	PERSONNEL-CLERICAL	CG40
G.	MACHINE OPERATIONS	
1.	Key Data	CJ00
2.	Mailing	CK00
3.	Microfilm	CL40
4.	Duplicating	CL58
5.	General Office	CM00
H.	STOREKEEPING	
1.	General	CN60
2.	Equipment	CO00
I.	COMMUNICATIONS	CQ00

SECTION 15:**SCHEMATIC ARRANGEMENT OF CLASSES**

J.	FISCAL	
1.	Cashiering	CS00
2.	Account Record Keeping and Review	CU00
K.	MISCELLANEOUS OFFICE SERVICES AND ALLIED	CW00

CUSTODIAN AND DOMESTIC SERVICES**DA00-DZ99**

A.	CUSTODIAL AND PROTECTIVE	
1.	Protective Services	DA00
2.	Janitorial and Elevator Operation	DC00
B.	PERSONNEL SERVICES	DE00
C.	LAUNDRY SERVICE	DG00
D.	FOOD SERVICES	
1.	Food Management	DH00
2.	Food Preparation and Service	DJ00

EDUCATION AND LIBRARY**EA00-FZ99**

A.	TEACHING	
1.	Administration	EA00
2.	Academic	EB00
3.	Vocational	ED00
B.	EDUCATION AND ADMINISTRATION	
1.	Education Administration	EK80
2.	California Postsecondary Education Commission	EL10
3.	Postsecondary Education	EL50
4.	California Community Colleges	EM25
5.	Vocational Education	EN20
6.	Public School Administration	ER00
7.	Consultants	EU20
8.	Teacher Education	EV30
9.	Intergroup Relations	EW00
10.	Research	EX00
11.	Curriculum	
a.	Secondary Education	EZ10
b.	Elementary Education	FB00
c.	Audio-Visual Education	FC20
d.	Adult Education	FD00
e.	Special Education	FE00
f.	Health Education and Personnel Services	FG00
12.	Compensatory Education	FH86
C.	MUSEUM AND ARTS	
1.	Museum	FJ00

SECTION 15:**SCHEMATIC ARRANGEMENT OF CLASSES**

2.	Arts and Photography	FK00
3.	Music	FL00
D.	LIBRARY	FM00

ENGINEERING AND ALLIED SERVICES**GA00-IZ99**

A.	ENGINEERING-TECHNICAL	
1.	General	GA25
2.	Drafting	GB00
3.	Meteorology	GD00
4.	Soil Studies	GE80
5.	Photogrammetry	GG30
B.	CIVIL ENGINEERING	
1.	Civil	GH00
2.	Highway	GJ00
3.	Bridge Design and Construction	GL00
4.	Hydraulic	GN00
5.	Cost Estimating	GT20
6.	Structural	GV00
7.	Material Testing and Inspection	GX00
8.	Chemical Testing	GZ00
9.	Construction Supervision	HA00
10.	Miscellaneous	HC00
C.	VALUATION AND UTILITIES ENGINEERING	
1.	Public Utilities	HD00
2.	Transportation	HF00
3.	Appraisal	HG30
D.	MECHANICAL AND ELECTRICAL ENGINEERING	
1.	Mechanical	HH00
2.	Electrical, Electronics, and Communication	HJ00
3.	Equipment	HM00
4.	Automotive Equipment Testing	HN00
5.	Electric Utilities	HO00
6.	Operations and Maintenance	HQ00
E.	MINING, PETROLEUM AND GEOLOGY	
1.	Mining	HR00
2.	Engineering Geology	HT00
3.	State Lands	HT90
4.	Oil and Gas	HU40
F.	PUBLIC HEALTH AND SAFETY ENGINEERING	
1.	General Public Health	HX00
2.	Environmental Sanitation	HY00
3.	Air Sanitation and Pollution Control	IA00
4.	Industrial Hygiene	IC60

5.	Water Pollution Control	ID10
6.	Industrial Safety	IE00
7.	Transportation Operations	IH30
G.	ARCHITECTURE	
1.	Building Design	IK00
2.	Landscape Design	IM00
3.	Architectural Drafting	IN00
4.	Specification Writing	IO00
5.	Construction Analysis	IQ00
6.	Architectural Project Analysis	IR00
7.	Construction and Inspection	IS00
8.	Estimating	IV00

FISCAL, MANAGEMENT AND STAFF SERVICES**JA00-MZ99**

A.	FINANCIAL	
1.	General Auditing and Financial Examinations	JA00
2.	Public Utility Rates and Examinations	JG00
3.	Tax Administration and Auditing	JH00
4.	State Controller's Office	JK00
5.	Accounting and Departmental Fiscal Control	JL00
6.	Specialized Financial Staff Services	JR00
7.	Financial Planning and Investments	JV00
B.	PLANNING SERVICES	JW00
C.	GENERAL ADMINISTRATIVE SERVICES	JY00
D.	INSTITUTION ADMINISTRATIVE SERVICES	KE00
E.	ADMINISTRATIVE ASSISTANCE	KF00
F.	HEALTH ADMINISTRATION	KH00
G.	BUSINESS AND OFFICE MANAGEMENT	
1.	General Business Services	KK00
2.	Departmental Business Services	KL00
3.	Institution Business Services	KM30
H.	MATERIALS ACQUISITION SERVICES	
1.	Purchasing	KP00
2.	Surplus Property	QQ00
I.	PROPERTY APPRAISAL AND ACQUISITION	
1.	Property Acquisition	KR00
2.	Property Appraisal and Verification	KT00
3.	Farm and Home Purchasing	KW00
4.	Mortgage Loan	KX00

SECTION 15:

SCHEMATIC ARRANGEMENT OF CLASSES

J.	PERSONNEL	
1.	General Personnel	KY90
2.	Examining and Recruitment	LA00
3.	Departmental Personnel	LB00
4.	Training	LC00
K.	MANAGEMENT AND BUDGET ANALYSIS	
1.	General	LE00
2.	Budgetary Control	LF00
3.	Administrative Analysis	LH00
L.	ELECTRONIC INFORMATION PROCESSING	
1.	Management	LK00
2.	Acquisition	LL00
3.	Programming and Analysis	LM00
4.	Computer Operations and Information Processing	LN00
M.	RETIREMENT SYSTEMS	LO00
N.	ACTUARIAL, RESEARCH, AND STATISTICS	
1.	Actuarial	LP00
2.	Research and Statistics	
a.	General Research	LQ00
b.	Research Science	LS00
c.	Public Utilities Research	LT00
d.	Social Research and Related	LU00
e.	Statistics	LX18
O.	PUBLIC RELATIONS, INFORMATION, AND PUBLICATIONS	
1.	Public Education and Information	LZ00
2.	Exhibits	MB00
3.	Publications	MC00
4.	Audio-Visual Services	MD00
P.	EXPOSITION	ME00
Q.	STUDENT EMPLOYMENT	MF00

LEGAL	OA60-OZ99
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A.	GENERAL LEGAL	OA60
B.	ATTORNEY GENERAL	OC00
C.	LEGISLATIVE	OF00
D.	DEPARTMENTAL LEGAL STAFFS	
1.	Administrative Law	OH00
2.	Business Law	OJ00
3.	Government Law	OM00

SECTION 15:**SCHEMATIC ARRANGEMENT OF CLASSES**

4.	Transportation Law	OO00
5.	Public Resources Law	OP00
E.	HEARING OFFICERS AND REFEREES	OT00

MECHANICAL AND CONSTRUCTION TRADES	PA00-RZ99
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A.	GENERAL LABOR	PA00
B.	WATER RESOURCES	PD00
C.	ROAD CONSTRUCTION AND MAINTENANCE	PE00
D.	MECHANICAL EQUIPMENT OPERATIONS	PH00
E.	HYDROELECTRIC MAINTENANCE AND OPERATION	PK85
F.	GENERAL BUILDING TRADES	
1.	Carpentry and Woodworking	PN00
2.	Painting	PQ00
3.	Electrical	PS00
4.	Plumbing and Steamfitting	PT00
5.	Metal Working and Welding	PV00
6.	Cement and Masonry	PX00
7.	Repair and Restoration	PZ00
8.	Miscellaneous Building Trades	QA00
G.	BUILDINGS AND GROUNDS	
1.	Office Building Management	QB00
2.	Stationary Equipment Operation and Maintenance	QC00
3.	Miscellaneous	QC50
H.	MISCELLANEOUS EQUIPMENT CONSTRUCTION AND MACHINERY	
1.	Office Equipment	QH00
2.	Machinists	QI00
3.	Automotive Equipment, Maintenance and Repair	QJ00
4.	Traffic Signs	QO00
5.	Communications, Electronics, and Telephone	QO40
I.	MARINE TRADES	QT00
J.	INSTITUTIONAL INDUSTRIES	
1.	Correctional Industries Production Management and Sales	QZ00
2.	Industrial Enterprises	RA00
K.	PRINTING TRADES	
1.	General	RF00
2.	Composing Room	RH00
3.	Pressroom	RJ00

4.	Bindery Trades	RM00
5.	Miscellaneous Printing Trades	RO00

MEDICINE AND ALLIED SERVICES	SA00-TZ99
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A.	INSTITUTION MEDICINE	
1.	General	SA00
2.	Psychiatric	SC00
3.	Miscellaneous Medical Specialties	SF90
B.	PUBLIC HEALTH MEDICINE	
1.	Departmental Administration	SH00
2.	Laboratory	SK60
3.	Radiologic Health	SK90
C.	MEDICAL EXAMINING	
1.	Compensation Insurance	SM10
2.	Department of Health	SM60
3.	Employment	SN10
4.	Industrial Accident Commission	SO10
5.	Consumer Affairs	SP00
6.	Personnel Board	SP10
7.	Vocational Rehabilitation	SP50
D.	DENTISTRY	
1.	General Dentistry	SR00
2.	Public Health	SR45
E.	PROJECT RESEARCH	SS00
F.	MEDICAL SUBSIDIARY	
1.	Laboratory Sub-Professional	ST00
2.	Dental Assistance	SU40
3.	Clinical Laboratory	SV00
4.	Bacteriology	SW00
5.	Vector Control	SX00
6.	Pharmacy Services	SY00
7.	Medi-Cal Services	SY80
8.	Hospital and Sanitary Inspection	SZ00
9.	Environmental Health	TA00
10.	Miscellaneous Medical Subsidiary	TC00
G.	CHEMISTRY	
1.	Agricultural	TD00
2.	Public Health	TE00
3.	Miscellaneous Chemistry	TG00
H.	NURSING SERVICE	
1.	General Nursing	TH00
2.	Psychiatric	TI50

SECTION 15:**SCHEMATIC ARRANGEMENT OF CLASSES**

3.	Nursing Consultants	TJ00
4.	Public Health	TJ85
5.	Psychiatric Technicians	TL05
6.	Miscellaneous Nursing Service	TN00
I.	SPECIAL THERAPEUTIC	
1.	General	TO00
2.	Physical Therapy	TP00
3.	Occupational Therapy	TP60
4.	Miscellaneous Therapy	TR00
J.	PRE-PROFESSIONAL	TS00
K.	HEALTH TREATMENT	TT00
L.	HEALTH EDUCATION	
1.	Public Health	TU00

STATE EMERGENCY DISASTER PROGRAM	UA00-UG99
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A.	PLANNING	UA05
B.	COMMUNICATIONS AND ELECTRONICS	UD00
C.	LAW ENFORCEMENT	UE00
D.	FIRE AND RESCUE	UG00

PROTECTIVE SERVICES AND PUBLIC SAFETY	VA00-VZ99
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A.	POLICE AND LAW ENFORCEMENT	
1.	Highway Patrol	VA00
2.	Fish and Game	VB20
B.	CRIMINAL IDENTIFICATION AND INVESTIGATION	
1.	Administration	VD00
2.	Fingerprints	VE00
3.	Criminalists	VF08
4.	Polygraph	VF45
5.	Law Enforcement Consultant	VG60
C.	SPECIAL INVESTIGATOR	VI00
D.	FIELD REPRESENTATION	
1.	Collection and Tax Administration	VL00
2.	Consumer Services	VM00
3.	Institutional Patient Affairs	VM70
4.	Real Estate	VO00

SECTION 15:**SCHEMATIC ARRANGEMENT OF CLASSES**

5.	Alcoholic Beverage Control	VP00
6.	Motor Vehicles	VQ00
E.	INSPECTION	
1.	Regulation of Business and Professional Activities	VS00
2.	Public Health and Safety	VW40

SOCIAL SECURITY AND REHABILITATION SERVICES**WA00-XY99**

A.	EMPLOYMENT SECURITY	
1.	Unemployment Insurance Claims and Placement	WA65
2.	Disability Insurance	WE00
B.	INSURANCE	
1.	Special Insurance Services	WF00
2.	State Compensation Insurance	WH00
C.	SOCIAL SERVICE	
1.	Program Review and Assistance	WK00
2.	Adoption Services	WL00
D.	EMPLOYMENT RELATIONS	
1.	Field Representation	WO05
2.	Apprenticeship Standards	WO10
3.	Labor Law Enforcement	WQ00
4.	Fair Employment Practices	WR00
5.	Conciliation	WS00
E.	CORRECTIONAL AND GROUP SUPERVISION (INSTITUTIONS)	
1.	General	WS35
2.	Juvenile	WT00
3.	Adult	WW00
4.	Special Schools	XA00
F.	PAROLE	
1.	General Correctional Case Work	XC00
2.	Juvenile	XC40
3.	Adult	XE00
G.	REHABILITATION	
1.	Vocational	XG00
2.	Community Services	XJ00
3.	Behavioral Scientists	XK00
4.	Clinical Psychology	XL00
5.	Psychiatric Social Work	XP10
6.	Medical Social Work	XQ00
7.	Youth Authority Social Work	XR00
8.	Correctional Counseling and Classification	XS00
9.	Chaplaincy Services	XT00
10.	Veterans Affairs	XU00