

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



**2010-2011
Fiscal Year**



**Prepared for the
Governor and the
Legislature**

**By the
State Personnel Board**

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

**FISCAL YEAR
2010-2011**



STATE PERSONNEL BOARD

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October 2011

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I. Purpose of the Report

Executive Order S-6-04 states that it is the policy of the State of California to provide equal employment opportunity for all individuals in all its activities. The State Personnel Board (SPB) provides statewide leadership, coordination, technical guidance, and enforcement regarding 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, the SPB has prepared this report for the Governor and the Legislature. The data provided in this report captures the statewide ethnic, gender and disabled representation and upward mobility for State employees for the period between July 1, 2010 and June 30, 2011.

This report may be viewed and/or printed from the SPB's web site at: www.spb.ca.gov.

Persons without Internet access may contact the SPB to request a copy of this report at (916) 651-9017. Persons with hearing and/or speech impairments and those who are Spanish speaking may use the California Relay Service by dialing 7-1-1.

II. State Civil Service Workforce Composition

A. Workforce Population

As reported by the Employment Development Department's (EDD) Labor Market Information Division¹, 15.9 million Californians were employed and 2.1 million were unemployed as of May 2011. Combined, the total working age, civilian, non-institutional labor pool population was 18 million. In comparison, the State civil service workforce population for 2010-2011 was comprised of 216,261 employees; accounting for 1.4% of California's employed (Table A, page 15).

In the State civil service, the workforce population for 2010-2011 decreased by 3,818 (1.7%) employees when compared to data reported in the *Annual Census of Employees in the State Civil Service FY 2009-10* (Table A, page 15)

B. Gender

In the State civil service, overall, Men outnumbered Women by 6.4%.² (Table B, page 30)

¹ California Labor Market Review, May 2011, page 6.

² Comparison data was not available in the *California Labor Market and Economic Analysis 2009*.

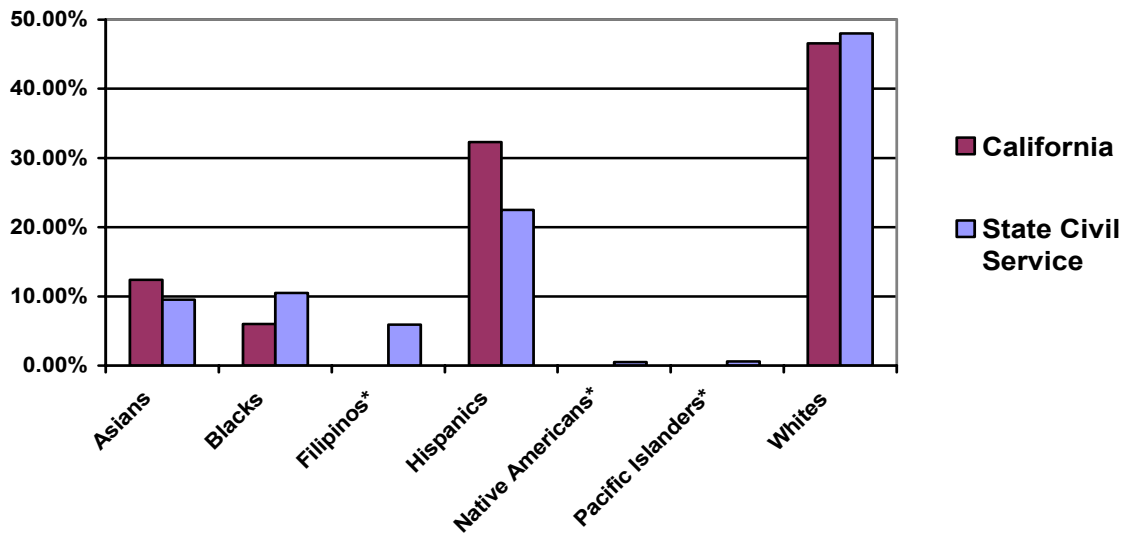
II. State Civil Service Workforce Composition (continued)

C. Race/Ethnicity

As reported by EDD³, Whites represented the largest among racial/ethnic groups statewide, with a representation of 46.6%. In descending order, the other racial/ethnic groups were: Hispanics (32.3%), Asians (12.4%), Blacks (6.0%), and all others (2.6%).

In the State civil service, Whites represented the largest among racial/ethnic groups with a representation of 48.0%, while Native Americans (0.5%) and Pacific Islanders (0.6%) had the lowest representation among racial/ethnic groups. (Table B, page 30)

Workforce Composition by Race/Ethnicity*



*Comparison data was not available in the EDD report for Filipinos, Native Americans, and Pacific Islanders, as this report does not identify data for these ethnic categories. (California Labor Market and Economic Analysis 2009, page 20; Table B, page 30)

³ California Labor Market and Economic Analysis 2009, page 20.

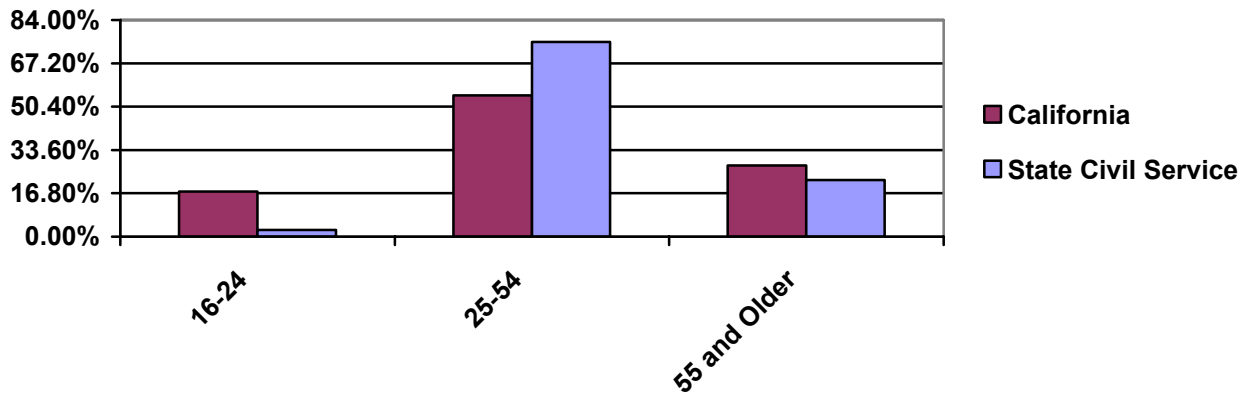
II. State Civil Service Workforce Composition (continued)

D. Age

As reported by EDD⁴, the statewide age group representations were as follows: 16-24 (17.5%), 25-54 (54.8%), and 55 and older (27.6%).

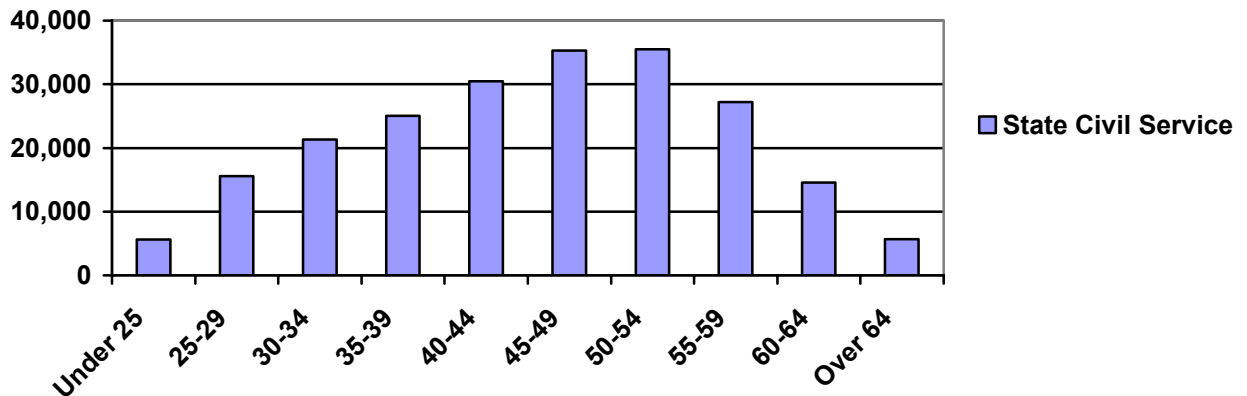
In the State civil service, the 25 to 54 age group represented the majority (75.5%) while the 16 to 24 age group had the lowest representation (2.6%).
(Table C, page 31)

Workforce Composition by Age



In the State civil service, age groups are distributed as follows:

State Civil Service Workforce Composition by Age



⁴ California Labor Market and Economic Analysis 2009, page 20.

II. State Civil Service Workforce Composition (continued)**D. Age (continued)**

In the State civil service, Men represented 50% or more among the following 8 age groups: Under 25, 25-29, 30-34, 35-39, 40-44, 45-49, 60-64, and over 64. Women represented 50% or more in the following two age groups: 50-54 and 55-59. ([Table C, page 31](#))

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in the following 4 age groups: 50-54, 55-59, 60-64, and over 64. Whites represented less than 50% in the following 6 age groups: Under 25, 25-29, 30-34, 35-39, 40-44, and 45-49. Native Americans and Pacific Islanders had the lowest representation in all age groups. ([Table C, page 31](#))

In the State civil service, the representation of persons with disabilities was highest in the 60-64 (18.1%) and lowest in the under 25 (4.4%) age groups. ([Table C, page 31](#))

II. State Civil Service Workforce Composition (continued)

E. Occupational Group⁵

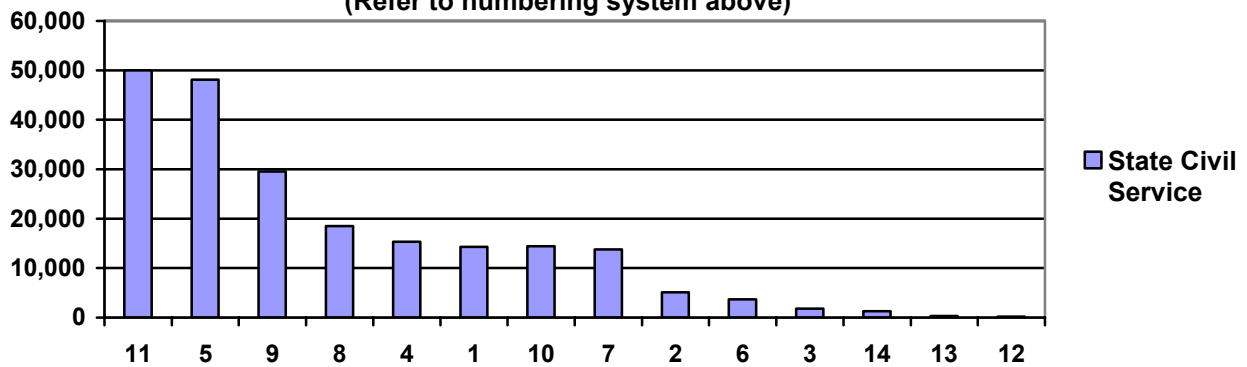
The following represent the major occupational groups in the State civil service, as well as Broadband and CEA classifications:

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

Broadband and CEA Classifications:

13. Broadband Classifications
14. CEA Classifications

State Civil Service Workforce Composition by Major Occupational Groups and Broadband and CEA Classifications*
(Refer to numbering system above)



*Major occupational groups and Broadband and CEA classifications are ordered from greatest to smallest percentage represented. (Table D, page 33)

⁵ Comparison data was not available in the *California Labor Market and Economic Analysis 2009*.

II. State Civil Service Workforce Composition (continued)

E. Occupational Group⁶ (continued)

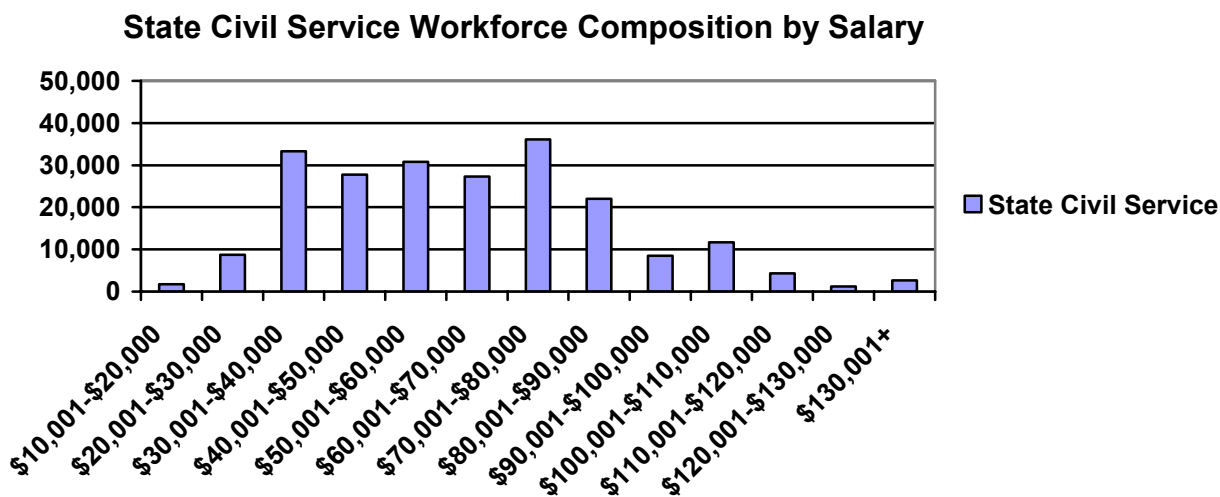
In State civil service, among the 14 occupational groups, Men represented 50% or more in 11 occupational groups. Women represented 50% or more in 3 occupational groups. (Table D, page 33)

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 7 occupational groups. Whites represented less than 50% in 7 occupational groups. Native Americans and Pacific Islanders had the lowest representation in all occupational groups. (Table D, page 33)

In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (14.7%) and lowest in the Social Security and Rehabilitation (5.9%) occupational groups. (Table D, page 33)

F. Salary⁶

In the State civil service, employee salaries were as follows (Table E, page 35):



In the State civil service, the average salary was \$63,613 and the median⁷ salary was \$45,000.

⁶ Comparison data was not available in the *California Labor Market and Economic Analysis 2009*.

⁷ 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.

II. State Civil Service Workforce Composition (continued)

F. Salary⁸ (continued)

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 35](#))

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 7 salary ranges. Whites represented less than 50% in 6 salary ranges. Native Americans and Pacific Islanders had the lowest representation in all salary ranges. ([Table E, page 35](#))

In the State civil service, the representation of persons with disabilities was highest in the \$30,001-\$40,000 (12.9%) and lowest in the \$20,001-\$30,000 (6.9%) salary ranges. ([Table E, page 35](#))

G. Occupational Group and Salary

In the State civil service, the top 4 occupational groups with the highest percentage of employees in the \$40,000 and under salary ranges were: Agriculture and Conservation, Custodian and Domestic Services, Mechanical and Construction Trades, and Office and Allied Services. ([Table F, page 36](#))

In the State civil service, the top 4 occupational groups with the highest percentage of employees in the over \$40,000 salary ranges were: Legal, State Emergency Disaster Program, Broadband Classifications, and CEA Classifications. ([Table F, page 36](#))

H. County Profile

There are 58 counties in the State of California. As reported by EDD⁹, the following 3 counties had the highest employment numbers as of May 2011: Los Angeles (4,248,800), Orange (1,428,500), and San Diego (1,404,800).

In the State civil service, the following 3 counties had the highest employment: Sacramento (66,857), Los Angeles (21,905), and San Bernardino (10,432). ([Table G, page 49](#))

In the State civil service, Men represented 50% or more in 50 counties and Women represented 50% or more in 7 counties. Representation of men and women were equal in 1 county.¹⁰ ([Table G, page 49](#))

⁸ Comparison data was not available in the *California Labor Market and Economic Analysis 2009*.

⁹ *California Labor Market Review*, May 2011, page 13.

¹⁰ Excludes *Out-of-State* and *Other*.

II. State Civil Service Workforce Composition (continued)

H. County Profile (continued)

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 38 counties and Hispanics represented 50% or more in 1 county. Whites represented less than 50% in 20 counties. The following groups had the lowest racial/ethnic representation in each county: Asian (5 counties), Black (5 counties), Filipino (7 counties), Native American (28 counties), and Pacific Islander (34 counties).¹¹ (Table G, page 49)

In the State civil service, the following counties had less than 1% representation of Native Americans and Pacific Islanders (Table G, page 49):

Counties with Less Than 1% Representation of Native Americans and Pacific Islanders		
Native Americans and Pacific Islanders	Native Americans	Pacific Islanders
Alameda, Amador, Calaveras, Contra Costa, El Dorado, Fresno, Imperial, Kern, Kings, Lake, Los Angeles, Madera, 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, Sonoma, Stanislaus, Sutter, Tulare, Tuolumne, Ventura, Yolo, Yuba	Marin, Modoc, San Mateo, Solano,	Alpine, Butte, Colusa, Del Norte, Glenn, Humboldt, Inyo, Lassen, Mariposa, Mendocino, Merced, Mono, Nevada, Plumas, Shasta, Siskiyou, Tehama, Trinity

¹¹ In some counties more than one group may have the lowest representation so the number of counties may add up to more than 58.

II. State Civil Service Workforce Composition (continued)

H. County Profile (continued)

In the State civil service, there was less than 1% representation of the identified racial/ethnic groups in the following 19 counties ([Table G, page 49](#)):

County	Racial/Ethnic Group(s) With Less Than 1% Representation
Butte, Colusa, El Dorado, Humboldt, Lassen, Mendocino, Shasta, Sierra, Sutter	Filipino
Mariposa	Black
Glenn, Plumas	Asian, Black
Calaveras, Lake, Mono, Siskiyou, Tehama ,Trinity	Asian, Filipino
Inyo	Black, Filipino
Modoc	Asian, Black, Filipino

In the State civil service, the representation of persons with disabilities was highest in Sierra County (18.0%) and lowest in Marin County (3.6 %). ([Table G, page 49](#))

III. State Civil Service Representation of Persons with Disabilities

As of June 30, 2011, the State of California employed approximately 22,059 persons with disabilities, representing 10.2% of the State civil service workforce ([Table A, page 15](#)). This represents a 0.6% increase in disabled representation compared to the percentage reported in the *Annual Census of Employees in the State Civil Service FY 2009-10*.

In State civil service, the representation of persons with disabilities was highest in the 60-64 (18.1%) and lowest in the Under 25 (4.4%) age groups. ([Table C, page 31](#))

In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (14.7%) and lowest in the Social Security and Rehabilitation (5.9%) occupational groups. ([Table D, page 33](#))

In the State civil service, the representation of persons with disabilities was highest in the \$30,001-\$40,000 (12.9%) and lowest in the \$20,001-\$30,000 (6.9%) salary ranges. ([Table E, page 35](#))

III. State Civil Service Representation of Persons with Disabilities (continued)

In the State civil service, the representation of persons with disabilities was highest in Sierra County (18.0%) and lowest in Marin County (3.6%).
([Table G, page 49](#))

Below is a breakdown of information regarding persons with disabilities as reported by 119 Departments ([Table H, page 58](#)):

Current Activities:

- 31 Departments met or exceeded the California disability parity¹² of 16.6%;
- 29 Departments' disability representation fell between 13.3% and 16.5%; and
- 59 Departments' disability representation fell below 13.3%.

Future Plans:

- 59 Departments provided employment goals; and
- 60 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

Below is a breakdown of information regarding the status of the Upward Mobility Program as reported by 106 Departments ([Table I, page 69](#)):

Current Activities:

- 106 Departments provided the number of upward mobility classifications utilized within their department; and
- 59 Departments had 1 or more employees participating in their department's Upward Mobility Program.

Future Plans:

- 106 Departments provided an upward mobility hiring goal of 1 or more.

¹² According to the last Census of California in 2000, statewide representation of Persons With Disabilities (PWD) was 16.6%. This number is called the State's "disability parity." All State departments are required to meet the statewide disability parity. Departments that do not meet 16.6% disability parity will have a deficiency of PWD's in their workforce. A department with a disability representation below 13.3% (80% of disability parity) is required to set a hiring goal and develop an action plan for increasing its representation of PWD's.

V. Data Collection

The following annual census reports were pulled from the State Controller's Office's employment history database, as reported 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 Composition by Occupational Group;
- Table E: State Civil Service Workforce Composition by Salary;
- Table F: State Civil Service Workforce Composition by Occupational Group and Salary; and
- Table G: State Civil Service Workforce by County

The following annual census reports were generated from workforce analysis data reported by Departments:

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

The EDD, Labor Market Information Division, provided labor market information for the State of California as reported in 2009 and 2011.

VI. Tables

The data collected are shown in the attached Tables A-I.

VII. Attachment – Schematic Arrangement of Classes (Occupational Groups)

Table A: State Civil Service Workforce Representation Five-Year History for All Departments¹³

Date	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
06/30/07	219,088	18,622	24,100	12,926	46,447	876	1,095	109,544	5,258	115,678	103,410	19,061
		8.5%	11.0%	5.9%	21.2%	0.4%	0.5%	50.0%	2.4%	52.8%	47.2%	8.7%
06/30/08	226,464	19,702	24,375	13,438	48,880	1,001	1,217	112,241	5,610	119,985	106,479	19,661
		8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%
06/30/09	227,305	20,288	24,213	13,452	49,729	1,026	1,248	111,610	5,739	120,645	106,660	21,225
		8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.5%	53.1%	46.9%	9.3%
06/30/10	220,079	20,231	23,338	12,708	48,660	1,032	1,225	107,063	5,822	117,663	102,416	21,025
		9.2%	10.6%	5.8%	22.1%	0.5%	0.6%	48.6%	2.6%	53.5%	46.5%	9.6%
06/30/11	216,261	20,545	22,707	12,759	48,659	1,081	1,298	103,805	5,623	114,835	101,426	22,059
		9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.1%	46.9%	10.2%

¹³ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁴

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Aging, Department of	112	12	7	5	13	0	0	70	5	24	88	20
		10.7%	6.3%	4.5%	11.6%	0.0%	0.0%	62.5%	4.5%	21.4%	78.6%	17.9%
Agricultural Associations	561	9	19	9	146	3	0	337	38	319	242	28
		1.6%	3.4%	1.6%	26.0%	0.5%	0.0%	60.1%	6.8%	56.9%	43.1%	5.0%
Air Resources Board	1,217	283	58	32	167	4	5	637	31	742	475	161
		23.3%	4.8%	2.6%	13.7%	0.3%	0.4%	52.3%	2.5%	61.0%	39.0%	13.2%
Alcohol and Drug Programs, Department of	261	28	50	12	44	1	2	119	5	93	168	35
		10.7%	19.2%	4.6%	16.9%	0.4%	0.8%	45.6%	1.9%	35.6%	64.4%	13.4%
Alcoholic Beverage Control, Department of	382	36	30	23	109	1	0	177	6	145	237	23
		9.4%	7.9%	6.0%	28.5%	0.3%	0.0%	46.3%	1.6%	38.0%	62.0%	6.0%
Boating and Waterways, Department of	74	6	3	3	9	0	1	51	1	39	35	7
		8.1%	4.1%	4.1%	12.2%	0.0%	1.4%	68.9%	1.4%	52.7%	47.3%	9.5%
Business, Transportation, and Housing Agency	54	3	6	3	6	1	0	33	2	17	37	8
		5.6%	11.1%	5.6%	11.1%	1.9%	0.0%	61.1%	3.7%	31.5%	68.5%	14.8%

¹⁴ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁵ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Child Support Services, Department of	508	52	42	18	88	3	3	283	19	166	342	73
		10.2%	8.3%	3.5%	17.3%	0.6%	0.6%	55.7%	3.7%	32.7%	67.3%	14.4%
Children and Families First Commission	32	2	6	0	6	0	0	18	0	6	26	5
		6.3%	18.8%	0.0%	18.8%	0.0%	0.0%	56.3%	0.0%	18.8%	81.3%	15.6%
Coastal Commission, California	143	7	9	11	8	0	2	104	2	53	90	15
		4.9%	6.3%	7.7%	5.6%	0.0%	1.4%	72.7%	1.4%	37.1%	62.9%	10.5%
Commission on Teacher Credentialing	159	20	15	3	30	0	2	85	4	46	113	33
		12.6%	9.4%	1.9%	18.9%	0.0%	1.3%	53.5%	2.5%	28.9%	71.1%	20.8%
Community Colleges, California	139	21	13	2	23	0	3	73	4	46	93	15
		15.1%	9.4%	1.4%	16.5%	0.0%	2.2%	52.5%	2.9%	33.1%	66.9%	10.8%
Community Services and Development, Department of	85	9	18	5	14	1	1	36	1	27	58	7
		10.6%	21.2%	5.9%	16.5%	1.2%	1.2%	42.4%	1.2%	31.8%	68.2%	8.2%
Conservation, Department of	396	41	18	13	34	1	2	276	11	227	169	89
		10.4%	4.5%	3.3%	8.6%	0.3%	0.5%	69.7%	2.8%	57.3%	42.7%	22.5%

¹⁵ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁶ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Conservation Corps, California	282	8	14	1	39	3	3	116	98	155	127	37
		2.8%	5.0%	0.4%	13.8%	1.1%	1.1%	41.1%	34.8%	55.0%	45.0%	13.1%
Consumer Affairs, Department of	3,371	224	407	122	592	14	12	1,915	85	1,333	2,038	348
		6.6%	12.1%	3.6%	17.6%	0.4%	0.4%	56.8%	2.5%	39.5%	60.5%	10.3%
Corporations, Department of	267	53	36	30	34	1	1	106	6	100	167	41
		19.9%	13.5%	11.2%	12.7%	0.4%	0.4%	39.7%	2.2%	37.5%	62.5%	15.4%
Corrections and Rehabilitation, Department of	59,114	2,161	7,285	2,545	18,318	271	339	26,752	1,443	36,905	22,209	2,424
		3.7%	12.3%	4.3%	31.0%	0.5%	0.6%	45.3%	2.4%	62.4%	37.6%	4.1%
Delta Stewardship Council	31	1	4	0	6	0	0	20	0	10	21	2
		3.2%	12.9%	0.0%	19.4%	0.0%	0.0%	64.5%	0.0%	32.3%	67.7%	6.5%
Developmental Services, Department of	5,659	490	533	927	1,361	16	18	2,202	112	2,196	3,463	382
		8.7%	9.4%	16.4%	24.1%	0.3%	0.3%	38.9%	2.0%	38.8%	61.2%	6.8%
Education, Department of	1,972	225	184	77	328	7	17	1,075	59	693	1,279	316
		11.4%	9.3%	3.9%	16.6%	0.4%	0.9%	54.5%	3.0%	35.1%	64.9%	16.0%

¹⁶ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁷ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Emergency Management Agency, California	530	32	41	10	63	1	4	363	16	243	287	59
		6.0%	7.7%	1.9%	11.9%	0.2%	0.8%	68.5%	3.0%	45.8%	54.2%	11.1%
Emergency Medical Services Authority	61	4	7	2	10	0	0	38	0	27	34	8
		6.6%	11.5%	3.3%	16.4%	0.0%	0.0%	62.3%	0.0%	44.3%	55.7%	13.1%
Employment Development Department	9,111	1,323	1,446	532	2,549	32	75	2,964	190	3,208	5,903	1,590
		14.5%	15.9%	5.8%	28.0%	0.4%	0.8%	32.5%	2.1%	35.2%	64.8%	17.5%
Energy Commission, California	525	61	30	13	55	0	1	348	17	272	253	91
		11.6%	5.7%	2.5%	10.5%	0.0%	0.2%	66.3%	3.2%	51.8%	48.2%	17.3%
Environmental Health Hazard Assessment, Office of	115	29	5	5	11	0	0	63	2	43	72	12
		25.2%	4.3%	4.3%	9.6%	0.0%	0.0%	54.8%	1.7%	37.4%	62.6%	10.4%
Environmental Protection Agency	73	1	8	4	12	0	1	46	1	31	42	8
		1.4%	11.0%	5.5%	16.4%	0.0%	1.4%	63.0%	1.4%	42.5%	57.5%	11.0%
Equalization, Board of	4,211	787	417	229	885	19	34	1,743	97	1,641	2,570	474
		18.7%	9.9%	5.4%	21.0%	0.5%	0.8%	41.4%	2.3%	39.0%	61.0%	11.3%

¹⁷ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁸ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Exposition and State Fair, California	609	25	67	8	90	5	5	388	21	399	210	55
		4.1%	11.0%	1.3%	14.8%	0.8%	0.8%	63.7%	3.4%	65.5%	34.5%	9.0%
Fair Employment and Housing, Department of	157	13	40	11	40	0	2	50	1	34	123	35
		8.3%	25.5%	7.0%	25.5%	0.0%	1.3%	31.8%	0.6%	21.7%	78.3%	22.3%
Fair Political Practices Commission	65	5	4	1	9	0	1	44	1	17	48	15
		7.7%	6.2%	1.5%	13.8%	0.0%	1.5%	67.7%	1.5%	26.2%	73.8%	23.1%
Finance, Department of	356	59	21	15	47	1	1	205	7	170	186	45
		16.6%	5.9%	4.2%	13.2%	0.3%	0.3%	57.6%	2.0%	47.8%	52.2%	12.6%
Financial Information System for California	50	9	7	3	3	0	1	26	1	22	28	5
		18.0%	14.0%	6.0%	6.0%	0.0%	2.0%	52.0%	2.0%	44.0%	56.0%	10.0%
Financial Institutions, Department of	253	68	22	29	23	0	1	104	6	128	125	11
		26.9%	8.7%	11.5%	9.1%	0.0%	0.4%	41.1%	2.4%	50.6%	49.4%	4.3%
Fish and Game, Department of	2,706	182	49	34	256	16	18	2,091	60	1,582	1,124	188
		6.7%	1.8%	1.3%	9.5%	0.6%	0.7%	77.3%	2.2%	58.5%	41.5%	6.9%

¹⁸ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁹ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Food and Agriculture, Department of	1,885	206	65	60	468	15	18	1,016	37	1,059	826	132
		10.9%	3.4%	3.2%	24.8%	0.8%	1.0%	53.9%	2.0%	56.2%	43.8%	7.0%
Forestry and Fire Protection, Department of	6,603	130	123	61	1,023	53	27	4,967	219	5,632	971	756
		2.0%	1.9%	0.9%	15.5%	0.8%	0.4%	75.2%	3.3%	85.3%	14.7%	11.4%
Franchise Tax Board	6,189	1,046	866	316	1,165	27	64	2,559	146	2,256	3,933	757
		16.9%	14.0%	5.1%	18.8%	0.4%	1.0%	41.3%	2.4%	36.5%	63.5%	12.2%
Gambling Control Commission, California	63	7	3	3	17	0	0	32	1	25	38	7
		11.1%	4.8%	4.8%	27.0%	0.0%	0.0%	50.8%	1.6%	39.7%	60.3%	11.1%
General Services, Department of	3,428	394	571	164	767	14	22	1,411	85	2,128	1,300	443
		11.5%	16.7%	4.8%	22.4%	0.4%	0.6%	41.2%	2.5%	62.1%	37.9%	12.9%
Health Care Services, Department of	2,607	473	272	252	427	10	24	1,077	72	871	1,736	413
		18.1%	10.4%	9.7%	16.4%	0.4%	0.9%	41.3%	2.8%	33.4%	66.6%	15.8%
Highway Patrol, California	10,552	386	521	220	2,329	70	54	6,879	93	8,142	2,410	972
		3.7%	4.9%	2.1%	22.1%	0.7%	0.5%	65.2%	0.9%	77.2%	22.8%	9.2%

¹⁹ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁰ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Horse Racing Board, California	43	1	4	0	15	0	0	23	0	17	26	7
		2.3%	9.3%	0.0%	34.9%	0.0%	0.0%	53.5%	0.0%	39.5%	60.5%	16.3%
Housing and Community Development	488	38	53	18	74	4	4	290	7	212	276	92
		7.8%	10.9%	3.7%	15.2%	0.8%	0.8%	59.4%	1.4%	43.4%	56.6%	18.9%
Housing Finance Agency, California	279	41	34	10	37	0	2	151	4	95	184	25
		14.7%	12.2%	3.6%	13.3%	0.0%	0.7%	54.1%	1.4%	34.1%	65.9%	9.0%
Industrial Relations, Department of	2,387	307	223	318	512	4	7	959	57	897	1,490	220
		12.9%	9.3%	13.3%	21.4%	0.2%	0.3%	40.2%	2.4%	37.6%	62.4%	9.2%
Inspector General, Office of the	110	7	5	3	17	0	1	75	2	58	52	15
		6.4%	4.5%	2.7%	15.5%	0.0%	0.9%	68.2%	1.8%	52.7%	47.3%	13.6%
Insurance, Department of	1,094	211	126	122	184	2	3	422	24	492	602	205
		19.3%	11.5%	11.2%	16.8%	0.2%	0.3%	38.6%	2.2%	45.0%	55.0%	18.7%
Justice, Department of	4,450	492	406	251	797	14	28	2,350	112	1,725	2,725	356
		11.1%	9.1%	5.6%	17.9%	0.3%	0.6%	52.8%	2.5%	38.8%	61.2%	8.0%

²⁰ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²¹ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Legislative Counsel	566	105	79	17	96	0	3	259	7	303	263	76
		18.6%	14.0%	3.0%	17.0%	0.0%	0.5%	45.8%	1.2%	53.5%	46.5%	13.4%
Managed Health Care, Department of	270	52	20	7	35	0	3	149	4	86	184	58
		19.3%	7.4%	2.6%	13.0%	0.0%	1.1%	55.2%	1.5%	31.9%	68.1%	21.5%
Managed Risk Medical Insurance Program	92	16	11	2	20	2	0	39	2	26	66	12
		17.4%	12.0%	2.2%	21.7%	2.2%	0.0%	42.4%	2.2%	28.3%	71.7%	13.0%
Mental Health, Department of	10,786	867	1,498	1,879	2,021	35	32	4,284	170	4,508	6,278	1,185
		8.0%	13.9%	17.4%	18.7%	0.3%	0.3%	39.7%	1.6%	41.8%	58.2%	11.0%
Military Department	236	3	21	7	39	0	2	147	17	168	68	34
		1.3%	8.9%	3.0%	16.5%	0.0%	0.8%	62.3%	7.2%	71.2%	28.8%	14.4%
Mortgage Bond and Tax Credit Allocation Commission	34	6	1	1	11	0	0	14	1	16	18	1
		17.6%	2.9%	2.9%	32.4%	0.0%	0.0%	41.2%	2.9%	47.1%	52.9%	2.9%
Motor Vehicles, Department of	8,727	883	1,671	467	2,847	42	84	2,524	209	2,523	6,204	1,434
		10.1%	19.1%	5.4%	32.6%	0.5%	1.0%	28.9%	2.4%	28.9%	71.1%	16.4%

²¹ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²² (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Office of Systems Integration	167	28	15	3	28	0	1	90	2	63	104	38
		16.8%	9.0%	1.8%	16.8%	0.0%	0.6%	53.9%	1.2%	37.7%	62.3%	22.8%
Parks and Recreation, Department of	5,130	120	130	56	722	56	22	3,918	106	3,021	2,109	273
		2.3%	2.5%	1.1%	14.1%	1.1%	0.4%	76.4%	2.1%	58.9%	41.1%	5.3%
Peace Officer Standards and Training, Commission on	111	11	11	4	12	0	0	72	1	44	67	14
		9.9%	9.9%	3.6%	10.8%	0.0%	0.0%	64.9%	0.9%	39.6%	60.4%	12.6%
Personnel Administration, Department of	178	20	15	4	32	2	2	97	6	51	127	18
		11.2%	8.4%	2.2%	18.0%	1.1%	1.1%	54.5%	3.4%	28.7%	71.3%	10.1%
Pesticide Regulation, Department of	382	52	18	11	51	1	1	238	10	177	205	64
		13.6%	4.7%	2.9%	13.4%	0.3%	0.3%	62.3%	2.6%	46.3%	53.7%	16.8%
Prison Industry Authority, California	490	22	28	8	97	4	2	311	18	325	165	31
		4.5%	5.7%	1.6%	19.8%	0.8%	0.4%	63.5%	3.7%	66.3%	33.7%	6.3%
Public Employees Retirement System, California	2,325	405	250	105	334	8	20	1,145	58	867	1,458	403
		17.4%	10.8%	4.5%	14.4%	0.3%	0.9%	49.2%	2.5%	37.3%	62.7%	17.3%

²² Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Public Health, Department of	3,372	481	400	233	478	5	16	1,657	102	1,116	2,256	710
		14.3%	11.9%	6.9%	14.2%	0.1%	0.5%	49.1%	3.0%	33.1%	66.9%	21.1%
Public Utilities Commission, California	946	195	105	86	102	1	3	431	23	471	475	60
		20.6%	11.1%	9.1%	10.8%	0.1%	0.3%	45.6%	2.4%	49.8%	50.2%	6.3%
Real Estate, Department of	371	55	54	26	63	3	3	161	6	138	233	39
		14.8%	14.6%	7.0%	17.0%	0.8%	0.8%	43.4%	1.6%	37.2%	62.8%	10.5%
Rehabilitation, Department of	1,806	175	228	81	414	7	4	847	50	489	1,317	476
		9.7%	12.6%	4.5%	22.9%	0.4%	0.2%	46.9%	2.8%	27.1%	72.9%	26.4%
Resources Recycling and Recovery, Department of	586	76	44	18	83	3	1	349	12	267	319	95
		13.0%	7.5%	3.1%	14.2%	0.5%	0.2%	59.6%	2.0%	45.6%	54.4%	16.2%
San Francisco Bay Conservation and Development Commission	38	7	1	1	5	0	0	23	1	13	25	0
		18.4%	2.6%	2.6%	13.2%	0.0%	0.0%	60.5%	2.6%	34.2%	65.8%	0.0%
Science Center, California	145	10	48	4	57	1	0	22	3	105	40	6
		6.9%	33.1%	2.8%	39.3%	0.7%	0.0%	15.2%	2.1%	72.4%	27.6%	4.1%

²³ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁴ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Secretary of State	469	60	50	24	69	2	5	246	13	137	332	53
		12.8%	10.7%	5.1%	14.7%	0.4%	1.1%	52.5%	2.8%	29.2%	70.8%	11.3%
Social Service, Department of	3,655	405	565	258	707	9	13	1,410	288	927	2,728	447
		11.1%	15.5%	7.1%	19.3%	0.2%	0.4%	38.6%	7.9%	25.4%	74.6%	12.2%
State Audits, Bureau of	147	16	7	0	10	0	2	112	0	71	76	38
		10.9%	4.8%	0.0%	6.8%	0.0%	1.4%	76.2%	0.0%	48.3%	51.7%	25.9%
State Chief Information Officer, Office of the	766	164	79	27	101	4	4	364	23	402	364	103
		21.4%	10.3%	3.5%	13.2%	0.5%	0.5%	47.5%	3.0%	52.5%	47.5%	13.4%
State Coastal Conservancy, California	74	7	2	7	6	0	0	51	1	26	48	9
		9.5%	2.7%	9.5%	8.1%	0.0%	0.0%	68.9%	1.4%	35.1%	64.9%	12.2%
State Compensation Insurance Fund	6,964	863	613	1,100	1,356	27	36	2,837	132	2,227	4,737	515
		12.4%	8.8%	15.8%	19.5%	0.4%	0.5%	40.7%	1.9%	32.0%	68.0%	7.4%
State Controller's Office	1,297	258	146	74	218	4	11	565	21	517	780	210
		19.9%	11.3%	5.7%	16.8%	0.3%	0.8%	43.6%	1.6%	39.9%	60.1%	16.2%

²⁴ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Council on Developmental Disabilities	67	2	4	4	7	0	0	46	4	18	49	13
		3.0%	6.0%	6.0%	10.4%	0.0%	0.0%	68.7%	6.0%	26.9%	73.1%	19.4%
State Lands Commission	203	15	9	9	30	0	2	137	1	122	81	30
		7.4%	4.4%	4.4%	14.8%	0.0%	1.0%	67.5%	0.5%	60.1%	39.9%	14.8%
State Library, California	138	11	14	3	11	1	0	92	6	49	89	21
		8.0%	10.1%	2.2%	8.0%	0.7%	0.0%	66.7%	4.3%	35.5%	64.5%	15.2%
State Lottery, California	569	80	53	31	132	1	2	254	16	300	269	89
		14.1%	9.3%	5.4%	23.2%	0.2%	0.4%	44.6%	2.8%	52.7%	47.3%	15.6%
State Personnel Board	153	17	17	6	27	3	1	78	4	49	104	37
		11.1%	11.1%	3.9%	17.6%	2.0%	0.7%	51.0%	2.6%	32.0%	68.0%	24.2%
State Public Defender	64	3	5	1	9	0	0	45	1	21	43	7
		4.7%	7.8%	1.6%	14.1%	0.0%	0.0%	70.3%	1.6%	32.8%	67.2%	10.9%
State Teachers Retirement System, California	835	131	75	33	118	2	8	442	26	307	528	127
		15.7%	9.0%	4.0%	14.1%	0.2%	1.0%	52.9%	3.1%	36.8%	63.2%	15.2%

²⁵ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees²⁶ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Treasurer's Office	213	49	19	12	22	0	1	104	6	88	125	33
		23.0%	8.9%	5.6%	10.3%	0.0%	0.5%	48.8%	2.8%	41.3%	58.7%	15.5%
State Water Resources Control Board	1,383	174	67	45	130	2	5	917	43	717	666	193
		12.6%	4.8%	3.3%	9.4%	0.1%	0.4%	66.3%	3.1%	51.8%	48.2%	14.0%
Statewide Health Planning and Development, Office of	401	82	27	10	46	2	2	224	8	210	191	104
		20.4%	6.7%	2.5%	11.5%	0.5%	0.5%	55.9%	2.0%	52.4%	47.6%	25.9%
Student Aid Commission, California	97	13	13	3	20	0	0	44	4	34	63	14
		13.4%	13.4%	3.1%	20.6%	0.0%	0.0%	45.4%	4.1%	35.1%	64.9%	14.4%
Tahoe Conservancy	35	0	0	1	1	1	0	30	2	20	15	6
		0.0%	0.0%	2.9%	2.9%	2.9%	0.0%	85.7%	5.7%	57.1%	42.9%	17.1%
Teacher Credentialing, Commission on	159	20	15	3	30	0	2	85	4	46	113	33
		12.6%	9.4%	1.9%	18.9%	0.0%	1.3%	53.5%	2.5%	28.9%	71.1%	20.8%
Technology Services, Department of	327	40	17	7	50	0	5	197	11	243	84	25
		12.2%	5.2%	2.1%	15.3%	0.0%	1.5%	60.2%	3.4%	74.3%	25.7%	7.6%

²⁶ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Toxic Substances Control, Department of	893	142	77	43	119	2	3	465	42	460	433	149
		15.9%	8.6%	4.8%	13.3%	0.2%	0.3%	52.1%	4.7%	51.5%	48.5%	16.7%
Traffic Safety, Office of	31	5	4	2	4	0	0	16	0	11	20	2
		16.1%	12.9%	6.5%	12.9%	0.0%	0.0%	51.6%	0.0%	35.5%	64.5%	6.5%
Transportation, Department of	20,664	3,748	1,589	968	3,440	127	109	9,972	711	15,335	5,329	2,938
		18.1%	7.7%	4.7%	16.6%	0.6%	0.5%	48.3%	3.4%	74.2%	25.8%	14.2%
Unemployment Insurance Appeals Board, California	674	49	67	37	176	0	3	332	10	233	441	77
		7.3%	9.9%	5.5%	26.1%	0.0%	0.4%	49.3%	1.5%	34.6%	65.4%	11.4%
Veterans Affairs, Department of	1,750	69	178	470	388	4	2	618	21	548	1,202	232
		3.9%	10.2%	26.9%	22.2%	0.2%	0.1%	35.3%	1.2%	31.3%	68.7%	13.3%
Victim Compensation and Government Claims Board	233	22	33	7	46	1	0	113	11	66	167	37
		9.4%	14.2%	3.0%	19.7%	0.4%	0.0%	48.5%	4.7%	28.3%	71.7%	15.9%
Water Resources, Department of	3,064	413	147	81	443	15	20	1,847	98	2,059	1,005	310
		13.5%	4.8%	2.6%	14.5%	0.5%	0.7%	60.3%	3.2%	67.2%	32.8%	10.1%

²⁷ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Totals	215,743	20,455	22,718	12,818	48,493	991	1,242	103,504	5,522	114,742	101,001	21,911
		9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.2%	46.8%	10.2%

²⁸ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments. Departments not reflected in Table B did not meet the 30 employee threshold.

Table C: State Civil Service Workforce Composition by Age²⁹

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Under 25	5,631	468	424	201	1,481	30	36	2,803	188	2,973	2,658	250
		8.3%	7.5%	3.6%	26.3%	0.5%	0.6%	49.8%	3.3%	52.8%	47.2%	4.4%
25-29	15,565	1,617	1,189	658	4,378	85	121	7,046	471	8,885	6,680	786
		10.4%	7.6%	4.2%	28.1%	0.5%	0.8%	45.3%	3.0%	57.1%	42.9%	5.0%
30-34	21,315	2,142	1,762	1,123	6,337	121	163	8,977	690	12,159	9,156	1065
		10.0%	8.3%	5.3%	29.7%	0.6%	0.8%	42.1%	3.2%	57.0%	43.0%	5.0%
35-39	25,022	2,774	2,327	1,516	7,185	118	166	10,213	723	14,282	10,740	1,409
		11.1%	9.3%	6.1%	28.7%	0.5%	0.7%	40.8%	2.9%	57.1%	42.9%	5.6%
40-44	30,476	3,174	3,496	1,782	7,707	136	188	13,246	747	16,594	13,882	2,225
		10.4%	11.5%	5.8%	25.3%	0.4%	0.6%	43.5%	2.5%	54.4%	45.6%	7.3%
45-49	35,299	3,149	4,628	1,984	7,978	152	203	16,367	838	18,491	16,808	3,304
		8.9%	13.1%	5.6%	22.6%	0.4%	0.6%	46.4%	2.4%	52.4%	47.6%	9.4%
50-54	35,495	2,928	4,339	2,055	6,778	159	194	18,233	809	17,234	18,261	4,782
		8.2%	12.2%	5.8%	19.1%	0.4%	0.5%	51.4%	2.3%	48.6%	51.4%	13.5%

²⁹ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table C: State Civil Service Workforce Composition by Age³⁰ (continued)

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
55-59	27,209	2,286	2,826	1,902	4,373	101	115	15,032	574	13,370	13,839	4,510
		8.4%	10.4%	7.0%	16.1%	0.4%	0.4%	55.2%	2.1%	49.1%	50.9%	16.6%
60-64	14,562	1,353	1,289	1,128	1,793	66	49	8,533	351	7,662	6,900	2,641
		9.3%	8.9%	7.7%	12.3%	0.5%	0.3%	58.6%	2.4%	52.6%	47.4%	18.1%
Over 64	5,687	605	476	483	573	25	11	3,372	142	3,276	2,411	990
		10.6%	8.4%	8.5%	10.1%	0.4%	0.2%	59.3%	2.5%	57.6%	42.4%	17.4%
Totals	216,261	20,496	22,756	12,832	48,583	993	1,246	103,822	5,533	114,926	101,335	21,962
		9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.1%	46.9%	10.2%

³⁰ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table D: State Civil Service Workforce Composition by Occupational Group³¹

Occupational Group	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture and Conservation	14,271	3.8%	2.3%	1.1%	15.5%	0.8%	0.4%	72.8%	3.2%	73.7%	26.3%	6.9%
Custodian and Domestic Services	5,110	5.6%	18.8%	11.9%	33.4%	0.5%	0.5%	27.2%	2.0%	54.8%	45.2%	10.1%
Education and Library	1,798	5.0%	8.6%	0.7%	13.0%	0.5%	0.3%	69.5%	2.4%	51.0%	49.0%	10.1%
Engineering and Allied Services	15,298	26.1%	3.9%	4.9%	11.0%	0.2%	0.3%	49.0%	4.4%	80.0%	20.0%	12.7%
Fiscal, Management, and Staff Services	48,132	15.9%	9.8%	5.5%	17.2%	0.3%	0.7%	47.6%	2.9%	36.4%	63.6%	13.2%
Legal	3,688	10.3%	5.4%	1.6%	7.6%	0.3%	0.3%	72.2%	2.5%	50.7%	49.3%	9.7%
Mechanical and Construction Trades	13,760	2.3%	7.0%	2.7%	24.0%	0.9%	0.5%	60.6%	2.1%	90.7%	9.3%	10.2%
Medicine and Allied Services	18,460	9.8%	13.0%	19.9%	16.1%	0.3%	0.4%	38.7%	1.9%	34.6%	65.4%	8.1%
Office and Allied Services	29,545	8.0%	15.5%	7.5%	26.9%	0.6%	0.9%	38.1%	2.4%	20.1%	79.9%	14.7%
Protective Services and Public Safety	14,406	4.5%	6.9%	3.0%	23.6%	0.5%	0.4%	59.7%	1.3%	75.2%	24.8%	8.3%
Social Security and Rehabilitation	49,971	4.4%	13.5%	3.7%	32.7%	0.4%	0.5%	42.3%	2.4%	64.9%	35.1%	5.9%
State Emergency Disaster Program	202	3.5%	3.5%	1.0%	10.9%	0.0%	0.0%	78.7%	2.5%	62.9%	37.1%	8.4%
Broadband Classifications	310	26.5%	12.3%	4.5%	11.0%	0.0%	0.6%	43.5%	1.6%	62.9%	37.1%	14.2%
CEA Classifications	1,310	8.2%	6.6%	1.3%	12.0%	0.3%	0.2%	69.0%	2.3%	51.5%	48.5%	13.1%

³¹ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table D: State Civil Service Workforce Composition by Occupational Group³² (continued)

Occupational Group	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Totals	216,261	9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.1%	46.9%	10.2%

³² Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table E: State Civil Service Workforce Composition by Salary³³

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
\$10,001 - \$20,000	1,716	10.1%	23.0%	4.0%	24.5%	0.8%	0.6%	32.9%	4.1%	34.3%	65.7%	11.9%
\$20,001 - \$30,000	8,747	6.1%	9.2%	3.7%	23.9%	0.9%	0.7%	53.0%	2.7%	48.1%	51.9%	6.9%
\$30,001 - \$40,000	33,342	7.8%	14.2%	8.9%	26.9%	0.6%	0.8%	38.1%	2.6%	34.8%	65.2%	12.9%
\$40,001 - \$50,000	27,798	7.2%	11.1%	6.5%	25.5%	0.6%	0.7%	45.7%	2.8%	46.3%	53.7%	11.2%
\$50,001 - \$60,000	30,840	9.0%	11.4%	6.8%	22.6%	0.5%	0.6%	46.7%	2.6%	46.5%	53.5%	12.2%
\$60,001 - \$70,000	27,295	9.2%	9.3%	5.2%	23.4%	0.4%	0.6%	49.7%	2.3%	51.1%	48.9%	10.4%
\$70,001 - \$80,000	36,149	8.0%	10.3%	3.7%	26.2%	0.3%	0.6%	48.5%	2.3%	66.5%	33.5%	7.4%
\$80,001 - \$90,000	21,971	11.5%	9.4%	3.5%	19.2%	0.4%	0.4%	53.4%	2.3%	69.0%	31.0%	8.0%
\$90,001 - \$100,000	8,479	13.1%	7.5%	11.8%	11.6%	0.2%	0.3%	53.2%	2.3%	58.2%	41.8%	8.8%
\$100,001 - \$110,000	11,680	16.9%	6.8%	6.7%	11.4%	0.2%	0.3%	54.6%	3.2%	67.2%	32.8%	9.9%
\$110,001 - \$120,000	4,331	15.6%	5.5%	3.8%	8.8%	0.2%	0.2%	62.8%	3.2%	62.9%	37.1%	10.1%
\$120,001 - \$130,000	1,251	13.8%	5.4%	1.2%	6.9%	0.3%	0.2%	69.5%	2.6%	58.4%	41.6%	10.8%
\$130,001+	2,662	20.5%	6.3%	4.3%	7.3%	0.2%	0.3%	57.8%	3.2%	71.8%	28.2%	8.1%
Totals	216,261	9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.1%	46.9%	10.2%

³³ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary³⁴

Salary ³⁵	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture and Conservation												
\$10,001 - \$20,000	9	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	77.8%	0.0%	55.6%	44.4%	0.0%
\$20,001 - \$30,000	3,799	3.3%	2.2%	1.1%	17.6%	1.1%	0.5%	72.0%	2.3%	59.1%	40.9%	4.1%
\$30,001 - \$40,000	2,880	2.6%	2.0%	1.1%	18.5%	1.0%	0.6%	71.0%	3.2%	88.4%	11.6%	3.6%
\$40,001 - \$50,000	2,246	2.4%	2.2%	1.1%	18.6%	0.7%	0.3%	69.3%	5.4%	82.9%	17.1%	6.7%
\$50,001 - \$60,000	2,182	3.4%	1.9%	0.9%	15.0%	0.8%	0.5%	74.0%	3.5%	83.2%	16.8%	9.9%
\$60,001 - \$70,000	1,567	7.2%	3.4%	1.7%	9.9%	0.5%	0.5%	73.9%	2.8%	65.0%	35.0%	11.7%
\$70,001 - \$80,000	1017	7.3%	2.3%	1.0%	6.8%	0.6%	0.3%	79.3%	2.6%	61.0%	39.0%	10.1%
\$80,001 - \$90,000	214	1.4%	2.3%	0.5%	7.0%	0.5%	0.0%	86.9%	1.4%	65.4%	34.6%	10.7%
\$90,001 - \$100,000	294	7.5%	2.4%	1.4%	8.5%	0.3%	0.3%	76.9%	2.7%	74.5%	25.5%	16.3%
\$100,001 - \$110,000	47	4.3%	4.3%	2.1%	4.3%	0.0%	0.0%	83.0%	2.1%	59.6%	40.4%	10.6%
\$110,001 - \$120,000	16	6.3%	6.3%	0.0%	6.3%	0.0%	0.0%	75.0%	6.3%	81.3%	18.8%	12.5%
Totals	14,271	3.8%	2.3%	1.1%	15.5%	0.8%	0.4%	72.8%	3.2%	73.7%	26.3%	6.9%

³⁴ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

³⁵ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary³⁶ (continued)

Salary ³⁷	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Office and Allied Services												
\$10,001 - \$20,000	992	11.1%	31.9%	5.0%	23.1%	0.8%	1.0%	24.2%	2.9%	24.9%	75.1%	13.9%
\$20,001 - \$30,000	2,362	7.3%	16.2%	3.6%	25.0%	0.7%	0.9%	43.3%	3.0%	29.7%	70.3%	9.6%
\$30,001 - \$40,000	20,031	8.6%	15.0%	8.0%	27.5%	0.6%	0.9%	36.7%	2.5%	20.2%	79.8%	15.6%
\$40,001 - \$50,000	5,160	6.1%	14.8%	8.7%	26.7%	0.4%	0.7%	40.9%	1.6%	14.6%	85.4%	13.9%
\$50,001 - \$60,000	772	2.7%	13.3%	3.8%	24.9%	0.8%	0.6%	52.2%	1.7%	20.2%	79.8%	14.0%
\$60,001 - \$70,000	206	4.9%	5.8%	1.5%	23.3%	1.5%	0.5%	61.2%	1.5%	13.6%	86.4%	13.1%
\$70,001 - \$80,000	20	0.0%	5.0%	0.0%	20.0%	0.0%	0.0%	75.0%	0.0%	10.0%	90.0%	50.0%
\$80,001 - \$90,000	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Totals	29,545	8.0%	15.5%	7.5%	26.9%	0.6%	0.9%	38.1%	2.4%	20.1%	79.9%	14.7%
Custodian and Domestic Services												
\$20,001 - \$30,000	1,159	4.3%	17.2%	9.1%	43.6%	0.9%	0.4%	22.4%	2.0%	56.5%	43.5%	10.8%
\$30,001 - \$40,000	2,749	6.8%	22.0%	14.4%	33.0%	0.4%	0.5%	20.8%	2.0%	53.3%	46.7%	10.4%
\$40,001 - \$50,000	804	3.1%	14.9%	9.0%	30.7%	0.2%	0.6%	39.6%	1.9%	67.3%	32.7%	7.2%

³⁶ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

³⁷ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary³⁸ (continued)

Salary ³⁹	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Custodian and Domestic Services (continued)												
\$50,001 - \$60,000	187	7.0%	11.2%	9.6%	15.5%	0.5%	1.1%	54.0%	1.1%	46.5%	53.5%	10.7%
\$60,001 - \$70,000	135	5.2%	5.2%	8.9%	12.6%	0.0%	0.0%	65.2%	3.0%	23.7%	76.3%	14.8%
\$70,001 - \$80,000	75	6.7%	13.3%	4.0%	4.0%	0.0%	0.0%	68.0%	4.0%	28.0%	72.0%	13.3%
\$80,001 - \$90,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Totals	5,110	5.6%	18.8%	11.9%	33.4%	0.5%	0.5%	27.2%	2.0%	54.8%	45.2%	10.1%
Education and Library												
\$10,001 - \$20,000	9	0.0%	33.3%	0.0%	11.1%	0.0%	0.0%	44.4%	11.1%	44.4%	55.6%	0.0%
\$20,001 - \$30,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
\$40,001 - \$50,000	20	10.0%	25.0%	0.0%	20.0%	5.0%	0.0%	40.0%	0.0%	80.0%	20.0%	10.0%
\$50,001 - \$60,000	55	3.6%	3.6%	0.0%	14.5%	0.0%	0.0%	76.4%	1.8%	50.9%	49.1%	21.8%
\$60,001 - \$70,000	202	3.0%	7.9%	1.0%	10.9%	0.5%	0.5%	74.3%	2.0%	44.1%	55.9%	13.9%
\$70,001 - \$80,000	286	6.6%	9.1%	1.7%	17.5%	0.7%	1.4%	59.8%	3.1%	44.1%	55.9%	11.2%

³⁸ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

³⁹ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁴⁰ (continued)

Salary ⁴¹	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Education and Library (continued)												
\$80,001 - \$90,000	626	7.2%	8.5%	0.6%	12.9%	0.5%	0.0%	68.2%	2.1%	44.7%	55.3%	8.5%
\$90,001 - \$100,000	512	2.0%	8.0%	0.4%	11.7%	0.2%	0.0%	75.6%	2.1%	61.9%	38.1%	9.4%
\$100,001 - \$110,000	82	7.3%	9.8%	0.0%	8.5%	1.2%	0.0%	68.3%	4.9%	67.1%	32.9%	7.3%
\$110,001 - \$120,000	5	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	80.0%	0.0%	40.0%	60.0%	20.0%
Totals	1,798	5.0%	8.6%	0.7%	13.0%	0.5%	0.3%	69.5%	2.4%	51.0%	49.0%	10.1%
Engineering and Allied Services												
\$20,001 - \$30,000	17	5.9%	23.5%	0.0%	17.6%	0.0%	0.0%	5.9%	47.1%	52.9%	47.1%	5.9%
\$30,001 - \$40,000	15	6.7%	6.7%	20.0%	13.3%	0.0%	6.7%	40.0%	6.7%	73.3%	26.7%	13.3%
\$40,001 - \$50,000	162	16.7%	7.4%	8.0%	12.3%	2.5%	1.2%	50.0%	1.9%	69.8%	30.2%	15.4%
\$50,001 - \$60,000	1,318	14.2%	5.5%	6.3%	18.4%	0.5%	0.2%	51.7%	3.3%	75.3%	24.7%	17.9%
\$60,001 - \$70,000	592	16.0%	4.2%	6.3%	17.2%	0.5%	0.2%	52.4%	3.2%	73.1%	26.9%	12.0%
\$70,001 - \$80,000	762	20.2%	5.8%	5.4%	11.0%	0.3%	0.5%	52.9%	3.9%	74.3%	25.7%	13.5%
\$80,001 - \$90,000	3,254	31.5%	5.3%	6.9%	13.5%	0.3%	0.4%	37.1%	5.0%	79.5%	20.5%	11.9%

⁴⁰ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁴¹ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁴² (continued)

Salary ⁴³	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Engineering and Allied Services (continued)												
\$90,001 - \$100,000	1,548	26.7%	4.0%	3.4%	9.0%	0.2%	0.5%	52.3%	3.9%	75.0%	25.0%	12.3%
\$100,001 - \$110,000	5,683	28.4%	2.9%	4.5%	8.9%	0.1%	0.3%	50.1%	4.7%	83.4%	16.6%	12.4%
\$110,001 - \$120,000	1,644	23.2%	2.4%	2.7%	7.4%	0.2%	0.2%	59.4%	4.4%	82.8%	17.2%	11.3%
\$120,001 - \$130,000	157	45.2%	1.3%	0.6%	3.8%	0.0%	0.0%	49.0%	0.0%	89.2%	10.8%	13.4%
130,001+	146	13.0%	4.1%	0.7%	10.3%	0.0%	0.0%	69.2%	2.7%	85.6%	14.4%	12.3%
Totals	15,298	26.1%	3.9%	4.9%	11.0%	0.2%	0.3%	49.0%	4.4%	80.0%	20.0%	12.7%
Fiscal, Management, and Staff Services												
\$10,001 - \$20,000	507	10.1%	11.6%	3.4%	30.6%	0.6%	0.2%	37.7%	5.9%	42.8%	57.2%	9.9%
\$20,001 - \$30,000	995	17.2%	7.1%	4.9%	21.9%	0.5%	0.8%	44.2%	3.3%	41.6%	58.4%	6.4%
\$30,001 - \$40,000	1,929	16.9%	10.9%	4.5%	18.0%	0.6%	1.3%	43.5%	4.2%	33.6%	66.4%	8.2%
\$40,001 - \$50,000	6,584	14.3%	10.4%	7.1%	20.5%	0.3%	1.0%	42.5%	3.9%	29.5%	70.5%	12.5%
\$50,001 - \$60,000	10,478	15.0%	11.1%	6.3%	19.1%	0.4%	0.9%	44.0%	3.2%	29.3%	70.7%	13.1%
\$60,001 - \$70,000	11,261	14.3%	10.1%	5.6%	16.8%	0.3%	0.8%	49.6%	2.5%	32.3%	67.7%	15.1%

⁴² Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁴³ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁴⁴ (continued)

Salary ⁴⁵	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Fiscal, Management, and Staff Services (continued)												
\$70,001 - \$80,000	9,841	18.6%	9.3%	5.1%	15.5%	0.4%	0.6%	48.2%	2.4%	42.5%	57.5%	13.9%
\$80,001 - \$90,000	5,206	17.5%	7.5%	3.7%	13.2%	0.2%	0.3%	55.3%	2.2%	48.5%	51.5%	12.4%
\$90,001 - \$100,000	1014	19.6%	5.8%	2.8%	9.2%	0.2%	0.5%	59.4%	2.6%	64.2%	35.8%	10.9%
\$100,001 - \$110,000	188	17.6%	5.3%	1.1%	6.4%	0.0%	0.0%	67.6%	2.1%	61.2%	38.8%	13.8%
\$110,001 - \$120,000	34	23.5%	5.9%	0.0%	2.9%	0.0%	0.0%	67.6%	0.0%	76.5%	23.5%	23.5%
\$120,001 - \$130,000	10	20.0%	0.0%	0.0%	10.0%	0.0%	0.0%	70.0%	0.0%	70.0%	30.0%	10.0%
\$130,001+	85	11.8%	3.5%	1.2%	4.7%	0.0%	0.0%	77.6%	1.2%	75.3%	24.7%	7.1%
Totals	48,132	15.9%	9.8%	5.5%	17.2%	0.3%	0.7%	47.6%	2.9%	36.4%	63.6%	13.2%
Legal												
\$40,001 - 50,000	2	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	0.0%
\$50,001 - \$60,000	82	17.1%	4.9%	0.0%	2.4%	1.2%	0.0%	70.7%	3.7%	48.8%	51.2%	6.1%
\$60,001 - \$70,000	74	16.2%	1.4%	0.0%	8.1%	1.4%	1.4%	68.9%	2.7%	47.3%	52.7%	2.7%
\$70,001 - \$80,000	232	19.0%	3.0%	4.3%	4.3%	0.4%	0.4%	62.5%	6.0%	38.4%	61.6%	9.5%

⁴⁴ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁴⁵ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁴⁶ (continued)

Salary ⁴⁷	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Legal (continued)												
\$80,001 - \$90,000	178	17.4%	5.6%	3.4%	9.0%	1.7%	0.0%	58.4%	4.5%	44.9%	55.1%	5.1%
\$90,001 - \$100,000	529	11.9%	7.8%	0.9%	7.6%	0.4%	0.4%	68.6%	2.5%	47.3%	52.7%	9.3%
\$100,001 - \$110,000	515	6.4%	6.2%	1.6%	7.4%	0.2%	0.2%	75.9%	2.1%	52.6%	47.4%	10.7%
\$110,001 - \$120,000	1179	8.9%	5.5%	1.7%	7.1%	0.2%	0.2%	74.4%	2.0%	52.8%	47.2%	10.9%
\$120,001 - \$130,000	736	9.0%	4.5%	1.0%	7.2%	0.0%	0.1%	76.8%	1.5%	52.7%	47.3%	10.1%
\$130,001+	161	7.5%	3.1%	0.6%	18.6%	0.0%	1.2%	65.8%	3.1%	58.4%	41.6%	8.7%
Totals	3,688	10.3%	5.4%	1.6%	7.6%	0.3%	0.3%	72.2%	2.5%	50.7%	49.3%	9.7%
Mechanical and Construction Trades												
\$10,001 - \$20,000	178	6.7%	6.7%	0.6%	17.4%	1.7%	0.0%	61.8%	5.1%	59.6%	40.4%	3.4%
\$20,001 - \$30,000	131	3.1%	13.0%	0.8%	29.8%	0.8%	0.0%	47.3%	5.3%	61.8%	38.2%	6.1%
\$30,001 - \$40,000	1,595	1.8%	13.9%	3.5%	29.2%	1.3%	1.0%	47.8%	1.6%	87.7%	12.3%	9.7%
\$40,001 - \$50,000	5,420	2.0%	6.8%	2.2%	24.9%	1.1%	0.5%	60.7%	1.8%	91.1%	8.9%	10.5%
\$50,001 - \$60,000	4,190	2.5%	5.9%	3.2%	23.6%	0.7%	0.4%	61.5%	2.3%	92.8%	7.2%	10.8%

⁴⁶ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁴⁷ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁴⁸ (continued)

Salary ⁴⁹	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Mechanical and Construction Trades (continued)												
\$60,001 - \$70,000	1,526	2.5%	4.5%	2.9%	20.6%	0.3%	0.5%	66.4%	2.2%	93.2%	6.8%	9.4%
\$70,001 - \$80,000	423	3.1%	4.7%	1.9%	16.5%	0.2%	0.2%	70.7%	2.6%	89.4%	10.6%	10.6%
\$80,001 - \$90,000	187	1.1%	3.7%	0.5%	12.8%	1.6%	0.5%	78.6%	1.1%	91.4%	8.6%	8.0%
\$90,001 - \$100,000	51	2.0%	2.0%	0.0%	23.5%	0.0%	2.0%	66.7%	3.9%	94.1%	5.9%	9.8%
\$100,001 - \$110,000	57	3.5%	1.8%	1.8%	12.3%	0.0%	0.0%	78.9%	1.8%	94.7%	5.3%	1.8%
\$110,001 - \$120,000	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	50.0%
Totals	13,760	2.3%	7.0%	2.7%	24.0%	0.9%	0.5%	60.6%	2.1%	90.7%	9.3%	10.2%
Medicine and Allied Services												
\$20,001 - \$30,000	254	3.9%	16.5%	14.6%	23.2%	0.8%	0.8%	38.2%	2.0%	38.6%	61.4%	7.9%
\$30,001 - \$40,000	1,687	4.3%	15.3%	39.7%	22.5%	0.1%	0.3%	16.4%	1.4%	30.4%	69.6%	7.5%
\$40,001 - \$50,000	1,079	6.5%	12.9%	19.3%	26.1%	0.5%	0.3%	32.3%	2.2%	21.3%	78.7%	5.5%
\$50,001 - \$60,000	5,354	5.5%	17.6%	13.8%	23.9%	0.3%	0.6%	36.6%	1.6%	34.8%	65.2%	6.2%
\$60,001 - \$70,000	1,160	5.5%	13.6%	9.9%	18.7%	0.3%	0.3%	49.7%	1.9%	38.4%	61.6%	9.7%

⁴⁸ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁴⁹ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁵⁰ (continued)

Salary ⁵¹	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Medicine and Allied Services (continued)												
\$70,001 - \$80,000	1,434	9.9%	9.2%	13.7%	7.3%	0.1%	0.3%	57.9%	1.7%	22.4%	77.6%	19.0%
\$80,001 - \$90,000	894	11.6%	13.1%	16.0%	10.6%	0.1%	0.2%	46.5%	1.8%	34.7%	65.3%	8.4%
\$90,001 - \$100,000	2,374	12.9%	9.4%	37.0%	7.2%	0.1%	0.2%	31.8%	1.3%	26.8%	73.2%	7.8%
\$100,001 - \$110,000	1,635	6.7%	11.3%	29.1%	12.6%	0.3%	0.2%	38.7%	1.1%	25.9%	74.1%	7.4%
\$110,001 - \$120,000	738	18.3%	8.3%	12.5%	10.2%	0.5%	0.1%	46.3%	3.8%	34.7%	65.3%	8.4%
\$120,001 - \$130,000	109	14.7%	8.3%	4.6%	1.8%	0.9%	0.0%	59.6%	10.1%	45.9%	54.1%	9.2%
\$130,001+	1,742	28.0%	7.1%	6.2%	5.3%	0.1%	0.3%	48.9%	4.1%	70.8%	29.2%	7.3%
Totals	18,460	9.8%	13.0%	19.9%	16.1%	0.3%	0.4%	38.7%	1.9%	34.6%	65.4%	8.1%
State Emergency Disaster Program												
\$40,001 - \$50,000	16	0.0%	6.3%	6.3%	12.5%	0.0%	0.0%	62.5%	12.5%	100.0%	0.0%	18.8%
\$50,001 - \$60,000	26	3.8%	3.8%	3.8%	3.8%	0.0%	0.0%	84.6%	0.0%	65.4%	34.6%	7.7%
\$60,001 - \$70,000	69	8.7%	4.3%	0.0%	20.3%	0.0%	0.0%	65.2%	1.4%	42.0%	58.0%	11.6%
\$70,001 - \$80,000	63	0.0%	3.2%	0.0%	6.3%	0.0%	0.0%	88.9%	1.6%	66.7%	33.3%	6.3%

⁵⁰ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁵¹ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁵² (continued)

Salary ⁵³	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Emergency Disaster Program (continued)												
\$80,001 - \$90,000	22	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	90.9%	4.5%	81.8%	18.2%	0.0%
\$90,001 - \$100,000	5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	80.0%	20.0%	0.0%
\$100,001 - \$110,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%
Totals	202	3.5%	3.5%	1.0%	10.9%	0.0%	0.0%	78.7%	2.5%	62.9%	37.1%	8.4%
Protective Services and Public Safety												
\$30,001 - \$40,000	180	8.3%	11.7%	3.9%	28.9%	0.6%	0.6%	44.4%	1.7%	62.8%	37.2%	10.0%
\$40,001 - \$50,000	1,797	5.8%	15.3%	6.7%	33.8%	0.7%	0.6%	34.9%	2.2%	41.3%	58.7%	13.7%
\$50,001 - \$60,000	1,323	4.0%	9.7%	5.8%	27.1%	0.5%	0.2%	51.1%	1.5%	59.3%	40.7%	10.1%
\$60,001 - \$70,000	1,649	6.1%	8.9%	3.4%	21.5%	0.4%	0.4%	57.1%	2.3%	63.6%	36.4%	11.2%
\$70,001 - \$80,000	2,775	4.9%	5.2%	2.1%	24.3%	0.4%	0.6%	61.4%	1.2%	81.6%	18.4%	7.7%
\$80,001 - \$90,000	5,302	3.4%	4.0%	1.8%	21.8%	0.7%	0.4%	67.0%	0.8%	88.6%	11.4%	5.8%
\$90,001 - \$100,000	470	5.1%	4.7%	1.9%	14.5%	0.0%	0.2%	72.3%	1.3%	84.3%	15.7%	5.3%
\$100,001 - \$110,000	592	3.2%	3.5%	1.0%	16.2%	0.5%	0.2%	74.3%	1.0%	87.2%	12.8%	7.9%

⁵² Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁵³ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁵⁴ (continued)

Salary ⁵⁵	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Protective Services and Public Safety (continued)												
\$110,001 - \$120,000	32	9.4%	6.3%	0.0%	0.0%	0.0%	0.0%	84.4%	0.0%	75.0%	25.0%	3.1%
\$120,001 - \$130,000	29	6.9%	6.9%	3.4%	0.0%	0.0%	0.0%	82.8%	0.0%	86.2%	13.8%	13.8%
\$130,001+	257	2.3%	8.6%	0.4%	10.9%	1.2%	0.0%	76.7%	0.0%	87.2%	12.8%	7.4%
Totals	14,406	4.5%	6.9%	3.0%	23.6%	0.5%	0.4%	59.7%	1.3%	75.2%	24.8%	8.3%
Social Security and Rehabilitation												
\$10,001 - \$20,000	21	0.0%	19.0%	0.0%	19.0%	0.0%	0.0%	57.1%	4.8%	47.6%	52.4%	47.6%
\$20,001 - \$30,000	29	0.0%	17.2%	6.9%	24.1%	3.4%	0.0%	44.8%	3.4%	31.0%	69.0%	27.6%
\$30,001 - \$40,000	2,276	7.5%	15.5%	4.9%	34.0%	0.7%	0.7%	34.1%	2.8%	38.0%	62.0%	14.5%
\$40,001 - \$50,000	4,505	7.6%	14.7%	7.1%	32.0%	0.3%	0.6%	34.5%	3.2%	38.2%	61.8%	10.3%
\$50,001 - \$60,000	4,861	8.8%	16.0%	6.7%	31.3%	0.7%	0.3%	33.9%	2.3%	32.3%	67.7%	18.1%
\$60,001 - \$70,000	8,814	5.1%	10.3%	5.4%	36.7%	0.4%	0.4%	39.6%	1.9%	64.6%	35.4%	4.0%
\$70,001 - \$80,000	19,071	2.4%	12.4%	2.6%	36.0%	0.3%	0.7%	43.2%	2.4%	80.5%	19.5%	2.5%
\$80,001 - \$90,000	5,963	3.2%	18.4%	1.4%	28.0%	0.3%	0.5%	45.6%	2.5%	71.8%	28.2%	3.6%

⁵⁴ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁵⁵ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁵⁶ (continued)

Salary ⁵⁷	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Social Security and Rehabilitation (continued)												
\$90,001 - \$100,000	1,404	2.8%	11.8%	1.4%	24.1%	0.3%	0.3%	57.4%	2.0%	81.1%	18.9%	3.3%
\$100,001 - \$110,000	2,530	4.8%	13.6%	0.9%	16.2%	0.4%	0.3%	61.6%	2.2%	58.8%	41.2%	5.7%
\$110,001 - \$120,000	438	4.3%	12.1%	0.7%	14.6%	0.2%	0.0%	65.8%	2.3%	63.9%	36.1%	3.7%
\$120,001 - \$130,000	15	13.3%	0.0%	0.0%	6.7%	0.0%	0.0%	66.7%	13.3%	46.7%	53.3%	6.7%
\$130,001+	44	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	90.9%	0.0%	65.9%	34.1%	11.4%
Totals	49,971	4.4%	13.5%	3.7%	32.7%	0.4%	0.5%	42.3%	2.4%	64.9%	35.1%	5.9%
Broadband Classifications												
\$40,001 - \$50,000	3	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	33.3%	66.7%	0.0%
\$50,001 - \$60,000	12	16.7%	25.0%	8.3%	25.0%	0.0%	0.0%	25.0%	0.0%	66.7%	33.3%	0.0%
\$60,001 - \$70,000	40	27.5%	22.5%	2.5%	5.0%	0.0%	2.5%	37.5%	2.5%	62.5%	37.5%	10.0%
\$70,001 - \$80,000	141	22.0%	13.5%	5.7%	9.9%	0.0%	0.7%	47.5%	0.7%	61.0%	39.0%	16.3%
\$80,001 - \$90,000	69	30.4%	4.3%	4.3%	15.9%	0.0%	0.0%	42.0%	2.9%	71.0%	29.0%	14.5%
\$90,001 - \$100,000	45	37.8%	6.7%	2.2%	6.7%	0.0%	0.0%	44.4%	2.2%	57.8%	42.2%	15.6%

⁵⁶ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁵⁷ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Occupational Group and Salary⁵⁸ (continued)

Salary ⁵⁹	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Broadband Classifications (continued)												
Totals	310	26.5%	12.3%	4.5%	11.0%	0.0%	0.6%	43.5%	1.6%	62.9%	37.1%	14.2%
CEA Classifications												
\$70,001 - \$80,000	9	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	77.8%	0.0%	66.7%	33.3%	22.2%
\$80,001 - \$90,000	53	5.7%	7.5%	0.0%	15.1%	0.0%	0.0%	71.7%	0.0%	49.1%	50.9%	9.4%
\$90,001 - \$100,000	233	7.3%	6.0%	1.3%	13.7%	0.0%	0.0%	68.7%	3.0%	37.3%	62.7%	14.6%
\$100,001 - \$110,000	350	11.1%	7.1%	1.7%	11.1%	0.0%	0.0%	66.9%	2.0%	46.6%	53.4%	14.0%
\$110,001 - \$120,000	243	9.5%	5.8%	1.6%	13.2%	0.0%	0.0%	68.3%	1.6%	56.4%	43.6%	13.2%
\$120,001 - \$130,000	195	7.2%	10.8%	0.5%	11.8%	1.5%	1.0%	62.6%	4.6%	58.5%	41.5%	12.3%
\$130,001+	227	5.3%	4.0%	1.3%	9.3%	0.4%	0.4%	78.0%	1.3%	62.6%	37.4%	11.5%
Totals	1,310	8.2%	6.6%	1.3%	12.0%	0.3%	0.2%	69.0%	2.3%	51.5%	48.5%	13.1%

⁵⁸ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

⁵⁹ If there were no employees within a salary range, that salary range is not included in the table.

Table G: State Civil Service Workforce Composition by County⁶⁰

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Alameda	7,381	1,741	1,122	923	809	12	51	2,474	249	4,166	3,215	1,002
		23.6%	15.2%	12.5%	11.0%	0.2%	0.7%	33.5%	3.4%	56.4%	43.6%	13.6%
Alpine	47	1	1	1	5	2	0	37	0	31	16	4
		2.1%	2.1%	2.1%	10.6%	4.3%	0.0%	78.7%	0.0%	66.0%	34.0%	8.5%
Amador	1,728	82	145	42	273	10	11	1,122	43	1,115	613	82
		4.7%	8.4%	2.4%	15.8%	0.6%	0.6%	64.9%	2.5%	64.5%	35.5%	4.7%
Butte	908	16	11	8	110	10	3	724	26	637	271	109
		1.8%	1.2%	0.9%	12.1%	1.1%	0.3%	79.7%	2.9%	70.2%	29.8%	12.0%
Calaveras	259	2	5	2	31	1	1	212	5	213	46	27
		0.8%	1.9%	0.8%	12.0%	0.4%	0.4%	81.9%	1.9%	82.2%	17.8%	10.4%
Colusa	73	1	1	0	9	2	0	57	3	60	13	3
		1.4%	1.4%	0.0%	12.3%	2.7%	0.0%	78.1%	4.1%	82.2%	17.8%	4.1%
Contra Costa	1,135	139	183	72	167	3	8	535	28	602	533	141
		12.2%	16.1%	6.3%	14.7%	0.3%	0.7%	47.1%	2.5%	53.0%	47.0%	12.4%

⁶⁰ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶¹ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Del Norte	1,577	27	27	20	153	27	3	1,270	50	1,092	485	72
		1.7%	1.7%	1.3%	9.7%	1.7%	0.2%	80.5%	3.2%	69.2%	30.8%	4.6%
El Dorado	587	7	7	4	43	5	3	496	22	422	165	45
		1.2%	1.2%	0.7%	7.3%	0.9%	0.5%	84.5%	3.7%	71.9%	28.1%	7.7%
Fresno	7,397	489	484	225	2,498	48	24	3,450	179	4,148	3,249	756
		6.6%	6.5%	3.0%	33.8%	0.6%	0.3%	46.6%	2.4%	56.1%	43.9%	10.2%
Glenn	86	0	0	3	9	1	0	73	0	72	14	8
		0.0%	0.0%	3.5%	10.5%	1.2%	0.0%	84.9%	0.0%	83.7%	16.3%	9.3%
Humboldt	1,279	15	18	10	90	27	4	1,046	69	861	418	183
		1.2%	1.4%	0.8%	7.0%	2.1%	0.3%	81.8%	5.4%	67.3%	32.7%	14.3%
Imperial	2,860	30	169	43	1,834	7	7	713	57	1,948	912	105
		1.0%	5.9%	1.5%	64.1%	0.2%	0.2%	24.9%	2.0%	68.1%	31.9%	3.7%
Inyo	389	5	1	1	26	18	1	331	6	286	103	43
		1.3%	0.3%	0.3%	6.7%	4.6%	0.3%	85.1%	1.5%	73.5%	26.5%	11.1%

⁶¹ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶² (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Kern	8,375	177	645	302	3,209	46	25	3,833	138	5,426	2,949	391
		2.1%	7.7%	3.6%	38.3%	0.5%	0.3%	45.8%	1.6%	64.8%	35.2%	4.7%
Kings	5,877	137	325	211	2,448	20	21	2,538	177	3,836	2,041	256
		2.3%	5.5%	3.6%	41.7%	0.3%	0.4%	43.2%	3.0%	65.3%	34.7%	4.4%
Lake	208	0	5	0	27	0	1	170	5	172	36	16
		0.0%	2.4%	0.0%	13.0%	0.0%	0.5%	81.7%	2.4%	82.7%	17.3%	7.7%
Lassen	2,639	27	50	18	239	34	8	2,210	53	1,825	814	122
		1.0%	1.9%	0.7%	9.1%	1.3%	0.3%	83.7%	2.0%	69.2%	30.8%	4.6%
Los Angeles	21,905	2,828	4,323	1,678	6,116	64	70	6,269	557	11,310	10,595	2,210
		12.9%	19.7%	7.7%	27.9%	0.3%	0.3%	28.6%	2.5%	51.6%	48.4%	10.1%
Madera	2,436	95	206	56	899	17	9	1,100	54	1,305	1,131	126
		3.9%	8.5%	2.3%	36.9%	0.7%	0.4%	45.2%	2.2%	53.6%	46.4%	5.2%
Marin	2,107	115	517	148	313	8	26	931	49	1,431	676	75
		5.5%	24.5%	7.0%	14.9%	0.4%	1.2%	44.2%	2.3%	67.9%	32.1%	3.6%

⁶² Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶³ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Mariposa	187	7	1	2	27	4	1	141	4	148	39	22
		3.7%	0.5%	1.1%	14.4%	2.1%	0.5%	75.4%	2.1%	79.1%	20.9%	11.8%
Mendocino	552	8	9	4	42	7	1	469	12	419	133	44
		1.4%	1.6%	0.7%	7.6%	1.3%	0.2%	85.0%	2.2%	75.9%	24.1%	8.0%
Merced	607	16	16	8	136	6	1	408	16	444	163	53
		2.6%	2.6%	1.3%	22.4%	1.0%	0.2%	67.2%	2.6%	73.1%	26.9%	8.7%
Modoc	86	0	0	0	3	0	1	80	2	76	10	7
		0.0%	0.0%	0.0%	3.5%	0.0%	1.2%	93.0%	2.3%	88.4%	11.6%	8.1%
Mono	116	1	2	1	11	5	0	93	3	99	17	8
		0.9%	1.7%	0.9%	9.5%	4.3%	0.0%	80.2%	2.6%	85.3%	14.7%	6.9%
Monterey	4,549	176	325	280	1,741	19	27	1,846	135	2,993	1,556	232
		3.9%	7.1%	6.2%	38.3%	0.4%	0.6%	40.6%	3.0%	65.8%	34.2%	5.1%
Napa	3,321	159	249	1,175	364	9	8	1,319	38	1,376	1,945	339
		4.8%	7.5%	35.4%	11.0%	0.3%	0.2%	39.7%	1.1%	41.4%	58.6%	10.2%

⁶³ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶⁴ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Nevada	509	7	9	6	34	8	4	434	7	401	108	47
		1.4%	1.8%	1.2%	6.7%	1.6%	0.8%	85.3%	1.4%	78.8%	21.2%	9.2%
Orange	5,861	995	394	511	1,481	12	30	2,296	142	2,933	2,928	607
		17.0%	6.7%	8.7%	25.3%	0.2%	0.5%	39.2%	2.4%	50.0%	50.0%	10.4%
Placer	813	22	25	10	84	2	3	645	22	543	270	71
		2.7%	3.1%	1.2%	10.3%	0.2%	0.4%	79.3%	2.7%	66.8%	33.2%	8.7%
Plumas	125	1	1	2	9	3	1	105	3	107	18	8
		0.8%	0.8%	1.6%	7.2%	2.4%	0.8%	84.0%	2.4%	85.6%	14.4%	6.4%
Riverside	7,702	216	1,072	192	2,670	25	37	3,338	152	4,735	2,967	672
		2.8%	13.9%	2.5%	34.7%	0.3%	0.5%	43.3%	2.0%	61.5%	38.5%	8.7%
Sacramento	66,857	8,954	6,965	2,577	10,619	284	550	35,009	1,899	29,078	37,779	8,599
		13.4%	10.4%	3.9%	15.9%	0.4%	0.8%	52.4%	2.8%	43.5%	56.5%	12.9%
San Benito	239	7	6	5	80	2	2	131	6	191	48	15
		2.9%	2.5%	2.1%	33.5%	0.8%	0.8%	54.8%	2.5%	79.9%	20.1%	6.3%

⁶⁴ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶⁵ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
San Bernardino	10,432	785	1,968	613	3,164	32	40	3,596	234	5,564	4,868	1,049
		7.5%	18.9%	5.9%	30.3%	0.3%	0.4%	34.5%	2.2%	53.3%	46.7%	10.1%
San Diego	8,792	426	752	838	2,484	32	55	3,921	284	4,921	3,871	838
		4.8%	8.6%	9.5%	28.3%	0.4%	0.6%	44.6%	3.2%	56.0%	44.0%	9.5%
San Francisco	3,910	914	317	710	392	8	17	1,481	71	1,775	2,135	397
		23.4%	8.1%	18.2%	10.0%	0.2%	0.4%	37.9%	1.8%	45.4%	54.6%	10.2%
San Joaquin	3,675	299	474	229	912	16	26	1,615	104	2,153	1,522	300
		8.1%	12.9%	6.2%	24.8%	0.4%	0.7%	43.9%	2.8%	58.6%	41.4%	8.2%
San Luis Obispo	5,699	144	167	176	993	29	18	4,050	122	3,324	2,375	460
		2.5%	2.9%	3.1%	17.4%	0.5%	0.3%	71.1%	2.1%	58.3%	41.7%	8.1%
San Mateo	606	69	46	65	102	1	8	309	6	330	276	79
		11.4%	7.6%	10.7%	16.8%	0.2%	1.3%	51.0%	1.0%	54.5%	45.5%	13.0%
Santa Barbara	621	13	27	8	175	3	2	377	16	390	231	80
		2.1%	4.3%	1.3%	28.2%	0.5%	0.3%	60.7%	2.6%	62.8%	37.2%	12.9%

⁶⁵ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶⁶ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Santa Clara	2,053	343	137	254	510	4	18	738	49	965	1,088	270
		16.7%	6.7%	12.4%	24.8%	0.2%	0.9%	35.9%	2.4%	47.0%	53.0%	13.2%
Santa Cruz	743	17	14	12	122	3	2	554	19	532	211	69
		2.3%	1.9%	1.6%	16.4%	0.4%	0.3%	74.6%	2.6%	71.6%	28.4%	9.3%
Shasta	1,761	36	20	8	112	18	3	1,527	37	1,124	637	273
		2.0%	1.1%	0.5%	6.4%	1.0%	0.2%	86.7%	2.1%	63.8%	36.2%	15.5%
Sierra	50	1	1	0	5	0	0	42	1	42	8	9
		2.0%	2.0%	0.0%	10.0%	0.0%	0.0%	84.0%	2.0%	84.0%	16.0%	18.0%
Siskiyou	538	2	6	0	27	7	3	486	7	425	113	45
		0.4%	1.1%	0.0%	5.0%	1.3%	0.6%	90.3%	1.3%	79.0%	21.0%	8.4%
Solano	4,726	258	842	645	671	23	54	2,127	106	2,624	2,102	342
		5.5%	17.8%	13.6%	14.2%	0.5%	1.1%	45.0%	2.2%	55.5%	44.5%	7.2%
Sonoma	2,675	95	104	436	261	14	12	1,694	59	1,200	1,475	283
		3.6%	3.9%	16.3%	9.8%	0.5%	0.4%	63.3%	2.2%	44.9%	55.1%	10.6%

⁶⁶ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶⁷ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Stanislaus	380	14	13	4	99	1	1	243	5	217	163	56
		3.7%	3.4%	1.1%	26.1%	0.3%	0.3%	63.9%	1.3%	57.1%	42.9%	14.7%
Sutter	114	8	4	1	17	1	0	82	1	83	31	14
		7.0%	3.5%	0.9%	14.9%	0.9%	0.0%	71.9%	0.9%	72.8%	27.2%	12.3%
Tehama	396	3	6	2	30	4	0	337	14	328	68	45
		0.8%	1.5%	0.5%	7.6%	1.0%	0.0%	85.1%	3.5%	82.8%	17.2%	11.4%
Trinity	140	0	3	0	8	4	1	123	1	121	19	8
		0.0%	2.1%	0.0%	5.7%	2.9%	0.7%	87.9%	0.7%	86.4%	13.6%	5.7%
Tulare	1,949	48	44	95	731	9	2	983	37	919	1,030	127
		2.5%	2.3%	4.9%	37.5%	0.5%	0.1%	50.4%	1.9%	47.2%	52.8%	6.5%
Tuolumne	1,186	28	36	16	154	11	4	908	29	784	402	61
		2.4%	3.0%	1.3%	13.0%	0.9%	0.3%	76.6%	2.4%	66.1%	33.9%	5.1%
Ventura	1,732	51	173	82	525	11	14	832	44	877	855	177
		2.9%	10.0%	4.7%	30.3%	0.6%	0.8%	48.0%	2.5%	50.6%	49.4%	10.2%

⁶⁷ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁶⁸ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Yolo	2,131	292	192	66	353	10	19	1,152	47	1,000	1,131	343
		13.7%	9.0%	3.1%	16.6%	0.5%	0.9%	54.1%	2.2%	46.9%	53.1%	16.1%
Yuba	727	63	7	8	77	4	4	543	21	498	229	105
		8.7%	1.0%	1.1%	10.6%	0.6%	0.6%	74.7%	2.9%	68.5%	31.5%	14.4%
Out-of-State	95	20	17	7	11	0	1	38	1	63	32	10
		21.1%	17.9%	7.4%	11.6%	0.0%	1.1%	40.0%	1.1%	66.3%	33.7%	10.5%
Other	353	64	67	17	39	0	0	159	7	166	187	22
		18.1%	19.0%	4.8%	11.0%	0.0%	0.0%	45.0%	2.0%	47.0%	53.0%	6.2%
Totals	216,261	20,496	22,756	12,832	48,583	993	1,246	103,822	5,533	114,926	101,335	21,962
		9.5%	10.5%	5.9%	22.5%	0.5%	0.6%	48.0%	2.6%	53.1%	46.9%	10.2%

⁶⁸ Percentages may not total 100% due to rounding; data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table H: State Civil Service Disability Representation by Department^{69, 70}

Department	2009-2010			2010-2011		
	Disability Representation ⁷¹	Deficiency/Surplus ⁷²	Annual Goal ⁷¹	Disability Representation ⁷⁰	Deficiency/Surplus ⁷¹	Annual Goal ⁷¹
Administrative Law, Office of	20.0%	1	NGR	15.4%	0	NGR
African American Museum, California	NDA	NDA	NDA	7.1%	-1	1
Aging, Department of	8.1%	-11	1	17.4%	1	NGR
Agricultural Labor Relations Board	16.1%	0	NGR	10.7%	-2	1
Air Resources Board	13.6%	-38	NGR	13.3%	-41	NGR
Alcohol and Drug Programs, Department of	9.7%	-21	2	13.6%	-8	NGR
Alcoholic Beverage Control, Department of	9.5%	-17	1	8.4%	-19	1
Alternative Energy and Advanced Transportation Financing Authority	NDA	NDA	NDA	0.0%	-1	1
Arts Council, California	33.3%	3	NGR	43.8%	4	NGR
Boating and Waterways, Department of	13.0%	-3	1	9.5%	-5	1
Business, Transportation, and Housing Agency	16.0%	0	NGR	15.1%	-1	NGR
Child Support Services, Department of	10.7%	-31	3	14.3%	-12	NGR

⁶⁹ NDA: No data is available.

⁷⁰ NGR: No annual goal required.

⁷¹ 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 goal for hiring persons with disabilities.

⁷² Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{73, 74}

Department	2009-2010			2010-2011		
	Disability Representation ⁷⁵	Deficiency/Surplus ⁷⁶	Annual Goal ⁷⁵	Disability Representation ⁷⁴	Deficiency/Surplus ⁷⁵	Annual Goal ⁷⁵
Children and Families First Commission	9.1%	-3	1	8.8%	-3	1
Chiropractic Examiners, Board of	5.6%	-2	1	0.0%	-2	1
Coastal Commission, California	9.6%	-11	1	10.3%	-9	1
Community Colleges, California	12.8%	-5	4	11.2%	-8	1
Community Services and Development, Department of	13.2%	-3	3	8.0%	-7	3
Conservation, Department of	13.5%	-12	NGR	22.8%	24	NGR
Conservation Corps, California	14.1%	-7	NGR	13.5%	-9	NGR
Consumer Affairs, Department of	11.5%	-139	104	10.3%	-165	78
Corporations, Department of	14.3%	-6	NGR	14.9%	-4	NGR
Corrections and Rehabilitation, Department of	5.6%	-2,432	171	7.1%	-2444	99
Debt and Investment Advisory Commission, California	13.3%	0	NGR	6.7%	-1	1
Debt Limit Allocation Committee, California	0.0%	-1	1	14.3%	0	NGR

⁷³ NDA: No data is available.

⁷⁴ NGR: No annual goal required.

⁷⁵ 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 goal for hiring persons with disabilities.

⁷⁶ Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{77, 78}

Department	2009-2010			2010-2011		
	Disability Representation ⁷⁹	Deficiency/Surplus ⁸⁰	Annual Goal ⁷⁹	Disability Representation ⁷⁸	Deficiency/Surplus ⁷⁹	Annual Goal ⁷⁹
Developmental Disabilities, State Council on	12.7%	-3	14	19.1%	2	NGR
Developmental Services, Department of	7.2%	-582	37	6.8%	-560	38
Education, Department of	16.1%	-10	NGR	16.2%	-8	NGR
Educational Facilities Authority, California	66.7%	2	NGR	50.0%	1	NGR
Emergency Management Agency, California	NDA	NDA	NDA	12.7%	-17	4
Emergency Medical Services Authority	24.2%	3	NGR	14.5%	-1	NGR
Employment Development Department	12.4%	-398	100	17.8%	113	NGR
Energy Commission, California	13.2%	-18	1	17.5%	5	NGR
Environmental Health Hazard Assessment, Office of	10.7%	-7	3	10.3%	-7	1
Environmental Protection Agency	13.8%	-2	NGR	10.8%	-4	3
Equalization, Board of	12.9%	-144	22	11.7%	-197	7
Exposition and State Fair, California	5.0%	-51	6	7.6%	-34	6

⁷⁷ NDA: No data is available.

⁷⁸ NGR: No annual goal required.

⁷⁹ 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 goal for hiring persons with disabilities.

⁸⁰ Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{81, 82}

Department	2009-2010			2010-2011		
	Disability Representation ⁸³	Deficiency/Surplus ⁸⁴	Annual Goal ⁸³	Disability Representation ⁸²	Deficiency/Surplus ⁸³	Annual Goal ⁸³
Fair Employment and Housing, Department of	22.9%	12	NGR	23.2%	11	NGR
Fair Political Practices Commission	24.6%	5	NGR	24.1%	4	NGR
Finance, Department of	13.6%	-11	NGR	13.1%	-12	2
Financial Institutions, Department of	5.2%	-29	2	4.2%	-32	2
Fish and Game, Department of	9.0%	-177	28	7.6%	-214	5
Food and Agriculture, Department of	7.6%	-180	20	6.9%	-181	4
Forestry and Fire Protection, Department of	14.2%	-28	NGR	28.5%	138	NGR
Franchise Tax Board	13.5%	-196	NGR	12.5%	-257	20
Gambling Control Commission, California	12.9%	-3	1	13.8%	-2	NGR
General Services, Department of	8.5%	-344	8	13.1%	-122	12
Health and Human Services Agency	6.9%	-3	3	7.7%	-2	3
Health Care Services, Department of	17.5%	24	NGR	16.8%	4	NGR

⁸¹ NDA: No data is available.

⁸² NGR: No annual goal required.

⁸³ 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 goal for hiring persons with disabilities.

⁸⁴ Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{85, 86}

Department	2009-2010			2010-2011		
	Disability Representation ⁸⁷	Deficiency/Surplus ⁸⁸	Annual Goal ⁸⁷	Disability Representation ⁸⁶	Deficiency/Surplus ⁸⁷	Annual Goal ⁸⁷
Health Facilities Financing Authority, California	9.1%	-1	3	7.7%	-1	1
High Speed Rail Authority, California	11.1%	0	1	11.1%	-1	1
Highway Patrol, California	7.2%	-1,025	5	17.4%	24	NGR
Horse Racing Board, California	13.5%	-1	NGR	17.6%	0	NGR
Housing and Community Development, Department of	13.1%	-12	2	18.7%	5	NGR
Housing Finance Agency, California	7.9%	-24	3	9.6%	-20	3
Industrial Relations, Department of	9.7%	-181	19	9.4%	-174	19
Inspector General, Office of the	10.7%	-2	4	22.0%	2	NGR
Insurance, Department of	12.6%	-29	1	20.6%	29	NGR
Justice, Department of	8.9%	-264	26	8.9%	-262	26
Labor and Workforce Development Agency, California	0.0%	-1	2	0.0%	-1	1
Law Revision Commission, California	0.0%	-1	1	0.0%	-1	1

⁸⁵ NDA: No data is available.

⁸⁶ NGR: No annual goal required.

⁸⁷ 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 goal for hiring persons with disabilities.

⁸⁸ Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{89, 90}

Department	2009-2010			2010-2011		
	Disability Representation ⁹¹	Deficiency/Surplus ⁹²	Annual Goal ⁹¹	Disability Representation ⁹⁰	Deficiency/Surplus ⁹¹	Annual Goal ⁹¹
Legislative Counsel, Office of	14.2%	-14	NGR	13.8%	-16	NGR
Little Hoover Commission	14.3%	0	NGR	0.0%	-1	1
Managed Health Care, Department of	20.4%	11	NGR	20.4%	10	NGR
Managed Risk Medical Insurance Board	13.0%	-2	1	12.4%	-4	2
Mental Health, Department of	16.9%	1	NGR	29.1%	56	NGR
• Atascadero State Hospital	8.6%	-152	8	13.0%	-17	2
• Coalinga State Hospital	8.4%	-69	5	12.6%	-29	2
• Metropolitan State Hospital	11.4%	-30	4	8.3%	-52	2
• Napa State Hospital	8.5%	-60	9	14.6%	-15	NGR
• Patton State Hospital	21.6%	34	NGR	21.4%	30	NGR
• Salinas Valley Psychiatric Program	6.8%	-4	5	5.3%	-23	2
• Vacaville Psychiatric Program	5.8%	-16	7	28.8%	6	NGR

⁸⁹ NDA: No data is available.

⁹⁰ NGR: No annual goal required.

⁹¹ 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 goal for hiring persons with disabilities.

⁹² Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{93, 94}

Department	2009-2010			2010-2011		
	Disability Representation ⁹⁵	Deficiency/Surplus ⁹⁶	Annual Goal ⁹⁵	Disability Representation ⁹⁴	Deficiency/Surplus ⁹⁵	Annual Goal ⁹⁵
Military Department	9.4%	-18	2	15.0%	-4	NGR
Motor Vehicles, Department of	18.1%	99	NGR	16.4%	-11	NGR
Native American Heritage Commission	0.0%	-1	1	16.7%	0	NGR
Natural Resources Agency, California	13.6%	-1	NGR	16.0%	0	NGR
Parks and Recreation, Department of	6.9%	-326	31	5.9%	-416	10
Peace Officers Standards and Training, Commission on	14.5%	-2	NGR	15.0%	-2	NGR
Personnel Administration, Department of	10.6%	-11	10	9.7%	-13	6
Pesticide Regulation, Department of	16.1%	-2	NGR	16.3%	-1	NGR
Pollution Control Financing Authority, California	13.3%	0	NGR	15.0%	0	NGR
Postsecondary Education Commission, California	5.0%	-2	1	10.5%	-1	1
Prison Industry Authority	6.1%	-54	1	6.6%	-23	5
Public Employees Retirement System, California	13.8%	-62	NGR	18.0%	31	NGR

⁹³ NDA: No data is available.

⁹⁴ NGR: No annual goal required.

⁹⁵ 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 goal for hiring persons with disabilities.

⁹⁶ Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{97, 98}

Department	2009-2010			2010-2011		
	Disability Representation ⁹⁹	Deficiency/Surplus ¹⁰⁰	Annual Goal ⁹⁹	Disability Representation ⁹⁸	Deficiency/Surplus ⁹⁹	Annual Goal ⁹⁹
Public Employment Relations Board	20.0%	1	NGR	15.4%	0	NGR
Public Health, Department of	20.2%	123	NGR	21.2%	159	NGR
Public Utilities Commission, California	6.3%	-101	8	6.3%	-97	2
Real Estate, Department of	15.2%	-3	NGR	11.8%	-11	4
Real Estate Appraisers, Office of	6.7%	-3	2	0.0%	-5	2
Rehabilitation, Department of	24.1%	139	NGR	26.4%	180	NGR
Resources Recycling and Recovery, Department of	12.1%	-30	4	16.5%	-1	NGR
San Francisco Bay Conservation and Development Commission	0.0%	-6	1 every other year	0.0%	-7	1
San Gabriel Lower L.A. Rivers and Mountains Conservancy	20.0%	0	NGR	20.0%	0	NGR
Santa Monica Mountains Conservancy	60.0%	2	NGR	0.0%	-1	3
Scholarshare Investment Board	0.0%	-1	1	0.0%	-1	2
Science Center, California	6.4%	-13	3	6.5%	-13	3

⁹⁷ NDA: No data is available.

⁹⁸ NGR: No annual goal required.

⁹⁹ 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 goal for hiring persons with disabilities.

¹⁰⁰ Deficiency/Surplus and Annual Goal represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{101, 102}

Department	2009-2010			2010-2011		
	Disability Representation ¹⁰³	Deficiency/Surplus ¹⁰⁴	Annual Goal ¹⁰³	Disability Representation ¹⁰²	Deficiency/Surplus ¹⁰³	Annual Goal ¹⁰³
Secretary of State	10.8%	-26	5	12.0%	-21	3
Sierra Nevada Conservancy	0.0%	-4	3	0.0%	-4	3
Social Services, Department of	13.6%	-111	NGR	12.3%	-160	16
State Audits, Bureau of	28.5%	17	NGR	26.6%	14	NGR
State Chief Information Officer, Office of the	12.2%	-33	1	Under new department: <i>Technology Services Agency</i>		
State Coastal Conservancy, California	10.0%	-5	1	12.2%	-3	1
State Compensation Insurance Fund	7.5%	-381	50	7.6%	-628	50
State Controller's Office	18.1%	19	NGR	16.8%	3	NGR
State Lands Commission	12.0%	-8	1	15.5%	-2	NGR
State Library, California	15.8%	-1	NGR	14.9%	-2	NGR
State Lottery, California	8.1%	-46	3	16.4%	-1	NGR
State Personnel Board	23.0%	6	NGR	23.7%	11	NGR

¹⁰¹ NDA: No data is available.

¹⁰² NGR: No annual goal required.

¹⁰³ 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 goal for hiring persons with disabilities.

¹⁰⁴ *Deficiency/Surplus* and *Annual Goal* represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{105, 106}

Department	2009-2010			2010-2011		
	Disability Representation ¹⁰⁷	Deficiency/Surplus ¹⁰⁸	Annual Goal ¹⁰⁷	Disability Representation ¹⁰⁶	Deficiency/Surplus ¹⁰⁷	Annual Goal ¹⁰⁷
State Public Defender, California	15.6%	-1	NGR	12.1%	-3	1
State Teachers' Retirement System, California	12.3%	-33	6	15.4%	-10	NGR
State Treasurer's Office	12.4%	-9	1	13.3%	-7	NGR
State Water Resources Control Board	14.7%	-29	NGR	14.0%	-36	NGR
Statewide Health Planning and Development, Office of	20.0%	14	NGR	26.0%	38	NGR
Student Aid Commission, California	14.7%	-2	NGR	11.6%	-5	2
Systems Integration, Office of	23.8%	13	NGR	21.9%	9	NGR
Tahoe Conservancy, California	22.1%	2	NGR	8.1%	-3	1
Tax Credit Allocation Committee, California	3.8%	-3	1	2.9%	-5	2
Teacher Credentialing, Commission on	15.4%	-12	NGR	20.9%	7	NGR
Technology Agency, California	Under former department: <i>State Chief Information Officer</i>			11.8%	-53	2
Toxics and Substances Control, Department of	15.4%	-12	NGR	16.9%	3	NGR

¹⁰⁵ NDA: No data is available.

¹⁰⁶ NGR: No annual goal required.

¹⁰⁷ 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 goal for hiring persons with disabilities.

¹⁰⁸ *Deficiency/Surplus* and *Annual Goal* represent number of positions.

Table H: State Civil Service Disability Representation by Department (continued)^{109, 110}

Department	2009-2010			2010-2011		
	Disability Representation ¹¹¹	Deficiency/Surplus ¹¹²	Annual Goal ¹¹¹	Disability Representation ¹¹⁰	Deficiency/Surplus ¹¹¹	Annual Goal ¹¹¹
Traffic Safety, Office of	9.1%	-2	1	6.7%	-3	1
Transportation, Department of	15.0%	-355	NGR	14.3%	-486	NGR
Unemployment Insurance Appeals Board, California	12.6%	-27	2	11.6%	-34	2
Veteran Affairs, Department of	8.1%	-146	20	13.4%	-57	NGR
Victims Compensation and Government Claims Board	14.3%	-6	NGR	16.2%	-1	NGR
Water Resources, Department of	11.0%	-171	171	10.2%	-200	20
Workforce Investment Board, California	17.6%	0	NGR	21.4%	1	NGR

¹⁰⁹ NDA: No data is available.

¹¹⁰ NGR: No annual goal required.

¹¹¹ 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 goal for hiring persons with disabilities.

¹¹² Deficiency/Surplus and Annual Goal represent number of positions.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department¹¹³

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Administrative Law, Office of	2	1	6	2	2
Aging, Department of	4	1	5	0	1
Agricultural Labor Relations Board	3	3	3	0	3
Air Resources Board	9	10	7	7	3
Alcohol and Drug Programs, Department of	4	4	10	7	3
Alcoholic Beverage Control, Department of	9	1	9	0	1
Alternative Energy and Advanced Transportation Authority	NDA	NDA	1	0	1
Boating and Waterways, Department of	1	4	1	0	1
Business, Transportation, and Housing Agency	2	2	2	0	1
Child Support Services, Department of	5	4	6	0	2
Children and Families First Commission	1	1	1	4	1
Chiropractic Examiners, Board of	11	3	6	12	2
Coastal Commission, California	6	1	7	0	1

¹¹³ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹¹⁴

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Community Colleges, California	2	1	2	40	6
Community Services and Development, Department of	6	3	6	0	2
Conservation, Department of	2	2	2	2	1
Conservation Corps, California	5	1	5	0	1
Consumer Affairs, Department of	16	4	8	8	28
Corporations, Department of	9	1	9	0	1
Corrections and Rehabilitation, Department of	15	597	15	0	140
Developmental Disabilities, State Council on	1	2	1	1	1
Developmental Services, Department of	1	10	19	6	10
Education, Department of	3	7	14	35	72
Educational Facilities Authority, California	NDA	NDA	1	0	1
Emergency Management Agency, California	NDA	NDA	11	0	11
Emergency Medical Services Authority	2	1	2	1	1

¹¹⁴ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹¹⁵

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Employment Development Department	18	18	16	123	56
Energy Commission, California	9	3	8	3	3
Environmental Health Hazard Assessment, Office of	2	2	3	1	1
Equalization, Board of	12	15	13	28	11
Exposition and State Fair, California	26	1	21	1	1
Fair Employment and Housing, Department of	4	6	4	3	1
Fair Political Practices Commission	2	1	3	0	1
Finance, Department of	3	1	3	3	1
Financial Institutions, Department of	5	1	5	0	1
Fish and Game, Department of	8	5	8	34	7
Food and Agriculture, Department of	6	1	10	0	10
Forestry and Fire Protection, Department of	9	2	6	1	1
Franchise Tax Board	14	30	14	0	37

¹¹⁵ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹¹⁶

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Gambling Control Commission, California	2	2	2	2	1
General Services, Department of	5	1	5	478	7
Health Care Services, Department of	7	1	10	0	5
Health Facilities Financing Authority, California	1	1	1	0	1
High Speed Rail Authority, California	1	1	1	0	1
Highway Patrol, California	7	11	7	5	9
Horse Racing Board, California	4	2	4	0	3
Housing and Community Development, Department of	11	4	11	2	11
Housing Finance Agency, California	5	10	6	2	10
Industrial Relations, Department of	4	16	4	1	4
Inspector General, Office of the	2	1	2	119	1
Insurance, Department of	6	1	8	6	3
Justice, Department of	12	41	18	37	36

¹¹⁶ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹¹⁷

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Legislative Counsel, Office of the	6	6	6	140	6
Little Hoover Commission	1	1	1	0	1
Managed Health Care, Department of	13	1	13	1	1
Managed Risk Medical Insurance Board	1	1	2	0	1
Mental Health, Department of	1	1	1	0	5
• Atascadero State Hospital	1	1	1	0	5
• Coalinga State Hospital	1	1	1	0	5
• Metropolitan State Hospital	1	1	1	0	5
• Napa State Hospital	1	1	1	0	5
• Patton State Hospital	1	1	1	0	5
• Salinas Valley Psychiatric Program	1	1	1	0	5
• Vacaville Psychiatric Program	1	1	1	0	5
Military Department	6	5	2	0	2

¹¹⁷ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹¹⁸

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Motor Vehicles, Department of	12	55	12	6	95
Parks and Recreation, Department of	11	5	11	0	4
Peace Officers Standards and Training, Commission on	3	33	4	2	4
Personnel Administration, Department of	5	4	5	0	1
Pesticide Regulation, Department of	5	2	7	2	2
Pilot Commissioners, Board of	NDA	NDA	1	1	1
Pollution Control Financing Authority, California	1	1	1	0	1
Postsecondary Education Commission, California	1	1	2	0	1
Prison Industry Authority	113	10	113	0	1
Public Employees Retirement System, California	5	15	15	0	5
Public Employment Relations Board	1	1	2	2	2
Public Health, Department of	4	4	4	0	4
Public Utilities Commission, California	14	11	14	0	1

¹¹⁸ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹¹⁹

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Real Estate, Department of	6	3	6	2	4
Real Estate Appraisers, Office of	1	1	1	0	1
Rehabilitation, Department of	9	2	9	13	2
Resources Recycling and Recovery, Department of	4	4	5	2	5
Scholarshare Investment Board	1	1	1	0	1
Science Center, California	3	3	3	2	1
Secretary of State	3	2	6	0	3
Sierra Nevada Conservancy	1	3	1	3	1
Social Services, Department of	9	150	17	0	2
State Audits, Bureau of	8	1	8	2	1
State Chief Information Officer, Office of the	9	8	Under new department: <i>Technology Agency, California</i>		
State Coastal Conservancy, California	6	4	6	20	5
State Compensation Insurance Fund	4	42	9	361	13

¹¹⁹ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹²⁰

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
State Controller's Office	6	9	11	93	16
State Lands Commission	1	2	9	0	2
State Library, California	1	2	3	1	1
State Lottery, California	11	2	11	400	4
State Personnel Board	5	5	11	5	1
State Public Defender	2	3	2	3	3
State Teachers' Retirement System, California	7	13	7	108	12
State Treasurer's Office	1	1	3	0	3
State Water Resources Control Board	9	3	11	0	1
Statewide Health Planning and Development, Office of	4	1	6	0	1
Student Aid Commission, California	2	1	2	0	1
Systems Integration, Office of	2	1	2	0	2
Tahoe Conservancy, California	2	2	2	3	1

¹²⁰ NDA: No data is available.

Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)¹²¹

Department	2009-2010		2010-2011		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
Tax Credit Allocation Commission, California	NDA	NDA	1	0	1
Teacher Credentialing, Commission on	6	4	3	0	2
Technology Agency, California	Under former department: <i>State Chief Information Officer</i>		9	2	2
Toxics and Substances Control, Department of	2	4	2	13	4
Traffic Safety, Office of	1	1	1	2	1
Transportation, Department of	8	29	8	124	85
Unemployment Insurance Appeals, California	3	2	3	4	4
Veterans Affairs, Department of	10	20	6	0	6
Victims Compensation and Government Claims Board	4	13	3	1	6
Water Resources, Department of	20	42	59	47	16

¹²¹ NDA: No data is available.

**SCHEMATIC ARRANGEMENT OF CLASSES
(OCCUPATIONAL GROUPS)**

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

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
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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

- 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
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- 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
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- 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

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

ENGINEERING AND ALLIED SERVICES	GA00-IZ99
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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
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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

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

- 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

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

- 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
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- 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