

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



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**2011**

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**Report to the  
Governor and the  
Legislature**

**Prepared for the  
State Personnel  
Board**

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

**2011**



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**October 2012**

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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, SPB has prepared this report for the Governor and the Legislature. The data provided in this report captures the statewide ethnic, gender, disability representation, and upward mobility for State employees for the period between January 1, 2011 and December 31, 2011. Data used in this report is from the California State Controller's Office, Employment Development Department (EDD), California State departments and the United States Census, American Community Survey.

This report may be viewed and/or printed from [SPB's web site](#).

## II. State Civil Service Workforce Composition

### A. Workforce Population

As reported by EDD,<sup>1</sup> 16.2<sup>2</sup> million Californians were employed and 2 million were unemployed as of December 2011. Combined, the total working age, civilian, non-institutional labor pool population was 18.2 million. In comparison, the State civil service workforce population for December 2011 was comprised of 208,129 employees; accounting for 1.3% of California's employed ([Table A, page 14](#)).

In the State civil service, the workforce population for December 2011 decreased by 8,132 (3.8%) employees when compared to data reported in the *Annual Census of Employees in the State Civil Service FY 2010-2011*. ([Table A, page 14](#))

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<sup>1</sup> *California Labor Market Review*, December 2011, page 6.

<sup>2</sup> Data from *California Labor Market Review* may be rounded.

**B. Gender**

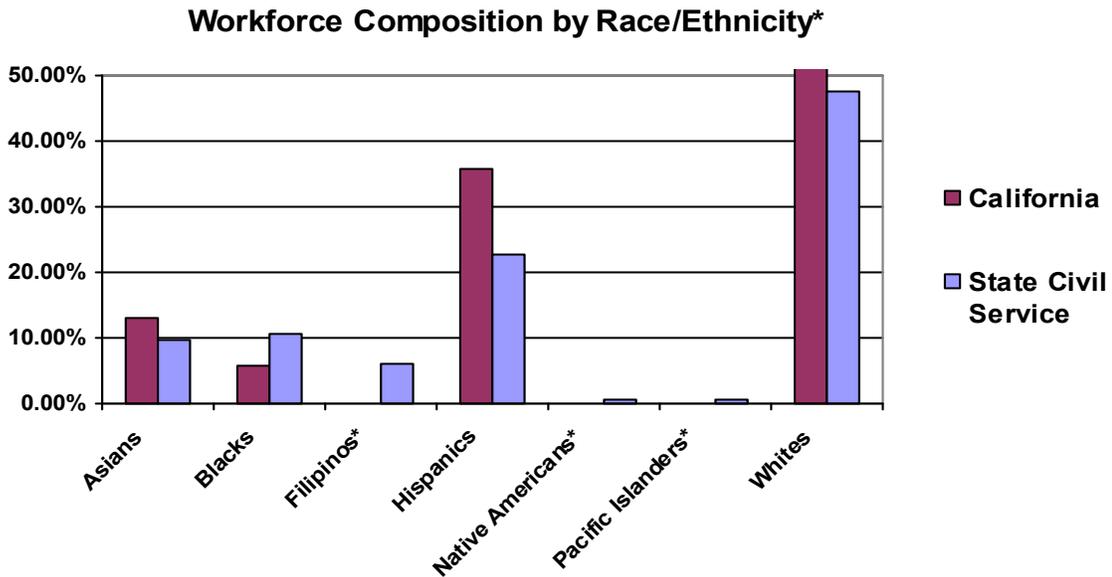
As reported by the American Community Survey (ACS),<sup>3</sup> there were 7.6% more men than women in California’s workforce.

In the State civil service, men overall outnumbered women by 6.2%.  
(Table B, page 29)

**C. Race/Ethnicity**

In California’s workforce,<sup>4</sup> Whites represented the largest among racial/ethnic groups statewide, with a representation of 77.4%. In descending order, the other racial/ethnic groups were: Hispanics<sup>5</sup> (35.9%), Asians (13.0%), Blacks (5.8%), and all others (3.5%).

In the State civil service, Whites represented the largest among racial/ethnic groups with a representation of 47.5%, while Native Americans (0.5%) and Pacific Islanders (0.6%) had the lowest representation among racial/ethnic groups.  
(Table B, page 29)



\*Comparison data was not available in the California Labor Market and Economic Analysis 2009 report for Filipinos, Native Americans, and Pacific Islanders, as this report does not identify data for these ethnic categories. (See California Labor Market and Economic Analysis 2012, page 19; (Table B, page 29))

<sup>3</sup> American Community Survey 2010 1-Year Estimates.

<sup>4</sup> California Labor Market and Economic Analysis 2012, page 19.

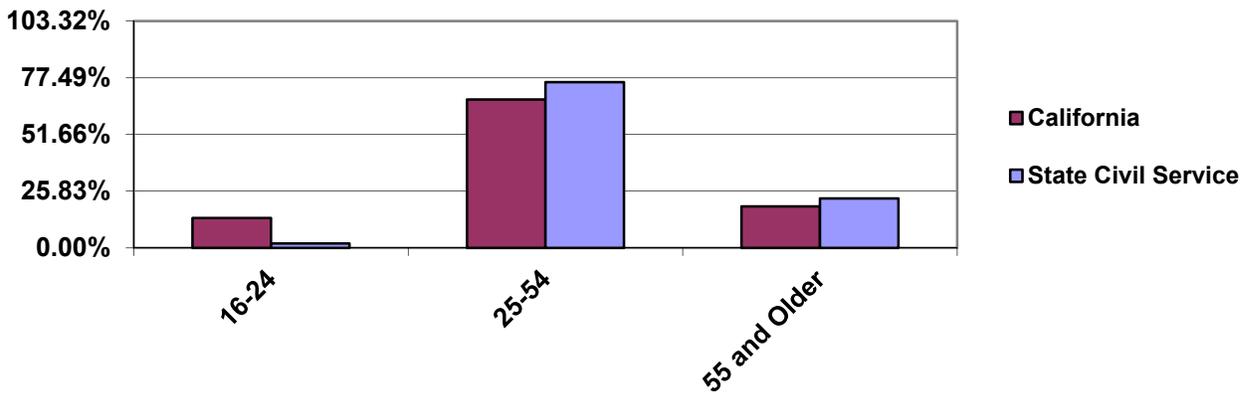
<sup>5</sup> Persons whose ethnicity is identified as Hispanic or Latino may be of any race; therefore, percentages exceed 100.

**D. Age**

In the California labor force,<sup>6</sup> age groups were as follows: 16-24 (13.6%), 25-54 (67.6%), and 55 and older (18.9%).

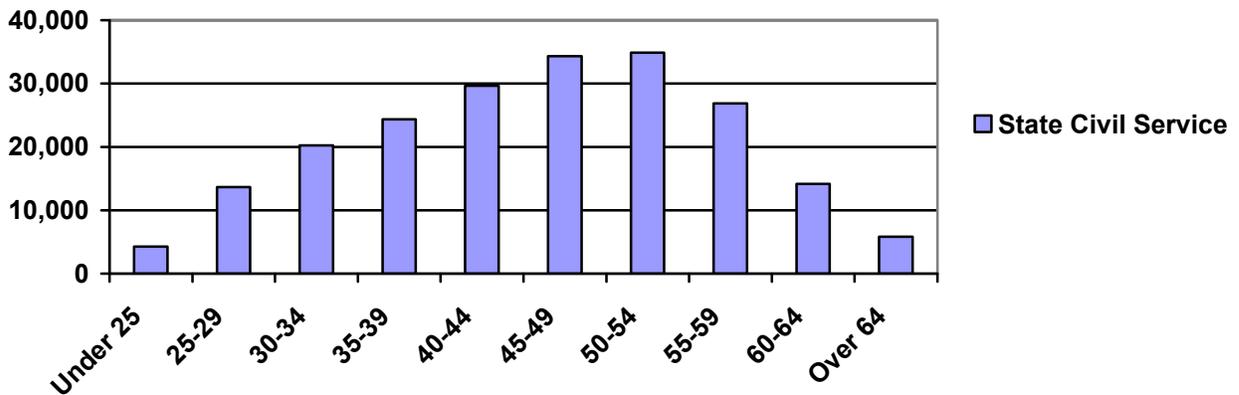
In the State civil service, the 25-54 age group represented the majority (75.5%) while the 16-24 age group had the lowest representation (2.0%). (Table C, page 30)

**Workforce Composition by Age**



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

**State Civil Service Workforce Composition by Age**



<sup>6</sup> California Labor Market and Economic Analysis 2012, page 19.

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

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 30)

In the State civil service, the representation of persons with disabilities was highest in the 60-64 (18.5%) and lowest in the under 25 (4.5%) age groups. (Table C, page 30)

### E. Occupational Group<sup>7</sup>

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

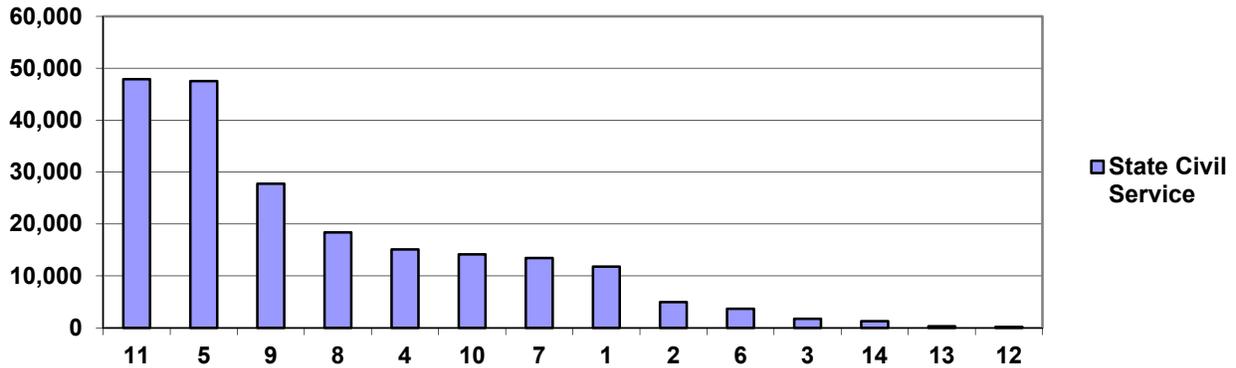
1. Agriculture and Conservation
2. Custodian and Domestic Services
3. Education and Library
4. Engineering and Allied Services
5. Fiscal, Management, and Staff Services
6. Legal
7. Mechanical and Construction Trades
8. Medicine and Allied Services
9. Office and Allied Services
10. Protective Services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

Broadband and CEA Classifications:

13. Broadband Classifications
14. CEA Classifications

<sup>7</sup> Comparison data was not available in the *California Labor Market and Economic Analysis 2012*.

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



\*Major occupational groups and Broadband and CEA classifications are in order from largest to smallest percentage. (Table D, page 32)

In State civil service, among the 14 occupational groups,<sup>8</sup> men represented 50% or more in 11 occupational groups. Women represented 50% or more in 3 occupational groups. (Table D, page 32)

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 32)

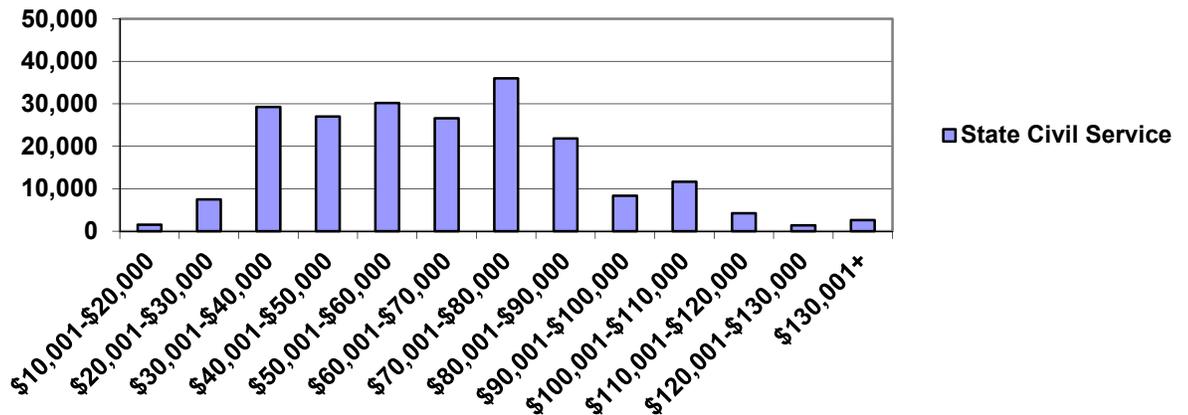
In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (15.2%) and lowest in the Social Security and Rehabilitation (5.9%) occupational groups. (Table D, page 32)

**F. Salary<sup>8</sup>**

In the State civil service, employee salaries were as follows:  
 (Table E, page 34)

<sup>8</sup> Comparison data was not available in the *California Labor Market and Economic Analysis 2012*.

### State Civil Service Workforce Composition by Salary



In the State civil service, the average salary was \$64,501 and the median<sup>9</sup> salary was \$45,000.

In the State civil service,<sup>10</sup> Men represented 50% or more in 7 salary ranges. Women represented 50% or more in 6 salary ranges. ([Table E, page 34](#))

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 34](#))

In the State civil service, the representation of persons with disabilities was highest in the \$30,001-\$40,000 (13.9%) and lowest in the \$20,001-\$30,000 (7.0%) salary ranges. ([Table E, page 34](#))

#### 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 35](#))

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 35](#))

<sup>9</sup> 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.

<sup>10</sup> Comparison data was not available in the *California Labor Market and Economic Analysis 2012*.

## H. County Profile

There are 58 counties in the State of California.<sup>11</sup> The following 3 counties had the highest employment numbers as of December 2011: Los Angeles (4,301,600), Orange (1,473,300), and San Diego (1,445,100).

In the State civil service, the following 3 counties had the highest employment: Sacramento (64,863), Los Angeles (20,879), and San Bernardino (10,089).  
([Table G, page 48](#))

In the State civil service, Men represented 50% or more in 50 counties and Women represented 50% or more in 8 counties.<sup>12</sup> ([Table G, page 48](#))

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 36 counties and Hispanics represented 50% or more in 1 county. Whites represented less than 50% in 22 counties.<sup>12</sup> The following groups had the lowest racial/ethnic representation: Asian (4 counties), Black (4 counties), Filipino (8 counties), Native American (26 counties), and Pacific Islander (35 counties).<sup>13</sup>  
([Table G, page 48](#))

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<sup>11</sup> *California Labor Market Review*, December 2011, page 13.

<sup>12</sup> Excludes *Out-of-State*.

<sup>13</sup> Some counties have the lowest representation in more than one group; therefore, the number of counties add up to more than 58.

In the State civil service, the following counties had less than 1% representation of Native Americans and Pacific Islanders<sup>14</sup> (Table G, page 48):

<b>Counties with Less Than 1% Representation of Native Americans and Pacific Islanders</b>		
<b>Native Americans and Pacific Islanders</b>	<b>Native Americans</b>	<b>Pacific Islanders</b>
Alameda, Amador, Butte, Calaveras, Contra Costa, 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, Tulare, Tuolumne, Ventura , Yuba	Marin, Modoc, San Mateo, Solano, Yolo	Alpine, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Inyo, Lassen, Mariposa, Mendocino, Merced, Mono, Nevada, Plumas, Shasta, Siskiyou, Sutter, Tehama, Trinity

In the State civil service, there was less than 1% representation of the identified racial/ethnic groups in the following 16 counties<sup>14</sup> (Table G, page 48):

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

In the State civil service, the representation of persons with disabilities was highest in Yolo County (17.6%) and lowest in Colusa County (3.3%). (Table G, page 48)

<sup>14</sup> Excludes *Out-of-State*.

### III. State Civil Service Representation of Persons with Disabilities

As of December 31, 2011, the State of California employed approximately 21,437 persons with disabilities, representing 10.3% of the State civil service workforce (Table A, page 14). This represents a 0.1% increase in persons with disabilities compared to the percentage reported in the *Annual Census of Employees in the State Civil Service FY 2010-2011*.

In State civil service, the representation of persons with disabilities was highest in the 60-64 (18.5%) and lowest in the Under 25 (4.5%) age groups. (Table C, page 30)

In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (15.2%) and lowest in the Social Security and Rehabilitation (5.9%) occupational groups. (Table D, page 32)

In the State civil service, the representation of persons with disabilities was highest in the \$30,001-\$40,000 (13.9%) and lowest in the \$20,001-\$30,000 (7.0%) salary ranges. (Table E, page 34)

In the State civil service, the representation of persons with disabilities was highest in Yolo (17.6%) and lowest in Colusa (3.3 %) counties. (Table G, page 48)

Below is a breakdown of information regarding persons with disabilities as reported by 124 Departments (Table H, page 57):

#### Current Activities:

- 38 Departments met or exceeded California disability parity<sup>15</sup> of 16.6%;
- 26 Departments' disability representation fell between 13.3% and 16.5%; and
- 60 Departments' disability representation fell below 13.3%.

#### Future Plans:

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

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<sup>15</sup> 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.

#### IV. State Civil Service Upward Mobility

Following is information on Upward Mobility as reported by 108 Departments (Table I, page 69):

Current Activities:

- 108 Departments identified the number of upward mobility classifications, and of these, 62 departments had 1 or more employees participating in their Upward Mobility Program.

Future Plans:

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

#### V. Data Reference

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

- Table A: State Civil Service Workforce Representation Five-Year History for All Departments;
- Table B: State Civil Service Workforce Composition by Department with 30 or More Employees;
- Table C: State Civil Service Workforce Composition by Age;
- Table D: State Civil Service 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 Composition by County

Whereas, the data on Tables H & I were derived from departments' workforce analysis submittals:

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

The California labor market information was provided by the following EDD reports:

- *California Labor Market and Economic Analysis 2012*
- *California Labor Market Review, December 2011*

Data was also referenced from the United States Census, *American Community Survey 2010 1-Year Estimates*.

**VI. Table A: State Civil Service Workforce Representation Five-Year History for All Departments<sup>16</sup>**

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%
12/31/11 <sup>17</sup>	208,129	20,189	22,062	12,488	47,245	1,041	1,249	98,861	5,203	110,308	97,821	21,437
		9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.0%	47.0%	10.3%

<sup>16</sup> 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.

<sup>17</sup> Statistical data reflected in this report changed from fiscal year to calendar year.

**VI. Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>18</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Aging, Department of	109	11	7	5	13	0	0	67	6	26	83	18
		10.1%	6.4%	4.6%	11.9%	0.0%	0.0%	61.5%	5.5%	23.9%	76.1%	16.5%
Agricultural Associations	543	11	20	10	143	3	0	319	37	307	236	25
		2.0%	3.7%	1.8%	26.3%	0.6%	0.0%	58.7%	6.8%	56.5%	43.5%	4.6%
Air Resources Board	1,232	286	56	34	166	4	7	647	32	744	488	156
		23.2%	4.5%	2.8%	13.5%	0.3%	0.6%	52.5%	2.6%	60.4%	39.6%	12.7%
Alcohol and Drug Programs, Department of	247	27	44	9	43	1	2	117	4	88	159	30
		10.9%	17.8%	3.6%	17.4%	0.4%	0.8%	47.4%	1.6%	35.6%	64.4%	12.1%
Alcoholic Beverage Control, Department of	390	38	30	25	110	1	0	179	7	144	246	25
		9.7%	7.7%	6.4%	28.2%	0.3%	0.0%	45.9%	1.8%	36.9%	63.1%	6.4%
Boating and Waterways, Department of	72	6	3	3	9	0	1	49	1	39	33	7
		8.3%	4.2%	4.2%	12.5%	0.0%	1.4%	68.1%	1.4%	54.2%	45.8%	9.7%
Business, Transportation, and Housing Agency	53	5	6	3	6	1	0	30	2	18	35	8
		9.4%	11.3%	5.7%	11.3%	1.9%	0.0%	56.6%	3.8%	34.0%	66.0%	15.1%

<sup>18</sup> 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 Employees<sup>19</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Child Support Services, Department of	478	47	41	17	84	3	3	265	18	154	324	64
		9.8%	8.6%	3.6%	17.6%	0.6%	0.6%	55.4%	3.8%	32.2%	67.8%	13.4%
Children and Families First Commission	30	2	4	0	6	0	0	18	0	4	26	5
		6.7%	13.3%	0.0%	20.0%	0.0%	0.0%	60.0%	0.0%	13.3%	86.7%	16.7%
Coastal Commission, California	138	7	9	11	8	0	1	100	2	51	87	12
		5.1%	6.5%	8.0%	5.8%	0.0%	0.7%	72.5%	1.4%	37.0%	63.0%	8.7%
Community Colleges, California	134	22	12	2	22	0	3	70	3	46	88	15
		16.4%	9.0%	1.5%	16.4%	0.0%	2.2%	52.2%	2.2%	34.3%	65.7%	11.2%
Community Services and Development, Department of	86	9	20	5	14	1	1	35	1	26	60	8
		10.5%	23.3%	5.8%	16.3%	1.2%	1.2%	40.7%	1.2%	30.2%	69.8%	9.3%
Conservation, Department of	388	42	16	12	35	0	2	270	11	224	164	84
		10.8%	4.1%	3.1%	9.0%	0.0%	0.5%	69.6%	2.8%	57.7%	42.3%	21.6%
Conservation Corps, California	275	10	17	3	67	7	4	156	11	154	121	36
		3.6%	6.2%	1.1%	24.4%	2.5%	1.5%	56.7%	4.0%	56.0%	44.0%	13.1%

<sup>19</sup> 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 Employees<sup>20</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Consumer Affairs, Department of	3,228	210	383	124	582	15	10	1,820	84	1,282	1,946	383
		6.5%	11.9%	3.8%	18.0%	0.5%	0.3%	56.4%	2.6%	39.7%	60.3%	11.9%
Corporations, Department of	273	58	37	29	36	1	1	105	6	103	170	39
		21.2%	13.6%	10.6%	13.2%	0.4%	0.4%	38.5%	2.2%	37.7%	62.3%	14.3%
Corrections and Rehabilitation, Department of	57,465	2,131	7,054	2,522	17,971	263	328	25,798	1,398	35,929	21,536	2,306
		3.7%	12.3%	4.4%	31.3%	0.5%	0.6%	44.9%	2.4%	62.5%	37.5%	4.0%
Delta Stewardship Council	35	2	3	0	6	0	0	24	0	12	23	2
		5.7%	8.6%	0.0%	17.1%	0.0%	0.0%	68.6%	0.0%	34.3%	65.7%	5.7%
Developmental Services, Department of	5,395	470	503	895	1,289	15	15	2,100	108	2,103	3,292	368
		8.7%	9.3%	16.6%	23.9%	0.3%	0.3%	38.9%	2.0%	39.0%	61.0%	6.8%
Education, Department of	1,939	227	183	79	327	8	16	1,047	52	682	1,257	317
		11.7%	9.4%	4.1%	16.9%	0.4%	0.8%	54.0%	2.7%	35.2%	64.8%	16.3%
Emergency Management Agency, California	482	26	38	9	59	1	4	332	13	214	268	47
		5.4%	7.9%	1.9%	12.2%	0.2%	0.8%	68.9%	2.7%	44.4%	55.6%	9.8%

<sup>20</sup> 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 Employees<sup>21</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Emergency Medical Services Authority	58	3	7	2	9	0	0	37	0	26	32	8
		5.2%	12.1%	3.4%	15.5%	0.0%	0.0%	63.8%	0.0%	44.8%	55.2%	13.8%
Employment Development Department	8,708	1,297	1,402	513	2,439	31	74	2,763	189	3,004	5,704	1,498
		14.9%	16.1%	5.9%	28.0%	0.4%	0.8%	31.7%	2.2%	34.5%	65.5%	17.2%
Energy Commission, California	509	56	30	15	54	0	1	337	16	269	240	85
		11.0%	5.9%	2.9%	10.6%	0.0%	0.2%	66.2%	3.1%	52.8%	47.2%	16.7%
Environmental Health Hazard Assessment, Office of	112	30	5	4	11	0	0	60	2	45	67	11
		26.8%	4.5%	3.6%	9.8%	0.0%	0.0%	53.6%	1.8%	40.2%	59.8%	9.8%
Environmental Protection Agency	63	1	8	4	10	0	0	39	1	28	35	7
		1.6%	12.7%	6.3%	15.9%	0.0%	0.0%	61.9%	1.6%	44.4%	55.6%	11.1%
Equalization, Board of	4,244	808	416	232	894	18	33	1,739	104	1,658	2,586	675
		19.0%	9.8%	5.5%	21.1%	0.4%	0.8%	41.0%	2.5%	39.1%	60.9%	15.9%
Exposition and State Fair, California	545	18	70	6	86	4	5	336	20	356	189	36
		3.3%	12.8%	1.1%	15.8%	0.7%	0.9%	61.7%	3.7%	65.3%	34.7%	6.6%

<sup>21</sup> 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 Employees<sup>22</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Fair Employment and Housing, Department of	153	13	39	11	39	0	2	48	1	35	118	35
		8.5%	25.5%	7.2%	25.5%	0.0%	1.3%	31.4%	0.7%	22.9%	77.1%	22.9%
Fair Political Practices Commission	60	5	4	1	7	0	1	41	1	14	46	13
		8.3%	6.7%	1.7%	11.7%	0.0%	1.7%	68.3%	1.7%	23.3%	76.7%	21.7%
Finance, Department of	363	58	22	16	45	1	1	211	9	172	191	46
		16.0%	6.1%	4.4%	12.4%	0.3%	0.3%	58.1%	2.5%	47.4%	52.6%	12.7%
Financial Information System for California	56	9	7	3	6	0	1	28	2	23	33	7
		16.1%	12.5%	5.4%	10.7%	0.0%	1.8%	50.0%	3.6%	41.1%	58.9%	12.5%
Financial Institutions, Department of	247	68	22	29	23	0	1	99	5	123	124	11
		27.5%	8.9%	11.7%	9.3%	0.0%	0.4%	40.1%	2.0%	49.8%	50.2%	4.5%
Fish and Game, Department of	2,786	187	47	38	273	15	18	2,129	79	1,636	1,150	192
		6.7%	1.7%	1.4%	9.8%	0.5%	0.6%	76.4%	2.8%	58.7%	41.3%	6.9%
Food and Agriculture, Department of	1,755	194	60	57	459	15	17	917	36	993	762	128
		11.1%	3.4%	3.2%	26.2%	0.9%	1.0%	52.3%	2.1%	56.6%	43.4%	7.3%

<sup>22</sup> 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 Employees<sup>23</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Forestry and Fire Protection, Department of	4,789	102	92	54	729	35	18	3,608	151	3,956	833	655
		2.1%	1.9%	1.1%	15.2%	0.7%	0.4%	75.3%	3.2%	82.6%	17.4%	13.7%
Franchise Tax Board	6,164	1,053	857	312	1,177	28	63	2,542	132	2,266	3,898	888
		17.1%	13.9%	5.1%	19.1%	0.5%	1.0%	41.2%	2.1%	36.8%	63.2%	14.4%
Gambling Control Commission, California	66	8	3	4	16	0	0	34	1	24	42	10
		12.1%	4.5%	6.1%	24.2%	0.0%	0.0%	51.5%	1.5%	36.4%	63.6%	15.2%
General Services, Department of	3,313	377	543	161	745	13	23	1,366	85	2,064	1,249	555
		11.4%	16.4%	4.9%	22.5%	0.4%	0.7%	41.2%	2.6%	62.3%	37.7%	16.8%
Health Care Services, Department of	2,706	505	288	252	438	9	24	1,110	80	917	1,789	441
		18.7%	10.6%	9.3%	16.2%	0.3%	0.9%	41.0%	3.0%	33.9%	66.1%	16.3%
Highway Patrol, California	10,364	377	514	217	2,280	69	53	6,763	91	8,021	2,343	931
		3.6%	5.0%	2.1%	22.0%	0.7%	0.5%	65.3%	0.9%	77.4%	22.6%	9.0%
Horse Racing Board, California	44	2	4	0	16	0	0	22	0	18	26	6
		4.5%	9.1%	0.0%	36.4%	0.0%	0.0%	50.0%	0.0%	40.9%	59.1%	13.6%

<sup>23</sup> 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 Employees<sup>24</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Housing and Community Development Department	480	37	54	18	73	4	4	282	8	205	275	87
		7.7%	11.3%	3.8%	15.2%	0.8%	0.8%	58.8%	1.7%	42.7%	57.3%	18.1%
Housing Finance Agency, California	268	38	32	10	34	0	2	148	4	86	182	24
		14.2%	11.9%	3.7%	12.7%	0.0%	0.7%	55.2%	1.5%	32.1%	67.9%	9.0%
Industrial Relations, Department of	2,315	296	222	311	504	4	7	919	52	868	1,447	211
		12.8%	9.6%	13.4%	21.8%	0.2%	0.3%	39.7%	2.2%	37.5%	62.5%	9.1%
Inspector General, Office of the	79	5	4	3	15	0	1	49	2	40	39	12
		6.3%	5.1%	3.8%	19.0%	0.0%	1.3%	62.0%	2.5%	50.6%	49.4%	15.2%
Insurance, Department of	1,146	231	125	125	188	2	3	446	26	521	625	196
		20.2%	10.9%	10.9%	16.4%	0.2%	0.3%	38.9%	2.3%	45.5%	54.5%	17.1%
Justice, Department of	4,209	466	380	233	760	15	25	2,230	100	1,652	2,557	339
		11.1%	9.0%	5.5%	18.1%	0.4%	0.6%	53.0%	2.4%	39.2%	60.8%	8.1%
Legislative Counsel	548	108	71	17	96	0	3	246	7	297	251	71
		19.7%	13.0%	3.1%	17.5%	0.0%	0.5%	44.9%	1.3%	54.2%	45.8%	13.0%

<sup>24</sup> 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 Employees<sup>25</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Managed Health Care, Department of	287	53	23	9	38	0	3	155	6	93	194	58
		18.5%	8.0%	3.1%	13.2%	0.0%	1.0%	54.0%	2.1%	32.4%	67.6%	20.2%
Managed Risk Medical Insurance Program	87	16	11	2	19	1	0	36	2	23	64	13
		18.4%	12.6%	2.3%	21.8%	1.1%	0.0%	41.4%	2.3%	26.4%	73.6%	14.9%
Mental Health, Department of	10,680	870	1,498	1,910	2,002	36	33	4,162	169	4,500	6,180	1,117
		8.1%	14.0%	17.9%	18.7%	0.3%	0.3%	39.0%	1.6%	42.1%	57.9%	10.5%
Military Department	235	3	21	7	40	0	2	143	19	163	72	33
		1.3%	8.9%	3.0%	17.0%	0.0%	0.9%	60.9%	8.1%	69.4%	30.6%	14.0%
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	8,555	870	1,645	464	2,790	43	84	2,455	204	2,478	6,077	1,377
		10.2%	19.2%	5.4%	32.6%	0.5%	1.0%	28.7%	2.4%	29.0%	71.0%	16.1%
Office of Systems Integration	152	23	14	2	26	0	1	84	2	58	94	34
		15.1%	9.2%	1.3%	17.1%	0.0%	0.7%	55.3%	1.3%	38.2%	61.8%	22.4%

<sup>25</sup> 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 Employees<sup>26</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Parks and Recreation, Department of	4,470	110	101	50	637	49	21	3,427	75	2,598	1,872	235
		2.5%	2.3%	1.1%	14.3%	1.1%	0.5%	76.7%	1.7%	58.1%	41.9%	5.3%
Peace Officer Standards and Training, Commission on	111	10	10	4	11	0	0	75	1	44	67	14
		9.0%	9.0%	3.6%	9.9%	0.0%	0.0%	67.6%	0.9%	39.6%	60.4%	12.6%
Personnel Administration, Department of	167	20	14	4	30	2	2	89	6	49	118	14
		12.0%	8.4%	2.4%	18.0%	1.2%	1.2%	53.3%	3.6%	29.3%	70.7%	8.4%
Pesticide Regulation, Department of	366	52	18	11	47	1	1	226	10	174	192	59
		14.2%	4.9%	3.0%	12.8%	0.3%	0.3%	61.7%	2.7%	47.5%	52.5%	16.1%
Prison Industry Authority, California	522	25	28	9	112	3	2	324	19	320	202	31
		4.8%	5.4%	1.7%	21.5%	0.6%	0.4%	62.1%	3.6%	61.3%	38.7%	5.9%
Public Employees Retirement System, California	2,329	404	244	105	339	8	22	1,144	63	878	1,451	390
		17.3%	10.5%	4.5%	14.6%	0.3%	0.9%	49.1%	2.7%	37.7%	62.3%	16.7%
Public Health, Department of	3,189	467	383	222	449	5	16	1,553	94	1,058	2,131	673
		14.6%	12.0%	7.0%	14.1%	0.2%	0.5%	48.7%	2.9%	33.2%	66.8%	21.1%

<sup>26</sup> 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 Employees<sup>27</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Public Utilities Commission, California	946	204	102	85	104	1	3	421	26	471	475	59
		21.6%	10.8%	9.0%	11.0%	0.1%	0.3%	44.5%	2.7%	49.8%	50.2%	6.2%
Real Estate Appraisers, Office of	30	1	2	0	9	0	0	18	0	17	13	0
		3.3%	6.7%	0.0%	30.0%	0.0%	0.0%	60.0%	0.0%	56.7%	43.3%	0.0%
Real Estate, Department of	359	53	47	26	62	2	3	160	6	129	230	40
		14.8%	13.1%	7.2%	17.3%	0.6%	0.8%	44.6%	1.7%	35.9%	64.1%	11.1%
Rehabilitation, Department of	1,750	173	219	80	416	4	4	805	49	468	1,282	441
		9.9%	12.5%	4.6%	23.8%	0.2%	0.2%	46.0%	2.8%	26.7%	73.3%	25.2%
Resources Recycling and Recovery, Department of	563	72	44	16	82	3	2	331	13	253	310	87
		12.8%	7.8%	2.8%	14.6%	0.5%	0.4%	58.8%	2.3%	44.9%	55.1%	15.5%
San Francisco Bay Conservation and Development Commission	37	7	1	1	4	0	0	23	1	13	24	0
		18.9%	2.7%	2.7%	10.8%	0.0%	0.0%	62.2%	2.7%	35.1%	64.9%	0.0%
Science Center, California	143	10	44	5	57	1	0	23	3	106	37	6
		7.0%	30.8%	3.5%	39.9%	0.7%	0.0%	16.1%	2.1%	74.1%	25.9%	4.2%

<sup>27</sup> 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 Employees<sup>28</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Secretary of State	462	62	53	23	69	2	5	236	12	135	327	50
		13.4%	11.5%	5.0%	14.9%	0.4%	1.1%	51.1%	2.6%	29.2%	70.8%	10.8%
Social Service, Department of	3,549	404	542	255	702	8	12	1,352	274	908	2,641	422
		11.4%	15.3%	7.2%	19.8%	0.2%	0.3%	38.1%	7.7%	25.6%	74.4%	11.9%
State Audits, Bureau of	129	14	8	0	9	0	2	96	0	58	71	27
		10.9%	6.2%	0.0%	7.0%	0.0%	1.6%	74.4%	0.0%	45.0%	55.0%	20.9%
State Coastal Conservancy, California	75	7	2	7	6	0	0	52	1	26	49	28
		9.3%	2.7%	9.3%	8.0%	0.0%	0.0%	69.3%	1.3%	34.7%	65.3%	37.3%
State Compensation Insurance Fund	5,607	734	473	837	1,061	23	26	2,352	101	1,868	3,739	527
		13.1%	8.4%	14.9%	18.9%	0.4%	0.5%	41.9%	1.8%	33.3%	66.7%	9.4%
State Controller's Office	1,305	269	142	73	221	4	11	564	21	537	768	196
		20.6%	10.9%	5.6%	16.9%	0.3%	0.8%	43.2%	1.6%	41.1%	58.9%	15.0%
State Council on Developmental Disabilities	70	2	4	4	9	0	0	47	4	18	52	13
		2.9%	5.7%	5.7%	12.9%	0.0%	0.0%	67.1%	5.7%	25.7%	74.3%	18.6%

<sup>28</sup> 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 Employees<sup>29</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Lands Commission	195	16	9	9	25	0	2	133	1	117	78	30
		8.2%	4.6%	4.6%	12.8%	0.0%	1.0%	68.2%	0.5%	60.0%	40.0%	15.4%
State Library, California	131	10	14	3	11	1	0	85	7	46	85	20
		7.6%	10.7%	2.3%	8.4%	0.8%	0.0%	64.9%	5.3%	35.1%	64.9%	15.3%
State Lottery, California	566	76	53	31	134	1	2	252	17	298	268	86
		13.4%	9.4%	5.5%	23.7%	0.2%	0.4%	44.5%	3.0%	52.7%	47.3%	15.2%
State Personnel Board	149	16	13	6	27	3	1	79	4	48	101	34
		10.7%	8.7%	4.0%	18.1%	2.0%	0.7%	53.0%	2.7%	32.2%	67.8%	22.8%
State Public Defender, Office of the	62	2	5	1	9	0	0	44	1	22	40	7
		3.2%	8.1%	1.6%	14.5%	0.0%	0.0%	71.0%	1.6%	35.5%	64.5%	11.3%
State Teachers Retirement System, California	850	130	77	34	126	2	10	447	24	317	533	116
		15.3%	9.1%	4.0%	14.8%	0.2%	1.2%	52.6%	2.8%	37.3%	62.7%	13.6%
State Treasurer's Office	214	49	18	14	23	0	1	102	7	88	126	33
		22.9%	8.4%	6.5%	10.7%	0.0%	0.5%	47.7%	3.3%	41.1%	58.9%	15.4%

<sup>29</sup> 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 Employees<sup>30</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Water Resources Control Board	1,365	177	69	44	128	2	3	898	44	711	654	191
		13.0%	5.1%	3.2%	9.4%	0.1%	0.2%	65.8%	3.2%	52.1%	47.9%	14.0%
Statewide Health Planning and Development, Office of	401	82	27	11	49	2	2	223	5	207	194	104
		20.4%	6.7%	2.7%	12.2%	0.5%	0.5%	55.6%	1.2%	51.6%	48.4%	25.9%
Student Aid Commission, California	96	15	12	3	19	0	1	43	3	33	63	13
		15.6%	12.5%	3.1%	19.8%	0.0%	1.0%	44.8%	3.1%	34.4%	65.6%	13.5%
Tahoe Conservancy	35	0	0	1	1	1	0	30	2	21	14	6
		0.0%	0.0%	2.9%	2.9%	2.9%	0.0%	85.7%	5.7%	60.0%	40.0%	17.1%
Teacher Credentialing, Commission on	148	19	14	3	29	0	2	78	3	44	104	31
		12.8%	9.5%	2.0%	19.6%	0.0%	1.4%	52.7%	2.0%	29.7%	70.3%	20.9%
Technology Agency, California	1,099	211	96	30	148	4	10	567	33	654	445	123
		19.2%	8.7%	2.7%	13.5%	0.4%	0.9%	51.6%	3.0%	59.5%	40.5%	11.2%
Toxic Substances Control, Department of	870	142	75	43	116	2	3	447	42	438	432	139
		16.3%	8.6%	4.9%	13.3%	0.2%	0.3%	51.4%	4.8%	50.3%	49.7%	16.0%

<sup>30</sup> 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 Employees<sup>31</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Traffic Safety, Office of	30	5	3	2	4	0	0	16	0	10	20	2
		16.7%	10.0%	6.7%	13.3%	0.0%	0.0%	53.3%	0.0%	33.3%	66.7%	6.7%
Transportation, Department of	20,376	3,700	1,582	964	3,410	125	108	9,780	707	15,123	5,253	2,826
		18.2%	7.8%	4.7%	16.7%	0.6%	0.5%	48.0%	3.5%	74.2%	25.8%	13.9%
Unemployment Insurance Appeals Board, California	672	55	66	36	170	1	2	332	10	239	433	77
		8.2%	9.8%	5.4%	25.3%	0.1%	0.3%	49.4%	1.5%	35.6%	64.4%	11.5%
Veterans Affairs, Department of	1,762	72	182	481	392	4	3	605	23	558	1,204	220
		4.1%	10.3%	27.3%	22.2%	0.2%	0.2%	34.3%	1.3%	31.7%	68.3%	12.5%
Victim Compensation and Government Claims Board	221	19	33	7	46	0	0	107	9	62	159	34
		8.6%	14.9%	3.2%	20.8%	0.0%	0.0%	48.4%	4.1%	28.1%	71.9%	15.4%
Water Resources, Department of	3,061	409	145	86	443	17	21	1,848	92	2,050	1,011	305
		13.4%	4.7%	2.8%	14.5%	0.6%	0.7%	60.4%	3.0%	67.0%	33.0%	10.0%

<sup>31</sup> 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 Employees<sup>32</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Totals</b>	207,654	20,145	22,001	12,466	47,094	948	1,204	98,580	5,216	110,212	97,442	21,475
		9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.1%	46.9%	10.3%

<sup>32</sup> 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.

VI. Table C: State Civil Service Workforce Composition by Age<sup>33</sup>

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Under 25	4,242	391	353	172	1,185	26	29	1,931	155	2,080	2,162	191
		9.2%	8.3%	4.1%	27.9%	0.6%	0.7%	45.5%	3.7%	49.0%	51.0%	4.5%
25-29	13,661	1,560	1,075	599	3,918	78	108	5,921	402	7,508	6,153	721
		11.4%	7.9%	4.4%	28.7%	0.6%	0.8%	43.3%	2.9%	55.0%	45.0%	5.3%
30-34	20,235	2,072	1,697	1,109	6,004	102	158	8,476	617	11,467	8,768	1,074
		10.2%	8.4%	5.5%	29.7%	0.5%	0.8%	41.9%	3.0%	56.7%	43.3%	5.3%
35-39	24,332	2,749	2,208	1,419	7,101	122	163	9,869	701	13,908	10,424	1,357
		11.3%	9.1%	5.8%	29.2%	0.5%	0.7%	40.6%	2.9%	57.2%	42.8%	5.6%
40-44	29,658	3,118	3,341	1,758	7,605	127	181	12,805	723	16,304	13,354	2,153
		10.5%	11.3%	5.9%	25.6%	0.4%	0.6%	43.2%	2.4%	55.0%	45.0%	7.3%
45-49	34,314	3,163	4,451	1,923	7,832	157	202	15,778	808	18,026	16,288	3,245
		9.2%	13.0%	5.6%	22.8%	0.5%	0.6%	46.0%	2.4%	52.5%	47.5%	9.5%
50-54	34,874	2,946	4,324	2,036	6,771	146	193	17,679	779	17,068	17,806	4,711
		8.4%	12.4%	5.8%	19.4%	0.4%	0.6%	50.7%	2.2%	48.9%	51.1%	13.5%

<sup>33</sup> 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 Age<sup>34</sup>**

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
55-59	26,835	2,242	2,821	1,880	4,432	102	112	14,681	565	13,235	13,600	4,438
		8.4%	10.5%	7.0%	16.5%	0.4%	0.4%	54.7%	2.1%	49.3%	50.7%	16.5%
60-64	14,175	1,349	1,291	1,095	1,754	63	49	8,238	336	7,450	6,725	2,624
		9.5%	9.1%	7.7%	12.4%	0.4%	0.3%	58.1%	2.4%	52.6%	47.4%	18.5%
Over 64	5,803	596	477	485	571	27	12	3,490	145	3,324	2,479	1,013
		10.3%	8.2%	8.4%	9.8%	0.5%	0.2%	60.1%	2.5%	57.3%	42.7%	17.5%
<b>Totals</b>	208,129	20,186	22,038	12,476	47,173	950	1,207	98,868	5,231	110,370	97,759	21,527
		9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.0%	47.0%	10.3%

<sup>34</sup> 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.

**VI. Table D: State Civil Service Workforce Composition by Occupational Group<sup>35</sup>**

Occupational Group	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture and Conservation	11,793	4.4%	2.3%	1.3%	15.9%	0.8%	0.5%	72.3%	2.6%	71.1%	28.9%	7.3%
Custodian and Domestic Services	4,954	5.6%	18.5%	12.2%	33.5%	0.5%	0.5%	27.0%	2.0%	54.6%	45.4%	10.6%
Education and Library	1,722	5.3%	8.5%	0.8%	13.5%	0.4%	0.2%	69.1%	2.2%	50.6%	49.4%	9.7%
Engineering and Allied Services	15,088	26.1%	4.0%	5.0%	11.0%	0.2%	0.4%	48.9%	4.4%	79.9%	20.1%	12.6%
Fiscal, Management, and Staff Services	47,521	16.1%	9.7%	5.5%	17.4%	0.3%	0.7%	47.1%	2.9%	36.5%	63.5%	13.6%
Legal	3,649	10.7%	5.4%	1.6%	7.6%	0.3%	0.3%	71.8%	2.4%	50.6%	49.4%	9.8%
Mechanical and Construction Trades	13,437	2.3%	7.2%	2.7%	23.9%	0.9%	0.6%	60.5%	2.0%	91.1%	8.9%	10.1%
Medicine and Allied Services	18,389	10.0%	13.1%	20.0%	16.2%	0.3%	0.4%	38.2%	2.0%	34.8%	65.2%	8.0%
Office and Allied Services	27,757	7.9%	15.7%	7.2%	27.3%	0.6%	0.8%	38.0%	2.3%	20.1%	79.9%	15.2%
Protective Services and Public Safety	14,158	4.4%	6.9%	3.1%	23.6%	0.5%	0.4%	59.7%	1.3%	75.2%	24.8%	8.2%
Social Security and Rehabilitation	47,904	4.5%	13.4%	3.6%	33.1%	0.4%	0.5%	42.0%	2.4%	65.4%	34.6%	5.9%
State Emergency Disaster Program	184	3.3%	3.3%	1.1%	10.9%	0.0%	0.0%	79.3%	2.2%	62.0%	38.0%	7.1%
Broadband Classifications	302	27.5%	11.3%	4.6%	11.3%	0.0%	0.7%	43.0%	1.7%	63.6%	36.4%	13.2%
CEA Classifications	1,271	8.1%	6.7%	1.2%	11.6%	0.4%	0.2%	69.5%	2.4%	51.1%	48.9%	12.5%

<sup>35</sup> 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 Group<sup>36</sup>**

Occupational Group	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Totals</b>	208,129	9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.0%	47.0%	10.3%

<sup>36</sup> 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.

VI. Table E: State Civil Service Workforce Composition by Salary<sup>37</sup>

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
\$10,001 - \$20,000	1,533	10.2%	23.3%	4.4%	23.4%	0.8%	0.6%	34.0%	3.4%	33.9%	66.1%	11.9%
\$20,001 - \$30,000	7,493	5.9%	9.3%	3.7%	25.2%	0.8%	0.6%	51.8%	2.7%	47.7%	52.3%	7.0%
\$30,001 - \$40,000	29,234	8.2%	15.0%	9.4%	27.7%	0.7%	0.8%	35.7%	2.5%	31.3%	68.7%	13.9%
\$40,001 - \$50,000	27,005	7.3%	11.2%	6.3%	26.0%	0.6%	0.7%	45.4%	2.5%	46.7%	53.3%	11.2%
\$50,001 - \$60,000	30,190	9.2%	11.5%	6.8%	22.8%	0.5%	0.6%	45.9%	2.6%	46.9%	53.1%	12.1%
\$60,001 - \$70,000	26,599	9.5%	9.2%	5.3%	22.9%	0.4%	0.6%	49.9%	2.3%	49.5%	50.5%	11.0%
\$70,001 - \$80,000	36,001	8.1%	10.4%	3.8%	26.7%	0.3%	0.6%	47.8%	2.3%	66.8%	33.2%	7.6%
\$80,001 - \$90,000	21,844	11.4%	9.3%	3.6%	19.4%	0.4%	0.4%	53.2%	2.3%	69.1%	30.9%	8.0%
\$90,001 - \$100,000	8,332	13.3%	7.4%	12.0%	11.7%	0.2%	0.3%	52.8%	2.2%	58.2%	41.8%	8.5%
\$100,001 - \$110,000	11,656	17.3%	6.6%	6.8%	11.2%	0.2%	0.2%	54.4%	3.2%	67.3%	32.7%	9.9%
\$110,001 - \$120,000	4,242	15.8%	5.6%	3.8%	9.1%	0.3%	0.2%	62.0%	3.2%	62.6%	37.4%	10.2%
\$120,001 - \$130,000	1,368	13.2%	5.1%	1.8%	7.0%	0.3%	0.1%	69.4%	3.0%	59.5%	40.5%	10.4%
\$130,001+	2,632	20.6%	6.4%	4.4%	7.4%	0.2%	0.3%	57.5%	3.2%	71.0%	29.0%	7.9%
<b>Totals</b>	208,129	9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.0%	47.0%	10.3%

<sup>37</sup> 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.

VI. Table F: State Civil Service Workforce Composition by Occupational Group and Salary<sup>38</sup>

Salary <sup>39</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Agriculture and Conservation</b>												
\$10,001 - \$20,000	10	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	80.0%	0.0%	50.0%	50.0%	0.0%
\$20,001 - \$30,000	3,172	3.8%	1.9%	1.1%	18.8%	1.1%	0.5%	70.6%	2.2%	58.3%	41.7%	3.8%
\$30,001 - \$40,000	1,171	4.4%	2.3%	1.9%	21.9%	1.0%	0.5%	65.5%	2.6%	80.0%	20.0%	4.4%
\$40,001 - \$50,000	2,180	2.3%	2.4%	1.2%	20.0%	0.7%	0.5%	69.9%	2.9%	84.0%	16.0%	6.5%
\$50,001 - \$60,000	2,091	3.5%	1.9%	1.0%	15.2%	0.8%	0.4%	74.1%	3.2%	82.1%	17.9%	9.4%
\$60,001 - \$70,000	1,612	7.3%	3.4%	2.0%	9.8%	0.5%	0.5%	74.0%	2.5%	65.0%	35.0%	10.7%
\$70,001 - \$80,000	1,010	7.6%	2.4%	1.1%	6.8%	0.6%	0.3%	78.7%	2.5%	61.2%	38.8%	10.1%
\$80,001 - \$90,000	206	1.5%	1.9%	0.5%	6.8%	1.0%	0.0%	86.9%	1.5%	66.0%	34.0%	10.2%
\$90,001 - \$100,000	280	7.1%	2.1%	1.1%	8.2%	0.4%	0.4%	77.9%	2.9%	74.3%	25.7%	16.1%
\$100,001 - \$110,000	46	6.5%	2.2%	4.3%	4.3%	0.0%	0.0%	80.4%	2.2%	58.7%	41.3%	15.2%
\$110,001 - \$120,000	15	0.0%	6.7%	0.0%	6.7%	0.0%	0.0%	80.0%	6.7%	73.3%	26.7%	13.3%
<b>Totals</b>	<b>11,793</b>	<b>4.4%</b>	<b>2.3%</b>	<b>1.3%</b>	<b>15.9%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>72.3%</b>	<b>2.6%</b>	<b>71.1%</b>	<b>28.9%</b>	<b>7.3%</b>

<sup>38</sup> 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.

<sup>39</sup> 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 Salary<sup>40</sup>

Salary <sup>41</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Custodian and Domestic Services</b>												
\$20,001 - \$30,000	1,045	3.9%	16.1%	9.8%	43.4%	1.1%	0.5%	23.2%	2.0%	55.8%	44.2%	10.4%
\$30,001 - \$40,000	2,737	6.7%	22.1%	14.7%	33.4%	0.3%	0.5%	20.3%	2.0%	53.6%	46.4%	11.6%
\$40,001 - \$50,000	773	3.2%	14.0%	9.3%	31.4%	0.5%	0.6%	38.8%	2.1%	67.4%	32.6%	6.7%
\$50,001 - \$60,000	186	7.5%	9.7%	8.6%	16.7%	0.5%	1.1%	54.8%	1.1%	43.0%	57.0%	9.7%
\$60,001 - \$70,000	135	5.9%	6.7%	8.9%	12.6%	0.0%	0.0%	63.0%	3.0%	24.4%	75.6%	14.1%
\$70,001 - \$80,000	77	6.5%	13.0%	2.6%	3.9%	0.0%	0.0%	70.1%	3.9%	29.9%	70.1%	14.3%
\$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%
<b>Totals</b>	4,954	5.6%	18.5%	12.2%	33.5%	0.5%	0.5%	27.0%	2.0%	54.6%	45.4%	10.6%
<b>Education and Library</b>												
\$10,001 - \$20,000	7	0.0%	42.9%	0.0%	14.3%	0.0%	0.0%	42.9%	0.0%	42.9%	57.1%	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	18	11.1%	27.8%	0.0%	22.2%	5.6%	0.0%	33.3%	0.0%	83.3%	16.7%	11.1%
\$50,001 - \$60,000	52	3.8%	5.8%	0.0%	13.5%	0.0%	0.0%	73.1%	3.8%	50.0%	50.0%	19.2%

<sup>40</sup> 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.

<sup>41</sup> 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 Salary<sup>42</sup>**

Salary <sup>43</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Education and Library</b>												
\$60,001 - \$70,000	192	3.1%	7.8%	1.0%	10.4%	0.0%	0.5%	75.0%	2.1%	43.8%	56.3%	15.6%
\$70,001 - \$80,000	264	5.7%	9.1%	1.9%	16.7%	0.8%	1.1%	61.7%	3.0%	44.3%	55.7%	11.0%
\$80,001 - \$90,000	601	8.3%	8.7%	0.7%	14.1%	0.5%	0.0%	66.1%	1.7%	44.4%	55.6%	7.8%
\$90,001 - \$100,000	488	2.3%	7.8%	0.4%	12.5%	0.0%	0.0%	75.2%	1.8%	60.7%	39.3%	8.6%
\$100,001 - \$110,000	95	5.3%	7.4%	0.0%	9.5%	1.1%	0.0%	71.6%	5.3%	64.2%	35.8%	6.3%
\$110,001 - \$120,000	4	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	75.0%	0.0%	50.0%	50.0%	25.0%
<b>Totals</b>	1,722	5.3%	8.5%	0.8%	13.5%	0.4%	0.2%	69.1%	2.2%	50.6%	49.4%	9.7%
<b>Engineering and Allied Services</b>												
\$20,001 - \$30,000	16	6.3%	31.3%	0.0%	12.5%	0.0%	0.0%	18.8%	31.3%	43.8%	56.3%	6.3%
\$30,001 - \$40,000	16	12.5%	0.0%	25.0%	18.8%	0.0%	0.0%	37.5%	6.3%	68.8%	31.3%	18.8%
\$40,001 - \$50,000	146	15.8%	8.9%	8.9%	12.3%	2.1%	2.7%	47.3%	2.1%	67.8%	32.2%	14.4%
\$50,001 - \$60,000	1,281	14.4%	5.2%	6.2%	18.7%	0.5%	0.2%	51.7%	3.0%	75.6%	24.4%	17.6%
\$60,001 - \$70,000	495	14.5%	3.8%	5.3%	17.4%	0.4%	0.2%	54.7%	3.6%	72.9%	27.1%	12.3%

<sup>42</sup> 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.

<sup>43</sup> 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 Salary<sup>44</sup>**

Salary <sup>45</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Engineering and Allied Services</b>												
\$70,001 - \$80,000	767	20.6%	5.6%	5.6%	10.4%	0.4%	0.3%	53.6%	3.5%	74.1%	25.9%	12.8%
\$80,001 - \$90,000	3,147	30.9%	5.5%	7.4%	13.9%	0.3%	0.5%	36.3%	5.2%	79.2%	20.8%	12.2%
\$90,001 - \$100,000	1,546	27.2%	4.2%	3.2%	9.3%	0.3%	0.5%	51.8%	3.6%	74.3%	25.7%	11.1%
\$100,001 - \$110,000	5,733	28.7%	2.9%	4.6%	8.9%	0.1%	0.3%	49.8%	4.7%	83.4%	16.6%	12.3%
\$110,001 - \$120,000	1,643	22.7%	2.4%	2.6%	7.7%	0.2%	0.2%	59.9%	4.3%	82.7%	17.3%	11.3%
\$120,001 - \$130,000	156	46.2%	0.6%	0.6%	3.2%	0.0%	0.0%	48.7%	0.6%	87.2%	12.8%	16.0%
130,000+	142	11.3%	4.2%	0.7%	10.6%	0.0%	0.0%	70.4%	2.8%	85.9%	14.1%	10.6%
<b>Totals</b>	15,088	26.1%	4.0%	5.0%	11.0%	0.2%	0.4%	48.9%	4.4%	79.9%	20.1%	12.6%
<b>Fiscal, Management, and Staff Services</b>												
\$10,001 - \$20,000	390	11.3%	9.7%	3.6%	29.0%	1.0%	0.3%	40.3%	4.9%	42.1%	57.9%	9.0%
\$20,001 - \$30,000	865	15.8%	8.9%	4.7%	23.9%	0.5%	0.9%	41.4%	3.8%	43.0%	57.0%	7.2%
\$30,001 - \$40,000	1,858	18.0%	10.5%	4.8%	18.2%	0.6%	1.2%	42.1%	4.5%	35.1%	64.9%	8.7%
\$40,001 - \$50,000	6,414	14.5%	10.3%	7.0%	21.3%	0.3%	1.0%	41.9%	3.7%	29.4%	70.6%	12.7%

<sup>44</sup> 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.

<sup>45</sup> 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 Salary<sup>46</sup>**

Salary <sup>47</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Fiscal, Management, and Staff Services</b>												
\$50,001 - \$60,000	10,101	15.4%	11.0%	6.3%	19.0%	0.4%	0.9%	43.5%	3.4%	29.8%	70.2%	13.3%
\$60,001 - \$70,000	11,652	14.4%	10.0%	5.7%	17.1%	0.3%	0.7%	49.3%	2.5%	31.8%	68.2%	15.4%
\$70,001 - \$80,000	9,726	18.7%	9.5%	5.2%	15.7%	0.3%	0.6%	47.4%	2.4%	42.7%	57.3%	14.7%
\$80,001 - \$90,000	5,170	17.8%	7.5%	3.6%	13.5%	0.2%	0.4%	54.8%	2.2%	48.7%	51.3%	13.1%
\$90,001 - \$100,000	1031	19.8%	5.1%	3.0%	9.2%	0.3%	0.5%	59.7%	2.4%	64.6%	35.4%	10.7%
\$100,001 - \$110,000	191	16.2%	6.3%	1.6%	6.8%	0.0%	0.0%	67.0%	2.1%	62.3%	37.7%	13.6%
\$110,001 - \$120,000	27	29.6%	0.0%	0.0%	3.7%	0.0%	0.0%	66.7%	0.0%	81.5%	18.5%	25.9%
\$120,001 - \$130,000	9	22.2%	11.1%	0.0%	11.1%	0.0%	0.0%	55.6%	0.0%	55.6%	44.4%	11.1%
\$130,000+	87	11.5%	3.4%	1.1%	4.6%	0.0%	0.0%	78.2%	1.1%	73.6%	26.4%	6.9%
<b>Totals</b>	<b>47,521</b>	<b>16.1%</b>	<b>9.7%</b>	<b>5.5%</b>	<b>17.4%</b>	<b>0.3%</b>	<b>0.7%</b>	<b>47.1%</b>	<b>2.9%</b>	<b>36.5%</b>	<b>63.5%</b>	<b>13.6%</b>
<b>Legal</b>												
\$40,001 - 50,000	2	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	100.0%	0.0%	0.0%
\$50,001 - \$60,000	80	23.7%	5.0%	1.2%	2.5%	1.2%	0.0%	62.5%	3.8%	40.0%	60.0%	6.3%

<sup>46</sup> 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.

<sup>47</sup> 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 Salary<sup>48</sup>

Salary <sup>49</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Legal</b>												
\$60,001 - \$70,000	73	11.0%	4.1%	0.0%	5.5%	1.4%	1.4%	74.0%	2.7%	45.2%	54.8%	2.7%
\$70,001 - \$80,000	215	19.1%	2.8%	3.3%	4.7%	0.0%	0.5%	64.2%	5.6%	42.3%	57.7%	7.4%
\$80,001 - \$90,000	195	19.5%	4.1%	4.1%	8.7%	1.5%	0.0%	56.4%	5.6%	37.9%	62.1%	11.3%
\$90,001 - \$100,000	471	13.0%	7.2%	1.5%	8.5%	0.6%	0.4%	66.5%	2.3%	49.3%	50.7%	8.3%
\$100,001 - \$110,000	531	6.8%	6.6%	1.7%	7.0%	0.0%	0.2%	76.6%	1.1%	52.0%	48.0%	9.8%
\$110,001 - \$120,000	1088	9.2%	5.9%	1.3%	7.4%	0.3%	0.2%	73.9%	1.9%	52.1%	47.9%	11.6%
\$120,001 - \$130,000	841	8.9%	4.5%	1.5%	6.8%	0.0%	0.1%	76.1%	2.0%	53.5%	46.5%	9.9%
\$130,000+	153	7.2%	3.3%	0.7%	18.3%	0.0%	1.3%	66.7%	2.6%	57.5%	42.5%	8.5%
<b>Totals</b>	3,649	10.7%	5.4%	1.6%	7.6%	0.3%	0.3%	71.8%	2.4%	50.6%	49.4%	9.8%
<b>Mechanical and Construction Trades</b>												
\$10,001 - \$20,000	163	6.1%	5.5%	2.5%	9.8%	0.6%	0.0%	70.6%	4.9%	66.9%	33.1%	0.6%
\$20,001 - \$30,000	110	0.9%	19.1%	0.9%	28.2%	0.9%	0.9%	42.7%	6.4%	65.5%	34.5%	2.7%
\$30,001 - \$40,000	1,446	1.7%	14.7%	3.7%	30.1%	1.3%	1.1%	45.9%	1.5%	87.8%	12.2%	10.1%

<sup>48</sup> 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.

<sup>49</sup> 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 Salary<sup>50</sup>**

Salary <sup>51</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Mechanical and Construction Trades</b>												
\$40,001 - \$50,000	5,369	2.0%	6.9%	2.1%	25.1%	1.1%	0.5%	60.4%	1.8%	91.3%	8.7%	10.1%
\$50,001 - \$60,000	4,105	2.6%	6.1%	3.2%	23.6%	0.7%	0.5%	61.1%	2.3%	92.9%	7.1%	11.0%
\$60,001 - \$70,000	1,482	2.5%	4.7%	3.0%	20.4%	0.3%	0.5%	66.6%	1.9%	93.2%	6.8%	9.7%
\$70,001 - \$80,000	468	3.0%	4.5%	1.5%	14.5%	0.4%	0.4%	73.1%	2.6%	90.2%	9.8%	10.7%
\$80,001 - \$90,000	167	1.2%	4.8%	0.6%	16.8%	1.2%	0.6%	73.1%	1.8%	90.4%	9.6%	8.4%
\$90,001 - \$100,000	67	0.0%	1.5%	0.0%	16.4%	0.0%	1.5%	79.1%	1.5%	92.5%	7.5%	11.9%
\$100,001 - \$110,000	58	5.2%	1.7%	1.7%	12.1%	0.0%	0.0%	77.6%	1.7%	96.6%	3.4%	1.7%
\$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%
<b>Totals</b>	13,437	2.3%	7.2%	2.7%	23.9%	0.9%	0.6%	60.5%	2.0%	91.1%	8.9%	10.1%
<b>Medicine and Allied Services</b>												
\$20,001 - \$30,000	258	3.5%	14.3%	14.3%	30.6%	0.8%	0.8%	34.1%	1.6%	33.3%	66.7%	7.8%
\$30,001 - \$40,000	1,665	4.3%	15.4%	39.3%	22.0%	0.1%	0.4%	16.9%	1.6%	30.9%	69.1%	7.7%
\$40,001 - \$50,000	1,102	5.8%	14.3%	18.8%	25.7%	0.8%	0.4%	31.9%	2.4%	22.0%	78.0%	5.2%

<sup>50</sup> 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.

<sup>51</sup> 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 Salary<sup>52</sup>**

Salary <sup>53</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Medicine and Allied Services</b>												
\$50,001 - \$60,000	5,305	5.8%	17.9%	14.0%	24.2%	0.3%	0.6%	35.7%	1.5%	35.4%	64.6%	5.8%
\$60,001 - \$70,000	1,160	5.8%	13.4%	9.9%	18.6%	0.3%	0.3%	49.6%	2.0%	38.1%	61.9%	10.2%
\$70,001 - \$80,000	1,389	10.4%	9.6%	13.4%	7.3%	0.1%	0.2%	57.4%	1.7%	22.8%	77.2%	19.6%
\$80,001 - \$90,000	923	11.3%	13.3%	16.9%	10.5%	0.3%	0.2%	45.6%	1.8%	35.1%	64.9%	8.0%
\$90,001 - \$100,000	2,344	12.9%	9.9%	37.3%	6.6%	0.2%	0.2%	31.6%	1.3%	26.5%	73.5%	7.8%
\$100,001 - \$110,000	1,630	7.1%	10.2%	29.7%	12.9%	0.3%	0.2%	38.3%	1.2%	26.7%	73.3%	7.4%
\$110,001 - \$120,000	780	18.3%	9.1%	13.1%	10.6%	0.4%	0.1%	44.5%	3.8%	35.0%	65.0%	7.9%
\$120,001 - \$130,000	114	14.0%	7.9%	4.4%	1.8%	0.9%	0.0%	60.5%	10.5%	50.9%	49.1%	7.9%
\$130,001+	1,719	28.3%	7.1%	6.3%	5.6%	0.1%	0.3%	48.3%	4.1%	70.2%	29.8%	7.2%
<b>Totals</b>	<b>18,389</b>	<b>10.0%</b>	<b>13.1%</b>	<b>20.0%</b>	<b>16.2%</b>	<b>0.3%</b>	<b>0.4%</b>	<b>38.2%</b>	<b>2.0%</b>	<b>34.8%</b>	<b>65.2%</b>	<b>8.0%</b>
<b>Office and Allied Services</b>												
\$10,001 - \$20,000	943	10.7%	32.3%	5.2%	23.6%	0.6%	0.8%	24.2%	2.4%	24.5%	75.5%	14.3%
\$20,001 - \$30,000	2,016	6.6%	16.3%	3.0%	25.8%	0.4%	0.8%	44.2%	2.9%	29.8%	70.2%	10.2%

<sup>52</sup> 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.

<sup>53</sup> 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 Salary<sup>54</sup>

Salary <sup>55</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Office and Allied Services</b>												
\$30,001 - \$40,000	18,843	8.6%	15.3%	7.6%	28.0%	0.7%	0.9%	36.4%	2.5%	20.2%	79.8%	16.0%
\$40,001 - \$50,000	4,917	6.4%	14.8%	8.6%	27.0%	0.4%	0.7%	40.6%	1.5%	15.0%	85.0%	14.2%
\$50,001 - \$60,000	806	3.0%	13.4%	4.0%	24.7%	0.9%	0.6%	51.9%	1.6%	19.1%	80.9%	13.6%
\$60,001 - \$70,000	209	5.3%	5.7%	1.4%	23.9%	1.4%	0.5%	60.3%	1.4%	16.3%	83.7%	14.4%
\$70,001 - \$80,000	21	0.0%	4.8%	0.0%	23.8%	0.0%	0.0%	71.4%	0.0%	9.5%	90.5%	47.6%
\$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%
<b>Totals</b>	<b>27,757</b>	<b>7.9%</b>	<b>15.7%</b>	<b>7.2%</b>	<b>27.3%</b>	<b>0.6%</b>	<b>0.8%</b>	<b>38.0%</b>	<b>2.3%</b>	<b>20.1%</b>	<b>79.9%</b>	<b>15.2%</b>
<b>Protective Services and Public Safety</b>												
\$30,001 - \$40,000	135	6.7%	15.6%	5.2%	34.8%	0.0%	0.7%	34.8%	2.2%	55.6%	44.4%	10.4%
\$40,001 - \$50,000	1,782	5.8%	15.3%	6.4%	32.5%	0.7%	0.7%	36.4%	2.1%	41.7%	58.3%	13.5%
\$50,001 - \$60,000	1,267	4.1%	9.9%	6.6%	27.4%	0.6%	0.2%	49.4%	1.7%	59.4%	40.6%	9.9%
\$60,001 - \$70,000	1,523	6.4%	8.6%	3.7%	22.3%	0.5%	0.5%	56.0%	2.2%	62.0%	38.0%	11.5%
\$70,001 - \$80,000	2,628	5.1%	5.6%	2.2%	24.4%	0.4%	0.5%	60.4%	1.3%	79.8%	20.2%	8.0%

<sup>54</sup> 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.

<sup>55</sup> 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 Salary<sup>56</sup>**

Salary <sup>57</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Protective Services and Public Safety</b>												
\$80,001 - \$90,000	5,448	3.4%	4.0%	1.8%	21.9%	0.6%	0.4%	67.2%	0.8%	89.1%	10.9%	5.4%
\$90,001 - \$100,000	465	5.2%	3.7%	2.2%	15.7%	0.0%	0.4%	71.8%	1.1%	85.4%	14.6%	5.4%
\$100,001 - \$110,000	560	3.2%	3.4%	1.1%	15.0%	0.5%	0.2%	75.5%	1.1%	86.6%	13.4%	8.0%
\$110,001 - \$120,000	28	3.6%	7.1%	0.0%	0.0%	0.0%	0.0%	89.3%	0.0%	78.6%	21.4%	3.6%
\$120,001 - \$130,000	63	4.8%	3.2%	3.2%	17.5%	0.0%	0.0%	71.4%	0.0%	88.9%	11.1%	7.9%
\$130,001+	259	2.3%	8.9%	0.4%	10.4%	1.2%	0.0%	76.8%	0.0%	86.9%	13.1%	7.7%
<b>Totals</b>	<b>14,158</b>	<b>4.4%</b>	<b>6.9%</b>	<b>3.1%</b>	<b>23.6%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>59.7%</b>	<b>1.3%</b>	<b>75.2%</b>	<b>24.8%</b>	<b>8.2%</b>
<b>Social Security and Rehabilitation</b>												
\$10,001 - \$20,000	20	0.0%	10.0%	0.0%	25.0%	5.0%	0.0%	50.0%	10.0%	40.0%	60.0%	55.0%
\$20,001 - \$30,000	10	0.0%	10.0%	10.0%	10.0%	0.0%	0.0%	70.0%	0.0%	50.0%	50.0%	50.0%
\$30,001 - \$40,000	1,363	7.4%	14.7%	5.2%	34.2%	1.0%	0.5%	33.7%	3.2%	31.2%	68.8%	17.0%
\$40,001 - \$50,000	4,291	8.2%	15.3%	6.2%	33.1%	0.3%	0.7%	33.1%	3.1%	37.6%	62.4%	10.8%
\$50,001 - \$60,000	4,885	8.8%	16.5%	6.5%	32.2%	0.6%	0.3%	32.6%	2.5%	35.0%	65.0%	17.6%

<sup>56</sup> 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.

<sup>57</sup> 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 Salary<sup>58</sup>**

Salary <sup>59</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Social Security and Rehabilitation</b>												
\$60,001 - \$70,000	7,957	5.2%	10.1%	5.5%	36.3%	0.4%	0.4%	40.1%	2.0%	63.4%	36.6%	4.6%
\$70,001 - \$80,000	19,232	2.4%	12.4%	2.7%	36.7%	0.3%	0.7%	42.4%	2.3%	80.7%	19.3%	2.5%
\$80,001 - \$90,000	5,846	3.3%	18.0%	1.5%	28.4%	0.3%	0.5%	45.6%	2.5%	71.6%	28.4%	3.5%
\$90,001 - \$100,000	1,349	2.5%	11.3%	1.5%	24.8%	0.4%	0.2%	57.2%	2.1%	81.7%	18.3%	3.7%
\$100,001 - \$110,000	2,477	5.2%	13.5%	0.9%	16.1%	0.4%	0.3%	61.4%	2.3%	58.1%	41.9%	5.6%
\$110,001 - \$120,000	415	4.6%	11.3%	1.0%	15.7%	0.2%	0.0%	64.8%	2.4%	63.4%	36.6%	3.9%
\$120,001 - \$130,000	15	6.7%	0.0%	0.0%	6.7%	0.0%	0.0%	73.3%	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%	61.4%	38.6%	9.1%
<b>Totals</b>	47,904	4.5%	13.4%	3.6%	33.1%	0.4%	0.5%	42.0%	2.4%	65.4%	34.6%	5.9%
<b>State Emergency Disaster Program</b>												
\$40,001 - \$50,000	8	0.0%	0.0%	12.5%	12.5%	0.0%	0.0%	75.0%	0.0%	87.5%	12.5%	0.0%
\$50,001 - \$60,000	22	4.5%	4.5%	4.5%	4.5%	0.0%	0.0%	77.3%	4.5%	68.2%	31.8%	9.1%
\$60,001 - \$70,000	72	6.9%	4.2%	0.0%	19.4%	0.0%	0.0%	68.1%	1.4%	43.1%	56.9%	11.1%

<sup>58</sup> 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.

<sup>59</sup> 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 Salary<sup>60</sup>**

Salary <sup>61</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>State Emergency Disaster Program</b>												
\$70,001 - \$80,000	58	0.0%	3.4%	0.0%	5.2%	0.0%	0.0%	89.7%	1.7%	70.7%	29.3%	5.2%
\$80,001 - \$90,000	20	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	90.0%	5.0%	80.0%	20.0%	0.0%
\$90,001 - \$100,000	3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	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%
<b>Totals</b>	184	3.3%	3.3%	1.1%	10.9%	0.0%	0.0%	79.3%	2.2%	62.0%	38.0%	7.1%
<b>Broadband Classifications</b>												
\$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	9	22.2%	33.3%	0.0%	33.3%	0.0%	0.0%	11.1%	0.0%	55.6%	44.4%	0.0%
\$60,001 - \$70,000	37	29.7%	16.2%	2.7%	5.4%	0.0%	2.7%	40.5%	2.7%	59.5%	40.5%	2.7%
\$70,001 - \$80,000	137	22.6%	13.1%	6.6%	9.5%	0.0%	0.7%	46.7%	0.7%	63.5%	36.5%	16.1%
\$80,001 - \$90,000	69	29.0%	4.3%	4.3%	17.4%	0.0%	0.0%	42.0%	2.9%	71.0%	29.0%	14.5%
\$90,001 - \$100,000	47	40.4%	6.4%	2.1%	6.4%	0.0%	0.0%	42.6%	2.1%	59.6%	40.4%	14.9%
<b>Totals</b>	302	27.5%	11.3%	4.6%	11.3%	0.0%	0.7%	43.0%	1.7%	63.6%	36.4%	13.2%

<sup>60</sup> 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.

<sup>61</sup> 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 Salary<sup>62</sup>**

Salary <sup>63</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>CEA Classifications</b>												
\$70,001 - \$80,000	9	0.0%	11.1%	0.0%	22.2%	0.0%	0.0%	66.7%	0.0%	55.6%	44.4%	0.0%
\$80,001 - \$90,000	49	8.2%	6.1%	0.0%	10.2%	0.0%	0.0%	73.5%	2.0%	46.9%	53.1%	12.2%
\$90,001 - \$100,000	241	5.8%	7.5%	0.8%	15.4%	0.0%	0.0%	68.0%	2.5%	36.5%	63.5%	11.6%
\$100,001 - \$110,000	334	10.5%	6.3%	1.5%	10.2%	0.0%	0.0%	69.8%	1.8%	48.5%	51.5%	15.3%
\$110,001 - \$120,000	240	10.4%	5.8%	0.4%	12.1%	0.4%	0.0%	69.2%	1.7%	55.4%	44.6%	12.5%
\$120,001 - \$130,000	170	7.1%	11.2%	1.8%	11.2%	1.8%	0.6%	61.2%	5.3%	60.0%	40.0%	10.6%
\$130,001+	228	5.7%	3.9%	1.8%	9.2%	0.4%	0.4%	76.3%	2.2%	59.6%	40.4%	11.4%
<b>Totals</b>	1,271	8.1%	6.7%	1.2%	11.6%	0.4%	0.2%	69.5%	2.4%	51.1%	48.9%	12.5%

<sup>62</sup> 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.

<sup>63</sup> If there were no employees within a salary range, that salary range is not included in the table.

VI. Table G: State Civil Service Workforce Composition by County<sup>64</sup>

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Alameda	7,446	1,742	1,101	955	824	16	54	2,518	236	4,146	3,300	1,026
		23.4%	14.8%	12.8%	11.1%	0.2%	0.7%	33.8%	3.2%	55.7%	44.3%	13.8%
Alpine	49	1	2	1	6	2	0	37	0	33	16	3
		2.0%	4.1%	2.0%	12.2%	4.1%	0.0%	75.5%	0.0%	67.3%	32.7%	6.1%
Amador	1,468	62	112	39	226	11	8	972	38	913	555	59
		4.2%	7.6%	2.7%	15.4%	0.7%	0.5%	66.2%	2.6%	62.2%	37.8%	4.0%
Butte	782	12	9	9	99	7	2	622	22	522	260	101
		1.5%	1.2%	1.2%	12.7%	0.9%	0.3%	79.5%	2.8%	66.8%	33.2%	12.9%
Calaveras	161	2	2	0	16	0	0	137	4	127	34	24
		1.2%	1.2%	0.0%	9.9%	0.0%	0.0%	85.1%	2.5%	78.9%	21.1%	14.9%
Colusa	60	1	1	0	6	2	0	47	3	47	13	2
		1.7%	1.7%	0.0%	10.0%	3.3%	0.0%	78.3%	5.0%	78.3%	21.7%	3.3%
Contra Costa	1,127	142	182	71	160	3	9	534	26	597	530	136
		12.6%	16.1%	6.3%	14.2%	0.3%	0.8%	47.4%	2.3%	53.0%	47.0%	12.1%

<sup>64</sup> 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 County<sup>65</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Del Norte	1,552	29	28	21	146	26	3	1,253	46	1,091	461	67
		1.9%	1.8%	1.4%	9.4%	1.7%	0.2%	80.7%	3.0%	70.3%	29.7%	4.3%
El Dorado	509	8	9	4	38	8	2	430	10	361	148	43
		1.6%	1.8%	0.8%	7.5%	1.6%	0.4%	84.5%	2.0%	70.9%	29.1%	8.4%
Fresno	7,266	490	512	241	2,444	48	27	3,329	175	4,046	3,220	734
		6.7%	7.0%	3.3%	33.6%	0.7%	0.4%	45.8%	2.4%	55.7%	44.3%	10.1%
Glenn	85	0	0	2	8	1	0	73	1	73	12	9
		0.0%	0.0%	2.4%	9.4%	1.2%	0.0%	85.9%	1.2%	85.9%	14.1%	10.6%
Humboldt	1,124	17	11	8	77	21	4	949	37	750	374	170
		1.5%	1.0%	0.7%	6.9%	1.9%	0.4%	84.4%	3.3%	66.7%	33.3%	15.1%
Imperial	2,823	33	163	46	1,803	7	7	705	59	1,921	902	103
		1.2%	5.8%	1.6%	63.9%	0.2%	0.2%	25.0%	2.1%	68.0%	32.0%	3.6%
Inyo	375	5	1	1	24	18	1	319	6	278	97	40
		1.3%	0.3%	0.3%	6.4%	4.8%	0.3%	85.1%	1.6%	74.1%	25.9%	10.7%

<sup>65</sup> 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 County<sup>66</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Kern	8,301	180	662	308	3,208	41	24	3,739	139	5,396	2,905	385
		2.2%	8.0%	3.7%	38.6%	0.5%	0.3%	45.0%	1.7%	65.0%	35.0%	4.6%
Kings	5,747	136	307	205	2,417	21	20	2,473	168	3,774	1,973	247
		2.4%	5.3%	3.6%	42.1%	0.4%	0.3%	43.0%	2.9%	65.7%	34.3%	4.3%
Lake	145	2	4	0	17	0	1	119	2	116	29	14
		1.4%	2.8%	0.0%	11.7%	0.0%	0.7%	82.1%	1.4%	80.0%	20.0%	9.7%
Lassen	2,493	28	53	19	233	33	9	2,068	50	1,700	793	112
		1.1%	2.1%	0.8%	9.3%	1.3%	0.4%	83.0%	2.0%	68.2%	31.8%	4.5%
Los Angeles	20,879	2,763	4,096	1,560	5,874	60	68	5,936	522	10,891	9,988	2,151
		13.2%	19.6%	7.5%	28.1%	0.3%	0.3%	28.4%	2.5%	52.2%	47.8%	10.3%
Madera	2,396	94	212	56	905	17	9	1,052	51	1,247	1,149	133
		3.9%	8.8%	2.3%	37.8%	0.7%	0.4%	43.9%	2.1%	52.0%	48.0%	5.6%
Marin	2,055	118	496	148	300	7	27	910	49	1,388	667	73
		5.7%	24.1%	7.2%	14.6%	0.3%	1.3%	44.3%	2.4%	67.5%	32.5%	3.6%

<sup>66</sup> 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 County<sup>67</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Mariposa	148	6	2	2	16	2	1	116	3	110	38	17
		4.1%	1.4%	1.4%	10.8%	1.4%	0.7%	78.4%	2.0%	74.3%	25.7%	11.5%
Mendocino	461	7	7	5	33	7	1	393	8	346	115	42
		1.5%	1.5%	1.1%	7.2%	1.5%	0.2%	85.2%	1.7%	75.1%	24.9%	9.1%
Merced	581	16	15	7	132	8	1	386	16	418	163	51
		2.8%	2.6%	1.2%	22.7%	1.4%	0.2%	66.4%	2.8%	71.9%	28.1%	8.8%
Modoc	78	0	0	0	3	0	1	72	2	69	9	6
		0.0%	0.0%	0.0%	3.8%	0.0%	1.3%	92.3%	2.6%	88.5%	11.5%	7.7%
Mono	115	1	2	1	13	5	0	90	3	100	15	7
		0.9%	1.7%	0.9%	11.3%	4.3%	0.0%	78.3%	2.6%	87.0%	13.0%	6.1%
Monterey	4,463	186	315	288	1,733	16	28	1,764	133	2,912	1,551	222
		4.2%	7.1%	6.5%	38.8%	0.4%	0.6%	39.5%	3.0%	65.2%	34.8%	5.0%
Napa	3,270	168	239	1,175	357	8	9	1,276	38	1,341	1,929	338
		5.1%	7.3%	35.9%	10.9%	0.2%	0.3%	39.0%	1.2%	41.0%	59.0%	10.3%

<sup>67</sup> 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 County<sup>68</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Nevada	435	5	6	5	24	7	3	378	7	341	94	41
		1.10%	1.40%	1.10%	5.50%	1.60%	0.70%	86.90%	1.60%	78.40%	21.60%	9.40%
Orange	5,567	976	387	506	1,426	12	24	2,094	142	2,738	2,829	608
		17.50%	7.00%	9.10%	25.60%	0.20%	0.40%	37.60%	2.60%	49.20%	50.80%	10.90%
Placer	692	19	22	9	72	3	2	551	14	437	255	68
		2.70%	3.20%	1.30%	10.40%	0.40%	0.30%	79.60%	2.00%	63.20%	36.80%	9.80%
Plumas	107	1	0	2	7	2	1	92	2	92	15	7
		0.90%	0.00%	1.90%	6.50%	1.90%	0.90%	86.00%	1.90%	86.00%	14.00%	6.50%
Riverside	7,493	218	1,047	184	2,609	23	37	3,217	158	4,608	2,885	671
		2.90%	14.00%	2.50%	34.80%	0.30%	0.50%	42.90%	2.10%	61.50%	38.50%	9.00%
Sacramento	64,863	8,845	6,744	2,552	10,313	276	538	33,764	1,831	28,203	36,660	8,537
		13.60%	10.40%	3.90%	15.90%	0.40%	0.80%	52.10%	2.80%	43.50%	56.50%	13.20%
San Benito	216	8	3	3	77	1	2	115	7	172	44	14
		3.70%	1.40%	1.40%	35.60%	0.50%	0.90%	53.20%	3.20%	79.60%	20.40%	6.50%

<sup>68</sup> 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 County<sup>69</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
San Bernardino	10,089	786	1,920	607	3,079	33	36	3,410	218	5,370	4,719	1,004
		7.8%	19.0%	6.0%	30.5%	0.3%	0.4%	33.8%	2.2%	53.2%	46.8%	10.0%
San Diego	8,353	415	686	798	2,406	31	51	3,718	248	4,688	3,665	798
		5.0%	8.2%	9.6%	28.8%	0.4%	0.6%	44.5%	3.0%	56.1%	43.9%	9.6%
San Francisco	3,122	701	274	476	320	7	14	1,263	67	1,445	1,677	344
		22.5%	8.8%	15.2%	10.2%	0.2%	0.4%	40.5%	2.1%	46.3%	53.7%	11.0%
San Joaquin	3,720	304	483	226	912	18	27	1,638	112	2,224	1,496	285
		8.2%	13.0%	6.1%	24.5%	0.5%	0.7%	44.0%	3.0%	59.8%	40.2%	7.7%
San Luis Obispo	5,541	147	161	183	976	27	17	3,910	120	3,230	2,311	445
		2.7%	2.9%	3.3%	17.6%	0.5%	0.3%	70.6%	2.2%	58.3%	41.7%	8.0%
San Mateo	589	69	47	65	107	1	7	286	7	328	261	76
		11.7%	8.0%	11.0%	18.2%	0.2%	1.2%	48.6%	1.2%	55.7%	44.3%	12.9%
Santa Barbara	589	10	26	8	169	2	2	360	12	370	219	78
		1.7%	4.4%	1.4%	28.7%	0.3%	0.3%	61.1%	2.0%	62.8%	37.2%	13.2%

<sup>69</sup> 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 County<sup>70</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Santa Clara	1,681	305	128	168	412	2	15	614	37	765	916	252
		18.1%	7.6%	10.0%	24.5%	0.1%	0.9%	36.5%	2.2%	45.5%	54.5%	15.0%
Santa Cruz	675	16	14	13	117	2	1	494	18	478	197	62
		2.4%	2.1%	1.9%	17.3%	0.3%	0.1%	73.2%	2.7%	70.8%	29.2%	9.2%
Shasta	1,613	34	18	8	111	18	5	1,394	25	1,014	599	246
		2.1%	1.1%	0.5%	6.9%	1.1%	0.3%	86.4%	1.5%	62.9%	37.1%	15.3%
Sierra	45	0	1	0	5	0	0	38	1	39	6	7
		0.0%	2.2%	0.0%	11.1%	0.0%	0.0%	84.4%	2.2%	86.7%	13.3%	15.6%
Siskiyou	446	2	4	0	19	7	0	407	7	346	100	40
		0.4%	0.9%	0.0%	4.3%	1.6%	0.0%	91.3%	1.6%	77.6%	22.4%	9.0%
Solano	4,971	391	838	730	690	22	51	2,140	109	2,807	2,164	354
		7.9%	16.9%	14.7%	13.9%	0.4%	1.0%	43.0%	2.2%	56.5%	43.5%	7.1%
Sonoma	2,561	101	107	472	244	14	9	1,557	57	1,130	1,431	284
		3.9%	4.2%	18.4%	9.5%	0.5%	0.4%	60.8%	2.2%	44.1%	55.9%	11.1%

<sup>70</sup> 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 County<sup>71</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Stanislaus	367	14	15	4	94	1	0	235	4	214	153	54
		3.8%	4.1%	1.1%	25.6%	0.3%	0.0%	64.0%	1.1%	58.3%	41.7%	14.7%
Sutter	104	8	4	1	16	1	0	74	0	78	26	13
		7.7%	3.8%	1.0%	15.4%	1.0%	0.0%	71.2%	0.0%	75.0%	25.0%	12.5%
Tehama	299	1	4	2	22	3	0	256	11	245	54	38
		0.3%	1.3%	0.7%	7.4%	1.0%	0.0%	85.6%	3.7%	81.9%	18.1%	12.7%
Trinity	144	0	3	0	9	4	1	126	1	123	21	9
		0.0%	2.1%	0.0%	6.3%	2.8%	0.7%	87.5%	0.7%	85.4%	14.6%	6.3%
Tulare	1,776	42	37	94	674	8	2	886	33	823	953	114
		2.4%	2.1%	5.3%	38.0%	0.5%	0.1%	49.9%	1.9%	46.3%	53.7%	6.4%
Tuolumne	1,111	26	32	14	147	10	4	852	26	714	397	57
		2.3%	2.9%	1.3%	13.2%	0.9%	0.4%	76.7%	2.3%	64.3%	35.7%	5.1%
Ventura	1,664	50	187	67	512	8	13	788	39	879	785	176
		3.0%	11.2%	4.0%	30.8%	0.5%	0.8%	47.4%	2.3%	52.8%	47.2%	10.6%

<sup>71</sup> 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 County<sup>72</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Yolo	2,149	294	205	72	359	8	21	1,148	42	1,013	1,136	379
		13.7%	9.5%	3.4%	16.7%	0.4%	1.0%	53.4%	2.0%	47.1%	52.9%	17.6%
Yuba	742	66	8	8	78	4	7	550	21	515	227	106
		8.9%	1.1%	1.1%	10.5%	0.5%	0.9%	74.1%	2.8%	69.4%	30.6%	14.3%
Out-of-State <sup>73</sup>	446	83	84	27	49	0	1	194	8	228	218	45
		18.6%	18.8%	6.1%	11.0%	0.0%	0.2%	43.5%	1.8%	51.1%	48.9%	10.1%
<b>Totals</b>	208,129	20,186	22,038	12,476	47,173	950	1,207	98,868	5,231	110,370	97,759	21,527
		9.7%	10.6%	6.0%	22.7%	0.5%	0.6%	47.5%	2.5%	53.0%	47.0%	10.3%

<sup>72</sup> 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.

<sup>73</sup> California State Employees assigned out-of-state.

VI. Table H: State Civil Service Disability Representation by Department<sup>74 75</sup>

Department	2010-2011			2011		
	Disability Representation <sup>76</sup>	Deficiency/Surplus <sup>77</sup>	Annual Goal <sup>77</sup>	Disability Representation <sup>76</sup>	Deficiency/Surplus <sup>77</sup>	Annual Goal <sup>77</sup>
Administrative Law, Office of	15.4%	0	NGR	7.1%	-1	5
African American Museum, California	7.1%	-1	1	0.0%	-3	1
Aging, Department of	17.4%	1	NGR	16.5%	0	NGR
Agricultural Labor Relations Board	10.7%	-2	1	16.0%	0	NGR
Air Resources Board	13.3%	-41	NGR	12.7%	-49	1
Alcohol and Drug Programs, Department of	13.6%	-8	NGR	12.1%	-11	3
Alcoholic Beverage Control Appeals Board	NDA	NDA	NDA	40.0%	1	NGR
Alcoholic Beverage Control, Department of	8.4%	-19	1	9.0%	-18	1
Alternative Energy and Advanced Transportation Financing Authority	0.0%	-1	1	0.0%	-1	1
Arts Council, California	43.8%	4	NGR	35.3%	3	NGR
Boating and Waterways, Department of	9.5%	-5	1	9.7%	-5	2
Business, Transportation, and Housing Agency	15.1%	-1	NGR	15.1%	-1	NGR

<sup>74</sup> NDA: No data is available; NGR: No annual goal required.

<sup>75</sup> Statistical data reflected in this report changed from fiscal to calendar year.

<sup>76</sup> 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.

<sup>77</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>78 79</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>80</sup>	Deficiency/Surplus <sup>81</sup>	Annual Goal <sup>81</sup>	Disability Representation <sup>80</sup>	Deficiency/Surplus <sup>81</sup>	Annual Goal <sup>81</sup>
Child Support Services, Department of	14.3%	-12	NGR	13.4%	-15	NGR
Children and Families First Commission	8.8%	-3	1	16.7%	0	NGR
Chiropractic Examiners, Board of	0.0%	-2	1	0.0%	-2	1
Coastal Commission, California	10.3%	-9	1	7.3%	-14	7
Community Colleges, California	11.2%	-8	1	11.2%	-7	3
Community Services and Development, Department of	8.0%	-7	3	9.3%	-6	3
Conservation, Department of	22.8%	24	NGR	21.6%	19	NGR
Conservation Corps, California	13.5%	-9	NGR	13.1%	-10	22
Consumer Affairs, Department of	10.3%	-165	78	12.1%	-112	24
Corporations, Department of	14.9%	-4	NGR	14.3%	-6	NGR
Corrections and Rehabilitation, Department of	7.1%	-2444	99	6.7%	-2318	79
Debt and Investment Advisory Commission, California	6.7%	-1	1	5.6%	-2	1

<sup>78</sup> NGR: No annual goal required.

<sup>79</sup> Statistical data reflected in this report changed from fiscal to calendar year.

<sup>80</sup> 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.

<sup>81</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>82 83</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>84</sup>	Deficiency/Surplus <sup>85</sup>	Annual Goal <sup>85</sup>	Disability Representation <sup>84</sup>	Deficiency/Surplus <sup>85</sup>	Annual Goal <sup>85</sup>
Debt Limit Allocation Committee, California	14.3%	0	NGR	16.7%	0	NGR
Delta Protection Commission	NDA	NDA	NDA	0.0%	-1	1
Developmental Services, Department of	6.8%	-560	38	6.8%	-518	16
Education, Department of	16.2%	-8	NGR	16.3%	-5	NGR
Educational Facilities Authority, California	50.0%	1	NGR	25.0%	0	NGR
Emergency Management Agency, California	12.7%	-17	4	11.2%	-19	5
Emergency Medical Services Authority	14.5%	-1	NGR	13.8%	-2	NGR
Employment Development Department	17.8%	113	NGR	17.3%	58	NGR
Energy Commission, California	17.5%	5	NGR	16.9%	2	NGR
Environmental Health Hazard Assessment, Office of	10.3%	-7	1	9.8%	-8	2
Environmental Protection Agency	10.8%	-4	3	11.1%	-3	1
Equalization, Board of	11.7%	-197	7	15.9%	-29	NGR

<sup>82</sup> NDA: No data is available; NGR: No annual goal required.

<sup>83</sup> Statistical data reflected in this report changed from fiscal to calendar year.

<sup>84</sup> 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.

<sup>85</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>86 87</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>88</sup>	Deficiency/Surplus <sup>89</sup>	Annual Goal <sup>89</sup>	Disability Representation <sup>88</sup>	Deficiency/Surplus <sup>89</sup>	Annual Goal <sup>89</sup>
Exposition and State Fair, California	7.6%	-34	6	6.9%	-39	6
Fair Employment and Housing, Department of	23.2%	11	NGR	23.0%	10	NGR
Fair Political Practices Commission	24.1%	4	NGR	20.8%	2	NGR
Finance, Department of	13.1%	-12	2	12.7%	-14	3
Financial Institutions, Department of	4.2%	-32	2	4.5%	-30	2
Fish and Game, Department of	7.6%	-214	5	7.4%	-221	12
Food and Agriculture, Department of	6.9%	-181	4	7.4%	-162	7
Forestry and Fire Protection, Department of	28.5%	138	NGR	30.4%	113	NGR
Franchise Tax Board	12.5%	-257	20	14.5%	-131	NGR
Gambling Control Commission, California	13.8%	-2	NGR	15.2%	-1	NGR
General Services, Department of	13.1%	-122	12	16.8%	6	NGR
Health and Human Services Agency	7.7%	-2	3	10.7%	-2	2

<sup>86</sup> NGR: No annual goal required.

<sup>87</sup> Statistical data reflected in this report changed from fiscal to calendar year.

<sup>88</sup> 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.

<sup>89</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>90 91</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>92</sup>	Deficiency/Surplus <sup>93</sup>	Annual Goal <sup>93</sup>	Disability Representation <sup>92</sup>	Deficiency/Surplus <sup>93</sup>	Annual Goal <sup>93</sup>
Health Care Services, Department of	16.8%	4	NGR	16.9%	8	NGR
Health Facilities Financing Authority, California	7.7%	-1	1	12.5%	-1	1
High Speed Rail Authority, California	11.1%	-1	1	4.2%	-3	3
Highway Patrol, California	17.4%	24	NGR	17.1%	15	NGR
Horse Racing Board, California	17.6%	0	NGR	33.3%	6	NGR
Housing and Community Development, Department of	18.7%	5	NGR	18.3%	4	NGR
Housing Finance Agency, California	9.6%	-20	3	9.0%	-20	3
Industrial Relations, Department of	9.4%	-174	19	9.1%	-173	4
Inspector General, Office of the	22.0%	2	NGR	17.2%	0	NGR
Insurance, Department of	20.6%	29	NGR	18.1%	12	NGR
Justice, Department of	8.9%	-262	26	10.7%	-187	11
Labor and Workforce Development Agency	0.0%	-1	1	0.0%	-1	1

<sup>90</sup> NGR: No annual goal required.

<sup>91</sup> Statistical data reflected in this report changed from fiscal to calendar year.

<sup>92</sup> 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.

<sup>93</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>94 95</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>96</sup>	Deficiency/Surplus <sup>97</sup>	Annual Goal <sup>97</sup>	Disability Representation <sup>96</sup>	Deficiency/Surplus <sup>97</sup>	Annual Goal <sup>97</sup>
Law Revision Commission, California	0.0%	-1	1	0.0%	-1	1
Legislative Counsel, Office of	13.8%	-16	NGR	13.0%	-20	7
Managed Health Care, Department of	20.4%	10	NGR	20.4%	11	NGR
Managed Risk Medical Insurance Board	12.4%	-4	2	14.9%	-1	NGR
Mental Health, Department of	29.1%	56	NGR	26.3%	26	NGR
• Atascadero State Hospital	13.0%	-17	2	11.6%	-23	1
• Coalinga State Hospital	12.6%	-29	2	12.5%	-27	1
• Metropolitan State Hospital	8.3%	-52	2	10.8%	-29	1
• Napa State Hospital	14.6%	-15	NGR	14.4%	-16	1
• Patton State Hospital	21.4%	30	NGR	21.0%	27	NGR
• Salinas Valley Psychiatric Program	5.3%	-23	2	4.9%	-50	NGR
• Vacaville Psychiatric Program	28.8%	6	NGR	31.5%	8	NGR

<sup>94</sup> NGR: No annual goal required.

<sup>95</sup> Statistical data reflected in this report changed from fiscal to calendar year.

<sup>96</sup> 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.

<sup>97</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>98 99</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>100</sup>	Deficiency/Surplus <sup>101</sup>	Annual Goal <sup>101</sup>	Disability Representation <sup>100</sup>	Deficiency/Surplus <sup>101</sup>	Annual Goal <sup>101</sup>
Military Department	15.0%	-4	NGR	15.0%	-4	NGR
Motor Vehicles, Department of	16.4%	-11	NGR	15.8%	-49	NGR
Native American Heritage Commission	16.7%	0	NGR	16.7%	0	NGR
Natural Resources Agency, California	16.0%	0	NGR	17.4%	0	NGR
Parks and Recreation, Department of	5.9%	-416	10	5.5%	-431	10
Peace Officers Standards and Training, Commission on	15.0%	-2	NGR	12.6%	-4	18
Personnel Administration, Department of	9.7%	-13	6	8.4%	-14	5
Pesticide Regulation, Department of	16.3%	-1	NGR	16.1%	-2	NGR
Pollution Control Financing Authority, California	15.0%	0	NGR	18.2%	0	NGR
Prison Industry Authority	6.6%	-23	5	7.3%	-15	4
Public Employees Retirement System, California	18.0%	31	NGR	16.8%	4	NGR
Public Employment Relations Board	15.4%	0	NGR	14.8%	0	NGR

<sup>98</sup> NGR: No annual goal required.

<sup>99</sup> Statistical data changed from Fiscal to calendar year.

<sup>100</sup> 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.

<sup>101</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department<sup>97 98</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>99</sup>	Deficiency/Surplus <sup>100</sup>	Annual Goal <sup>105</sup>	Disability Representation	Deficiency/Surplus <sup>105</sup>	Annual Goal <sup>105</sup>
Public Health, Department of	21.20%	159	NGR	21.60%	153	NGR
Public Utilities Commission, California	6.30%	-97	2	6.20%	-99	6
Real Estate, Department of	11.80%	-11	4	12.10%	-11	4
Real Estate Appraisers, Office of	0.00%	-5	2	0.00%	-5	2
Rehabilitation, Department of	26.40%	180	NGR	25.40%	153	NGR
Resources Recycling and Recovery, Department of	16.50%	-1	NGR	15.50%	-6	NGR
Sacramento-San Joaquin Delta Conservancy	NDA	NDA	NDA	0.00%	-1	1
San Francisco Bay Conservation and Development Commission	0.00%	-7	1	0.00%	-6	1
San Gabriel Lower L.A. Rivers and Mountains Conservancy	20.00%	0	NGR	0.00%	-1	1
Santa Monica Mountains Conservancy	0.00%	-1	3	40.00%	1	NGR
Scholarshare Investment Board	0.00%	-1	2	0.00%	-1	1
School Finance Authority, California	NDA	NDA	NDA	20.00%	0	NGR

<sup>97</sup> NDA: No data is available; NGR: No annual goal required

<sup>98</sup> Statistical data reflected in this report changed from fiscal to calendar year.

**Table H: State Civil Service Disability Representation by Department<sup>102 103</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>101</sup>	Deficiency/Surplus <sup>102</sup>	Annual Goal <sup>109</sup>	Disability Representation	Deficiency/Surplus <sup>109</sup>	Annual Goal <sup>109</sup>
Science Center, California	6.50%	-13	3	0.00%	-17	8
Secretary of State	12.00%	-21	3	11.00%	-26	4
Seismic Safety Commission	NDA	NDA	NDA	0.00%	-1	1
Sierra Nevada Conservancy	0.00%	-4	3	0.00%	-4	1
Social Services, Department of	12.30%	-160	16	11.90%	-165	10
State Consumer Services Agency, California	NDA	NDA	NDA	7.10%	-1	1
State Audits, Bureau of	26.60%	14	NGR	20.90%	6	NGR
State Coastal Conservancy, California	12.20%	-3	1	37.30%	16	NGR
State Compensation Insurance Fund	7.60%	-628	50	9.40%	-404	6
State Controller's Office	16.80%	3	NGR	15.00%	-21	NGR
State Council on Developmental Disabilities	19.10%	2	NGR	18.60%	1	NGR
State Lands Commission	15.50%	-2	NGR	17.30%	1	NGR

<sup>102</sup> NDA: No data is available; NGR: No annual goal required

<sup>103</sup> Statistical data reflected in this report changed from fiscal to calendar year.

**Table H: State Civil Service Disability Representation by Department<sup>101 102</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>112</sup>	Deficiency/Surplus <sup>113</sup>	Annual Goal <sup>113</sup>	Disability Representation	Deficiency/Surplus <sup>113</sup>	Annual Goal <sup>113</sup>
State Library, California	14.90%	-2	NGR	15.30%	-2	NGR
State Lottery, California	16.40%	-1	NGR	15.40%	-7	NGR
State Personnel Board	23.70%	11	NGR	22.80%	9	NGR
State Public Defender, Office of the	12.10%	-3	1	11.30%	-3	1
State Teachers' Retirement System, California	15.40%	-10	NGR	13.60%	-25	NGR
State Treasurer's Office	13.30%	-7	NGR	15.40%	-3	NGR
State Water Resources Control Board	14.00%	-36	NGR	14.00%	-36	NGR
Statewide Health Planning and Development, Office of	26.00%	38	NGR	25.90%	37	NGR
Student Aid Commission, California	11.60%	-5	2	13.50%	-3	NGR
Systems Integration, Office of	21.90%	9	NGR	22.40%	9	NGR
Tahoe Conservancy, California	8.10%	-3	1	17.10%	0	NGR
Tax Credit Allocation Committee, California	2.90%	-5	2	2.90%	-5	2

<sup>101</sup> NGR: No annual goal required.<sup>102</sup> Statistical data in this report changed from fiscal to calendar year.

**Table H: State Civil Service Disability Representation by Department<sup>108 109</sup>**

Department	2010-2011			2011		
	Disability Representation <sup>116</sup>	Deficiency/Surplus <sup>117</sup>	Annual Goal <sup>117</sup>	Disability Representation <sup>118</sup>	Deficiency/Surplus <sup>117</sup>	Annual Goal <sup>117</sup>
Teacher Credentialing, Commission on	20.90%	7	NGR	21.50%	7	NGR
Technology Agency, California	11.80%	-53	2	12.80%	-29	2
Toxic Substances Control, Department of	16.90%	3	NGR	16.00%	-5	NGR
Traffic Safety, Office of	6.70%	-3	1	6.70%	-3	1
Transportation, Department of	14.30%	-486	NGR	13.90%	-556	NGR
Transportation Commission, California	NDA	NDA	NDA	7.10%	-1	1
Unemployment Insurance Appeals Board, California	11.60%	-34	2	11.50%	-35	7
Veteran Affairs, Department of	13.40%	-57	NGR	12.50%	-72	34
Victims Compensation and Government Claims Board	16.20%	-1	NGR	15.40%	-3	NGR
Water Resources, Department of	10.20%	-200	20	10.00%	-203	14
Workforce Investment Board, California	21.40%	1	NGR	23.10%	1	NGR

114 NDA: No data is available; NGR: No annual goal required

115 Statistical data reflected in this report changed from fiscal to calendar year.

116 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.

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

VI. Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department

Department	2010-2011		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	6	2	2	2	2
Aging, Department of	5	1	5	0	3
Agricultural Labor Relations Board	3	3	3	0	1
Air Resources Board	7	3	7	6	6
Alcohol and Drug Programs, Department of	10	3	9	7	1
Alcoholic Beverage Control, Department of	9	1	8	0	1
Alternative Energy and Advanced Transportation Authority	1	1	1	0	1
Boating and Waterways, Department of	1	1	3	0	2
Business, Transportation, and Housing Agency	2	1	3	0	1
Child Support Services, Department of	6	2	8	2	3
Children and Families First Commission	1	1	3	4	1
Chiropractic Examiners, Board of	6	2	2	0	1
Coastal Commission, California	7	1	6	0	1

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department<sup>112</sup>**

Department	2010-2011		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	6	4	60	5
Community Services and Development, Department of	6	2	4	0	3
Conservation, Department of	2	1	14	0	1
Conservation Corps, California	5	1	5	0	1
Consumer Affairs, Department of	8	28	10	8	27
Corporations, Department of	9	1	8	0	1
Corrections and Rehabilitation, Department of	15	140	13	0	45
Debt and Investment Advisory Commission, California	NDA	NDA	1	0	1
Delta Stewardship Council	NDA	NDA	1	0	1
Debt Limit Allocation Committee, California	NDA	NDA	1	0	1
Developmental Services, Department of	19	10	15	6	3
Education, Department of	14	72	3	10	9
Emergency Management Agency, California	11	11	15	0	1

<sup>112</sup> NDA: No data is available.

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department<sup>113</sup>**

Department	2010-2011		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
Emergency Medical Services Authority	2	1	2	7	3
Employment Development Department	16	56	15	141	86
Energy Commission, California	8	3	9	3	3
Environmental Health Hazard Assessment, Office of	3	1	4	0	1
Environmental Protection Agency, California	NDA	NDA	3	2	1
Equalization, Board of	13	11	15	28	11
Exposition and State Fair, California	21	1	9	0	1
Fair Employment and Housing, Department of	4	1	2	1	1
Fair Political Practices Commission	3	1	3	1	1
Finance, Department of	3	1	11	7	2
Financial Institutions, Department of	5	1	7	0	1
Fish and Game, Department of	8	7	9	41	22
Food and Agriculture, Department of	10	10	10	6	10

<sup>113</sup> NDA: No data is available.

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

Department	2010-2011		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
Forestry and Fire Protection, Department of	6	1	22	1	7
Franchise Tax Board	14	37	14	0	35
Gambling Control Commission, California	2	1	2	1	2
General Services, Department of	5	7	5	0	5
Health Care Services, Department of	10	5	10	0	14
Health Facilities Financing Authority, California	1	1	2	0	1
High Speed Rail Authority, California	1	1	2	3	2
Highway Patrol, California	7	9	7	5	7
Horse Racing Board, California	4	3	3	2	3
Housing and Community Development, Department of	11	11	11	2	11
Housing Finance Agency, California	6	10	4	2	9
Industrial Relations, Department of	4	4	7	1	4
Inspector General, Office of the	2	1	1	119	1

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

Department	2010-2011		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
Insurance, Department of	8	3	8	4	1
Justice, Department of	18	36	14	85	20
Legislative Counsel, Office of the	6	6	6	140	6
Managed Health Care, Department of	13	1	13	1	1
Managed Risk Medical Insurance Board	2	1	2	0	1
Department of Mental Health	1	5	8	0	1
Department of Mental Health Atascadero State Hospital	1	5	8	0	1
Department of Mental Health Coalinga State Hospital	1	5	8	0	1
Department of Mental Health Metropolitan State Hospital	1	5	8	0	1
Department of Mental Health Napa State Hospital	1	5	8	0	1
Department of Mental Health Patton State Hospital	1	5	8	0	1
Department of Mental Health Salinas Valley Psychiatric Program	1	5	8	0	1
Department of Mental Health Vacaville Psychiatric Program	1	5	8	0	1

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

Department	2010-2011		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
Military Department	2	2	3	1	1
Motor Vehicles, Department of	12	95	12	6	149
Parks and Recreation, Department of	11	4	12	0	4
Peace Officers Standards and Training, Commission on	4	4	6	5	4
Personnel Administration, Department of	5	1	5	0	4
Pesticide Regulation, Department of	7	2	4	6	1
Pilot Commissioners, Board of	1	1	1	0	1
Pollution Control Financing Authority, California	1	1	1	0	1
Prison Industry Authority	113	1	113	0	3
Public Employees Retirement System, California	15	5	15	5	4
Public Employment Relations Board	2	2	4	0	1
Public Health, Department of	4	4	14	2	5
Public Utilities Commission, California	14	1	11	20	4

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department<sup>114</sup>**

Department	2010-2011		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	4	4	5	9
Real Estate Appraisers, Office of	1	1	1	0	1
Rehabilitation, Department of	9	2	11	13	1
Resources Recycling and Recovery, Department of	5	5	9	1	1
Scholarshare Investment Board	1	1	1	0	1
Science Center, California	3	1	3	2	3
Secretary of State	6	3	6	0	3
Sierra Nevada Conservancy	1	1	2	4	1
Social Services, Department of	17	2	11	0	7
State and Consumer Services Agency, California	NDA	NDA	1	1	1
State Audits, Bureau of	8	1	5	1	1
State Coastal Conservancy, California	6	5	7	3	1
State Compensation Insurance Fund	9	13	11	360	22

<sup>114</sup> NDA: No data is available.

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

Department	2010-2011		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	11	16	13	93	9
State Council on Developmental Disabilities	1	1	1	1	1
State Lands Commission	9	2	12	0	1
State Library, California	3	1	3	1	1
State Lottery, California	11	4	12	83	4
State Personnel Board	11	1	6	3	2
State Public Defender, Office of the	2	3	2	3	3
State Teachers' Retirement System, California	7	12	7	60	14
State Treasurer's Office	3	3	5	0	5
State Water Resources Control Board	11	1	11	0	1
Statewide Health Planning and Development, Office of	6	1	5	0	1
Student Aid Commission, California	2	1	1	0	2
Systems Integration, Office of	2	2	2	0	2

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

Department	2010-2011		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
Tahoe Conservancy, California	2	1	2	2	1
Tax Credit Allocation Commission, California	1	1	1	0	1
Teacher Credentialing, Commission on	3	2	3	0	2
Technology Agency, California	9	2	6	2	2
Toxic Substances Control, Department of	2	4	5	8	8
Traffic Safety, Office of	1	1	1	1	1
Transportation, Department of	8	85	8	152	72
Unemployment Insurance Appeals, California	3	4	5	0	4
Veterans Affairs, Department of	6	6	6	0	2
Victims Compensation and Government Claims Board	3	6	4	1	4
Water Resources, Department of	59	16	15	47	13

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

**SECTION 15:****SCHEMATIC ARRANGEMENT OF CLASSES**

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

**OFFICE AND ALLIED SERVICES****CA00-CZ99**

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

**SECTION 15:****SCHEMATIC ARRANGEMENT OF CLASSES**

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

**CUSTODIAN AND DOMESTIC SERVICES****DA00-DZ99**

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

**EDUCATION AND LIBRARY****EA00-FZ99**

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

**SECTION 15:****SCHEMATIC ARRANGEMENT OF CLASSES**

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

**ENGINEERING AND ALLIED SERVICES****GA00-IZ99**

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

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

<b>FISCAL, MANAGEMENT AND STAFF SERVICES</b>
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<b>JA00-MZ99</b>
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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

## SECTION 15:

## SCHEMATIC ARRANGEMENT OF CLASSES

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

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

**SECTION 15:****SCHEMATIC ARRANGEMENT OF CLASSES**

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

<b>MECHANICAL AND CONSTRUCTION TRADES</b>	<b>PA00-RZ99</b>
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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

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

**SECTION 15:****SCHEMATIC ARRANGEMENT OF CLASSES**

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

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

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

**SECTION 15:****SCHEMATIC ARRANGEMENT OF CLASSES**

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

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

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