

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



**2007-2008
Fiscal Year**



**Prepared for the
Governor and the
Legislature**

**By the
State Personnel Board**

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

**FISCAL YEAR
2007-2008**



STATE PERSONNEL BOARD

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September 2009

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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 §§19237, 19402, 19405, 19792(h)(i), 19792.5(a)(b), and 19793, the SPB has prepared this report for the Governor and the Legislature. The data provided in this report captures the statewide ethnic, gender, and disabled representation for State employees for the period between July 1, 2007 and June 30, 2008.

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

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

II. State Civil Service Workforce Composition

A. Workforce Population

As reported by the Employment Development Department's (EDD) Labor Market Information Division¹, 16.9 million Californians were employed and 900,000 were unemployed in 2006. Combined, the total working age, civilian, non-institutional labor pool population was 17.8 million. In comparison, the State civil service workforce population for fiscal year 2007-2008 was comprised of 226,464 employees, accounting for 1.3% of the State's labor force. (Table A)

The State civil service workforce population for fiscal year 2007-2008 increased by 7,376 (3.26%) employees when compared to data reported in the *Annual Census of Employees in the State Civil Service FY 2006-07*. (Table A)

B. Gender²

In the State civil service, overall, there was less than a 10% difference between men and women. (Table B) Staying within the 10% difference reflects a balance among the gender groups.

¹ California Labor Market and Economic Analysis 2007

² Comparison data was not available in the California Labor Market and Economic Analysis 2007 report

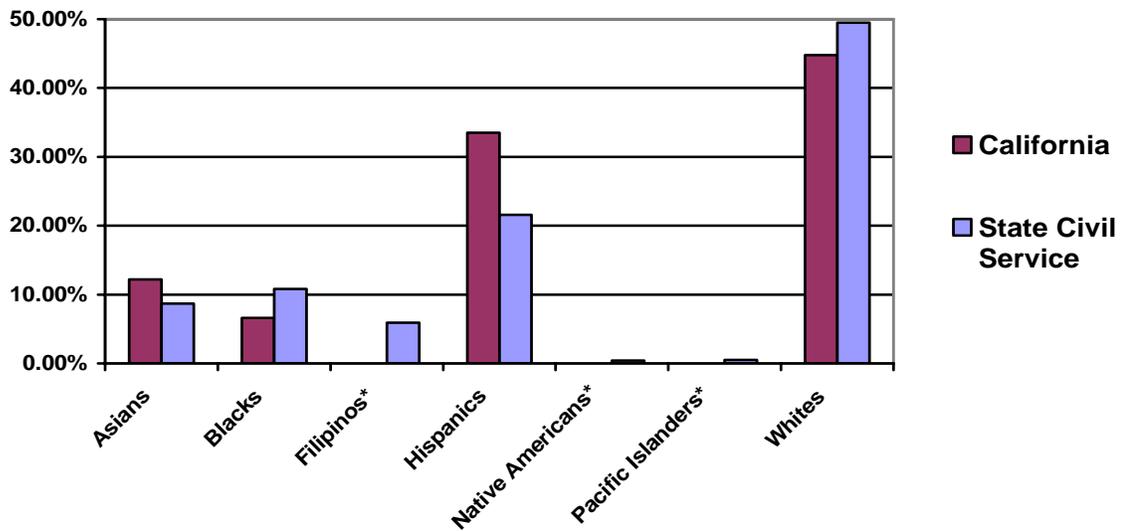
II. State Civil Service Workforce Composition (continued)

C. Race/Ethnicity

As reported by the EDD, Whites represented the majority among racial/ethnic groups statewide, with a representation of 44.8%. Statewide, the most prevalent racial/ethnic groups were: Hispanics (33.5%), Asians (12.2%), and African Americans (6.6%), while All Others (2.9%) represented the minority.

In the State civil service, Whites represented slightly less than 50% among racial/ethnic groups, while Native Americans and Pacific Islanders represented the smallest percentage of the minorities. ([Table B](#))

Workforce Composition by Race/Ethnicity*



*Comparison data was not available in the EDD report for Filipinos, Native Americans, and Pacific Islanders.

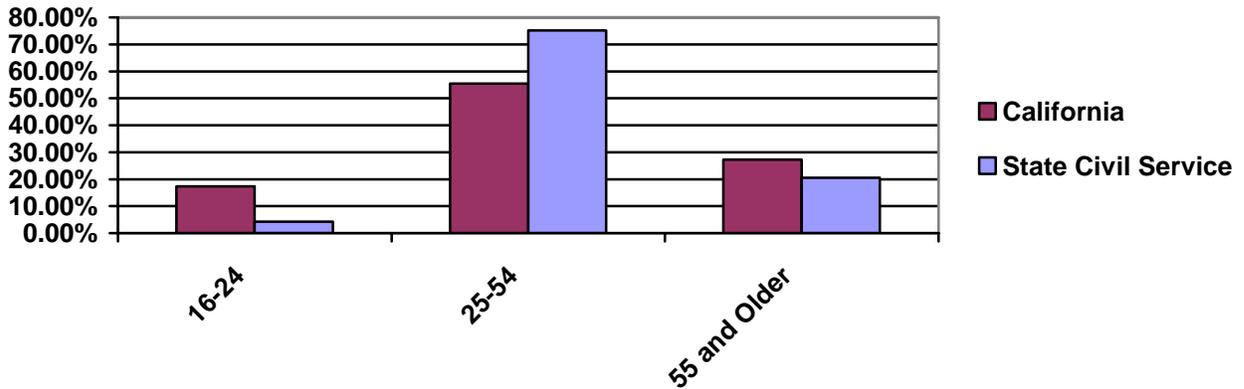
II. State Civil Service Workforce Composition (continued)

D. Age

As reported by the EDD, the following statewide age group representations were: 16-24 (17.3%), 25-54 (55.5%), and 55 and older (27.2%).

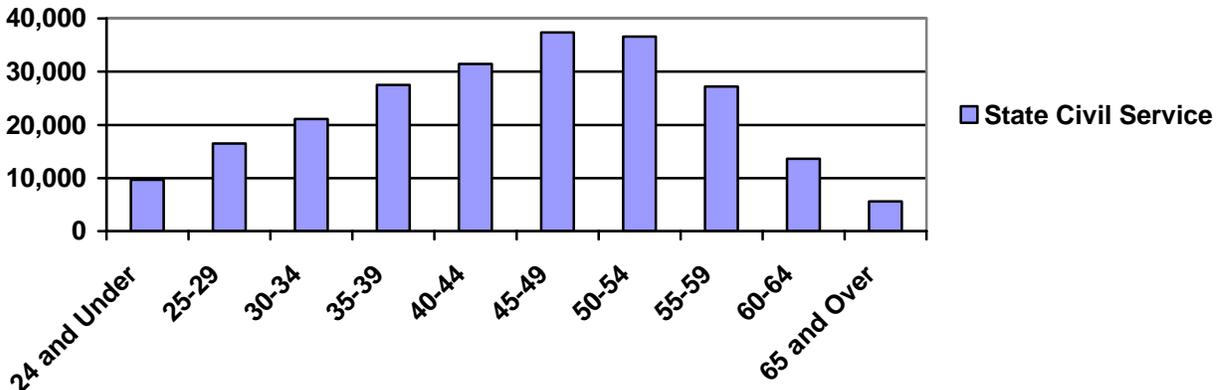
In the State civil service, the 25 to 54 age group represented the majority percentage while the 16 to 24 age group represented the minority percentage. (Table C)

Workforce Composition by Age



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

State Civil Service Workforce Composition by Age



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

In the State civil service, men represented the majority percentage among the following age groups: 24 and under, 25-29, 30-34, 35-39, 40-44, 45-49, 55-59, 60-64 and 65 and over. There was less than 10% difference between men and women in the following age groups: 40-44, 45-49, 50-54, 55-59, and 60-64.

([Table C](#))

In the State civil service, Whites represented 50% or more among racial/ethnic groups in the following age groups: 24 and under, 50-54, 55-59, 60-64, 65 and over. Whites represented less than 50% in the following age groups: 25-29, 30-34, 35-39, 40-44, and 45-49. Native Americans and Pacific Islanders represented the smallest percentage of the minorities for all age groups.

([Table C](#))

In State civil service, the disabled representation percentage was highest for the 60-64 age group and lowest for the 24 and under, 25-29, and 30-34 age groups.

([Table C](#))

II. State Civil Service Workforce Composition (continued)

E. Major Occupational Groups³

In the State civil service, there are 12 major occupational groups, as well as Broadband and CEA classifications.

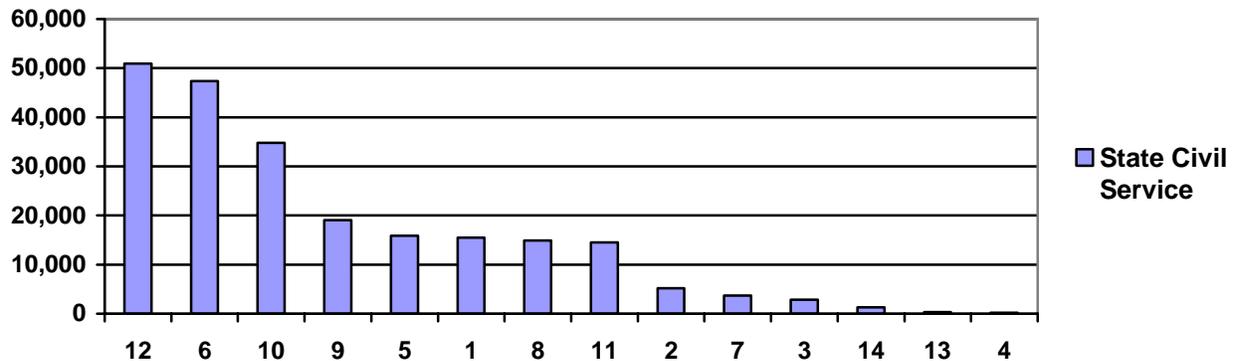
Major Occupational Groups:

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

Broadband and CEA Classifications:

13. Broadband Classifications
14. CEA Classifications

State Civil Service Workforce Composition by Occupational Groups*



*Occupational groups are ordered from greatest to smallest percentage represented.

³ Comparison data was not available in the California Labor Market and Economic Analysis 2007 report

II. State Civil Service Workforce Composition (continued)

E. Major Occupational Groups⁴ (continued)

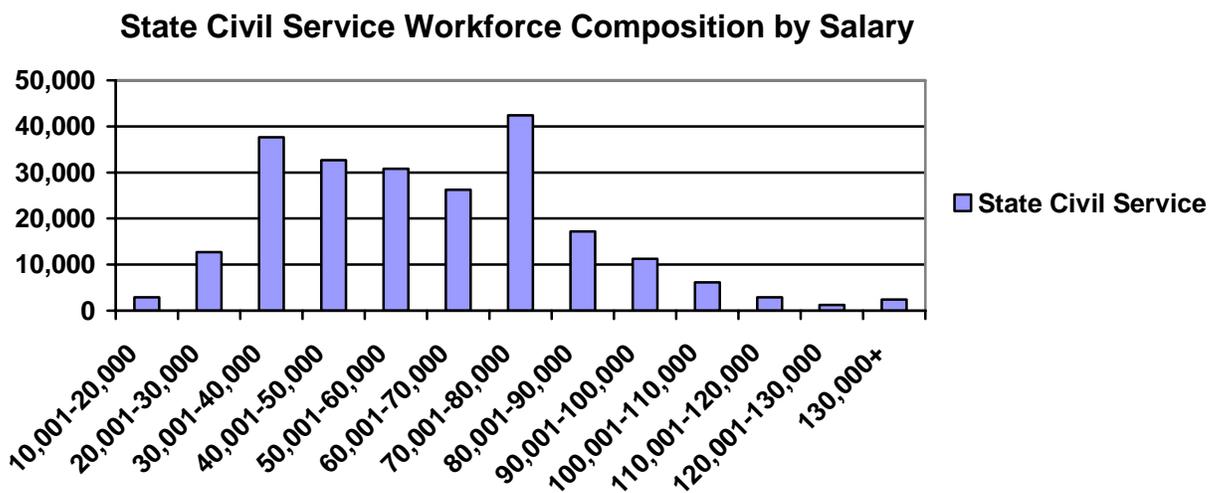
Of the 14 occupational groups, men represented the majority percentage in 8, and women represented the majority percentage in 3. There was less than 10% difference between men and women in CEA, Custodian and Domestic Services, and Legal occupational groups. (Table D)

In State civil service, Whites represented 50% or more among racial/ethnic groups in 8 major occupational groups. Whites represented less than 50% in 6 major occupational groups. Native Americans and Pacific Islanders represented the smallest percentage of minorities in all major occupational groups. (Table D)

Disabled representation was highest in Office and Allied Services and lowest in Social Security and Rehabilitation. (Table D)

F. Salary⁵

In the State civil service, employee salaries were as follows:



In the State civil service, men represented the majority percentage in the \$60,001+ salary ranges and women represented the majority percentage in the \$60,000 and less salary ranges. There was less than 10% difference between men and women in the following salary ranges: \$20,001-\$30,000, \$40,001-\$50,000, \$50,001-\$60,000, and \$60,001-\$70,000. (Table E)

⁴ Comparison data was not available in the California Labor Market and Economic Analysis 2007 report

⁵ Comparison data was not available in the California Labor Market and Economic Analysis 2007 report

II. State Civil Service Workforce Composition (continued)

F. Salary⁶ (continued)

In the State civil service, Whites represented the majority percentage among racial/ethnic groups in 9 of the salary ranges. Whites represented approximately 50% or less of the racial/ethnic population in 4 of the salary ranges. Native Americans and Pacific Islanders represented the smallest percentage of the minority groups among salary ranges.

([Table E](#))

In the State civil service, disabled representation was highest percentage in the \$30,001-\$40,000 salary range and lowest in the \$100,001-\$110,000 salary range. ([Table E](#))

G. Major Occupational Groups and Salary

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

In the State civil service, the top 4 occupational groups with the highest percentage of employees in the salary ranges of \$40,001 and over are Legal, Emergency Disaster Program, Broadband and CEA Classifications. ([Table F](#))

H. County Profiles

There are 58 counties in the State of California. According to the Department of Finance's (DOF) 2006 California County Profiles reports, Los Angeles County represented the largest of California's labor pools at 4,860,600. The second and third largest labor pools were in Orange (1,623,600) and San Diego (1,518,000) counties.

In the State civil service, the following 3 counties had the highest employment numbers: Sacramento (68,946), Los Angeles (23,095), and San Bernardino (11,225). ([Table G](#))

In the State civil service, men represented the majority percentage in 42 counties and women represented the majority percentage in 6 counties. There was less than 10% difference between men and women in 10 counties. ([Table G](#))

⁶ Comparison data was not available in the California Labor Market and Economic Analysis 2007 report

II. State Civil Service Workforce Composition (continued)

H. County Profiles (continued)

In the State civil service, Whites represented the majority percentage in 39 counties and Hispanics represented the majority percentage in 1 county. Whites represented approximately 49% or less of the racial/ethnic population in 19 counties. (Table G)

In the State civil service, Native Americans and Pacific Islanders represented the smallest percentage of racial/ethnic minority groups in all 58 counties. The following counties had less than 1% representation of Native Americans and Pacific Islanders. (Table G)

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

II. State Civil Service Workforce Composition (continued)

H. County Profiles (continued)

In the State civil service, there was less than 1% representation of the identified remaining racial/ethnic groups in the following 23 counties:

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

Percentage of disabled representation was highest in Stanislaus County and out-of-state employment. Percentage of disabled representation was lowest in Marin County. (Table G)

III. State Civil Service Disability Representation

As of June 30, 2008, the State of California employed approximately 19,611 persons with disabilities; representing 8.7% of the State civil service workforce in departments with 30 or more employees (Table B). This represents the same percentage of disabled representation reflected in the *Annual Census of Employees in the State Civil Service FY 2006-07*.

In the State civil service, the percentage of disabled representation was highest for the 60-64 age group and lowest for the 24 and under, 25-29, and 30-34 age groups. (Table C)

In the State civil service, percentage of disabled representation was highest in Office and Allied Services and lowest in Social Security and Rehabilitation occupational groups. (Table D, F)

In the State civil service, percentage of disabled representation was highest in the \$30,001-\$40,000 salary range and lowest in the \$100,001-\$110,000 salary range. (Table E)

III. State Civil Service Disability Representation (continued)

In the State civil service, percentage of disabled representation was highest in Stanislaus County and out-of-state employment. Disabled representation was lowest in Marin County. ([Table G](#))

Of the 98 State agencies that provided status information and activities of their employment program for persons with disabilities, 28 (29%) departments did not provide future plans and timelines for fiscal year 2007-2008. ([Table H](#))

Below is a breakdown of the data provided by State agencies for fiscal year 2007-2008:

Current Activity:

- 20 agencies met or exceeded the California disabled parity of 16.6%⁷
- 46 agencies met or exceeded 80% of the State civil service disabled parity of 16.6%
- 48 agencies did not meet 80% of the State civil service disabled parity of 16.6%
- No data was available for 4 agencies

([Table H](#))

Future Plans:

- 24 agencies provided future plans
- 46 agencies were not required to provide future plans because they met or exceeded 80% of the State civil service disabled parity of 16.6%
- 28 agencies did not provide future plans

([Table H](#))

IV. Data Collection

The following SPB reports—pulled from the State Controller’s Office’s employment history database, as recorded by the individual departments—were used to compile the tables featured in this Annual Census:

- ANL 1: State Civil Service Workforce Salary by Race/Ethnicity, Gender and Disability
- ANL 2: Historical Statewide Representation
- ANL 4: State Civil Service Composition by Major Occupational Group
- ANL 5: State Civil Service Workforce Compositions by Department with 30 or More Employees
- ANL 7: State Civil Service Workforce Composition by Age
- ANL 8: State Civil Service Workforce by Occupation, Salary, Race/Ethnicity, Gender and Disability

⁷ State civil service workforce disabled parity is 16.6%; if departments fall below 80% parity (13.3%), they are required to submit an annual goal for hiring persons with disabilities.

IV. Data Collection (continued)

SPB Report 5102 features data updated by the SPB on the basis of any disability surveys submitted by individual departments as of June 30, 2008.

The WFA Report on Disabled Representation and Goals was compiled from individual departments' Workforce Analysis submissions to the SPB.

The EDD, Labor Market Information Division, provided labor market information for the State of California for calendar year 2006.

The DOF provided reports on California County Profiles for calendar year 2006.

V. Tables

The data collected are shown in the attached tables A-H.

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

Table A: State Civil Service Workforce Representation Five-Year History⁸

Date	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
06/30/04	209,575	7.7%	11.1%	5.6%	20.0%	0.3%	0.5%	52.3%	2.3%	52.8%	47.2%	7.5%
06/30/05	208,222	8.0%	11.1%	5.7%	20.4%	0.4%	0.5%	51.5%	2.4%	52.7%	47.3%	8.4%
06/30/06	210,591	8.4%	11.1%	5.9%	20.8%	0.4%	0.5%	50.5%	2.4%	52.8%	47.2%	8.6%
06/30/07	219,088	8.5%	11.0%	5.9%	21.2%	0.4%	0.5%	50.0%	2.4%	52.8%	47.2%	8.7%
06/30/08	226,464	8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%

⁸ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁹

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Aging	128	17	10	3	15	0	1	79	3	38	90	12
		13.3%	7.8%	2.3%	11.7%	0.0%	0.8%	61.7%	2.3%	29.7%	70.3%	9.4%
Agricultural Associations	664	10	25	9	168	4	2	398	48	372	292	36
		1.5%	3.8%	1.4%	25.3%	0.6%	0.3%	59.9%	7.2%	56.0%	44.0%	5.4%
Air Resources Board	1,206	257	58	33	164	3	5	654	32	726	480	192
		21.3%	4.8%	2.7%	13.6%	0.2%	0.4%	54.2%	2.7%	60.2%	39.8%	15.9%
Alcohol and Drug Programs	315	27	51	14	50	0	2	160	11	110	205	33
		8.6%	16.2%	4.4%	15.9%	0.0%	0.6%	50.8%	3.5%	34.9%	65.1%	10.5%
Alcoholic Beverage Control	421	37	40	21	112	0	1	204	6	154	267	26
		8.8%	9.5%	5.0%	26.6%	0.0%	0.2%	48.5%	1.4%	36.6%	63.4%	6.2%
Audits, Bureau of State	129	12	4	5	8	2	0	98	0	62	67	18
		9.3%	3.1%	3.9%	6.2%	1.6%	0.0%	76.0%	0.0%	48.1%	51.9%	14.0%
Boating and Waterways	77	7	5	5	12	0	1	42	5	40	37	5
		9.1%	6.5%	6.5%	15.6%	0.0%	1.3%	54.5%	6.5%	51.9%	48.1%	6.5%
Business Transportation and Housing Agency	50	6	7	3	3	1	0	28	2	14	36	11
		12.0%	14.0%	6.0%	6.0%	2.0%	0.0%	56.0%	4.0%	28.0%	72.0%	22.0%
Child Support Services	469	41	48	18	87	4	5	252	14	136	333	63
		8.7%	10.2%	3.8%	18.6%	0.9%	1.1%	53.7%	3.0%	29.0%	71.0%	13.4%
Children and Families First Commission	45	2	5	1	10	0	0	27	0	9	36	0
		4.4%	11.1%	2.2%	22.2%	0.0%	0.0%	60.0%	0.0%	20.0%	80.0%	0.0%
Coastal Commission	158	8	9	11	15	0	2	111	2	54	104	7
		5.1%	5.7%	7.0%	9.5%	0.0%	1.3%	70.3%	1.3%	34.2%	65.8%	4.4%

⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁰ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Coastal Conservancy	74	8	2	4	7	0	0	52	1	25	49	6
		10.8%	2.7%	5.4%	9.5%	0.0%	0.0%	70.3%	1.4%	33.8%	66.2%	8.1%
Community Colleges	139	23	14	1	30	0	1	66	4	46	93	21
		16.5%	10.1%	0.7%	21.6%	0.0%	0.7%	47.5%	2.9%	33.1%	66.9%	15.1%
Community Services and Development	83	7	15	3	19	1	1	35	2	27	56	17
		8.4%	18.1%	3.6%	22.9%	1.2%	1.2%	42.2%	2.4%	32.5%	67.5%	20.5%
Compensation Insurance Fund	8,222	968	737	1,286	1,574	31	48	3,401	177	2,623	5,599	675
		11.8%	9.0%	15.6%	19.1%	0.4%	0.6%	41.4%	2.2%	31.9%	68.1%	8.2%
Conservation	607	64	36	22	77	3	4	382	19	312	295	103
		10.5%	5.9%	3.6%	12.7%	0.5%	0.7%	62.9%	3.1%	51.4%	48.6%	17.0%
Conservation Corps	300	4	18	4	45	2	2	140	85	162	138	45
		1.3%	6.0%	1.3%	15.0%	0.7%	0.7%	46.7%	28.3%	54.0%	46.0%	15.0%
Consumer Affairs	4,201	232	529	141	665	18	10	2,515	91	1,575	2,626	620
		5.5%	12.6%	3.4%	15.8%	0.4%	0.2%	59.9%	2.2%	37.5%	62.5%	14.8%
Controller's Office	1,276	222	141	67	193	4	8	615	26	505	771	216
		17.4%	11.1%	5.3%	15.1%	0.3%	0.6%	48.2%	2.0%	39.6%	60.4%	16.9%
Corporations	295	50	41	36	37	0	1	122	8	116	179	46
		16.9%	13.9%	12.2%	12.5%	0.0%	0.3%	41.4%	2.7%	39.3%	60.7%	15.6%
Corrections and Rehabilitation	62,822	2,020	8,019	2,521	18,575	272	334	29,588	1,493	39,632	23,190	2,239
		3.2%	12.8%	4.0%	29.6%	0.4%	0.5%	47.1%	2.4%	63.1%	36.9%	3.6%
Developmental Disabilities, Council on	91	3	7	5	9	0	0	62	5	23	68	12
		3.3%	7.7%	5.5%	9.9%	0.0%	0.0%	68.1%	5.5%	25.3%	74.7%	13.2%

¹⁰ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹¹ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Developmental Services	7,416	640	765	1,331	1,518	23	26	2,963	150	2,743	4,673	388
		8.6%	10.3%	17.9%	20.5%	0.3%	0.4%	40.0%	2.0%	37.0%	63.0%	5.2%
Education	2,091	218	196	81	358	5	18	1,153	62	719	1,372	347
		10.4%	9.4%	3.9%	17.1%	0.2%	0.9%	55.1%	3.0%	34.4%	65.6%	16.6%
Emergency Medical Services Authority	51	0	6	0	6	0	0	39	0	21	30	8
		0.0%	11.8%	0.0%	11.8%	0.0%	0.0%	76.5%	0.0%	41.2%	58.8%	15.7%
Emergency Services	509	27	38	11	62	1	3	356	11	219	290	53
		5.3%	7.5%	2.2%	12.2%	0.2%	0.6%	69.9%	2.2%	43.0%	57.0%	10.4%
Employment Development	7,815	1,052	1,178	442	2,124	26	57	2,771	165	2,526	5,289	1,076
		13.5%	15.1%	5.7%	27.2%	0.3%	0.7%	35.5%	2.1%	32.3%	67.7%	13.8%
Energy Resources Conservation and Development	493	53	28	9	49	2	1	335	16	263	230	78
		10.8%	5.7%	1.8%	9.9%	0.4%	0.2%	68.0%	3.2%	53.3%	46.7%	15.8%
Environmental Health Hazard Assessment	120	26	6	4	10	0	0	73	1	47	73	13
		21.7%	5.0%	3.3%	8.3%	0.0%	0.0%	60.8%	0.8%	39.2%	60.8%	10.8%
Environmental Protection Agency	53	2	8	3	11	0	1	27	1	26	27	9
		3.8%	15.1%	5.7%	20.8%	0.0%	1.9%	50.9%	1.9%	49.1%	50.9%	17.0%
Equalization, Board of	3,809	637	360	213	770	15	24	1,701	89	1,454	2,355	538
		16.7%	9.5%	5.6%	20.2%	0.4%	0.6%	44.7%	2.3%	38.2%	61.8%	14.1%
Exposition and State Fair	770	30	87	11	113	8	5	493	23	514	256	39
		3.9%	11.3%	1.4%	14.7%	1.0%	0.6%	64.0%	3.0%	66.8%	33.2%	5.1%

¹¹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹² (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Fair Employment and Housing	213	18	60	11	66	0	2	54	2	53	160	47
		8.5%	28.2%	5.2%	31.0%	0.0%	0.9%	25.4%	0.9%	24.9%	75.1%	22.1%
Fair Political Practices Commission	65	3	2	0	10	0	1	48	1	17	48	16
		4.6%	3.1%	0.0%	15.4%	0.0%	1.5%	73.8%	1.5%	26.2%	73.8%	24.6%
Finance	391	67	31	15	49	1	1	221	6	165	226	45
		17.1%	7.9%	3.8%	12.5%	0.3%	0.3%	56.5%	1.5%	42.2%	57.8%	11.5%
Financial Institutions	227	56	23	24	23	1	1	92	7	118	109	14
		24.7%	10.1%	10.6%	10.1%	0.4%	0.4%	40.5%	3.1%	52.0%	48.0%	6.2%
Fish and Game	2,844	161	41	38	291	16	16	2,159	122	1,651	1,193	231
		5.7%	1.4%	1.3%	10.2%	0.6%	0.6%	75.9%	4.3%	58.1%	41.9%	8.1%
Food and Agriculture	1,973	202	59	67	501	12	16	1,057	59	1,114	859	112
		10.2%	3.0%	3.4%	25.4%	0.6%	0.8%	53.6%	3.0%	56.5%	43.5%	5.7%
Forestry and Fire Protection	7,509	137	151	66	1,143	67	31	5,669	245	6,411	1,098	549
		1.8%	2.0%	0.9%	15.2%	0.9%	0.4%	75.5%	3.3%	85.4%	14.6%	7.3%
Franchise Tax Board	6,440	957	973	329	1,198	27	54	2,761	141	2,298	4,142	960
		14.9%	15.1%	5.1%	18.6%	0.4%	0.8%	42.9%	2.2%	35.7%	64.3%	14.9%
Gambling Control Commission	72	6	6	4	15	0	0	39	2	25	47	9
		8.3%	8.3%	5.6%	20.8%	0.0%	0.0%	54.2%	2.8%	34.7%	65.3%	12.5%
General Services	4,099	447	638	190	876	15	30	1,818	85	2,616	1,483	377
		10.9%	15.6%	4.6%	21.4%	0.4%	0.7%	44.4%	2.1%	63.8%	36.2%	9.2%
Health Care Services	2,886	464	337	268	504	9	29	1,210	65	958	1,928	540
		16.1%	11.7%	9.3%	17.5%	0.3%	1.0%	41.9%	2.3%	33.2%	66.8%	18.7%

¹² Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹³ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Highway Patrol	10,453	367	572	233	2,261	66	56	6,819	79	7,918	2,535	791
		3.5%	5.5%	2.2%	21.6%	0.6%	0.5%	65.2%	0.8%	75.7%	24.3%	7.6%
Horse Racing Board	50	2	4	0	12	0	0	32	0	25	25	6
		4.0%	8.0%	0.0%	24.0%	0.0%	0.0%	64.0%	0.0%	50.0%	50.0%	12.0%
Housing and Community Development	579	45	64	24	95	5	7	331	8	251	328	89
		7.8%	11.1%	4.1%	16.4%	0.9%	1.2%	57.2%	1.4%	43.4%	56.6%	15.4%
Housing Finance Agency	297	36	36	12	37	0	0	173	3	88	209	21
		12.1%	12.1%	4.0%	12.5%	0.0%	0.0%	58.2%	1.0%	29.6%	70.4%	7.1%
Industrial Relations	2,592	311	250	366	529	5	6	1,062	63	984	1,608	249
		12.0%	9.6%	14.1%	20.4%	0.2%	0.2%	41.0%	2.4%	38.0%	62.0%	9.6%
Inspector General	99	2	8	3	13	0	1	69	3	53	46	6
		2.0%	8.1%	3.0%	13.1%	0.0%	1.0%	69.7%	3.0%	53.5%	46.5%	6.1%
Insurance	1,165	204	138	128	182	1	3	481	28	547	618	148
		17.5%	11.8%	11.0%	15.6%	0.1%	0.3%	41.3%	2.4%	47.0%	53.0%	12.7%
Integrated Waste Management Board	411	38	36	6	52	3	1	267	8	174	237	42
		9.2%	8.8%	1.5%	12.7%	0.7%	0.2%	65.0%	1.9%	42.3%	57.7%	10.2%
Justice	5,093	573	476	277	875	16	32	2,731	113	1,987	3,106	450
		11.3%	9.3%	5.4%	17.2%	0.3%	0.6%	53.6%	2.2%	39.0%	61.0%	8.8%
Lands Commission	208	14	9	7	28	0	3	144	3	126	82	22
		6.7%	4.3%	3.4%	13.5%	0.0%	1.4%	69.2%	1.4%	60.6%	39.4%	10.6%
Legislative Counsel	556	97	78	15	93	1	2	260	10	297	259	30
		17.4%	14.0%	2.7%	16.7%	0.2%	0.4%	46.8%	1.8%	53.4%	46.6%	5.4%

¹³ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Library	150	12	11	2	15	0	0	106	4	51	99	23
		8.0%	7.3%	1.3%	10.0%	0.0%	0.0%	70.7%	2.7%	34.0%	66.0%	15.3%
Lottery	552	67	60	19	115	3	2	278	8	298	254	42
		12.1%	10.9%	3.4%	20.8%	0.5%	0.4%	50.4%	1.4%	54.0%	46.0%	7.6%
Managed Health Care	323	57	34	7	40	1	3	175	6	109	214	69
		17.6%	10.5%	2.2%	12.4%	0.3%	0.9%	54.2%	1.9%	33.7%	66.3%	21.4%
Managed Risk Medical Insurance Board	74	8	11	0	23	0	0	30	2	18	56	10
		10.8%	14.9%	0.0%	31.1%	0.0%	0.0%	40.5%	2.7%	24.3%	75.7%	13.5%
Mental Health	10,419	765	1,470	1,781	1,822	31	35	4,357	158	4,331	6,088	1,084
		7.3%	14.1%	17.1%	17.5%	0.3%	0.3%	41.8%	1.5%	41.6%	58.4%	10.4%
Military	241	3	20	6	36	1	2	157	16	169	72	18
		1.2%	8.3%	2.5%	14.9%	0.4%	0.8%	65.1%	6.6%	70.1%	29.9%	7.5%
Motor Vehicles	8,712	834	1,713	473	2,799	32	76	2,578	207	2,334	6,378	1,763
		9.6%	19.7%	5.4%	32.1%	0.4%	0.9%	29.6%	2.4%	26.8%	73.2%	20.2%
Parks and Recreation	5,166	114	116	59	643	51	23	3,989	171	3,009	2,157	305
		2.2%	2.2%	1.1%	12.4%	1.0%	0.4%	77.2%	3.3%	58.2%	41.8%	5.9%
Peace Officers Standards and Training	115	11	8	4	11	0	0	80	1	50	65	21
		9.6%	7.0%	3.5%	9.6%	0.0%	0.0%	69.6%	0.9%	43.5%	56.5%	18.3%
Personnel Administration	192	22	19	5	29	1	3	105	8	57	135	27
		11.5%	9.9%	2.6%	15.1%	0.5%	1.6%	54.7%	4.2%	29.7%	70.3%	14.1%
Personnel Board	166	14	15	5	32	3	1	94	2	55	111	23
		8.4%	9.0%	3.0%	19.3%	1.8%	0.6%	56.6%	1.2%	33.1%	66.9%	13.9%

¹⁴ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Pesticide Regulation	346	44	20	10	43	1	1	219	8	175	171	60
		12.7%	5.8%	2.9%	12.4%	0.3%	0.3%	63.3%	2.3%	50.6%	49.4%	17.3%
Prison Industry Authority	590	25	40	13	121	4	2	362	23	403	187	39
		4.2%	6.8%	2.2%	20.5%	0.7%	0.3%	61.4%	3.9%	68.3%	31.7%	6.6%
Public Defender	77	2	6	1	9	0	0	57	2	28	49	14
		2.6%	7.8%	1.3%	11.7%	0.0%	0.0%	74.0%	2.6%	36.4%	63.6%	18.2%
Public Employees Retirement System	2,089	338	222	88	307	6	16	1,066	46	725	1,364	176
		16.2%	10.6%	4.2%	14.7%	0.3%	0.8%	51.0%	2.2%	34.7%	65.3%	8.4%
Public Health	3,300	428	387	220	447	9	14	1,716	79	1,039	2,262	579
		13.0%	11.7%	6.7%	13.5%	0.3%	0.4%	52.0%	2.4%	31.5%	68.5%	17.5%
Public Utilities Commission	1,024	203	108	92	107	0	3	486	25	522	502	70
		19.8%	10.5%	9.0%	10.4%	0.0%	0.3%	47.5%	2.4%	51.0%	49.0%	6.8%
Real Estate	353	42	57	22	56	3	2	163	8	119	234	52
		11.9%	16.1%	6.2%	15.9%	0.8%	0.6%	46.2%	2.3%	33.7%	66.3%	14.7%
Rehabilitation	1,831	161	241	86	405	9	3	877	49	521	1,310	318
		8.8%	13.2%	4.7%	22.1%	0.5%	0.2%	47.9%	2.7%	28.5%	71.5%	17.4%
Resources Agency	50	1	4	0	0	1	0	42	2	22	28	5
		2.0%	8.0%	0.0%	0.0%	2.0%	0.0%	84.0%	4.0%	44.0%	56.0%	10.0%
San Francisco Bay Conservation and Development	38	7	2	1	5	0	0	22	1	12	26	0
		18.4%	5.3%	2.6%	13.2%	0.0%	0.0%	57.9%	2.6%	31.6%	68.4%	0.0%
Science Center	149	5	54	6	54	1	0	28	1	103	46	8
		3.4%	36.2%	4.0%	36.2%	0.7%	0.0%	18.8%	0.7%	69.1%	30.9%	5.4%

¹⁵ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Secretary of State	443	48	51	27	65	1	4	233	14	116	327	56
		10.8%	11.5%	6.1%	14.7%	0.2%	0.9%	52.6%	3.2%	26.2%	73.8%	12.6%
Social Services	3,896	432	630	271	732	9	16	1,687	119	1,044	2,852	597
		11.1%	16.2%	7.0%	18.8%	0.2%	0.4%	43.3%	3.1%	26.8%	73.2%	15.3%
Statewide Health Planning and Development	412	90	30	9	49	2	2	224	6	221	191	93
		21.8%	7.3%	2.2%	11.9%	0.5%	0.5%	54.4%	1.5%	53.6%	46.4%	22.6%
Student Aid Commission	137	7	19	5	28	0	1	72	5	46	91	19
		5.1%	13.9%	3.6%	20.4%	0.0%	0.7%	52.6%	3.6%	33.6%	66.4%	13.9%
Systems Integration, Office of	196	24	20	5	29	0	3	109	6	80	116	21
		12.2%	10.2%	2.6%	14.8%	0.0%	1.5%	55.6%	3.1%	40.8%	59.2%	10.7%
Tahoe Conservancy	39	1	0	1	1	1	0	32	3	21	18	3
		2.6%	0.0%	2.6%	2.6%	2.6%	0.0%	82.1%	7.7%	53.8%	46.2%	7.7%
Teacher Credentialing	172	21	17	4	32	0	1	93	4	49	123	37
		12.2%	9.9%	2.3%	18.6%	0.0%	0.6%	54.1%	2.3%	28.5%	71.5%	21.5%
Teachers' Retirement System	713	93	75	27	106	1	8	387	16	244	469	107
		13.0%	10.5%	3.8%	14.9%	0.1%	1.1%	54.3%	2.2%	34.2%	65.8%	15.0%
Technology Services	727	138	64	32	101	3	5	363	21	358	369	74
		19.0%	8.8%	4.4%	13.9%	0.4%	0.7%	49.9%	2.9%	49.2%	50.8%	10.2%
Toxic Substance Control	960	160	90	54	118	3	2	494	39	495	465	161
		16.7%	9.4%	5.6%	12.3%	0.3%	0.2%	51.5%	4.1%	51.6%	48.4%	16.8%
Traffic Safety, Office of	32	5	5	2	3	0	0	17	0	12	20	3
		15.6%	15.6%	6.3%	9.4%	0.0%	0.0%	53.1%	0.0%	37.5%	62.5%	9.4%

¹⁶ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

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

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Transportation	22,151	3,866	1,735	1,082	3,549	135	102	10,935	747	16,252	5,899	1,447
		17.5%	7.8%	4.9%	16.0%	0.6%	0.5%	49.4%	3.4%	73.4%	26.6%	6.5%
Treasurer's Office	223	48	20	8	30	0	2	112	3	95	128	28
		21.5%	9.0%	3.6%	13.5%	0.0%	0.9%	50.2%	1.3%	42.6%	57.4%	12.6%
Unemployment Insurance Appeals Board	565	33	61	30	153	1	4	272	11	165	400	76
		5.8%	10.8%	5.3%	27.1%	0.2%	0.7%	48.1%	1.9%	29.2%	70.8%	13.5%
Veteran Affairs	1,543	45	154	429	301	3	1	588	22	473	1,070	156
		2.9%	10.0%	27.8%	19.5%	0.2%	0.1%	38.1%	1.4%	30.7%	69.3%	10.1%
Victim Comp and Government Claims Board	283	25	35	9	66	0	0	138	10	84	199	41
		8.8%	12.4%	3.2%	23.3%	0.0%	0.0%	48.8%	3.5%	29.7%	70.3%	14.5%
Water Resources	2,882	349	156	76	429	10	18	1,752	92	1,953	929	190
		12.1%	5.4%	2.6%	14.9%	0.3%	0.6%	60.8%	3.2%	67.8%	32.2%	6.6%
Water Resources Control Board	1,524	190	71	49	143	2	3	1,017	49	779	745	90
		12.5%	4.7%	3.2%	9.4%	0.1%	0.2%	66.7%	3.2%	51.1%	48.9%	5.9%
Totals	225,985	19,655	24,336	13,421	48,803	998	1,213	111,951	5,599	119,805	106,171	19,611
		8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.5%	2.5%	53.0%	47.0%	8.7%

¹⁷ Note: 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 Age¹⁸

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
24 and Under	9,658	673	780	379	2,506	52	70	4,936	262	5,359	4,299	394
		7.0%	8.1%	3.9%	25.9%	0.5%	0.7%	51.1%	2.7%	55.5%	44.5%	4.1%
25 – 29	16,505	1,571	1,339	843	4,857	99	108	7,177	511	9,323	7,182	676
		9.5%	8.1%	5.1%	29.4%	0.6%	0.7%	43.5%	3.1%	56.5%	43.5%	4.1%
30 – 34	21,087	2,025	1,883	1,174	6,360	111	153	8,710	671	12,039	9,048	858
		9.6%	8.9%	5.6%	30.2%	0.5%	0.7%	41.3%	3.2%	57.1%	42.9%	4.1%
35 – 39	27,252	2,821	2,859	1,621	7,298	127	175	11,618	733	15,193	12,059	1,349
		10.4%	10.5%	5.9%	26.8%	0.5%	0.6%	42.6%	2.7%	55.8%	44.2%	5.0%
40 – 44	31,473	2,962	4,064	1,858	7,563	145	199	13,916	766	16,617	14,856	2,008
		9.4%	12.9%	5.9%	24.0%	0.5%	0.6%	44.2%	2.4%	52.8%	47.2%	6.4%
45 – 49	37,379	2,946	4,990	1,997	7,764	150	201	18,477	854	19,200	18,179	3,126
		7.9%	13.3%	5.3%	20.8%	0.4%	0.5%	49.4%	2.3%	51.4%	48.6%	8.4%
50 – 54	36,608	2,758	4,205	2,220	6,445	141	157	19,883	799	17,771	18,837	4,245
		7.5%	11.5%	6.1%	17.6%	0.4%	0.4%	54.3%	2.2%	48.5%	51.5%	11.6%
55 – 59	27,234	2,306	2,581	1,788	3,941	113	97	15,808	600	13,843	13,391	3,973
		8.5%	9.5%	6.6%	14.5%	0.4%	0.4%	58.0%	2.2%	50.8%	49.2%	14.6%
60 – 64	13,628	1,104	1,136	1,093	1,644	45	42	8,274	290	7,426	6,202	2,171
		8.1%	8.3%	8.0%	12.1%	0.3%	0.3%	60.7%	2.1%	54.5%	45.5%	15.9%
65 and Over	5,640	536	538	465	502	18	15	3,442	124	3,214	2,426	861
		9.5%	9.5%	8.2%	8.9%	0.3%	0.3%	61.0%	2.2%	57.0%	43.0%	15.3%
Totals	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%

¹⁸ Note: 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 Major Occupational Group¹⁹

Major Occupational Groups	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture & Conservation	15,479	3.6%	2.2%	1.2%	15.0%	0.8%	0.4%	72.9%	3.9%	74.7%	25.3%	5.8%
Custodian & Domestic Services	5,201	5.6%	20.6%	13.4%	29.2%	0.4%	0.6%	28.3%	1.9%	54.9%	45.1%	8.9%
Education & Library	2,869	4.1%	8.1%	0.8%	13.9%	0.6%	0.2%	69.6%	2.7%	55.1%	44.9%	8.3%
Emergency Disaster Program	175	2.3%	1.1%	0.6%	10.3%	0.0%	0.6%	83.4%	1.7%	64.0%	36.0%	7.4%
Engineering & Allied Services	15,863	25.4%	3.9%	5.0%	10.8%	0.2%	0.4%	50.0%	4.4%	80.5%	19.5%	7.0%
Fiscal, Management, & Staff Services	47,350	14.4%	10.0%	5.4%	17.1%	0.3%	0.6%	49.9%	2.4%	35.5%	64.5%	11.4%
Legal	3,712	9.3%	5.0%	1.7%	7.7%	0.3%	0.2%	73.4%	2.5%	52.3%	47.7%	9.4%
Mechanical & Construction Trades	14,906	2.3%	7.5%	2.8%	23.1%	0.8%	0.4%	60.7%	2.3%	89.2%	10.8%	7.1%
Medicine & Allied Services	19,048	9.2%	12.6%	20.2%	15.1%	0.3%	0.4%	40.5%	1.8%	34.9%	65.1%	7.6%
Office & Allied Services	34,804	7.5%	15.9%	7.6%	25.7%	0.6%	0.8%	39.6%	2.3%	19.1%	80.9%	14.3%
Protective Services & Public Safety	14,527	4.4%	7.2%	2.8%	22.7%	0.5%	0.5%	60.5%	1.4%	74.7%	25.3%	8.0%
Social Security & Rehabilitation	50,958	4.0%	13.7%	3.5%	31.0%	0.4%	0.5%	44.6%	2.4%	66.8%	33.2%	4.7%
Broadband and CEA Classifications	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Broadband Classifications	306	24.5%	13.1%	3.9%	12.1%	0.0%	0.3%	43.8%	2.3%	63.7%	36.3%	5.2%
CEA Classifications	1,266	8.8%	6.5%	0.7%	10.6%	0.3%	0.3%	71.0%	1.7%	53.3%	46.7%	9.3%
Totals	226,464	8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%

¹⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

Table E: State Civil Service Workforce Salary by Race/Ethnicity, Gender, and Disability²⁰

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
\$10,000 – \$20,000	2,891	10.8%	22.1%	5.3%	22.7%	0.7%	1.0%	34.4%	3.0%	35.6%	64.4%	11.0%
\$20,001 – \$30,000	12,708	5.7%	9.8%	5.0%	21.7%	0.8%	0.7%	53.1%	3.1%	45.7%	54.3%	7.8%
\$30,001 – \$40,000	37,605	7.5%	14.4%	9.6%	25.9%	0.5%	0.7%	38.8%	2.5%	33.7%	66.3%	11.9%
\$40,001 – \$50,000	32,634	7.0%	10.6%	6.0%	25.9%	0.6%	0.6%	47.0%	2.4%	48.7%	51.3%	9.1%
\$50,001 – \$60,000	30,792	7.9%	11.3%	6.5%	22.3%	0.5%	0.5%	48.7%	2.3%	48.9%	51.1%	9.4%
\$60,001 – \$70,000	26,216	9.1%	9.5%	4.9%	20.4%	0.4%	0.5%	53.0%	2.3%	50.5%	49.5%	9.6%
\$70,001 – \$80,000	42,411	7.5%	9.8%	5.0%	22.7%	0.3%	0.5%	51.9%	2.1%	67.2%	32.8%	6.2%
\$80,001 – \$90,000	17,216	12.5%	10.5%	3.8%	16.5%	0.3%	0.4%	53.3%	2.7%	65.5%	34.5%	7.2%
\$90,001 – \$100,000	11,239	15.1%	6.7%	5.8%	12.2%	0.2%	0.2%	56.5%	3.2%	69.7%	30.3%	6.7%
\$100,001 – \$110,000	6,172	12.2%	8.5%	3.1%	10.9%	0.2%	0.2%	61.9%	2.9%	68.5%	31.5%	6.1%
\$110,001 – \$120,000	2,890	12.9%	6.1%	1.9%	8.9%	0.2%	0.1%	66.9%	3.1%	64.1%	35.9%	8.2%
\$120,001 – \$130,000	1,255	7.6%	4.8%	1.3%	9.6%	0.4%	0.4%	74.7%	1.4%	61.9%	38.1%	8.2%
\$130,000+	2,435	21.5%	6.5%	4.4%	6.1%	0.1%	0.2%	58.2%	2.9%	74.9%	25.1%	6.9%
Totals	226,464	8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%

²⁰ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{21 22}

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture & Conservation												
\$10,001 – \$20,000	16	12.5%	6.3%	0%	6.3%	0%	0%	75.0%	0%	50.0%	50.0%	0%
\$20,001 – \$30,000	4,907	3.0%	1.7%	1.2%	15.6%	1.1%	0.7%	72.7%	4.0%	65.3%	34.7%	3.4%
\$30,001 - \$40,000	3,094	2.7%	2.2%	1.1%	19.4%	0.8%	0.3%	69.6%	4.1%	86.5%	13.5%	3.8%
\$40,001 – \$50,000	2,214	2.5%	2.5%	1.0%	16.8%	0.8%	0.4%	70.2%	5.8%	80.6%	19.4%	5.1%
\$50,001 - \$60,000	2,106	2.9%	2.2%	1.0%	15.6%	0.7%	0.6%	73.8%	3.1%	84.6%	15.4%	7.6%
\$60,001 - \$70,000	1,646	6.4%	3.3%	1.8%	9.2%	0.7%	0.2%	75.2%	3.2%	66.8%	33.2%	10.2%
\$70,001 - \$80,000	967	7.1%	2.6%	1.3%	7.2%	0.6%	0.3%	78.1%	2.7%	60.5%	39.5%	9.7%
\$80,001 - \$90,000	199	4.5%	0.5%	0.5%	5.0%	0%	0%	88.4%	1.0%	73.9%	26.1%	11.1%
\$90,001 - \$100,000	295	5.1%	2.0%	1.4%	5.8%	0.7%	0%	83.7%	1.4%	86.4%	13.6%	16.9%
\$100,001 - \$110,000	23	0%	4.3%	4.3%	8.7%	0%	0%	78.3%	4.3%	65.2%	34.8%	17.4%
\$110,001 - \$120,000	12	8.3%	0%	0%	8.3%	0%	0%	83.3%	0%	83.3%	16.7%	16.7%
Totals	15,479	3.6%	2.2%	1.2%	15.0%	0.8%	0.4%	72.9%	3.9%	74.7%	25.3%	5.8%

²¹ Note: 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.

²² 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 Major Occupational Group and Salary^{23 24} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Custodian & Domestic Services												
\$20,001 – \$30,000	1,229	5.7%	24.4%	13.0%	34.0%	0.7%	0.6%	19.2%	2.4%	53.5%	46.5%	8.4%
\$30,001 - \$40,000	2,847	6.1%	21.5%	14.6%	30.6%	0.4%	0.7%	24.2%	1.9%	53.8%	46.2%	9.3%
\$40,001 – \$50,000	775	3.6%	14.2%	12.4%	24.5%	0.3%	0.4%	43.2%	1.4%	66.3%	33.7%	8.3%
\$50,001 - \$60,000	136	0.7%	16.9%	5.9%	14.0%	0.7%	0.7%	59.6%	1.5%	66.2%	33.8%	6.6%
\$60,001 - \$70,000	139	7.9%	11.5%	10.8%	10.1%	0%	0%	59.0%	0.7%	27.3%	72.7%	8.6%
\$70,001 - \$80,000	74	6.8%	14.9%	1.4%	5.4%	0%	0%	66.2%	5.4%	31.1%	68.9%	16.2%
\$80,001 - \$90,000	1	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%
Totals	5,201	5.6%	20.6%	13.4%	29.2%	0.4%	0.6%	28.3%	1.9%	54.9%	45.1%	8.9%
Education & Library												
\$10,001 – \$20,000	21	0%	23.8%	0%	9.5%	0%	0%	61.9%	4.8%	47.6%	52.4%	0%
\$20,001 – \$30,000	1	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%
\$30,001 - \$40,000	2	0%	0%	0%	50.0%	0%	0%	50.0%	0%	50.0%	50.0%	0%
\$40,001 – \$50,000	36	11.1%	16.7%	0%	13.9%	2.8%	0%	55.6%	0%	69.4%	30.6%	13.9%
\$50,001 - \$60,000	139	2.2%	7.2%	1.4%	15.8%	0.7%	0%	71.2%	1.4%	54.0%	46.0%	10.8%

²³ Note: 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.

²⁴ 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 Major Occupational Group and Salary^{25 26} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Education & Library (continued)												
\$60,001 - \$70,000	339	4.4%	8.8%	0.3%	11.2%	1.2%	1.2%	70.8%	2.1%	46.6%	53.4%	9.4%
\$70,001 - \$80,000	535	5.2%	6.7%	1.3%	15.3%	0.4%	0%	68.0%	3.0%	49.0%	51.0%	8.6%
\$80,001 - \$90,000	968	5.2%	8.5%	0.9%	16.3%	0.4%	0.1%	66.3%	2.3%	55.0%	45.0%	8.2%
\$90,001 - \$100,000	723	1.8%	7.2%	0.7%	11.5%	0.6%	0%	75.4%	2.9%	62.0%	38.0%	7.2%
\$100,001 - \$110,000	100	4.0%	12.0%	0%	7.0%	0%	0%	69.0%	8.0%	66.0%	34.0%	7.0%
\$110,001 - \$120,000	5	0%	0%	0%	20.0%	0%	0%	80.0%	0%	80.0%	20.0%	20.0%
Totals	2,869	4.1%	8.1%	0.8%	13.9%	0.6%	0.2%	69.6%	2.7%	55.1%	44.9%	8.3%
Emergency Disaster Program												
\$40,001 - \$50,000	19	0%	0%	5.3%	10.5%	0%	0%	84.2%	0%	68.4%	31.6%	5.3%
\$50,001 - \$60,000	21	14.3%	0%	0%	14.3%	0%	0%	66.7%	4.8%	42.9%	57.1%	4.8%
\$60,001 - \$70,000	62	1.6%	1.6%	0%	14.5%	0%	0%	80.6%	1.6%	56.5%	43.5%	8.1%
\$70,001 - \$80,000	55	0%	1.8%	0%	3.6%	0%	1.8%	92.7%	0%	70.9%	29.1%	10.9%
\$80,001 - \$90,000	16	0%	0%	0%	12.5%	0%	0%	81.3%	6.3%	87.5%	12.5%	0%
\$90,001 - \$100,000	1	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%

²⁵ Note: 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.

²⁶ 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 Major Occupational Group and Salary^{27 28} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Emergency Disaster Program (continued)												
\$100,001 - \$110,000	1	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%
Totals	175	2.3%	1.1%	0.6%	10.3%	0%	0.6%	83.4%	1.7%	64.0%	36.0%	7.4%
Engineering & Allied Services												
\$20,001 – \$30,000	15	6.7%	20.0%	0%	60.0%	6.7%	0%	0%	6.7%	66.7%	33.3%	6.7%
\$30,001 - \$40,000	45	28.9%	4.4%	13.3%	6.7%	0%	4.4%	40.0%	2.2%	75.6%	24.4%	6.7%
\$40,001 – \$50,000	252	12.7%	5.2%	6.3%	18.3%	1.6%	0%	51.6%	4.4%	65.9%	34.1%	8.7%
\$50,001 - \$60,000	1,861	18.5%	5.2%	7.1%	16.7%	0.3%	0.4%	48.4%	3.3%	73.8%	26.2%	7.6%
\$60,001 - \$70,000	769	28.1%	4.4%	4.3%	13.3%	0.5%	0.8%	44.5%	4.2%	71.4%	28.6%	6.9%
\$70,001 - \$80,000	1,296	25.6%	4.5%	4.7%	8.9%	0.4%	0.3%	51.3%	4.3%	75.2%	24.8%	7.6%
\$80,001 - \$90,000	3,896	27.1%	5.3%	6.3%	12.4%	0.3%	0.5%	43.5%	4.7%	79.1%	20.9%	7.4%
\$90,001 - \$100,000	4,279	29.0%	2.7%	4.8%	8.8%	0.1%	0.3%	49.4%	4.9%	84.9%	15.1%	6.5%
\$100,001 - \$110,000	2,485	23.1%	2.4%	3.0%	8.0%	0.2%	0.3%	59.0%	4.0%	85.4%	14.6%	6.1%
\$110,001 - \$120,000	760	25.0%	2.2%	1.3%	6.3%	0.3%	0.1%	59.9%	4.9%	85.0%	15.0%	8.0%
\$120,001 - \$130,000	70	12.9%	2.9%	1.4%	5.7%	0%	0%	77.1%	0%	91.4%	8.6%	4.3%

²⁷ Note: 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.

²⁸ 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 Major Occupational Group and Salary^{29 30} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Engineering & Allied Services (continued)												
\$130,001+	135	14.8%	4.4%	1.5%	6.7%	0%	0%	69.6%	3.0%	86.7	13.3%	6.7%
Totals	15,863	25.4%	3.9%	5.0%	10.8%	0.2%	0.4%	50.0%	4.4%	80.5%	19.5%	7.0%
Fiscal, Management, & Staff Services												
\$10,001 – \$20,000	972	12.6%	13.3%	6.7%	23.7%	0.4%	1.3%	38.9%	3.2%	39.3%	60.7%	5.7%
\$20,001 – \$30,000	1,143	15.0%	8.2%	7.4%	23.9%	0.3%	0.7%	40.8%	3.7%	41.3%	58.7%	6.3%
\$30,001 - \$40,000	2,664	17.3%	10.0%	6.8%	18.8%	0.5%	1.1%	41.4%	3.5%	33.5%	66.5%	9.2%
\$40,001 – \$50,000	8,575	14.2%	11.1%	6.6%	20.2%	0.3%	0.8%	44.3%	2.6%	26.7%	73.3%	11.0%
\$50,001 - \$60,000	8,458	11.8%	11.9%	6.3%	19.2%	0.3%	0.8%	47.4%	2.3%	27.7%	72.3%	11.5%
\$60,001 - \$70,000	10,612	13.0%	10.2%	4.9%	16.4%	0.3%	0.6%	52.5%	2.2%	31.3%	68.7%	13.0%
\$70,001 - \$80,000	9,582	17.0%	8.7%	4.6%	14.9%	0.3%	0.4%	51.9%	2.2%	44.8%	55.2%	11.9%
\$80,001 - \$90,000	4,386	15.1%	6.3%	3.2%	11.4%	0.3%	0.4%	61.4%	2.0%	50.2%	49.8%	11.2%
\$90,001 - \$100,000	721	18.3%	6.4%	2.2%	8.0%	0%	0.1%	62.6%	2.4%	62.3%	37.7%	9.2%
\$100,001 - \$110,000	126	14.3%	2.4%	1.6%	4.0%	0%	0.8%	75.4%	1.6%	60.3%	39.7%	11.1%
\$110,001 - \$120,000	29	10.3%	3.4%	0%	6.9%	0%	0%	72.4%	6.9%	72.4%	27.6%	20.7%

²⁹ Note: 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.

³⁰ 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 Major Occupational Group and Salary^{31 32}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Fiscal, Management, & Staff Services (continued)												
\$120,001 - \$130,000	13	7.7%	0%	0%	7.7%	0%	0%	76.9%	7.7%	84.6%	15.4%	7.7%
\$130,001+	69	13.0%	4.3%	1.4%	2.9%	0%	0%	78.3%	0.0%	79.7%	20.3%	8.7%
Totals	47,350	14.4%	10.0%	5.4%	17.1%	0.3%	0.6%	49.9%	2.4%	35.5%	64.5%	11.4%
Legal												
\$40,001 – \$50,000	3	0%	0%	0%	33.3%	0%	0%	66.7%	0%	33.3%	66.7%	0%
\$50,001 - \$60,000	149	18.8%	2.7%	5.4%	2.7%	0.7%	0.7%	63.8%	5.4%	39.6%	60.4%	6.0%
\$60,001 - \$70,000	127	22.8%	5.5%	3.1%	7.1%	0%	0%	57.5%	3.9%	43.3%	56.7%	4.7%
\$70,001 - \$80,000	273	15.0%	7.7%	2.2%	10.6%	1.5%	0.4%	59.3%	3.3%	42.5%	57.5%	6.2%
\$80,001 - \$90,000	183	13.1%	5.5%	1.6%	8.2%	0%	0%	66.7%	4.9%	47.5%	52.5%	9.3%
\$90,001 - \$100,000	534	8.4%	5.1%	1.3%	7.7%	1.1%	0.2%	73.8%	2.4%	49.1%	50.9%	11.8%
\$100,001 - \$110,000	639	7.0%	6.1%	2.3%	5.2%	0%	0%	77.2%	2.2%	53.5%	46.5%	10.5%
\$110,001 - \$120,000	1,032	7.8%	4.5%	1.2%	8.0%	0.1%	0.2%	76.2%	2.0%	56.2%	43.8%	10.1%
\$120,001 - \$130,000	638	6.9%	3.6%	0.9%	7.5%	0%	0.3%	79.3%	1.4%	55.6%	44.4%	8.8%
\$130,001+	134	6.0%	5.2%	0.7%	15.7%	0%	0.7%	69.4%	2.2%	63.4%	36.6%	6.7%

³¹ Note: 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.

³² 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 Major Occupational Group and Salary^{33 34} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Legal (continued)												
Totals	3,712	9.3%	5.0%	1.7%	7.7%	0.3%	0.2%	73.4%	2.5%	52.3%	47.7%	9.4%
Mechanical & Construction Trades												
\$10,001 – \$20,000	446	8.3%	14.1%	4.3%	25.6%	1.1%	0.4%	43.0%	3.1%	46.0%	54.0%	4.3%
\$20,001 – \$30,000	168	3.0%	9.5%	1.8%	29.8%	1.2%	0%	49.4%	5.4%	66.7%	33.3%	3.6%
\$30,001 - \$40,000	2,050	2.0%	13.8%	3.7%	29.0%	1.2%	0.5%	47.3%	2.5%	85.6%	14.4%	6.9%
\$40,001 – \$50,000	5,645	2.1%	6.8%	2.4%	24.4%	0.9%	0.4%	60.9%	1.9%	89.9%	10.1%	7.1%
\$50,001 - \$60,000	4,190	2.3%	6.3%	3.0%	21.0%	0.7%	0.4%	64.0%	2.2%	93.2%	6.8%	7.7%
\$60,001 - \$70,000	1,643	2.2%	4.5%	2.6%	19.5%	0.6%	0.5%	67.7%	2.4%	93.9%	6.1%	7.1%
\$70,001 - \$80,000	491	1.8%	5.3%	1.6%	14.7%	0.4%	0.2%	73.7%	2.2%	90.4%	9.6%	6.5%
\$80,001 - \$90,000	154	1.3%	2.6%	0.6%	16.2%	1.3%	0%	76.6%	1.3%	91.6%	8.4%	6.5%
\$90,001 - \$100,000	90	3.3%	3.3%	0%	16.7%	0%	1.1%	70.0%	5.6%	94.4%	5.6%	3.3%
\$100,001 - \$110,000	25	0%	0%	0%	4.0%	0%	0%	92.0%	4.0%	96.0%	4.0%	8.0%
\$110,001 - \$120,000	4	0%	0%	25.0%	0%	0%	0%	75.0%	0%	100%	0%	25.0%
Totals	14,906	2.3%	7.5%	2.8%	23.1%	0.8%	0.4%	60.7%	2.3%	89.2%	10.8%	7.1%

³³ Note: 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.

³⁴ 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 Major Occupational Group and Salary^{35 36}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Medicine & Allied Services												
\$20,001 – \$30,000	378	2.9%	12.2%	24.1%	22.8%	0.8%	0.3%	35.4%	1.6%	31.7%	68.3%	8.5%
\$30,001 - \$40,000	2,538	5.0%	16.2%	34.2%	22.8%	0.1%	0.4%	19.4%	1.9%	31.0%	69.0%	6.2%
\$40,001 – \$50,000	983	5.7%	11.4%	22.8%	23.8%	0.6%	0.5%	32.9%	2.3%	23.3%	76.7%	5.7%
\$50,001 - \$60,000	5,144	5.2%	16.5%	13.4%	21.4%	0.3%	0.5%	41.1%	1.5%	34.8%	65.2%	6.2%
\$60,001 - \$70,000	1,616	6.9%	12.3%	11.1%	14.5%	0.5%	0.4%	52.1%	2.2%	36.9%	63.1%	8.5%
\$70,001 - \$80,000	3,099	11.6%	9.4%	34.0%	5.8%	0.1%	0.3%	37.6%	1.4%	22.0%	78.0%	11.1%
\$80,001 - \$90,000	1,047	12.2%	9.0%	14.2%	12.1%	0.1%	0.2%	51.1%	1.1%	36.4%	63.6%	11.7%
\$90,001 - \$100,000	1,689	7.6%	10.7%	22.5%	11.5%	0.3%	0.3%	45.3%	1.8%	28.4%	71.6%	6.3%
\$100,001 - \$110,000	378	4.5%	12.2%	19.0%	8.5%	0.3%	0%	54.2%	1.3%	29.6%	70.4%	6.6%
\$110,001 - \$120,000	327	16.5%	10.7%	7.3%	7.6%	0.3%	0%	54.1%	3.4%	39.4%	60.6%	7.6%
\$120,001 - \$130,000	117	18.8%	5.1%	6.0%	8.5%	0%	0.9%	58.1%	2.6%	55.6%	44.4%	7.7%
\$130,001+	1,732	26.9%	7.0%	6.0%	4.7%	0.1%	0.2%	51.7%	3.4%	74.4%	25.6%	6.8%
Totals	19,048	9.2%	12.6%	20.2%	15.1%	0.3%	0.4%	40.5%	1.8%	34.9%	65.1%	7.6%

³⁵ Note: 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.

³⁶ 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 Major Occupational Group and Salary^{37 38}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Office & Allied Services												
\$10,001 – \$20,000	1,398	10.7%	31.4%	4.8%	21.5%	0.9%	1.0%	27.0%	2.7%	29.5%	70.5%	16.3%
\$20,001 – \$30,000	4,854	6.6%	14.4%	4.8%	23.8%	0.7%	0.8%	46.5%	2.5%	25.4%	74.6%	12.4%
\$30,001 - \$40,000	22,560	8.0%	15.7%	8.5%	26.6%	0.5%	0.8%	37.6%	2.3%	18.4%	81.6%	15.0%
\$40,001 – \$50,000	5,110	5.9%	15.2%	8.0%	25.3%	0.5%	0.6%	42.8%	1.6%	13.4%	86.6%	13.3%
\$50,001 - \$60,000	695	3.5%	14.2%	4.9%	24.9%	0.7%	0.4%	49.8%	1.6%	19.7%	80.3%	9.2%
\$60,001 - \$70,000	175	4.0%	5.1%	2.9%	18.3%	0%	0.6%	67.4%	1.7%	12.0%	88.0%	14.9%
\$70,001 - \$80,000	10	0%	0%	0%	10.0%	0%	0%	90.0%	0%	10.0%	90.0%	20.0%
\$80,001 - \$90,000	2	0%	0%	0%	0%	0%	0%	100%	0%	0%	100%	0%
Totals	34,804	7.5%	15.9%	7.6%	25.7%	0.6%	0.8%	39.6%	2.3%	19.1%	80.9%	14.3%
Protective Services & Public Safety												
\$20,001 – \$30,000	2	0%	0%	0%	100%	0%	0%	0%	0%	50.0%	50.0%	0%
\$30,001 - \$40,000	216	8.3%	14.8%	5.6%	22.7%	0.5%	0.5%	44.9%	2.8%	57.9%	42.1%	6.5%
\$40,001 – \$50,000	2,420	4.8%	12.6%	4.9%	32.5%	0.7%	0.6%	41.9%	2.0%	50.7%	49.3%	12.9%
\$50,001 - \$60,000	1,307	4.9%	10.3%	5.0%	25.3%	0.4%	0.3%	51.4%	2.3%	57.7%	42.3%	10.9%

³⁷ Note: 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.

³⁸ 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 Major Occupational Group and Salary^{39 40} *(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Protective Services & Public Safety (continued)												
\$60,001 - \$70,000	2,356	5.0%	6.1%	2.9%	21.3%	0.3%	0.4%	62.1%	2.0%	75.2%	24.8%	8.6%
\$70,001 - \$80,000	6,244	3.9%	5.4%	1.8%	20.9%	0.6%	0.5%	66.0%	1.0%	85.5%	14.5%	5.6%
\$80,001 - \$90,000	795	5.3%	5.3%	2.3%	17.2%	0.5%	0.3%	68.2%	1.0%	78.0%	22.0%	7.0%
\$90,001 - \$100,000	774	3.2%	4.0%	1.0%	16.9%	0.1%	0.4%	73.6%	0.6%	87.1%	12.9%	7.4%
\$100,001 - \$110,000	79	3.8%	3.8%	0%	8.9%	0%	0%	82.3%	1.3%	86.1%	13.9%	7.6%
\$110,001 - \$120,000	43	9.3%	4.7%	0%	7.0%	0%	0%	79.1%	0%	76.7%	23.3%	7.0%
\$120,001 - \$130,000	155	2.6%	5.8%	0.6%	14.8%	1.9%	0%	74.2%	0%	83.9%	16.1%	9.0%
\$130,001+	136	3.7%	11%	0%	13.2%	0.7%	0%	70.6%	0.7%	83.1%	16.9%	2.9%
Totals	14,527	4.4%	7.2%	2.8%	22.7%	0.5%	0.5%	60.5%	1.4%	74.7%	25.3%	8.0%
Social Security & Rehabilitation												
\$10,001 - \$20,000	38	2.6%	7.9%	2.6%	23.7%	0%	0%	57.9%	5.3%	28.9%	71.1%	44.7%
\$20,001 - \$30,000	11	0%	9.1%	9.1%	18.2%	0%	0%	63.6%	0%	45.5%	54.5%	90.9%
\$30,001 - \$40,000	1,589	7.0%	11.5%	6.9%	33.7%	0.5%	0.5%	36.9%	3.0%	45.9%	54.1%	9.8%
\$40,001 - \$50,000	6,595	5.2%	11.4%	5.8%	36.3%	0.6%	0.5%	38.1%	2.2%	59.0%	41.0%	5.5%

³⁹ Note: 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.

⁴⁰ 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 Major Occupational Group and Salary^{41 42}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Social Security & Rehabilitation (continued)												
\$50,001 - \$60,000	6,553	7.9%	14.4%	5.5%	31.8%	0.6%	0.4%	37.2%	2.3%	41.3%	58.7%	11.2%
\$60,001 - \$70,000	6,693	5.1%	12.3%	5.6%	32.7%	0.4%	0.5%	41.1%	2.2%	60.1%	39.9%	5.4%
\$70,001 - \$80,000	19,639	2.2%	12.8%	2.2%	32.3%	0.3%	0.6%	47.2%	2.4%	79.7%	20.3%	2.4%
\$80,001 - \$90,000	5,453	2.7%	19.7%	1.6%	25.1%	0.3%	0.6%	47.4%	2.6%	73.3%	26.7%	2.6%
\$90,001 - \$100,000	1,880	3.6%	14.6%	0.9%	22.6%	0.2%	0.2%	55.2%	2.8%	77.0%	23.0%	2.9%
\$100,001 - \$110,000	1,998	3.1%	16.6%	1.2%	17.9%	0.4%	0.3%	58.3%	2.3%	62.8%	37.2%	3.6%
\$110,001 - \$120,000	455	3.3%	13.8%	1.3%	15.8%	0.2%	0.2%	62.0%	3.3%	65.9%	34.1%	2.9%
\$120,001 - \$130,000	15	0%	0%	0%	20.0%	0%	0%	80.0%	0%	60.0%	40.0%	13.3%
\$130,001+	39	2.6%	0%	0%	5.1%	0%	0%	92.3%	0%	53.8%	46.2%	5.1%
Totals	50,958	4.0%	13.7%	3.5%	31.0%	0.4%	0.5%	44.6%	2.4%	66.8%	33.2%	4.7%
Broadband Classifications												
\$40,001 - \$50,000	7	14.3%	42.9%	14.3%	14.3%	0%	0%	14.3%	0%	85.7%	14.3%	0%
\$50,001 - \$60,000	33	21.2%	27.3%	3.0%	18.2%	0%	0%	27.3%	3.0%	63.6%	36.4%	6.1%
\$60,001 - \$70,000	39	35.9%	15.4%	5.1%	7.7%	0%	0%	35.9%	0%	71.8%	28.2%	2.6%

⁴¹ Note: 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.

⁴² 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 Major Occupational Group and Salary^{43 44} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Broadband Classifications (continued)												
\$70,001 - \$80,000	130	21.5%	10.8%	5.4%	11.5%	0%	0.8%	47.7%	2.3%	59.2%	40.8%	5.4%
\$80,001 - \$90,000	70	27.1%	8.6%	0%	12.9%	0%	0%	47.1%	4.3%	67.1%	32.9%	5.7%
\$90,001 - \$100,000	27	22.2%	7.4%	3.7%	11.1%	0%	0%	55.6%	0%	59.3%	40.7%	7.4%
Totals	306	24.5%	13.1%	3.9%	12.1%	0%	0.3%	43.8%	2.3%	63.7%	36.3%	5.2%
CEA Classifications												
\$70,001 - \$80,000	16	12.5%	0%	0%	6.3%	0%	0%	81.3%	0%	37.5%	62.5%	0%
\$80,001 - \$90,000	46	10.9%	4.3%	0%	13.0%	0%	2.2%	65.2%	4.3%	37.0%	63.0%	15.2%
\$90,001 - \$100,000	226	9.3%	6.6%	1.8%	12.8%	0.4%	0%	68.1%	0.9%	39.8%	60.2%	11.9%
\$100,001 - \$110,000	318	9.4%	8.5%	0.6%	9.7%	0.3%	0%	69.5%	1.9%	47.2%	52.8%	8.5%
\$110,001 - \$120,000	223	10.8%	4.9%	0.9%	9.4%	0%	0%	71.7%	2.2%	56.1%	43.9%	9.0%
\$120,001 - \$130,000	247	6.1%	8.1%	0.4%	12.6%	0.8%	0.8%	69.6%	1.6%	57.9%	42.1%	7.3%
\$130,001+	190	7.9%	3.7%	0%	7.9%	0%	0.5%	78.4%	1.6%	75.8%	24.2%	10.0%
Totals	1,266	8.8%	6.5%	0.7%	10.6%	0.3%	0.3%	71.0%	1.7%	53.3%	46.7%	9.3%
Totals	226,464	8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%

⁴³ Note: 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.

⁴⁴ If there were no employees within a salary range, that salary range is not included in the table.

Table G: State Civil Service Workforce Composition by County⁴⁵

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Alameda	8,050	1,797	1,284	1,031	868	16	51	2,769	234	4,526	3,524	874
		22.3%	16.0%	12.8%	10.8%	0.2%	0.6%	34.4%	2.9%	56.2%	43.8%	10.9%
Alpine	50	0	0	1	6	1	0	39	3	34	16	5
		0.0%	0.0%	2.0%	12.0%	2.0%	0.0%	78.0%	6.0%	68.0%	32.0%	10.0%
Amador	1,976	78	168	46	268	12	8	1,353	43	1,255	721	82
		3.9%	8.5%	2.3%	13.6%	0.6%	0.4%	68.5%	2.2%	63.5%	36.5%	4.1%
Butte	1,046	19	15	7	129	12	5	822	37	719	327	92
		1.8%	1.4%	0.7%	12.3%	1.1%	0.5%	78.6%	3.5%	68.7%	31.3%	8.8%
Calaveras	312	2	7	3	38	1	0	254	7	253	59	13
		0.6%	2.2%	1.0%	12.2%	0.3%	0.0%	81.4%	2.2%	81.1%	18.9%	4.2%
Colusa	83	1	1	0	11	0	0	68	2	68	15	5
		1.2%	1.2%	0.0%	13.3%	0.0%	0.0%	81.9%	2.4%	81.9%	18.1%	6.0%
Contra Costa	1,029	113	153	67	140	3	7	518	28	507	522	118
		11.0%	14.9%	6.5%	13.6%	0.3%	0.7%	50.3%	2.7%	49.3%	50.7%	11.5%
Del Norte	1,693	20	17	17	146	30	4	1,404	55	1,174	519	82
		1.2%	1.0%	1.0%	8.6%	1.8%	0.2%	82.9%	3.2%	69.3%	30.7%	4.8%
El Dorado	633	10	9	3	54	4	3	512	38	450	183	33
		1.6%	1.4%	0.5%	8.5%	0.6%	0.5%	80.9%	6.0%	71.1%	28.9%	5.2%
Fresno	7,294	435	438	154	2,367	43	27	3,650	180	4,204	3,090	567
		6.0%	6.0%	2.1%	32.5%	0.6%	0.4%	50.0%	2.5%	57.6%	42.4%	7.8%
Glenn	70	0	0	0	11	1	0	57	1	54	16	5
		0.0%	0.0%	0.0%	15.7%	1.4%	0.0%	81.4%	1.4%	77.1%	22.9%	7.1%

⁴⁵ Note: 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 County⁴⁶ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Humboldt	1,420	16	16	10	90	31	3	1,176	78	940	480	136
		1.1%	1.1%	0.7%	6.3%	2.2%	0.2%	82.8%	5.5%	66.2%	33.8%	9.6%
Imperial	2,896	28	168	43	1,795	10	9	778	65	1,991	905	96
		1.0%	5.8%	1.5%	62.0%	0.3%	0.3%	26.9%	2.2%	68.8%	31.3%	3.3%
Inyo	401	7	1	2	28	15	2	340	6	289	112	24
		1.7%	0.2%	0.5%	7.0%	3.7%	0.5%	84.8%	1.5%	72.1%	27.9%	6.0%
Kern	8,697	163	692	276	3,095	39	26	4,255	151	5,665	3,032	349
		1.9%	8.0%	3.2%	35.6%	0.4%	0.3%	48.9%	1.7%	65.1%	34.9%	4.0%
Kings	6,235	125	364	210	2,504	21	22	2,801	188	4,124	2,111	195
		2.0%	5.8%	3.4%	40.2%	0.3%	0.4%	44.9%	3.0%	66.0%	33.9%	3.1%
Lake	197	1	4	0	22	0	1	158	11	163	34	12
		0.5%	2.0%	0.0%	11.2%	0.0%	0.5%	80.2%	5.6%	82.7%	17.3%	6.1%
Lassen	2,966	16	34	23	236	40	5	2,547	65	2,098	868	125
		0.5%	1.1%	0.8%	8.0%	1.3%	0.2%	85.9%	2.2%	70.7%	29.3%	4.2%
Los Angeles	23,095	2,801	4,680	1,894	6,055	51	72	6,950	592	11,651	11,444	2,096
		12.1%	20.3%	8.2%	26.2%	0.2%	0.3%	30.1%	2.6%	50.4%	49.6%	9.1%
Madera	2,618	88	228	57	898	20	11	1,255	61	1,427	1,191	107
		3.4%	8.7%	2.2%	34.3%	0.8%	0.4%	47.9%	2.3%	54.5%	45.5%	4.1%
Marin	2,097	95	531	140	288	9	23	976	35	1,454	643	57
		4.5%	25.3%	6.7%	13.7%	0.4%	1.1%	46.5%	1.7%	69.3%	30.7%	2.7%
Mariposa	213	4	2	1	32	3	1	164	6	170	43	18
		1.9%	0.9%	0.5%	15.0%	1.4%	0.5%	77.0%	2.8%	79.8%	20.2%	8.5%

⁴⁶ Note: 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 County⁴⁷ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Mendocino	596	6	12	2	44	6	1	506	19	461	135	40
		1.0%	2.0%	0.3%	7.4%	1.0%	0.2%	84.9%	3.2%	77.3%	22.7%	6.7%
Merced	571	17	14	5	138	8	0	371	18	420	151	51
		3.0%	2.5%	0.9%	24.2%	1.4%	0.0%	65.0%	3.2%	73.6%	26.4%	8.9%
Modoc	66	1	0	0	2	0	1	62	0	56	10	5
		1.5%	0.0%	0.0%	3.0%	0.0%	1.5%	93.9%	0.0%	84.8%	15.2%	7.6%
Mono	123	1	1	1	13	5	0	99	3	108	15	12
		0.8%	0.8%	0.8%	10.6%	4.1%	0.0%	80.5%	2.4%	87.8%	12.2%	9.8%
Monterey	4,469	144	336	218	1,632	22	26	1,979	112	3,083	1,386	216
		3.2%	7.5%	4.9%	36.5%	0.5%	0.6%	44.3%	2.5%	69.0%	31.0%	4.8%
Napa	3,546	143	289	1,171	387	8	11	1,491	46	1,423	2,123	260
		4.0%	8.2%	33.0%	10.9%	0.2%	0.3%	42.0%	1.3%	40.1%	59.9%	7.3%
Nevada	462	4	5	2	33	12	2	393	11	348	114	33
		0.9%	1.1%	0.4%	7.1%	2.6%	0.4%	85.1%	2.4%	75.3%	24.7%	7.1%
Orange	6,245	1,019	417	559	1,477	14	31	2,565	163	3,116	3,129	513
		16.3%	6.7%	9.0%	23.7%	0.2%	0.5%	41.1%	2.6%	49.9%	50.1%	8.2%
Placer	819	21	24	11	83	4	5	653	18	555	264	62
		2.6%	2.9%	1.3%	10.1%	0.5%	0.6%	79.7%	2.2%	67.8%	32.2%	7.6%
Plumas	104	1	1	1	3	3	0	93	2	83	21	6
		1.0%	1.0%	1.0%	2.9%	2.9%	0.0%	89.4%	1.9%	79.8%	20.2%	5.8%
Riverside	7,789	179	1,051	181	2,575	24	35	3,588	156	4,894	2,895	599
		2.3%	13.5%	2.3%	33.1%	0.3%	0.4%	46.1%	2.0%	62.8%	37.2%	7.7%

⁴⁷ Note: 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 County⁴⁸ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Sacramento	68,946	8,396	7,436	2,537	10,996	297	511	37,015	1,758	29,493	39,453	8,168
		12.2%	10.8%	3.7%	15.9%	0.4%	0.7%	53.7%	2.5%	42.8%	57.2%	11.8%
San Benito	217	5	5	4	62	1	2	132	6	167	50	15
		2.3%	2.3%	1.8%	28.6%	0.5%	0.9%	60.8%	2.8%	77.0%	23.0%	6.9%
San Bernardino	11,225	758	2,200	621	3,289	34	34	4,025	264	6,095	5,130	862
		6.8%	19.6%	5.5%	29.3%	0.3%	0.3%	35.9%	2.4%	54.3%	45.7%	7.7%
San Diego	8,846	415	754	855	2,373	29	54	4,113	253	4,922	3,924	766
		4.7%	8.5%	9.7%	26.8%	0.3%	0.6%	46.5%	2.9%	55.6%	44.4%	8.7%
San Francisco	4,353	950	367	840	412	6	22	1,669	87	1,956	2,397	408
		21.8%	8.4%	19.3%	9.5%	0.1%	0.5%	38.3%	2.0%	44.9%	55.1%	9.4%
San Joaquin	4,286	320	579	262	992	15	25	1,968	125	2,524	1,762	221
		7.5%	13.5%	6.1%	23.1%	0.3%	0.6%	45.9%	2.9%	58.9%	41.1%	5.2%
San Luis Obispo	5,922	132	183	145	984	30	16	4,282	150	3,507	2,415	383
		2.2%	3.1%	2.4%	16.6%	0.5%	0.3%	72.3%	2.5%	59.2%	40.8%	6.5%
San Mateo	665	70	55	65	110	1	9	346	9	364	301	81
		10.5%	8.3%	9.8%	16.5%	0.2%	1.4%	52.0%	1.4%	54.7%	45.3%	12.2%
Santa Barbara	650	14	22	11	187	5	4	395	12	394	256	60
		2.2%	3.4%	1.7%	28.8%	0.8%	0.6%	60.8%	1.8%	60.6%	39.4%	9.2%
Santa Clara	2,683	390	208	520	593	3	21	892	56	1,184	1,499	267
		14.5%	7.8%	19.4%	22.1%	0.1%	0.8%	33.2%	2.1%	44.1%	55.9%	10.0%
Santa Cruz	803	11	16	12	139	4	5	597	22	567	236	46
		1.4%	2.0%	1.5%	17.3%	0.5%	0.2%	74.3%	2.7%	70.6%	29.4%	5.7%

⁴⁸ Note: 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 County⁴⁹ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Shasta	1,868	41	24	6	113	17	3	1,621	43	1,213	655	198
		2.2%	1.3%	0.3%	6.0%	0.9%	0.2%	86.8%	2.3%	64.9%	35.1%	10.6%
Sierra	49	0	1	0	4	0	1	43	0	38	11	4
		0.0%	2.0%	0.0%	8.2%	0.0%	2.0%	87.8%	0.0%	77.6%	22.4%	8.2%
Siskiyou	548	2	2	2	37	5	3	477	20	436	112	41
		0.4%	0.4%	0.4%	6.8%	0.9%	0.5%	87.0%	3.6%	79.6%	20.4%	7.5%
Solano	4,795	250	865	619	676	17	56	2,210	102	2,727	2,068	264
		5.2%	18.0%	12.9%	14.1%	0.4%	1.2%	46.1%	2.1%	56.9%	43.1%	5.5%
Sonoma	3,003	101	125	480	273	15	9	1,933	67	1,276	1,727	253
		3.4%	4.2%	16.0%	9.1%	0.5%	0.3%	64.4%	2.2%	42.5%	57.5%	8.4%
Stanislaus	376	14	11	5	104	1	3	230	8	204	172	49
		3.7%	2.9%	1.3%	27.7%	0.3%	0.8%	61.2%	2.1%	54.3%	45.7%	13.0%
Sutter	251	9	13	9	36	4	3	174	3	132	119	19
		3.6%	5.2%	3.6%	14.3%	1.6%	1.2%	69.3%	1.2%	52.6%	47.4%	7.6%
Tehama	398	3	4	3	32	6	1	335	14	326	72	35
		0.8%	1.0%	0.8%	8.0%	1.5%	0.3%	84.2%	3.5%	81.9%	18.1%	8.8%
Trinity	122	1	2	0	6	2	1	106	4	101	21	12
		0.8%	1.6%	0.0%	4.9%	1.6%	0.8%	86.9%	3.3%	82.8%	17.2%	9.8%
Tulare	2,260	55	61	119	764	11	2	1,194	54	990	1,270	101
		2.4%	2.7%	5.3%	33.8%	0.5%	0.1%	52.8%	2.4%	43.8%	56.2%	4.5%
Tuolumne	1,320	25	40	11	171	15	5	1,026	27	887	433	48
		1.9%	3.0%	0.8%	13.0%	1.1%	0.4%	77.7%	2.0%	67.2%	32.8%	3.6%

⁴⁹ Note: 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 County⁵⁰ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Ventura	1,788	53	177	90	558	5	12	857	36	873	915	158
		3.0%	9.9%	5.0%	31.2%	0.3%	0.7%	47.9%	2.0%	48.8%	51.2%	8.8%
Yolo	2,069	212	178	51	389	8	19	1,186	26	1,111	958	223
		10.2%	8.6%	2.5%	18.8%	0.4%	0.9%	57.3%	1.3%	53.7%	46.3%	10.8%
Yuba	774	53	11	6	76	2	6	595	25	522	252	52
		6.8%	1.4%	0.8%	9.8%	0.3%	0.8%	76.9%	3.2%	67.4%	32.6%	6.7%
Out-of-State	112	19	23	9	10	0	1	48	2	72	40	17
		17.0%	20.5%	8.0%	8.9%	0.0%	0.9%	42.9%	1.8%	64.3%	35.7%	15.2%
Other	274	48	51	20	26	0	0	126	3	141	133	22
		17.5%	18.6%	7.3%	9.5%	0.0%	0.0%	46.0%	1.1%	51.5%	48.5%	8.0%
Totals	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%

⁵⁰ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller’s Office’s employment history database, as recorded by the individual departments.

Table H: State Civil Service Disability Representation⁵¹

Department	FY 2006-07			FY 2007-08			
	Representation	Deficiency [†]	Annual Goal [†]	Representation	Deficiency [†]	Future Plans [†]	Timeline
Aging	13.30%	0	NPR	12.90%	5	Resurvey Staff	DNS
Agricultural Associations	6.10%	65	DNS	6.20%	67	DNS	DNS
Agricultural Labor Relations Board	No data	No data	DNS	10.00%	2	Resurvey Staff	DNS
Air Resources Board	10.40%	61	3	17.60%	0	NPR	NPR
Alcohol and Drug Programs	10.60%	18	2	9.90%	20	20	FY 2017-18
Alcoholic Beverage Control	9.90%	15	3	8.40%	18	18	FY 2013-14
Audits, Bureau of State	17.43%	0	NPR	16.10%	0	NPR	NPR
Bay Delta Authority	6.90%	6	DNS	No data	No data	DNS	DNS
Boating and Waterways	10.50%	5	Budget Constraints	8.00%	6	DNS	DNS
Business, Transportation, and Housing Agency	13.00%	2	DNS	20.00%	0	NPR	NPR
Child Support Services	15.70%	0	NPR	15.20%	0	NPR	NPR
Children and Families First Commission	2.90%	5	DNS	0.00%	6	DNS	DNS
Coastal Commission	5.10%	18	1	4.70%	20	DNS	DNS
Coastal Conservancy	4.60%	8	DNS	6.50%	6	6	FY 2013-14
Community Colleges	13.10%	5	DNS	14.80%	0	NPR	NPR
Community Services and Development	20.70%	0	NPR	18.50%	0	NPR	NPR
Compensation Insurance Fund	8.50%	779	75	8.40%	724	724	FY 2017-18
Conservation	20.20%	0	NPR	19.80%	0	NPR	NPR

DNS – Department did not submit data.

NPR – Department met goal, no future plans required.

[†] Deficiency, Annual Goal, and Future Plans represent number of positions.

⁵⁶ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵² (continued)

Department	FY 2006-07			FY 2007-08			
	Representation	Deficiency [†]	Annual Goal [†]	Representation	Deficiency [†]	Future Plans [†]	Timeline
Conservation Corps	17.60%	0	NPR	16.50%	0	NPR	NPR
Consumer Affairs	15.30%	0	NPR	15.50%	0	NPR	NPR
Controller's Office, State	18.20%	0	NPR	16.40%	0	NPR	NPR
Corporations	12.60%	10	2	15.60%	0	NPR	NPR
Corrections, Board of	10.9%	3	DNS	No data	No data	DNS	DNS
Corrections and Rehabilitation	5.90%	1,841	DNS	5.90%	2,175	DNS	DNS
Developmental Disabilities, Council on	11.80%	4	DNS	16.70%	0	NPR	NPR
Developmental Services	7.00%	403	40	7.00%	391	DNS	DNS
Education	16.70%	0	NPR	16.60%	0	NPR	NPR
Emergency Medical Services Authority	18.20%	0	NPR	18.20%	0	NPR	NPR
Emergency Services	10.10%	30	3	10.70%	26	DNS	DNS
Employment Development	12.40%	344	32-33	14.20%	0	NPR	NPR
Energy Commission	12.20%	16	1-2	16.50%	0	NPR	NPR
Energy Resources Conservation and Development	12.80%	16	DNS	18.80%	0	NPR	NPR
Environmental Health Hazard Assessment	14.00%	0	NPR	14.00%	0	NPR	NPR
Environmental Protection Agency	14.90%	0	NPR	16.30%	0	NPR	NPR
Equalization, Board of	9.60%	254	22	9.60%	267	22	Annually
Exposition and State Fair	4.40%	66	DNS	4.50%	62	DNS	DNS
Fair Employment and Housing	14.90%	0	NPR	13.50%	0	NPR	NPR

DNS – Department did not submit data.

NPR – Department met goal, no future plans required.

[†] Deficiency, Annual Goal, and Future Plans represent number of positions.

⁵⁷ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵³ (continued)

Department	FY 2006-07			FY 2007-08			
	Representation	Deficiency [†]	Annual Goal [†]	Representation	Deficiency [†]	Future Plans [†]	Timeline
Fair Political Practices Commission	30.90%	0	NPR	25.40%	0	NPR	NPR
Finance	12.80%	14	2	12.00%	19	19	FY 2017-18
Financial Institutions	7.50%	18	2	8.00%	18	DNS	DNS
Fish and Game	10.20%	147	15	9.60%	168	168	FY 2017-18
Food and Agriculture	5.50%	227	25	4.80%	253	253	FY 2017-18
Forestry and Fire Protection	19.70%	0	NPR	18.80%	0	NPR	NPR
Franchise Tax Board	14.30%	0	NPR	15.20%	0	NPR	NPR
Gambling Control Commission	7.70%	6	DNS	8.30%	4	DNS	DNS
General Services	9.80%	262	26	9.50%	279	279	FY 2017-18
Health Services	15.10%	0	NPR	20.40%	0	NPR	NPR
Highway Patrol	17.00%	0	NPR	15.30%	0	NPR	NPR
Horse Racing Board	20.40%	0	NPR	19.10%	0	NPR	NPR
Housing and Community Development	14.10%	0	NPR	15.80%	0	NPR	NPR
Housing Finance Agency	9.50%	18	3	10.10%	17	17	FY 2013-14
Industrial Relations	10.60%	154	15	9.90%	179	179	FY 2017-18
Insurance	14.90%	0	NPR	14.70%	0	NPR	NPR
Integrated Waste Management Board	11.80%	19	2	9.90%	26	26	FY 2016-17
Justice	9.90%	291	50	9.70%	312	312	FY 2017-18
Lands Commission, State	10.30%	12	1	10.40%	13	13	FY 2017-18

DNS – Department did not submit data.

NPR – Department met goal, no future plans required.

[†] Deficiency, Annual Goal, and Future Plans represent number of positions.

⁵⁸ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵⁴ (continued)

Department	FY 2006-07			FY 2007-08			
	Representation	Deficiency [†]	Annual Goal [†]	Representation	Deficiency [†]	Future Plans [†]	Timeline
Legislative Counsel Bureau	6.50%	57	5	6.50%	57	DNS	DNS
Library, State	14.30%	0	NPR	13.80%	0	NPR	NPR
Lottery	7.30%	51	2-3	7.50%	50	DNS	DNS
Managed Health Care	12.60%	11	2	12.70%	11	DNS	DNS
Managed Risk Medical Insurance Board	9.10%	6	1	11.40%	4	DNS	DNS
Mental Health	14.80%	0	NPR	14.10%	0	NPR	NPR
Military	8.90%	17	Budget Constraints	8.70%	18	Resurvey Staff	DNS
Motor Vehicles	17.50%	0	NPR	16.20%	0	NPR	NPR
Parks and Recreation	7.50%	327	DNS	6.90%	362	362	FY 2017-18
Peace Officers Standards and Training	21.20%	0	NPR	19.70%	0	NPR	NPR
Personnel Administration	15.30%	0	NPR	14.00%	0	NPR	NPR
Personnel Board	16.00%	0	NPR	14.60%	0	NPR	NPR
Pesticide Regulation	11.80%	15	2	18.90%	0	NPR	NPR
Prison Industry Authority	11.10%	13	1	10.10%	17	DNS	DNS
Prison Terms, Board of (Parole Hearings)	5.40%	21	DNS	No data	No data	DNS	DNS
Public Defender	12.20%	3	1	11.10%	4	4	FY 2011-12
Public Employees Retirement System	6.50%	173	12	8.80%	141	141	FY 2017-18
Public Employment Relations Board	6.70%	3	DNS	No data	No data	DNS	DNS
Public Utilities Commission	8.50%	65	DNS	8.20%	75	DNS	DNS

DNS – Department did not submit data.

NPR – Department met goal, no future plans required.

[†] Deficiency, Annual Goal, and Future Plans represent number of positions.

⁵⁴ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵⁵ (continued)

Department	FY 2006-07			FY 2007-08			
	Representation	Deficiency [†]	Annual Goal [†]	Representation	Deficiency [†]	Future Plans [†]	Timeline
Real Estate	17.90%	0	NPR	16.40%	0	NPR	NPR
Rehabilitation	15.80%	0	NPR	16.50%	0	NPR	NPR
Resources Agency	No data	No data	DNS	9.40%	4	DNS	DNS
San Francisco Conservation and Develop	0.00%	5	DNS	0.00%	7	DNS	DNS
Science Center	4.70%	18	1	6.30%	15	DNS	DNS
Secretary of State	10.50%	26	3	13.30%	0	NPR	NPR
Social Services	8.90%	301	29	12.10%	179	179	FY 2017-18
Statewide Health Planning and Development	29.00%	0	NPR	24.80%	0	NPR	NPR
Student Aid Commission	18.30%	0	NPR	17.10%	0	NPR	NPR
Systems Integration	10.10%	12	DNS	11.50%	9	DNS	DNS
Tahoe Conservancy	No data	No data	DNS	3.20%	4	DNS	DNS
Teacher Credentialing	6.10%	17	1	18.90%	0	NPR	NPR
Teachers' Retirement System	17.30%	0	NPR	17.70%	0	NPR	NPR
Technology Services	11.00%	40	4	10.50%	44	44	FY 2017-18
Toxics and Substance Control	19.20%	0	NPR	18.10%	0	NPR	NPR
Transportation	6.90%	2,066	197	6.70%	2,159	DNS	DNS
Treasurer's Office	17.10%	0	NPR	16.70%	0	NPR	NPR
Unemployment Insurance Appeals Board	14.00%	0	NPR	14.10%	0	NPR	NPR
Veteran Affairs	11.60%	71	3	11.10%	79	4	FY 2010-11

DNS – Department did not submit data.

NPR – Department met goal, no future plans required.

[†] Deficiency, Annual Goal, and Future Plans represent number of positions.

⁶⁰ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵⁶ (continued)

Department	FY 2006-07			FY 2007-08			
	Representation	Deficiency [†]	Annual Goal [†]	Representation	Deficiency [†]	Future Plans [†]	Timeline
Victims Compensation and Government Claims Board	17.50%	0	NPR	15.20%	0	NPR	NPR
Water Resources	7.10%	247	DNS	6.70%	265	DNS	DNS
Water Resources Control Board	6.60%	141	15	6.70%	143	143	FY 2017-18
Youth Authority	6.70%	163	DNS	6.2%	183	DNS	DNS

DNS – Department did not submit data.

NPR – Department met goal, no future plans required.

[†] Deficiency, Annual Goal, and Future Plans represent number of positions.

⁶¹ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

SCHEMATIC ARRANGEMENT OF CLASSES (OCCUPATIONAL GROUPS)*

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

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

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Annual Census of State Employees in the State Civil Service

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

CUSTODIAN AND DOMESTIC SERVICES	DA00-DZ99
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A.	CUSTODIAL AND PROTECTIVE	
1.	Protective Services	DA00
2.	Janitorial and Elevator Operation	DC00
B.	PERSONNEL SERVICES	DE00
C.	LAUNDRY SERVICE	DG00
D.	FOOD SERVICES	
1.	Food Management	DH00
2.	Food Preparation and Service	DJ00

EDUCATION AND LIBRARY	EA00-FZ99
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A.	TEACHING	
1.	Administration	EA00
2.	Academic	EB00
3.	Vocational	ED00
B.	EDUCATION AND ADMINISTRATION	
1.	Education Administration	EK80
2.	California Postsecondary Education Commission	EL10
3.	Postsecondary Education	EL50
4.	California Community Colleges	EM25
5.	Vocational Education	EN20
6.	Public School Administration	ER00
7.	Consultants	EU20
8.	Teacher Education	EV30
9.	Intergroup Relations	EW00
10.	Research	EX00
11.	Curriculum	
a.	Secondary Education	EZ10
b.	Elementary Education	FB00
c.	Audio-Visual Education	FC20
d.	Adult Education	FD00
e.	Special Education	FE00
f.	Health Education and Personnel Services	FG00
12.	Compensatory Education	FH86
C.	MUSEUM AND ARTS	
1.	Museum	FJ00

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

ENGINEERING AND ALLIED SERVICES**GA00-IZ99**

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

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

FISCAL, MANAGEMENT AND STAFF SERVICES
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JA00-MZ99

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

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

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

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

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

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| 4. | Bindery Trades | RM00 |
| 5. | Miscellaneous Printing Trades | RO00 |

MEDICINE AND ALLIED SERVICES**SA00-TZ99**

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

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

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

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

5.	Alcoholic Beverage Control	VP00
6.	Motor Vehicles	VQ00
E.	INSPECTION	
1.	Regulation of Business and Professional Activities	VS00
2.	Public Health and Safety	VW40
SOCIAL SECURITY AND REHABILITATION SERVICES		WA00-XY99
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