

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



---

---

**2009-2010  
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  
2009-2010**



**STATE PERSONNEL BOARD**

**Anne Sheehan, President  
Richard Costigan, Vice President  
Sean Harrigan, Member  
Maeley Tom, Member  
Patricia Clarey, Member**

**Suzanne Ambrose, Executive Officer**

**October 2010**

## TABLE OF CONTENTS

<b>SECTION</b>	<b>PAGE</b>
I. Purpose of the Report	4
II. State Civil Service Workforce Composition	4
A. Workforce Population	4
B. Gender	4
C. Race/Ethnicity	5
D. Age	6
E. Occupational Group	8
F. Salary	9
G. Occupational Group and Salary	10
H. County Profile	10
III. State Civil Service Representation of Persons with Disabilities	12
IV. State Civil Service Upward Mobility	13
V. Data Collection	14
VI. Tables	14
A. State Civil Service Workforce Representation Five-Year History	15
B. State Civil Service Workforce Composition by Department with 30 or More Employees	16
C. State Civil Service Workforce Composition by Age	30
D. State Civil Service Workforce Composition by Occupational Group	32
E. State Civil Service Workforce Composition by Salary	34
F. State Civil Service Workforce Composition by Occupational Group and Salary	35
G. State Civil Service Workforce Composition by County	48
H. State Civil Service Disability Representation by Department	57
I. State Civil Service Upward Mobility Classifications and Hiring Goals by Department	68
VII. Attachment – Schematic Arrangement of Classes (Occupational Groups)	

## 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, disabled representation, and upward mobility for State employees for the period between July 1, 2009 and June 30, 2010.

This report may be viewed and/or printed from the SPB's web site at: [www.spb.ca.gov](http://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 Division<sup>1</sup>, 16.1 million Californians were employed and 2.2 million were unemployed as of June 2010. Combined, the total working age, civilian, non-institutional labor pool population was 18.3 million. In comparison, the State civil service workforce population for 2009-2010 was comprised of 220,079 employees, accounting for 1.4% of California's employed (Table A, page 15).

In the State civil service, the workforce population for 2009-2010 decreased by 7,226 (3.2%) employees when compared to data reported in the *Annual Census of Employees in the State Civil Service FY 2008-09*. (Table A, page 15)

### B. Gender

In the State civil service, overall, men outnumbered women by 7%.<sup>2</sup> (Table B, page 29)

---

<sup>1</sup> *California Labor Market Review*, June 2010, page 6.

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

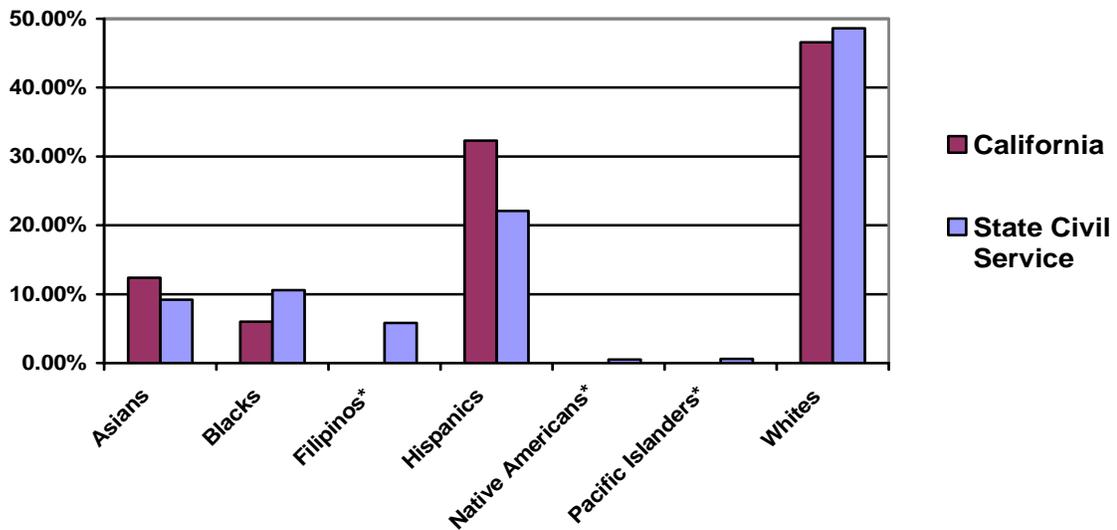
**II. State Civil Service Workforce Composition (continued)**

**C. Race/Ethnicity**

As reported by EDD<sup>3</sup>, Whites represented the largest among racial/ethnic groups statewide, with a representation of 46.6%. In descending order, the other racial/ethnic groups were: Hispanics (32.3%), Asians (12.4%), Blacks (6.0%), and all others (2.6%).

In the State civil service, Whites represented the largest among racial/ethnic groups with a representation of 48.6%, while Native Americans (0.5%) and Pacific Islanders (0.6%) had the lowest representation among racial/ethnic groups. (Table B, page 29)

**Workforce Composition by Race/Ethnicity\***



\*Comparison data was not available in the EDD report for Filipinos, Native Americans, and Pacific Islanders. (California Labor Market and Economic Analysis 2009, page 20; Table B, page 29)

<sup>3</sup> California Labor Market and Economic Analysis 2009, page 20.

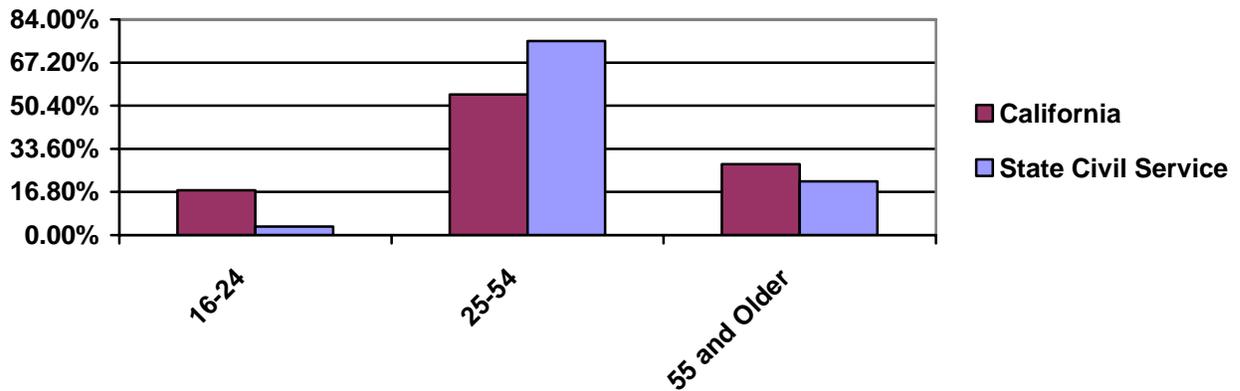
**II. State Civil Service Workforce Composition (continued)**

**D. Age**

As reported by EDD<sup>4</sup>, the statewide age group representations were as follows: 16-24 (17.5%), 25-54 (54.8%), and 55 and older (27.6%).

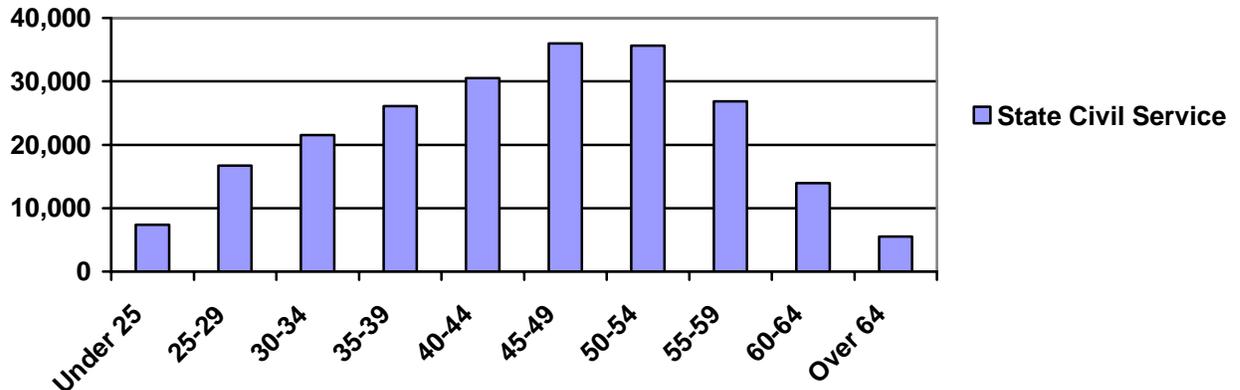
In the State civil service, the 25 to 54 age group represented the majority (75.6%) while the 16 to 24 age group had the lowest representation (3.3%). (Table C, page 30)

**Workforce Composition by Age**



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

**State Civil Service Workforce Composition by Age**



<sup>4</sup> California Labor Market and Economic Analysis 2009, page 20.

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

In the State civil service, men represented 50% or more among the following 9 age groups: under 25, 25-29, 30-34, 35-39, 40-44, 45-49, 55-59, 60-64, and over 64. Women represented 50% or more in the 50-54 age group. Men and women were equally represented in the 55-59 age group. ([Table C, page 30](#))

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in the following 5 age groups: under 25, 50-54, 55-59, 60-64, and over 64. Whites represented less than 50% in the following 5 age groups: 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 (17.4%) and lowest in the under 25 (4.4%) age groups. ([Table C, page 30](#))

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

**E. Occupational Group<sup>5</sup>**

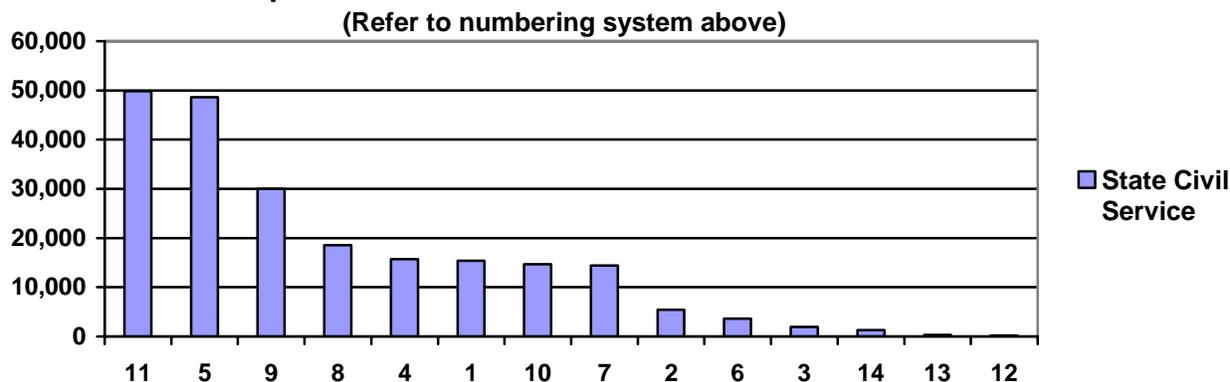
The following represent the major occupational groups in the State civil service, as well as Broadband and CEA classifications:

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

Broadband and CEA Classifications:

13. Broadband Classifications
14. CEA Classifications

**State Civil Service Workforce Composition by Major Occupational Groups and Broadband and CEA Classifications\***



\*Major occupational groups and Broadband and CEA classifications are ordered from greatest to smallest percentage represented. (Table D, page 32)

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

## II. State Civil Service Workforce Composition (continued)

### E. Occupational Group<sup>6</sup> (continued)

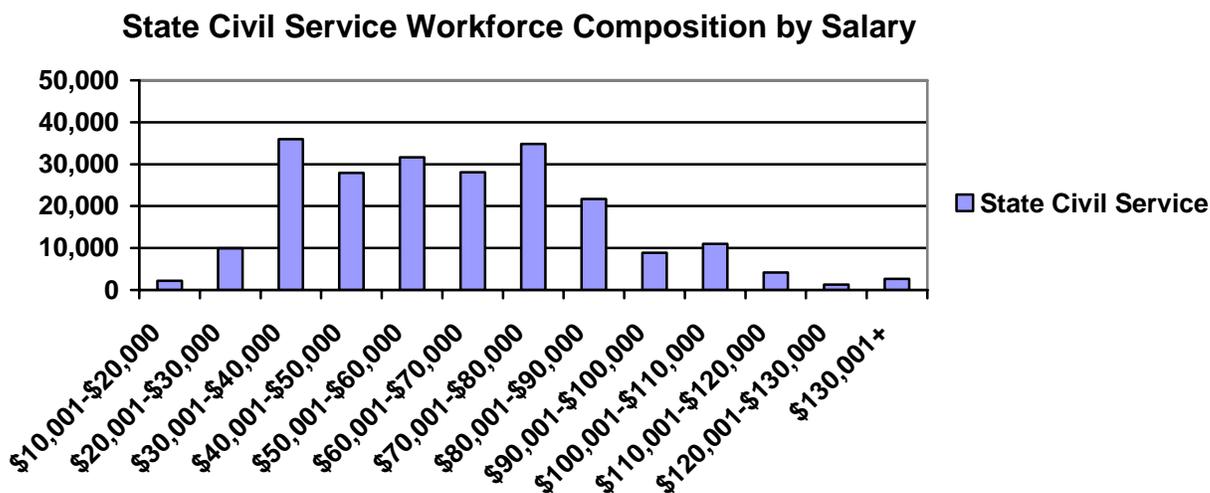
In State civil service, among the 14 occupational groups, men represented 50% or more in 11 occupational groups. Women represented 50% or more in 3 occupational groups. (Table D, page 32)

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 (14.6%) and lowest in the Social Security and Rehabilitation (4.9%) occupational groups. (Table D, page 32)

### F. Salary<sup>6</sup>

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



In the State civil service, the average salary was \$62,732 and the median<sup>7</sup> salary was \$65,000.

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

<sup>7</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.

## II. State Civil Service Workforce Composition (continued)

### F. Salary<sup>8</sup> (continued)

In the State civil service, men represented 50% or more in 9 salary ranges. Women represented 50% or more in 4 salary ranges. ([Table E, page 34](#))

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 8 salary ranges. Whites represented less than 50% in 5 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 (12.1%) and lowest in the \$20,001-\$30,000 (6.5%) 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 services, 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](#))

### H. County Profile

There are 58 counties in the State of California. As reported by EDD<sup>9</sup>, the following 3 counties had the highest employment numbers as of June 2010: Los Angeles (4,248,700), Orange (1,456,700), and San Diego (1,406,600).

In the State civil service, the following 3 counties had the highest employment: Sacramento (68,104), Los Angeles (21,836), and San Bernardino (10,871). ([Table G, page 48](#))

In the State civil service, men represented 50% or more in 52 counties and women represented 50% or more in 6 counties.<sup>10</sup> ([Table G, page 48](#))

---

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

<sup>9</sup> *California Labor Market Review*, June 2010, page 13.

<sup>10</sup> Excludes *Out-of-State* and *Other*.

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

**H. County Profile (continued)**

In the State civil service, among racial/ethnic groups, Whites represented 50% or more in 37 counties and Hispanics represented 50% or more in 1 county. Whites represented less than 50% in 21 counties. The following groups had the lowest racial/ethnic representation in each county: Asian (4 counties), Black (3 counties), Filipino (8 counties), Native American (27 counties), and Pacific Islander (35 counties).<sup>11</sup> (Table G, page 48)

In the State civil service, the following counties had less than 1% representation of Native Americans and Pacific Islanders (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, Calaveras, Contra Costa, El Dorado, Fresno, Imperial, Kern, Kings, Lake, Los Angeles, Madera, Mendocino, Monterey, Napa, Orange, Placer, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, Santa Barbara, Santa Clara, Santa Cruz, Sierra, Sonoma, Stanislaus, Sutter, Tulare, Yolo, Yuba	Marin, San Mateo, Solano, Ventura	Alpine, Butte, Colusa, Del Norte, Glenn, Humboldt, Inyo, Lassen, Mariposa, Merced, Mono, Nevada, Plumas, Shasta, Siskiyou, Tehama, Trinity, Tuolumne

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

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

**H. County Profile (continued)**

In the State civil service, there was less than 1% representation of the identified racial/ethnic groups in the following 21 counties ([Table G, page 48](#)):

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

In the State civil service, the representation of persons with disabilities was highest in Yolo and Yuba (15.1%) counties and lowest in Kings County (3.0%). ([Table G, page 48](#))

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

As of June 30, 2010, the State of California employed approximately 21,025 persons with disabilities, representing 9.6% of the State civil service workforce ([Table A, page 15](#)). This represents a 0.3% increase in disabled representation compared to the percentage reported in the *Annual Census of Employees in the State Civil Service FY 2008-09*.

In State civil service, the representation of persons with disabilities was highest in the 60-64 (17.4%) and lowest in the under 25 (4.4%) age groups. ([Table C, page 30](#))

In State civil service, the representation of persons with disabilities was highest in the Office and Allied Services (14.6%) and lowest in the Social Security and Rehabilitation (4.9%) 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 (12.1%) and lowest in the \$20,001-\$30,000 (6.5%) salary ranges. ([Table E, page 34](#))

In the State civil service, the representation of persons with disabilities was highest in Yolo and Yuba (15.1%) counties and lowest in Kings County (3.0%). ([Table G, page 48](#))

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

Below is a breakdown of information regarding persons with disabilities as reported by 117 Departments ([Table H, page 57](#)):

#### Current Activities:

- 22 Departments met or exceeded the California disability parity<sup>12</sup> of 16.6%;
- 30 Departments' disability representation fell between 13.3% and 16.5%; and
- 65 Departments' disability representation fell below 13.3%.

#### Future Plans:

- 65 Departments provided employment goals; and
- 52 Departments were not required to provide an employment goal because they had a disability representation of 13.3% or more.

### IV. State Civil Service Upward Mobility

Below is a breakdown of information regarding the status of the Upward Mobility Program as reported by 103 Departments ([Table I, page 68](#)):

#### Current Activities:

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

#### Future Plans:

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

---

<sup>12</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.

**V. Data Collection**

The following annual census reports were pulled from the State Controller's Office's employment history database, as reported by Departments:

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

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

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

The EDD, Labor Market Information Division, provided labor market information for the State of California as reported in 2009 and 2010.

**VI. Tables**

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

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

**Table A: State Civil Service Workforce Representation Five-Year History<sup>13</sup>**

Date	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
06/30/06	210,591	17,690	23,376	12,425	43,803	842	1,053	106,348	5,054	111,192	99,399	18,111
		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	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%

<sup>13</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 B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>14</sup>**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Aging, Department of	122	12	8	6	14	0	0	77	5	34	88	22
		9.8%	6.6%	4.9%	11.5%	0.0%	0.0%	63.1%	4.1%	27.9%	72.1%	18.0%
Agricultural Associations	635	13	26	11	162	4	2	372	45	363	272	36
		2.0%	4.1%	1.7%	25.5%	0.6%	0.3%	58.6%	7.1%	57.2%	42.8%	5.7%
Air Resources Board	1,276	292	61	33	173	6	6	666	39	772	504	174
		22.9%	4.8%	2.6%	13.6%	0.5%	0.5%	52.2%	3.1%	60.5%	39.5%	13.6%
Alcohol and Drug Programs, Department of	288	30	50	15	44	1	2	140	6	99	189	41
		10.4%	17.4%	5.2%	15.3%	0.3%	0.7%	48.6%	2.1%	34.4%	65.6%	14.2%
Alcoholic Beverage Control, Department of	398	30	32	25	111	1	0	192	7	149	249	28
		7.5%	8.0%	6.3%	27.9%	0.3%	0.0%	48.2%	1.8%	37.4%	62.6%	7.0%
Boating and Waterways, Department of	79	6	4	4	10	0	1	51	3	41	38	10
		7.6%	5.1%	5.1%	12.7%	0.0%	1.3%	64.6%	3.8%	51.9%	48.1%	12.7%
Business, Transportation, and Housing Agency	50	2	6	4	4	1	0	31	2	17	33	8
		4.0%	12.0%	8.0%	8.0%	2.0%	0.0%	62.0%	4.0%	34.0%	66.0%	16.0%

<sup>14</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 B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>15</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Child Support Services, Department of	520	50	50	18	90	3	2	289	18	166	354	56
		9.6%	9.6%	3.5%	17.3%	0.6%	0.4%	55.6%	3.5%	31.9%	68.1%	10.8%
Children and Families First Commission	41	2	6	1	9	0	0	23	0	9	32	4
		4.9%	14.6%	2.4%	22.0%	0.0%	0.0%	56.1%	0.0%	22.0%	78.0%	9.8%
Coastal Commission, California	147	8	9	10	9	0	2	106	3	56	91	14
		5.4%	6.1%	6.8%	6.1%	0.0%	1.4%	72.1%	2.0%	38.1%	61.9%	9.5%
Commission on Teacher Credentialing	170	22	15	5	30	0	2	92	4	52	118	35
		12.9%	8.8%	2.9%	17.6%	0.0%	1.2%	54.1%	2.4%	30.6%	69.4%	20.6%
Community Colleges, California	141	22	13	2	24	0	2	74	4	44	97	18
		15.6%	9.2%	1.4%	17.0%	0.0%	1.4%	52.5%	2.8%	31.2%	68.8%	12.8%
Community Services and Development, Department of	82	7	17	4	15	1	2	36	0	27	55	8
		8.5%	20.7%	4.9%	18.3%	1.2%	2.4%	43.9%	0.0%	32.9%	67.1%	9.8%
Conservation, Department of	385	40	14	12	34	1	2	272	10	223	162	68
		10.4%	3.6%	3.1%	8.8%	0.3%	0.5%	70.6%	2.6%	57.9%	42.1%	17.7%

<sup>15</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 B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>16</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Conservation Corps, California	298	5	17	3	41	3	3	133	93	170	128	40
		1.7%	5.7%	1.0%	13.8%	1.0%	1.0%	44.6%	31.2%	57.0%	43.0%	13.4%
Consumer Affairs, Department of	3,569	233	421	131	604	16	13	2,059	92	1,389	2,180	386
		6.5%	11.8%	3.7%	16.9%	0.4%	0.4%	57.7%	2.6%	38.9%	61.1%	10.8%
Corporations, Department of	284	55	37	36	36	2	1	110	7	108	176	40
		19.4%	13.0%	12.7%	12.7%	0.7%	0.4%	38.7%	2.5%	38.0%	62.0%	14.1%
Corrections and Rehabilitation, Department of	60,426	2,096	7,503	2,576	18,385	281	332	27,775	1,478	37,818	22,608	2,028
		3.5%	12.4%	4.3%	30.4%	0.5%	0.5%	46.0%	2.4%	62.6%	37.4%	3.4%
Delta Stewardship Council	34	3	4	0	6	0	0	20	1	7	27	3
		8.8%	11.8%	0.0%	17.6%	0.0%	0.0%	58.8%	2.9%	20.6%	79.4%	8.8%
Developmental Services, Department of	6,180	521	598	985	1,461	17	20	2,457	121	2,396	3,784	443
		8.4%	9.7%	15.9%	23.6%	0.3%	0.3%	39.8%	2.0%	38.8%	61.2%	7.2%
Education, Department of	1,976	215	190	77	335	7	14	1,075	63	692	1,284	310
		10.9%	9.6%	3.9%	17.0%	0.4%	0.7%	54.4%	3.2%	35.0%	65.0%	15.7%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>17</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Emergency Management Agency, California	545	38	41	12	65	0	5	370	14	235	310	55
		7.0%	7.5%	2.2%	11.9%	0.0%	0.9%	67.9%	2.6%	43.1%	56.9%	10.1%
Emergency Medical Services Authority	55	4	7	2	6	0	0	36	0	26	29	8
		7.3%	12.7%	3.6%	10.9%	0.0%	0.0%	65.5%	0.0%	47.3%	52.7%	14.5%
Employment Development Department	9,912	1,386	1,620	559	2,730	35	76	3,252	254	3,534	6,378	1,219
		14.0%	16.3%	5.6%	27.5%	0.4%	0.8%	32.8%	2.6%	35.7%	64.3%	12.3%
Energy Commission, California	544	62	30	14	52	1	1	367	17	282	262	72
		11.4%	5.5%	2.6%	9.6%	0.2%	0.2%	67.5%	3.1%	51.8%	48.2%	13.2%
Environmental Health Hazard Assessment, Office of	121	29	6	5	10	0	0	69	2	49	72	12
		24.0%	5.0%	4.1%	8.3%	0.0%	0.0%	57.0%	1.7%	40.5%	59.5%	9.9%
Environmental Protection Agency	58	1	8	2	11	0	1	34	1	28	30	8
		1.7%	13.8%	3.4%	19.0%	0.0%	1.7%	58.6%	1.7%	48.3%	51.7%	13.8%
Equalization, Board of	3,859	707	383	206	787	19	29	1,632	96	1,473	2,386	495
		18.3%	9.9%	5.3%	20.4%	0.5%	0.8%	42.3%	2.5%	38.2%	61.8%	12.8%

<sup>17</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 B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>18</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Exposition and State Fair, California	706	34	77	12	104	8	8	439	24	483	223	44
		4.8%	10.9%	1.7%	14.7%	1.1%	1.1%	62.2%	3.4%	68.4%	31.6%	6.2%
Fair Employment and Housing, Department of	185	18	48	11	57	0	1	49	1	47	138	41
		9.7%	25.9%	5.9%	30.8%	0.0%	0.5%	26.5%	0.5%	25.4%	74.6%	22.2%
Fair Political Practices Commission	66	5	4	1	9	0	1	45	1	19	47	15
		7.6%	6.1%	1.5%	13.6%	0.0%	1.5%	68.2%	1.5%	28.8%	71.2%	22.7%
Finance, Department of	374	61	27	14	48	1	1	215	7	172	202	50
		16.3%	7.2%	3.7%	12.8%	0.3%	0.3%	57.5%	1.9%	46.0%	54.0%	13.4%
Financial Information System for California	53	11	7	1	5	0	0	25	4	22	31	5
		20.8%	13.2%	1.9%	9.4%	0.0%	0.0%	47.2%	7.5%	41.5%	58.5%	9.4%
Financial Institutions, Department of	261	75	22	30	25	0	2	99	8	135	126	14
		28.7%	8.4%	11.5%	9.6%	0.0%	0.8%	37.9%	3.1%	51.7%	48.3%	5.4%
Fish and Game, Department of	2,690	159	48	39	261	15	17	2,039	112	1,560	1,130	205
		5.9%	1.8%	1.4%	9.7%	0.6%	0.6%	75.8%	4.2%	58.0%	42.0%	7.6%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>19</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Food and Agriculture, Department of	2,105	216	69	65	533	18	17	1,138	49	1,189	916	144
		10.3%	3.3%	3.1%	25.3%	0.9%	0.8%	54.1%	2.3%	56.5%	43.5%	6.8%
Forestry and Fire Protection, Department of	7,435	138	140	69	1,125	61	29	5,632	241	6,352	1,083	458
		1.9%	1.9%	0.9%	15.1%	0.8%	0.4%	75.7%	3.2%	85.4%	14.6%	6.2%
Franchise Tax Board	6,316	1,008	862	342	1,187	29	64	2,679	145	2,306	4,010	836
		16.0%	13.6%	5.4%	18.8%	0.5%	1.0%	42.4%	2.3%	36.5%	63.5%	13.2%
Gambling Control Commission, California	70	9	3	4	18	0	0	35	1	26	44	9
		12.9%	4.3%	5.7%	25.7%	0.0%	0.0%	50.0%	1.4%	37.1%	62.9%	12.9%
General Services, Department of	4,137	472	657	192	881	14	28	1,790	103	2,597	1,540	533
		11.4%	15.9%	4.6%	21.3%	0.3%	0.7%	43.3%	2.5%	62.8%	37.2%	12.9%
Health and Human Services Agency	30	5	1	0	7	0	0	14	3	9	21	2
		16.7%	3.3%	0.0%	23.3%	0.0%	0.0%	46.7%	10.0%	30.0%	70.0%	6.7%
Health Care Services, Department of	2,648	463	291	253	434	9	24	1,103	71	886	1,762	449
		17.5%	11.0%	9.6%	16.4%	0.3%	0.9%	41.7%	2.7%	33.5%	66.5%	17.0%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>20</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Highway Patrol, California	10,928	392	566	226	2,391	74	60	7,127	92	8,383	2,545	1,048
		3.6%	5.2%	2.1%	21.9%	0.7%	0.5%	65.2%	0.8%	76.7%	23.3%	9.6%
Horse Racing Board, California	49	2	4	0	14	0	0	29	0	21	28	9
		4.1%	8.2%	0.0%	28.6%	0.0%	0.0%	59.2%	0.0%	42.9%	57.1%	18.4%
Housing and Community Development	510	41	59	19	80	4	5	294	8	223	287	94
		8.0%	11.6%	3.7%	15.7%	0.8%	1.0%	57.6%	1.6%	43.7%	56.3%	18.4%
Housing Finance Agency	282	38	34	11	34	0	0	161	4	92	190	24
		13.5%	12.1%	3.9%	12.1%	0.0%	0.0%	57.1%	1.4%	32.6%	67.4%	8.5%
Industrial Relations, Department of	2,582	346	238	336	538	4	8	1,041	71	973	1,609	250
		13.4%	9.2%	13.0%	20.8%	0.2%	0.3%	40.3%	2.7%	37.7%	62.3%	9.7%
Inspector General, Office of the	119	6	3	3	18	0	3	84	2	63	56	20
		5.0%	2.5%	2.5%	15.1%	0.0%	2.5%	70.6%	1.7%	52.9%	47.1%	16.8%
Insurance, Department of	1,085	193	128	118	176	2	2	438	28	498	587	186
		17.8%	11.8%	10.9%	16.2%	0.2%	0.2%	40.4%	2.6%	45.9%	54.1%	17.1%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>21</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Justice, Department of	4,546	514	410	254	802	12	29	2,413	112	1,777	2,769	367
		11.3%	9.0%	5.6%	17.6%	0.3%	0.6%	53.1%	2.5%	39.1%	60.9%	8.1%
Legislative Counsel	582	108	76	18	96	1	3	270	10	305	277	82
		18.6%	13.1%	3.1%	16.5%	0.2%	0.5%	46.4%	1.7%	52.4%	47.6%	14.1%
Managed Health Care, Department of	287	54	24	7	32	1	3	161	5	95	192	60
		18.8%	8.4%	2.4%	11.1%	0.3%	1.0%	56.1%	1.7%	33.1%	66.9%	20.9%
Managed Risk Medical Insurance Program	71	11	11	1	18	0	0	28	2	17	54	9
		15.5%	15.5%	1.4%	25.4%	0.0%	0.0%	39.4%	2.8%	23.9%	76.1%	12.7%
Mental Health, Department of	10,891	845	1,515	1,875	1,985	31	34	4,439	167	4,491	6,400	990
		7.8%	13.9%	17.2%	18.2%	0.3%	0.3%	40.8%	1.5%	41.2%	58.8%	9.1%
Military Department	245	4	21	7	40	2	1	154	16	173	72	23
		1.6%	8.6%	2.9%	16.3%	0.8%	0.4%	62.9%	6.5%	70.6%	29.4%	9.4%
Motor Vehicles, Department of	8,659	853	1,671	471	2,821	40	78	2,534	191	2,417	6,242	1,534
		9.9%	19.3%	5.4%	32.6%	0.5%	0.9%	29.3%	2.2%	27.9%	72.1%	17.7%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>22</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Office of Systems Integration	186	27	14	4	29	0	3	105	4	69	117	46
		14.5%	7.5%	2.2%	15.6%	0.0%	1.6%	56.5%	2.2%	37.1%	62.9%	24.7%
Parks and Recreation, Department of	5,153	118	126	60	695	59	21	3,943	131	3,027	2,126	280
		2.3%	2.4%	1.2%	13.5%	1.1%	0.4%	76.5%	2.5%	58.7%	41.3%	5.4%
Peace Officer Standards and Training, Commission on	119	12	11	5	14	0	0	76	1	49	70	18
		10.1%	9.2%	4.2%	11.8%	0.0%	0.0%	63.9%	0.8%	41.2%	58.8%	15.1%
Personnel Administration, Department of	194	21	16	4	36	2	2	107	6	60	134	18
		10.8%	8.2%	2.1%	18.6%	1.0%	1.0%	55.2%	3.1%	30.9%	69.1%	9.3%
Pesticide Regulation, Department of	364	49	16	10	45	1	1	231	11	174	190	60
		13.5%	4.4%	2.7%	12.4%	0.3%	0.3%	63.5%	3.0%	47.8%	52.2%	16.5%
Prison Industry Authority, California	514	22	31	9	103	4	2	323	20	352	162	30
		4.3%	6.0%	1.8%	20.0%	0.8%	0.4%	62.8%	3.9%	68.5%	31.5%	5.8%
Public Employees Retirement System, California	2,252	379	244	96	332	6	18	1,119	58	821	1,431	307
		16.8%	10.8%	4.3%	14.7%	0.3%	0.8%	49.7%	2.6%	36.5%	63.5%	13.6%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>23</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Public Health, Department of	3,493	491	402	246	483	6	18	1,747	100	1,145	2,348	679
		14.1%	11.5%	7.0%	13.8%	0.2%	0.5%	50.0%	2.9%	32.8%	67.2%	19.4%
Public Utilities Commission, California	966	195	110	89	97	1	3	448	23	480	486	61
		20.2%	11.4%	9.2%	10.0%	0.1%	0.3%	46.4%	2.4%	49.7%	50.3%	6.3%
Real Estate, Department of	347	49	49	24	54	3	3	157	8	122	225	42
		14.1%	14.1%	6.9%	15.6%	0.9%	0.9%	45.2%	2.3%	35.2%	64.8%	12.1%
Resources Recycling and Recovery, Department of	641	73	52	18	90	4	1	389	14	275	366	75
		11.4%	8.1%	2.8%	14.0%	0.6%	0.2%	60.7%	2.2%	42.9%	57.1%	11.7%
Corrections and Rehabilitation, Department of	60,426	2,096	7,503	2,576	18,385	281	332	27,775	1,478	37,818	22,608	2,028
		3.5%	12.4%	4.3%	30.4%	0.5%	0.5%	46.0%	2.4%	62.6%	37.4%	3.4%
San Francisco Bay Conservation and Development Commission	44	10	3	1	5	0	0	23	2	17	27	0
		22.7%	6.8%	2.3%	11.4%	0.0%	0.0%	52.3%	4.5%	38.6%	61.4%	0.0%
Science Center, California	153	8	54	5	55	1	0	27	3	109	44	8
		5.2%	35.3%	3.3%	35.9%	0.7%	0.0%	17.6%	2.0%	71.2%	28.8%	5.2%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>24</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Secretary of State	443	59	48	20	64	2	4	234	12	127	316	50
		13.3%	10.8%	4.5%	14.4%	0.5%	0.9%	52.8%	2.7%	28.7%	71.3%	11.3%
Social Service, Department of	3,821	420	615	268	722	8	14	1,501	273	977	2,844	505
		11.0%	16.1%	7.0%	18.9%	0.2%	0.4%	39.3%	7.1%	25.6%	74.4%	13.2%
State Audits, Bureau of	146	12	6	4	10	0	1	112	1	69	77	41
		8.2%	4.1%	2.7%	6.8%	0.0%	0.7%	76.7%	0.7%	47.3%	52.7%	28.1%
State Chief Information Officer, Office of the	748	150	73	31	96	4	4	369	21	381	367	88
		20.1%	9.8%	4.1%	12.8%	0.5%	0.5%	49.3%	2.8%	50.9%	49.1%	11.8%
State Coastal Conservancy, California	77	7	2	7	6	0	1	53	1	27	50	8
		9.1%	2.6%	9.1%	7.8%	0.0%	1.3%	68.8%	1.3%	35.1%	64.9%	10.4%
State Compensation Insurance Fund	4,279	572	364	672	751	19	23	1,773	105	1,401	2,878	316
		13.4%	8.5%	15.7%	17.6%	0.4%	0.5%	41.4%	2.5%	32.7%	67.3%	7.4%
State Controller's Office	1,255	237	140	74	197	5	9	571	22	494	761	222
		18.9%	11.2%	5.9%	15.7%	0.4%	0.7%	45.5%	1.8%	39.4%	60.6%	17.7%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>25</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Council on Developmental Disabilities	69	2	5	4	9	0	0	45	4	19	50	14
		2.9%	7.2%	5.8%	13.0%	0.0%	0.0%	65.2%	5.8%	27.5%	72.5%	20.3%
State Lands Commission	203	13	9	9	30	0	2	138	2	126	77	21
		6.4%	4.4%	4.4%	14.8%	0.0%	1.0%	68.0%	1.0%	62.1%	37.9%	10.3%
State Library, California	147	11	13	3	10	1	0	103	6	57	90	22
		7.5%	8.8%	2.0%	6.8%	0.7%	0.0%	70.1%	4.1%	38.8%	61.2%	15.0%
State Lottery, California	575	74	59	28	124	2	3	271	14	307	268	94
		12.9%	10.3%	4.9%	21.6%	0.3%	0.5%	47.1%	2.4%	53.4%	46.6%	16.3%
State Personnel Board	162	18	16	5	28	3	1	87	4	51	111	39
		11.1%	9.9%	3.1%	17.3%	1.9%	0.6%	53.7%	2.5%	31.5%	68.5%	24.1%
State Public Defender	62	1	5	0	9	0	1	45	1	21	41	9
		1.6%	8.1%	0.0%	14.5%	0.0%	1.6%	72.6%	1.6%	33.9%	66.1%	14.5%
State Teachers Retirement System, California	790	114	72	31	119	2	9	419	24	277	513	97
		14.4%	9.1%	3.9%	15.1%	0.3%	1.1%	53.0%	3.0%	35.1%	64.9%	12.3%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>26</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
State Treasurer's Office	209	48	15	10	24	0	1	106	5	94	115	27
		23.0%	7.2%	4.8%	11.5%	0.0%	0.5%	50.7%	2.4%	45.0%	55.0%	12.9%
State Water Resources Control Board	1,452	185	72	49	135	2	5	955	49	752	700	209
		12.7%	5.0%	3.4%	9.3%	0.1%	0.3%	65.8%	3.4%	51.8%	48.2%	14.4%
Statewide Health Planning and Development, Office of	413	88	26	11	51	2	2	223	10	218	195	79
		21.3%	6.3%	2.7%	12.3%	0.5%	0.5%	54.0%	2.4%	52.8%	47.2%	19.1%
Student Aid Commission, California	106	10	15	6	23	0	0	49	3	35	71	16
		9.4%	14.2%	5.7%	21.7%	0.0%	0.0%	46.2%	2.8%	33.0%	67.0%	15.1%
Tahoe Conservancy	40	1	0	1	1	1	0	34	2	21	19	3
		2.5%	0.0%	2.5%	2.5%	2.5%	0.0%	85.0%	5.0%	52.5%	47.5%	7.5%
Toxic Substances Control, Department of	946	154	82	47	121	2	3	492	45	485	461	146
		16.3%	8.7%	5.0%	12.8%	0.2%	0.3%	52.0%	4.8%	51.3%	48.7%	15.4%
Traffic Safety, Office of	33	5	4	2	4	0	0	18	0	12	21	3
		15.2%	12.1%	6.1%	12.1%	0.0%	0.0%	54.5%	0.0%	36.4%	63.6%	9.1%

<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.

**Table B: State Civil Service Workforce Composition by Department with 30 or More Employees<sup>27</sup> (continued)**

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Transportation, Department of	21,412	3,837	1,666	1,014	3,524	136	100	10,393	742	15,829	5,583	3,158
		17.9%	7.8%	4.7%	16.5%	0.6%	0.5%	48.5%	3.5%	73.9%	26.1%	14.7%
Unemployment Insurance Appeals Board, California	714	52	74	39	182	1	4	344	18	250	464	86
		7.3%	10.4%	5.5%	25.5%	0.1%	0.6%	48.2%	2.5%	35.0%	65.0%	12.0%
Veterans Affairs, Department of	1,765	73	186	473	377	3	3	626	24	539	1,226	143
		4.1%	10.5%	26.8%	21.4%	0.2%	0.2%	35.5%	1.4%	30.5%	69.5%	8.1%
Victim Compensation and Government Claims Board	262	27	36	10	52	1	0	124	12	76	186	36
		10.3%	13.7%	3.8%	19.8%	0.4%	0.0%	47.3%	4.6%	29.0%	71.0%	13.7%
Water Resources, Department of	3,064	412	149	77	440	16	19	1,845	106	2,058	1,006	336
		13.4%	4.9%	2.5%	14.4%	0.5%	0.6%	60.2%	3.5%	67.2%	32.8%	11.0%
<b>Totals</b>	219,608	20,192	23,306	12,693	48,577	1,030	1,220	106,782	5,808	117,500	102,108	20,983
		9.2%	10.6%	5.8%	22.1%	0.5%	0.6%	48.6%	2.6%	53.5%	46.5%	9.6%

<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.

**Table C: State Civil Service Workforce Composition by Age<sup>28</sup>**

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Under 25	7,356	582	531	258	1,864	47	48	3,788	238	4,057	3,299	321
		7.9%	7.2%	3.5%	25.3%	0.6%	0.7%	51.5%	3.2%	55.2%	44.8%	4.4%
25-29	16,692	1,687	1,304	702	4,703	96	126	7,525	549	9,577	7,115	790
		10.1%	7.8%	4.2%	28.2%	0.6%	0.8%	45.1%	3.3%	57.4%	42.6%	4.7%
30-34	21,526	2,117	1,828	1,189	6,383	127	155	9,025	702	12,249	9,277	994
		9.8%	8.5%	5.5%	29.7%	0.6%	0.7%	41.9%	3.3%	56.9%	43.1%	4.6%
35-39	26,078	2,828	2,533	1,529	7,321	122	159	10,796	790	14,845	11,233	1,420
		10.8%	9.7%	5.9%	28.1%	0.5%	0.6%	41.4%	3.0%	56.9%	43.1%	5.4%
40-44	30,499	3,122	3,708	1,752	7,412	131	208	13,389	777	16,525	13,974	2,139
		10.2%	12.2%	5.7%	24.3%	0.4%	0.7%	43.9%	2.5%	54.2%	45.8%	7.0%
45-49	36,004	3,019	4,736	1,895	7,944	166	199	17,157	888	18,987	17,017	3,256
		8.4%	13.2%	5.3%	22.1%	0.5%	0.6%	47.7%	2.5%	52.7%	47.3%	9.0%
50-54	35,617	2,870	4,339	2,054	6,572	148	170	18,654	810	17,294	18,323	4,550
		8.1%	12.2%	5.8%	18.5%	0.4%	0.5%	52.4%	2.3%	48.6%	51.4%	12.8%

<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.

**Table C: State Civil Service Workforce Composition by Age<sup>29</sup> (continued)**

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
55-59	26,855	2,181	2,655	1,832	4,210	113	108	15,143	613	13,433	13,422	4,284
		8.1%	9.9%	6.8%	15.7%	0.4%	0.4%	56.4%	2.3%	50.0%	50.0%	16.0%
60-64	13,951	1,243	1,187	1,053	1,700	59	40	8,350	319	7,501	6,450	2,425
		8.9%	8.5%	7.5%	12.2%	0.4%	0.3%	59.9%	2.3%	53.8%	46.2%	17.4%
Over 64	5,501	582	517	444	551	23	12	3,236	136	3,195	2,306	846
		10.6%	9.4%	8.1%	10.0%	0.4%	0.2%	58.8%	2.5%	58.1%	41.9%	15.4%
<b>Totals</b>	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%

<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.

**Table D: State Civil Service Workforce Composition by Occupational Group<sup>30</sup>**

Occupational Group	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture and Conservation	15,409	3.6%	2.3%	1.2%	15.4%	0.9%	0.4%	72.6%	3.6%	74.3%	25.7%	5.6%
Custodian and Domestic Services	5,411	5.4%	19.2%	12.0%	32.8%	0.5%	0.5%	27.5%	2.1%	55.4%	44.6%	9.1%
Education and Library	1,929	4.8%	8.4%	0.7%	13.1%	0.6%	0.3%	69.6%	2.4%	51.4%	48.6%	7.8%
Engineering and Allied Services	15,721	26.0%	3.9%	4.9%	10.9%	0.3%	0.3%	49.3%	4.5%	80.0%	20.0%	12.7%
Fiscal, Management, and Staff Services	48,625	15.3%	9.9%	5.4%	17.1%	0.3%	0.7%	48.4%	3.0%	36.1%	63.9%	12.5%
Legal	3,619	9.9%	5.3%	1.6%	7.3%	0.3%	0.3%	72.5%	2.7%	50.8%	49.2%	9.4%
Mechanical and Construction Trades	14,417	2.3%	7.1%	2.5%	23.9%	0.9%	0.5%	60.5%	2.2%	90.5%	9.5%	9.9%
Medicine and Allied Services	18,549	9.6%	12.6%	20.1%	15.7%	0.3%	0.4%	39.5%	1.9%	34.5%	65.5%	7.4%
Office and Allied Services	30,028	7.8%	15.7%	7.3%	26.2%	0.6%	0.8%	39.0%	2.4%	19.7%	80.3%	14.6%
Protective Services and Public Safety	14,680	4.4%	6.9%	2.9%	23.2%	0.6%	0.4%	60.2%	1.3%	75.5%	24.5%	8.4%
Social Security and Rehabilitation	49,880	4.2%	13.9%	3.4%	32.3%	0.4%	0.5%	42.7%	2.5%	65.8%	34.2%	4.9%
State Emergency Disaster Program	194	3.1%	3.6%	0.5%	11.9%	0.0%	0.0%	78.9%	2.1%	62.9%	37.1%	6.7%
Broadband Classifications	321	26.8%	12.5%	4.4%	10.0%	0.0%	0.6%	43.3%	2.5%	63.9%	36.1%	14.3%
CEA Classifications	1,296	8.5%	5.6%	1.1%	11.9%	0.2%	0.2%	70.5%	2.0%	53.0%	47.0%	11.4%

<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.

**Table D: State Civil Service Workforce Composition by Occupational Group<sup>31</sup> (continued)**

Occupational Group	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Totals</b>	220,079	9.2%	10.6%	5.8%	22.1%	0.5%	0.6%	48.6%	2.6%	53.5%	46.5%	9.6%

<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.

**Table E: State Civil Service Workforce Composition by Salary<sup>32</sup>**

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
\$10,001 - \$20,000	2,168	11.0%	21.0%	4.7%	24.2%	0.7%	0.7%	33.4%	4.2%	36.2%	63.8%	10.8%
\$20,001 - \$30,000	9,915	5.7%	9.3%	4.2%	22.8%	0.9%	0.6%	53.3%	3.3%	50.1%	49.9%	6.5%
\$30,001 - \$40,000	35,956	7.8%	14.3%	8.5%	26.6%	0.7%	0.8%	38.7%	2.7%	34.8%	65.2%	12.1%
\$40,001 - \$50,000	27,909	7.1%	10.9%	6.2%	24.6%	0.6%	0.6%	47.2%	2.9%	47.0%	53.0%	11.2%
\$50,001 - \$60,000	31,605	8.6%	11.1%	6.5%	22.7%	0.5%	0.5%	47.5%	2.6%	47.5%	52.5%	10.7%
\$60,001 - \$70,000	28,064	8.6%	9.3%	4.7%	23.7%	0.4%	0.6%	50.3%	2.4%	54.5%	45.5%	9.6%
\$70,001 - \$80,000	34,841	8.1%	10.6%	3.6%	25.1%	0.3%	0.5%	49.4%	2.4%	65.7%	34.3%	7.2%
\$80,001 - \$90,000	21,675	11.2%	9.4%	3.6%	18.4%	0.4%	0.5%	54.2%	2.3%	69.8%	30.2%	7.6%
\$90,001 - \$100,000	8,843	11.3%	7.7%	11.6%	12.3%	0.2%	0.2%	54.6%	2.1%	59.1%	40.9%	7.7%
\$100,001 - \$110,000	10,984	17.5%	6.9%	6.5%	10.6%	0.2%	0.3%	54.4%	3.5%	66.9%	33.1%	9.6%
\$110,001 - \$120,000	4,179	15.6%	5.4%	3.7%	8.6%	0.2%	0.1%	63.1%	3.4%	63.3%	36.7%	9.5%
\$120,001 - \$130,000	1,263	12.7%	4.3%	0.8%	8.2%	0.2%	0.2%	71.6%	2.1%	61.8%	38.2%	8.4%
\$130,001+	2,677	20.4%	6.5%	4.1%	6.9%	0.2%	0.3%	58.5%	3.0%	72.6%	27.4%	7.2%
<b>Totals</b>	220,079	9.2%	10.6%	5.8%	22.1%	0.5%	0.6%	48.6%	2.6%	53.5%	46.5%	9.6%

<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.

**Table F: State Civil Service Workforce Composition by Occupational Group and Salary<sup>33</sup>**

Salary <sup>34</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	13	15.4%	0.0%	0.0%	7.7%	0.0%	0.0%	76.9%	0.0%	46.2%	53.8%	0.0%
\$20,001 - \$30,000	4,470	3.3%	2.1%	1.3%	17.2%	1.2%	0.4%	71.2%	3.2%	62.5%	37.5%	3.4%
\$30,001 - \$40,000	3,303	2.3%	2.2%	1.0%	17.9%	0.9%	0.6%	71.5%	3.6%	88.7%	11.3%	3.4%
\$40,001 - \$50,000	2,417	2.7%	2.2%	1.0%	17.9%	0.7%	0.2%	69.7%	5.5%	81.2%	18.8%	5.5%
\$50,001 - \$60,000	2,046	3.1%	2.2%	1.0%	15.3%	0.8%	0.5%	73.7%	3.4%	82.6%	17.4%	6.8%
\$60,001 - \$70,000	1,624	6.7%	3.4%	2.0%	9.5%	0.4%	0.6%	74.4%	3.0%	66.3%	33.7%	9.5%
\$70,001 - \$80,000	995	7.6%	2.3%	0.5%	6.8%	0.6%	0.1%	79.2%	2.8%	60.2%	39.8%	10.8%
\$80,001 - \$90,000	206	2.4%	1.5%	1.0%	8.7%	0.5%	0.0%	85.0%	1.0%	65.5%	34.5%	5.3%
\$90,001 - \$100,000	282	6.0%	2.1%	1.1%	6.0%	0.4%	0.4%	81.9%	2.1%	79.8%	20.2%	16.7%
\$100,001 - \$110,000	40	2.5%	7.5%	5.0%	2.5%	0.0%	0.0%	80.0%	2.5%	57.5%	42.5%	10.0%
\$110,001 - \$120,000	13	7.7%	0.0%	0.0%	7.7%	0.0%	0.0%	76.9%	7.7%	84.6%	15.4%	15.4%
<b>Totals</b>	15,409	3.6%	2.3%	1.2%	15.4%	0.9%	0.4%	72.6%	3.6%	74.3%	25.7%	5.6%

<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.

<sup>34</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>35</sup> (continued)**

Salary <sup>36</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Office and Allied Services</b>												
\$10,001 - \$20,000	1,115	10.6%	31.0%	5.4%	22.5%	0.9%	1.0%	25.7%	3.0%	28.1%	71.9%	14.8%
\$20,001 - \$30,000	2,588	7.1%	16.0%	4.2%	22.4%	0.9%	0.8%	45.6%	3.0%	29.8%	70.2%	9.5%
\$30,001 - \$40,000	20,335	8.4%	15.2%	7.8%	27.1%	0.6%	0.9%	37.4%	2.6%	19.3%	80.7%	15.2%
\$40,001 - \$50,000	5,075	6.0%	15.1%	7.9%	25.8%	0.5%	0.7%	42.5%	1.5%	14.4%	85.6%	14.4%
\$50,001 - \$60,000	683	2.3%	14.5%	3.8%	25.2%	1.0%	0.7%	50.7%	1.8%	19.6%	80.4%	13.3%
\$60,001 - \$70,000	220	4.1%	6.8%	1.8%	21.8%	0.9%	0.5%	62.7%	1.4%	14.1%	85.9%	16.8%
\$70,001 - \$80,000	10	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	80.0%	0.0%	10.0%	90.0%	40.0%
\$80,001 - \$90,000	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
<b>Totals</b>	30,028	7.8%	15.7%	7.3%	26.2%	0.6%	0.8%	39.0%	2.4%	19.7%	80.3%	14.6%
<b>Custodian and Domestic Services</b>												
\$20,001 - \$30,000	1,417	4.7%	19.5%	9.8%	40.7%	0.6%	0.5%	21.8%	2.3%	56.0%	44.0%	10.2%
\$30,001 - \$40,000	2,810	6.2%	21.9%	14.1%	33.2%	0.4%	0.6%	21.5%	2.1%	54.3%	45.7%	9.3%
\$40,001 - \$50,000	762	3.1%	14.4%	10.5%	28.7%	0.4%	0.3%	41.2%	1.3%	68.1%	31.9%	6.4%

<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.

<sup>36</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>37</sup> (continued)**

Salary <sup>38</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Custodian and Domestic Services (continued)</b>												
\$50,001 - \$60,000	192	5.7%	11.5%	9.4%	14.6%	0.5%	1.0%	55.7%	1.6%	50.0%	50.0%	8.3%
\$60,001 - \$70,000	148	6.1%	5.4%	11.5%	9.5%	0.0%	0.0%	65.5%	2.0%	24.3%	75.7%	10.8%
\$70,001 - \$80,000	81	6.2%	12.3%	1.2%	6.2%	0.0%	0.0%	69.1%	4.9%	28.4%	71.6%	12.3%
\$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>	5,411	5.4%	19.2%	12.0%	32.8%	0.5%	0.5%	27.5%	2.1%	55.4%	44.6%	9.1%
<b>Education and Library</b>												
\$10,001 - \$20,000	9	0.0%	33.3%	0.0%	11.1%	0.0%	0.0%	44.4%	11.1%	44.4%	55.6%	0.0%
\$20,001 - \$30,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
\$30,001 - \$40,000	6	0.0%	33.3%	0.0%	16.7%	0.0%	0.0%	50.0%	0.0%	66.7%	33.3%	0.0%
\$40,001 - \$50,000	19	10.5%	15.8%	0.0%	10.5%	5.3%	0.0%	57.9%	0.0%	73.7%	26.3%	15.8%
\$50,001 - \$60,000	63	3.2%	4.8%	0.0%	19.0%	0.0%	0.0%	66.7%	6.3%	47.6%	52.4%	11.1%
\$60,001 - \$70,000	253	3.2%	9.1%	0.4%	11.9%	1.6%	1.2%	71.5%	1.2%	42.3%	57.7%	10.3%
\$70,001 - \$80,000	303	7.3%	8.3%	1.3%	16.2%	0.7%	0.7%	63.0%	2.6%	44.2%	55.8%	9.9%

<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.

<sup>38</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>39</sup> (continued)**

Salary <sup>40</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Education and Library (continued)</b>												
\$80,001 - \$90,000	638	6.9%	7.7%	0.9%	14.1%	0.3%	0.0%	68.0%	2.0%	47.6%	52.4%	6.9%
\$90,001 - \$100,000	547	1.8%	8.0%	0.5%	11.0%	0.4%	0.0%	75.9%	2.4%	61.4%	38.6%	6.6%
\$100,001 - \$110,000	84	6.0%	11.9%	0.0%	8.3%	1.2%	0.0%	66.7%	6.0%	66.7%	33.3%	4.8%
\$110,001 - \$120,000	6	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	83.3%	0.0%	50.0%	50.0%	16.7%
<b>Totals</b>	1,929	4.8%	8.4%	0.7%	13.1%	0.6%	0.3%	69.6%	2.4%	51.4%	48.6%	7.8%
<b>Engineering and Allied Services</b>												
\$20,001 - \$30,000	31	3.2%	25.8%	0.0%	12.9%	0.0%	0.0%	19.4%	38.7%	54.8%	45.2%	9.7%
\$30,001 - \$40,000	19	26.3%	10.5%	10.5%	21.1%	0.0%	0.0%	21.1%	10.5%	73.7%	26.3%	10.5%
\$40,001 - \$50,000	214	14.0%	5.1%	9.3%	14.0%	1.9%	0.9%	52.3%	2.3%	70.6%	29.4%	15.9%
\$50,001 - \$60,000	1,366	14.0%	5.2%	6.4%	18.1%	0.6%	0.1%	52.3%	3.2%	74.8%	25.2%	18.2%
\$60,001 - \$70,000	835	23.0%	4.2%	5.6%	15.9%	0.4%	0.1%	47.1%	3.7%	72.8%	27.2%	10.3%
\$70,001 - \$80,000	851	23.6%	4.6%	5.2%	11.4%	0.4%	0.7%	50.6%	3.5%	72.4%	27.6%	15.0%
\$80,001 - \$90,000	3,422	30.9%	5.4%	6.8%	12.5%	0.2%	0.5%	38.4%	5.1%	79.7%	20.3%	11.8%

<sup>39</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>40</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>41</sup> (continued)**

Salary <sup>42</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Engineering and Allied Services (continued)</b>												
\$90,001 - \$100,000	1,349	25.0%	4.0%	2.7%	10.2%	0.3%	0.1%	53.6%	4.1%	76.0%	24.0%	11.4%
\$100,001 - \$110,000	5,687	28.1%	2.8%	4.5%	8.7%	0.1%	0.3%	50.7%	4.8%	83.9%	16.1%	12.7%
\$110,001 - \$120,000	1,638	23.0%	2.4%	2.5%	7.5%	0.2%	0.2%	59.6%	4.5%	82.3%	17.7%	11.0%
\$120,001 - \$130,000	165	43.0%	0.6%	0.6%	3.0%	0.0%	0.0%	52.7%	0.0%	91.5%	8.5%	10.3%
130,001+	144	13.2%	4.9%	0.7%	9.7%	0.0%	0.0%	68.8%	2.8%	85.4%	14.6%	12.5%
<b>Totals</b>	<b>15,721</b>	<b>26.0%</b>	<b>3.9%</b>	<b>4.9%</b>	<b>10.9%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>49.3%</b>	<b>4.5%</b>	<b>80.0%</b>	<b>20.0%</b>	<b>12.7%</b>
<b>Fiscal, Management, and Staff Services</b>												
\$10,001 - \$20,000	792	12.8%	10.9%	5.3%	28.5%	0.3%	0.3%	35.6%	6.4%	41.8%	58.2%	6.8%
\$20,001 - \$30,000	950	15.2%	7.9%	4.7%	21.6%	0.4%	0.8%	45.1%	4.3%	42.6%	57.4%	7.3%
\$30,001 - \$40,000	2,402	16.8%	10.4%	5.3%	18.8%	0.6%	1.6%	43.2%	3.2%	34.5%	65.5%	8.3%
\$40,001 - \$50,000	7,284	14.3%	11.2%	6.6%	20.1%	0.3%	0.8%	42.4%	4.2%	28.4%	71.6%	12.7%
\$50,001 - \$60,000	10,456	14.1%	10.9%	6.2%	18.8%	0.4%	0.8%	45.6%	3.2%	29.1%	70.9%	12.3%
\$60,001 - \$70,000	10,805	13.7%	10.3%	5.3%	16.6%	0.3%	0.7%	50.6%	2.4%	32.1%	67.9%	14.3%

<sup>41</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>42</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>43</sup> (continued)**

Salary <sup>44</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Fiscal, Management, and Staff Services (continued)</b>												
\$70,001 - \$80,000	9,812	17.9%	9.0%	4.9%	15.3%	0.3%	0.5%	49.7%	2.4%	42.9%	57.1%	13.2%
\$80,001 - \$90,000	4,934	16.6%	7.3%	3.6%	12.4%	0.2%	0.4%	57.5%	2.0%	49.4%	50.6%	12.1%
\$90,001 - \$100,000	892	18.5%	6.3%	2.7%	9.0%	0.1%	0.3%	60.4%	2.7%	62.3%	37.7%	11.1%
\$100,001 - \$110,000	170	16.5%	5.3%	1.2%	4.1%	0.0%	0.0%	70.0%	2.9%	62.4%	37.6%	8.8%
\$110,001 - \$120,000	35	20.0%	2.9%	0.0%	5.7%	0.0%	0.0%	65.7%	5.7%	80.0%	20.0%	25.7%
\$120,001 - \$130,000	14	14.3%	0.0%	0.0%	7.1%	0.0%	0.0%	78.6%	0.0%	78.6%	21.4%	7.1%
\$130,001+	79	12.7%	3.8%	1.3%	5.1%	0.0%	0.0%	75.9%	1.3%	74.7%	25.3%	6.3%
<b>Totals</b>	<b>48,625</b>	<b>15.3%</b>	<b>9.9%</b>	<b>5.4%</b>	<b>17.1%</b>	<b>0.3%</b>	<b>0.7%</b>	<b>48.4%</b>	<b>3.0%</b>	<b>36.1%</b>	<b>63.9%</b>	<b>12.5%</b>
<b>Legal</b>												
\$50,001 - \$60,000	108	14.8%	1.9%	0.0%	4.6%	0.9%	0.9%	72.2%	4.6%	50.0%	50.0%	3.7%
\$60,001 - \$70,000	110	17.3%	1.8%	5.5%	3.6%	0.0%	0.9%	62.7%	8.2%	39.1%	60.9%	4.5%
\$70,001 - \$80,000	231	16.9%	6.5%	3.0%	5.2%	0.4%	0.4%	62.8%	4.8%	43.7%	56.3%	8.7%
\$80,001 - \$90,000	254	12.2%	5.1%	2.4%	10.2%	1.2%	0.4%	64.2%	4.3%	49.6%	50.4%	9.4%

<sup>43</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>44</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>45</sup> (continued)**

Salary <sup>46</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Legal (continued)</b>												
\$90,001 - \$100,000	467	11.6%	7.3%	1.5%	6.9%	0.2%	0.0%	70.9%	1.7%	47.3%	52.7%	7.9%
\$100,001 - \$110,000	578	7.6%	6.9%	1.2%	7.3%	0.7%	0.2%	73.0%	3.1%	51.0%	49.0%	11.8%
\$110,001 - \$120,000	994	9.1%	5.1%	1.9%	6.4%	0.0%	0.2%	75.2%	2.1%	52.1%	47.9%	10.9%
\$120,001 - \$130,000	725	7.6%	4.1%	0.7%	7.9%	0.0%	0.1%	77.8%	1.8%	53.7%	46.3%	8.6%
\$130,001+	152	7.9%	3.3%	0.7%	15.1%	0.0%	1.3%	69.7%	2.0%	59.2%	40.8%	8.6%
<b>Totals</b>	<b>3,619</b>	<b>9.9%</b>	<b>5.3%</b>	<b>1.6%</b>	<b>7.3%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>72.5%</b>	<b>2.7%</b>	<b>50.8%</b>	<b>49.2%</b>	<b>9.4%</b>
<b>Mechanical and Construction Trades</b>												
\$10,001 - \$20,000	220	7.7%	7.7%	0.0%	19.5%	1.4%	0.9%	60.5%	2.3%	56.4%	43.6%	3.6%
\$20,001 - \$30,000	128	7.0%	8.6%	2.3%	28.9%	0.8%	0.8%	44.5%	7.0%	66.4%	33.6%	3.1%
\$30,001 - \$40,000	1,775	2.0%	13.6%	3.1%	31.0%	1.5%	0.7%	45.9%	2.2%	86.8%	13.2%	9.4%
\$40,001 - \$50,000	5,639	2.1%	7.0%	2.2%	24.7%	1.0%	0.4%	60.7%	1.9%	90.5%	9.5%	10.7%
\$50,001 - \$60,000	4,312	2.6%	5.8%	3.0%	22.4%	0.7%	0.4%	62.8%	2.2%	93.3%	6.7%	10.3%
\$60,001 - \$70,000	1,616	2.1%	5.0%	2.9%	20.6%	0.4%	0.6%	66.0%	2.4%	93.7%	6.3%	8.7%

<sup>45</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>46</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>47</sup> (continued)**

Salary <sup>48</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Mechanical and Construction Trades (continued)</b>												
\$70,001 - \$80,000	443	2.0%	4.5%	1.6%	16.9%	0.2%	0.5%	71.6%	2.7%	89.8%	10.2%	7.9%
\$80,001 - \$90,000	187	1.6%	5.9%	0.5%	18.7%	0.5%	0.0%	71.7%	1.1%	92.0%	8.0%	8.6%
\$90,001 - \$100,000	44	4.5%	0.0%	0.0%	20.5%	0.0%	0.0%	70.5%	4.5%	95.5%	4.5%	4.5%
\$100,001 - \$110,000	51	2.0%	2.0%	2.0%	5.9%	0.0%	2.0%	82.4%	3.9%	96.1%	3.9%	9.8%
\$110,001 - \$120,000	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	50.0%
<b>Totals</b>	14,417	2.3%	7.1%	2.5%	23.9%	0.9%	0.5%	60.5%	2.2%	90.5%	9.5%	9.9%
<b>Medicine and Allied Services</b>												
\$20,001 - \$30,000	248	4.8%	12.1%	22.6%	23.0%	0.4%	0.8%	35.9%	0.4%	34.7%	65.3%	7.3%
\$30,001 - \$40,000	1,758	4.2%	15.6%	38.7%	22.7%	0.2%	0.4%	16.6%	1.5%	29.5%	70.5%	6.7%
\$40,001 - \$50,000	1,069	6.5%	12.0%	20.9%	26.1%	0.5%	0.2%	31.2%	2.7%	19.9%	80.1%	5.3%
\$50,001 - \$60,000	5,298	5.5%	16.9%	14.0%	23.4%	0.3%	0.6%	37.8%	1.5%	35.1%	64.9%	5.7%
\$60,001 - \$70,000	1,239	5.5%	13.7%	10.1%	17.4%	0.3%	0.2%	50.8%	1.9%	38.7%	61.3%	9.2%
\$70,001 - \$80,000	1,391	9.6%	9.8%	14.3%	7.2%	0.1%	0.4%	56.6%	1.9%	22.7%	77.3%	18.8%

<sup>47</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>48</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>49</sup> (continued)**

Salary <sup>50</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Medicine and Allied Services (continued)</b>												
\$80,001 - \$90,000	893	11.9%	13.4%	18.9%	10.1%	0.1%	0.2%	44.3%	1.0%	31.6%	68.4%	9.2%
\$90,001 - \$100,000	2,532	11.9%	8.8%	36.4%	8.0%	0.1%	0.2%	33.1%	1.4%	27.0%	73.0%	6.3%
\$100,001 - \$110,000	1,493	6.2%	10.9%	28.3%	11.2%	0.3%	0.3%	41.4%	1.3%	25.0%	75.0%	5.9%
\$110,001 - \$120,000	741	17.7%	8.9%	11.3%	9.2%	0.4%	0.0%	49.0%	3.5%	34.5%	65.5%	7.0%
\$120,001 - \$130,000	83	16.9%	7.2%	3.6%	2.4%	1.2%	0.0%	63.9%	4.8%	55.4%	44.6%	4.8%
\$130,001+	1,804	26.8%	7.2%	5.9%	5.2%	0.1%	0.3%	50.9%	3.7%	71.7%	28.3%	6.3%
<b>Totals</b>	<b>18,549</b>	<b>9.6%</b>	<b>12.6%</b>	<b>20.1%</b>	<b>15.7%</b>	<b>0.3%</b>	<b>0.4%</b>	<b>39.5%</b>	<b>1.9%</b>	<b>34.5%</b>	<b>65.5%</b>	<b>7.4%</b>
<b>State Emergency Disaster Program</b>												
\$40,001 - \$50,000	14	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	78.6%	7.1%	85.7%	14.3%	7.1%
\$50,001 - \$60,000	25	4.0%	8.0%	4.0%	8.0%	0.0%	0.0%	76.0%	0.0%	60.0%	40.0%	12.0%
\$60,001 - \$70,000	66	6.1%	3.0%	0.0%	22.7%	0.0%	0.0%	66.7%	1.5%	45.5%	54.5%	7.6%
\$70,001 - \$80,000	63	0.0%	4.8%	0.0%	4.8%	0.0%	0.0%	88.9%	1.6%	68.3%	31.7%	6.3%
\$80,001 - \$90,000	19	0.0%	0.0%	0.0%	10.5%	0.0%	0.0%	84.2%	5.3%	84.2%	15.8%	0.0%

<sup>49</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>50</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>51</sup> (continued)**

Salary <sup>52</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>State Emergency Disaster Program (continued)</b>												
\$90,001 - \$100,000	6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	83.3%	16.7%	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>	194	3.1%	3.6%	0.5%	11.9%	0.0%	0.0%	78.9%	2.1%	62.9%	37.1%	6.7%
<b>Protective Services and Public Safety</b>												
\$30,001 - \$40,000	156	9.6%	11.5%	7.1%	18.6%	0.6%	0.6%	49.4%	2.6%	57.1%	42.9%	10.3%
\$40,001 - \$50,000	2,084	5.5%	13.2%	5.9%	32.1%	0.7%	0.6%	40.0%	2.1%	48.5%	51.5%	12.5%
\$50,001 - \$60,000	1,418	4.3%	10.4%	5.2%	26.8%	0.5%	0.4%	51.0%	1.4%	57.3%	42.7%	10.0%
\$60,001 - \$70,000	2,384	4.7%	6.3%	2.7%	23.4%	0.5%	0.6%	59.9%	1.9%	75.8%	24.2%	10.4%
\$70,001 - \$80,000	2,039	5.5%	6.1%	2.3%	22.5%	0.2%	0.2%	61.5%	1.6%	75.7%	24.3%	7.4%
\$80,001 - \$90,000	5,237	3.3%	4.4%	1.8%	21.4%	0.7%	0.5%	67.1%	0.8%	88.6%	11.4%	6.0%
\$90,001 - \$100,000	961	3.9%	3.9%	1.5%	15.4%	0.3%	0.4%	73.9%	0.8%	86.7%	13.3%	7.2%
\$100,001 - \$110,000	55	5.5%	9.1%	0.0%	14.5%	0.0%	0.0%	69.1%	1.8%	80.0%	20.0%	5.5%
\$110,001 - \$120,000	44	9.1%	4.5%	0.0%	2.3%	0.0%	0.0%	84.1%	0.0%	81.8%	18.2%	6.8%

<sup>51</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>52</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>53</sup> (continued)**

Salary <sup>54</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Protective Services and Public Safety (continued)</b>												
\$120,001 - \$130,000	47	2.1%	4.3%	0.0%	12.8%	0.0%	0.0%	80.9%	0.0%	91.5%	8.5%	8.5%
\$130,001+	255	3.5%	9.8%	0.4%	11.4%	1.2%	0.0%	73.3%	0.4%	85.5%	14.5%	8.2%
<b>Totals</b>	14,680	4.4%	6.9%	2.9%	23.2%	0.6%	0.4%	60.2%	1.3%	75.5%	24.5%	8.4%
<b>Social Security and Rehabilitation</b>												
\$10,001 - \$20,000	19	5.3%	15.8%	0.0%	15.8%	0.0%	0.0%	52.6%	10.5%	36.8%	63.2%	42.1%
\$20,001 - \$30,000	82	3.7%	13.4%	6.1%	32.9%	0.0%	0.0%	37.8%	6.1%	24.4%	75.6%	11.0%
\$30,001 - \$40,000	3,392	8.5%	17.5%	4.8%	32.0%	0.7%	0.6%	32.7%	3.2%	33.2%	66.8%	11.6%
\$40,001 - \$50,000	3,330	6.3%	15.0%	7.2%	31.6%	0.5%	0.5%	35.7%	3.1%	39.8%	60.2%	10.1%
\$50,001 - \$60,000	5,619	8.3%	14.9%	5.4%	32.8%	0.7%	0.2%	35.4%	2.3%	39.5%	60.5%	12.3%
\$60,001 - \$70,000	8,711	4.1%	10.8%	4.5%	38.5%	0.4%	0.6%	38.8%	2.2%	69.7%	30.3%	3.5%
\$70,001 - \$80,000	18,475	2.3%	12.9%	2.4%	34.5%	0.3%	0.6%	44.5%	2.5%	80.3%	19.7%	2.3%
\$80,001 - \$90,000	5,747	3.0%	18.7%	1.5%	26.8%	0.3%	0.6%	46.5%	2.5%	73.2%	26.8%	2.4%
\$90,001 - \$100,000	1,495	3.1%	14.0%	1.3%	24.2%	0.3%	0.2%	54.6%	2.3%	79.1%	20.9%	2.4%

<sup>53</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>54</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>55</sup> (continued)**

Salary <sup>56</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>Social Security and Rehabilitation (continued)</b>												
\$100,001 - \$110,000	2,497	4.4%	13.6%	0.8%	16.3%	0.3%	0.3%	62.0%	2.2%	59.4%	40.6%	4.2%
\$110,001 - \$120,000	448	4.2%	12.5%	0.9%	15.6%	0.2%	0.0%	64.1%	2.5%	65.6%	34.4%	2.2%
\$120,001 - \$130,000	14	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	71.4%	14.3%	50.0%	50.0%	7.1%
\$130,001+	51	3.9%	0.0%	0.0%	7.8%	0.0%	0.0%	88.2%	0.0%	60.8%	39.2%	9.8%
<b>Totals</b>	<b>49,880</b>	<b>4.2%</b>	<b>13.9%</b>	<b>3.4%</b>	<b>32.3%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>42.7%</b>	<b>2.5%</b>	<b>65.8%</b>	<b>34.2%</b>	<b>4.9%</b>
<b>Broadband Classifications</b>												
\$40,001 - \$50,000	2	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
\$50,001 - \$60,000	19	15.8%	26.3%	5.3%	5.3%	0.0%	5.3%	36.8%	5.3%	63.2%	36.8%	10.5%
\$60,001 - \$70,000	53	28.3%	24.5%	3.8%	5.7%	0.0%	0.0%	35.8%	1.9%	71.7%	28.3%	7.5%
\$70,001 - \$80,000	136	25.0%	11.8%	5.9%	9.6%	0.0%	0.7%	45.6%	1.5%	58.1%	41.9%	17.6%
\$80,001 - \$90,000	71	28.2%	4.2%	2.8%	15.5%	0.0%	0.0%	45.1%	4.2%	73.2%	26.8%	14.1%
\$90,001 - \$100,000	40	32.5%	7.5%	2.5%	7.5%	0.0%	0.0%	47.5%	2.5%	60.0%	40.0%	15.0%
<b>Totals</b>	<b>321</b>	<b>26.8%</b>	<b>12.5%</b>	<b>4.4%</b>	<b>10.0%</b>	<b>0.0%</b>	<b>0.6%</b>	<b>43.3%</b>	<b>2.5%</b>	<b>63.9%</b>	<b>36.1%</b>	<b>14.3%</b>

<sup>55</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>56</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>57</sup> (continued)**

Salary <sup>58</sup>	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
<b>CEA Classifications</b>												
\$70,001 - \$80,000	11	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	81.8%	0.0%	63.6%	36.4%	9.1%
\$80,001 - \$90,000	64	7.8%	3.1%	1.6%	14.1%	0.0%	0.0%	70.3%	3.1%	40.6%	59.4%	12.5%
\$90,001 - \$100,000	228	6.1%	5.3%	0.4%	14.9%	0.4%	0.0%	72.4%	0.4%	40.8%	59.2%	13.6%
\$100,001 - \$110,000	328	12.5%	7.9%	1.5%	10.1%	0.0%	0.0%	65.9%	2.1%	45.1%	54.9%	13.1%
\$110,001 - \$120,000	258	8.5%	4.3%	1.9%	10.9%	0.0%	0.0%	72.1%	2.3%	58.1%	41.9%	11.2%
\$120,001 - \$130,000	215	7.9%	7.0%	0.5%	14.4%	0.5%	0.9%	65.6%	3.3%	62.3%	37.7%	7.9%
\$130,001+	192	5.7%	2.6%	0.5%	9.4%	0.5%	0.5%	79.2%	1.6%	67.2%	32.8%	9.9%
<b>Totals</b>	1,296	8.5%	5.6%	1.1%	11.9%	0.2%	0.2%	70.5%	2.0%	53.0%	47.0%	11.4%

<sup>57</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>58</sup> 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 County<sup>59</sup>**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Alameda	7,523	1,752	1,211	874	799	15	50	2,555	267	4,286	3,237	1,015
		23.3%	16.1%	11.6%	10.6%	0.2%	0.7%	34.0%	3.5%	57.0%	43.0%	13.5%
Alpine	45	1	1	1	6	2	0	32	2	34	11	4
		2.2%	2.2%	2.2%	13.3%	4.4%	0.0%	71.1%	4.4%	75.6%	24.4%	8.9%
Amador	1,949	83	161	45	294	13	10	1,292	51	1,251	698	86
		4.3%	8.3%	2.3%	15.1%	0.7%	0.5%	66.3%	2.6%	64.2%	35.8%	4.4%
Butte	1,011	19	14	11	129	10	2	791	35	704	307	102
		1.9%	1.4%	1.1%	12.8%	1.0%	0.2%	78.2%	3.5%	69.6%	30.4%	10.1%
Calaveras	282	2	7	2	31	1	1	231	7	230	52	19
		0.7%	2.5%	0.7%	11.0%	0.4%	0.4%	81.9%	2.5%	81.6%	18.4%	6.7%
Colusa	80	1	3	0	6	1	0	65	4	68	12	4
		1.2%	3.8%	0.0%	7.5%	1.2%	0.0%	81.3%	5.0%	85.0%	15.0%	5.0%
Contra Costa	1,129	137	183	74	155	3	9	535	33	572	557	133
		12.1%	16.2%	6.6%	13.7%	0.3%	0.8%	47.4%	2.9%	50.7%	49.3%	11.8%

<sup>59</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>60</sup> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Del Norte	1,593	22	20	19	139	28	3	1,317	45	1,086	507	78
		1.4%	1.3%	1.2%	8.7%	1.8%	0.2%	82.7%	2.8%	68.2%	31.8%	4.9%
El Dorado	637	11	9	4	47	6	3	528	29	461	176	41
		1.7%	1.4%	0.6%	7.4%	0.9%	0.5%	82.9%	4.6%	72.4%	27.6%	6.4%
Fresno	7,455	468	487	211	2,491	46	24	3,541	187	4,278	3,177	694
		6.3%	6.5%	2.8%	33.4%	0.6%	0.3%	47.5%	2.5%	57.4%	42.6%	9.3%
Glenn	79	0	0	2	9	1	0	65	2	63	16	11
		0.0%	0.0%	2.5%	11.4%	1.3%	0.0%	82.3%	2.5%	79.7%	20.3%	13.9%
Humboldt	1,299	20	15	9	82	28	4	1,068	73	873	426	182
		1.5%	1.2%	0.7%	6.3%	2.2%	0.3%	82.2%	5.6%	67.2%	32.8%	14.0%
Imperial	2,943	30	187	42	1,857	8	7	747	65	2,016	927	96
		1.0%	6.4%	1.4%	63.1%	0.3%	0.2%	25.4%	2.2%	68.5%	31.5%	3.3%
Inyo	382	5	1	1	25	17	1	327	5	280	102	45
		1.3%	0.3%	0.3%	6.5%	4.5%	0.3%	85.6%	1.3%	73.3%	26.7%	11.8%

<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.

**Table G: State Civil Service Workforce Composition by County<sup>61</sup> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Kern	8,497	172	655	293	3,148	49	26	4,008	146	5,536	2,961	352
		2.0%	7.7%	3.4%	37.0%	0.6%	0.3%	47.2%	1.7%	65.2%	34.8%	4.1%
Kings	5,941	127	327	220	2,453	21	21	2,596	176	3,915	2,026	176
		2.1%	5.5%	3.7%	41.3%	0.4%	0.4%	43.7%	3.0%	65.9%	34.1%	3.0%
Lake	213	2	6	0	25	1	1	171	7	171	42	11
		0.9%	2.8%	0.0%	11.7%	0.5%	0.5%	80.3%	3.3%	80.3%	19.7%	5.2%
Lassen	2,858	26	42	17	253	37	5	2,420	58	2,020	838	106
		0.9%	1.5%	0.6%	8.9%	1.3%	0.2%	84.7%	2.0%	70.7%	29.3%	3.7%
Los Angeles	21,836	2,773	4,380	1,665	6,015	62	70	6,280	591	11,313	10,523	2,169
		12.7%	20.1%	7.6%	27.5%	0.3%	0.3%	28.8%	2.7%	51.8%	48.2%	9.9%
Madera	2,549	94	220	56	914	19	11	1,177	58	1,378	1,171	103
		3.7%	8.6%	2.2%	35.9%	0.7%	0.4%	46.2%	2.3%	54.1%	45.9%	4.0%
Marin	2,159	107	539	145	302	12	26	982	46	1,460	699	67
		5.0%	25.0%	6.7%	14.0%	0.6%	1.2%	45.5%	2.1%	67.6%	32.4%	3.1%

<sup>61</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>62</sup> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Mariposa	212	6	2	2	29	3	1	163	6	173	39	19
		2.8%	0.9%	0.9%	13.7%	1.4%	0.5%	76.9%	2.8%	81.6%	18.4%	9.0%
Mendocino	583	10	12	5	39	5	1	497	14	441	142	39
		1.7%	2.1%	0.9%	6.7%	0.9%	0.2%	85.2%	2.4%	75.6%	24.4%	6.7%
Merced	618	15	13	9	146	10	0	407	18	459	159	63
		2.4%	2.1%	1.5%	23.6%	1.6%	0.0%	65.9%	2.9%	74.3%	25.7%	10.2%
Modoc	78	0	0	0	3	3	1	69	2	68	10	4
		0.0%	0.0%	0.0%	3.8%	3.8%	1.3%	88.5%	2.6%	87.2%	12.8%	5.1%
Mono	113	1	1	1	12	5	0	90	3	97	16	7
		0.9%	0.9%	0.9%	10.6%	4.4%	0.0%	79.6%	2.7%	85.8%	14.2%	6.2%
Monterey	4,540	154	314	252	1,721	22	27	1,914	136	3,055	1,485	211
		3.4%	6.9%	5.6%	37.9%	0.5%	0.6%	42.2%	3.0%	67.3%	32.7%	4.6%
Napa	3,441	164	268	1,191	367	10	11	1,389	41	1,401	2,040	225
		4.8%	7.8%	34.6%	10.7%	0.3%	0.3%	40.4%	1.2%	40.7%	59.3%	6.5%

<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.

**Table G: State Civil Service Workforce Composition by County<sup>63</sup> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Nevada	525	6	7	4	41	11	3	445	8	405	120	51
		1.1%	1.3%	0.8%	7.8%	2.1%	0.6%	84.8%	1.5%	77.1%	22.9%	9.7%
Orange	5,902	1,006	415	509	1,499	14	30	2,291	138	2,985	2,917	593
		17.0%	7.0%	8.6%	25.4%	0.2%	0.5%	38.8%	2.3%	50.6%	49.4%	10.0%
Placer	870	19	23	14	91	5	2	689	27	602	268	66
		2.2%	2.6%	1.6%	10.5%	0.6%	0.2%	79.2%	3.1%	69.2%	30.8%	7.6%
Plumas	122	1	2	2	10	3	1	99	4	101	21	9
		0.8%	1.6%	1.6%	8.2%	2.5%	0.8%	81.1%	3.3%	82.8%	17.2%	7.4%
Riverside	7,781	212	1,082	182	2,655	25	37	3,414	174	4,870	2,911	623
		2.7%	13.9%	2.3%	34.1%	0.3%	0.5%	43.9%	2.2%	62.6%	37.4%	8.0%
Sacramento	68,104	8,840	7,121	2,631	10,687	286	534	36,043	1,962	29,421	38,683	8,439
		13.0%	10.5%	3.9%	15.7%	0.4%	0.8%	52.9%	2.9%	43.2%	56.8%	12.4%
San Benito	229	8	4	5	76	2	2	123	9	174	55	15
		3.5%	1.7%	2.2%	33.2%	0.9%	0.9%	53.7%	3.9%	76.0%	24.0%	6.6%

<sup>63</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>64</sup> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
San Bernardino	10,871	795	2,049	628	3,274	35	40	3,813	237	5,877	4,994	1,028
		7.3%	18.8%	5.8%	30.1%	0.3%	0.4%	35.1%	2.2%	54.1%	45.9%	9.5%
San Diego	8,991	432	784	856	2,503	37	56	4,028	295	5,061	3,930	810
		4.8%	8.7%	9.5%	27.8%	0.4%	0.6%	44.8%	3.3%	56.3%	43.7%	9.0%
San Francisco	3,772	891	325	638	357	7	15	1,461	78	1,727	2,045	363
		23.6%	8.6%	16.9%	9.5%	0.2%	0.4%	38.7%	2.1%	45.8%	54.2%	9.6%
San Joaquin	3,846	302	513	242	909	15	23	1,726	116	2,316	1,530	275
		7.9%	13.3%	6.3%	23.6%	0.4%	0.6%	44.9%	3.0%	60.2%	39.8%	7.2%
San Luis Obispo	5,751	146	163	178	965	28	18	4,124	129	3,336	2,415	409
		2.5%	2.8%	3.1%	16.8%	0.5%	0.3%	71.7%	2.2%	58.0%	42.0%	7.1%
San Mateo	608	72	53	66	104	1	7	300	5	327	281	76
		11.8%	8.7%	10.9%	17.1%	0.2%	1.2%	49.3%	0.8%	53.8%	46.2%	12.5%
Santa Barbara	630	11	24	7	188	2	3	377	18	389	241	71
		1.7%	3.8%	1.1%	29.8%	0.3%	0.5%	59.8%	2.9%	61.7%	38.3%	11.3%

<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> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Santa Clara	2,048	337	147	243	493	5	18	747	58	992	1,056	259
		16.5%	7.2%	11.9%	24.1%	0.2%	0.9%	36.5%	2.8%	48.4%	51.6%	12.6%
Santa Cruz	785	15	17	11	141	2	1	577	21	558	227	57
		1.9%	2.2%	1.4%	18.0%	0.3%	0.1%	73.5%	2.7%	71.1%	28.9%	7.3%
Shasta	1,760	35	17	6	108	20	3	1,528	43	1,145	615	260
		2.0%	1.0%	0.3%	6.1%	1.1%	0.2%	86.8%	2.4%	65.1%	34.9%	14.8%
Sierra	41	1	1	0	3	0	0	36	0	33	8	6
		2.4%	2.4%	0.0%	7.3%	0.0%	0.0%	87.8%	0.0%	80.5%	19.5%	14.6%
Siskiyou	535	2	5	1	29	7	3	474	14	420	115	50
		0.4%	0.9%	0.2%	5.4%	1.3%	0.6%	88.6%	2.6%	78.5%	21.5%	9.3%
Solano	4,601	236	827	580	647	20	53	2,138	100	2,619	1,982	264
		5.1%	18.0%	12.6%	14.1%	0.4%	1.2%	46.5%	2.2%	56.9%	43.1%	5.7%
Sonoma	2,689	90	118	453	280	11	10	1,661	66	1,225	1,464	280
		3.3%	4.4%	16.8%	10.4%	0.4%	0.4%	61.8%	2.5%	45.6%	54.4%	10.4%

<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> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Stanislaus	388	12	13	7	99	1	2	248	6	222	166	57
		3.1%	3.4%	1.8%	25.5%	0.3%	0.5%	63.9%	1.5%	57.2%	42.8%	14.7%
Sutter	120	7	5	1	17	1	1	87	1	84	36	17
		5.8%	4.2%	0.8%	14.2%	0.8%	0.8%	72.5%	0.8%	70.0%	30.0%	14.2%
Tehama	403	4	9	2	29	4	0	344	11	330	73	39
		1.0%	2.2%	0.5%	7.2%	1.0%	0.0%	85.4%	2.7%	81.9%	18.1%	9.7%
Trinity	123	0	2	0	8	3	1	103	6	103	20	9
		0.0%	1.6%	0.0%	6.5%	2.4%	0.8%	83.7%	4.9%	83.7%	16.3%	7.3%
Tulare	2,086	48	46	97	762	12	2	1,076	43	990	1,096	116
		2.3%	2.2%	4.7%	36.5%	0.6%	0.1%	51.6%	2.1%	47.5%	52.5%	5.6%
Tuolumne	1,252	25	38	15	171	16	5	955	27	850	402	46
		2.0%	3.0%	1.2%	13.7%	1.3%	0.4%	76.3%	2.2%	67.9%	32.1%	3.7%
Ventura	1,663	42	166	78	498	9	16	812	42	877	786	173
		2.5%	10.0%	4.7%	29.9%	0.5%	1.0%	48.8%	2.5%	52.7%	47.3%	10.4%

<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> (continued)**

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Yolo	2,353	288	192	71	398	9	19	1,331	45	1,199	1,154	355
		12.2%	8.2%	3.0%	16.9%	0.4%	0.8%	56.6%	1.9%	51.0%	49.0%	15.1%
Yuba	755	61	9	7	78	3	4	569	24	513	242	114
		8.1%	1.2%	0.9%	10.3%	0.4%	0.5%	75.4%	3.2%	67.9%	32.1%	15.1%
Out-of-State	98	21	20	8	10	0	1	37	1	66	32	12
		21.4%	20.4%	8.2%	10.2%	0.0%	1.0%	37.8%	1.0%	67.3%	32.7%	12.2%
Other	332	64	63	15	33	0	0	150	7	157	175	21
		19.3%	19.0%	4.5%	9.9%	0.0%	0.0%	45.2%	2.1%	47.3%	52.7%	6.3%
<b>Totals</b>	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%

<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 H: State Civil Service Disability Representation by Department<sup>68, 69</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>70</sup>	Deficiency/Surplus <sup>71</sup>	Annual Goal <sup>71</sup>	Disability Representation <sup>70</sup>	Deficiency/Surplus <sup>71</sup>	Annual Goal <sup>71</sup>
Administrative Law, Office of	20.0%	1	NGR	20.0%	1	NGR
Aging, Department of	8.7%	-9	NDA	8.1%	-11	1
Agricultural Labor Relations Board	NDA	NDA	NDA	16.1%	0	NGR
Air Resources Board	15.0%	-20	NGR	13.6%	-38	NGR
Alcohol and Drug Programs, Department of	10.0%	-22	2	9.7%	-21	2
Alcoholic Beverage Control, Department of	8.0%	-19	2	9.5%	-17	1
Arts Council, California	NDA	NDA	NDA	33.3%	3	NGR
Boating and Waterways, Department of	14.3%	-2	NGR	13.0%	-3	1
Business, Transportation, and Housing Agency	NDA	NDA	NDA	16.0%	0	NGR
Child Support Services, Department of	12.0%	-24	NDA	10.7%	-31	3
Children and Families First Commission	NDA	NDA	1	9.1%	-3	1
Chiropractic Examiners, Board of	NDA	NDA	NDA	5.6%	-2	1

<sup>68</sup> NDA: No data is available.

<sup>69</sup> NGR: No annual goal required.

<sup>70</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>71</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>72, 73</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>74</sup>	Deficiency/Surplus <sup>75</sup>	Annual Goal <sup>75</sup>	Disability Representation <sup>74</sup>	Deficiency/Surplus <sup>75</sup>	Annual Goal <sup>75</sup>
Coastal Commission, California	10.3%	-9	NDA	9.6%	-11	1
Community Colleges, California	NDA	NDA	NDA	12.8%	-5	4
Community Services and Development, Department of	16.9%	0	NGR	13.2%	-3	3
Conservation, Department of	16.0%	-3	1	13.5%	-12	NGR
Conservation Corps, California	15.0%	-3	NGR	14.1%	-7	NGR
Consumer Affairs, Department of	NDA	NDA	NDA	11.5%	-139	104
Corporations, Department of	15.0%	-5	1	14.3%	-6	NGR
Corrections and Rehabilitation, Department of	10.0%	-1,536	100	5.6%	-2,432	171
Debt and Investment Advisory Commission, California	8.3%	-1	1	13.3%	0	NGR
Debt Limit Allocation Committee, California	0.0%	-1	NDA	0.0%	-1	1
Developmental Disabilities, State Council on	NDA	NDA	NDA	12.7%	-3	14
Developmental Services, Department of	NDA	NDA	NDA	7.2%	-582	37

<sup>72</sup> NDA: No data is available.

<sup>73</sup> NGR: No annual goal required.

<sup>74</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>75</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>76, 77</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>78</sup>	Deficiency/Surplus <sup>79</sup>	Annual Goal <sup>79</sup>	Disability Representation <sup>78</sup>	Deficiency/Surplus <sup>79</sup>	Annual Goal <sup>79</sup>
Education, Department of	20.0%	0	NGR	16.1%	-10	NGR
Educational Facilities Authority, California	50.0%	1	NGR	66.7%	2	NGR
Emergency Medical Services Authority	NDA	NDA	NDA	24.2%	3	NGR
Emergency Services, Office of	NDA	NDA	NDA	Under new department: <i>California Emergency Management Agency</i>		
Employment Development Department	13.3%	-261	26	12.4%	-398	100
Energy Commission, California	15.0%	-6	NGR	13.2%	-18	1
Environmental Health Hazard Assessment, Office of	10.0%	-7	1	10.7%	-7	3
Environmental Protection Agency	NDA	NDA	NDA	13.8%	-2	NGR
Equalization, Board of	13.4%	-126	NGR	12.9%	-144	22
Exposition and State Fair, California	NDA	NDA	NDA	5.0%	-51	6
Fair Employment and Housing, Department of	22.0%	0	NGR	22.9%	12	NGR
Fair Political Practices Commission	24.6%	0	NGR	24.6%	5	NGR

<sup>76</sup> NDA: No data is available.

<sup>77</sup> NGR: No annual goal required.

<sup>78</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>79</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>80, 81</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>82</sup>	Deficiency/Surplus <sup>83</sup>	Annual Goal <sup>83</sup>	Disability Representation <sup>82</sup>	Deficiency/Surplus <sup>83</sup>	Annual Goal <sup>83</sup>
Finance, Department of	10.0%	-23	2	13.6%	-11	NGR
Financial Institutions, Department of	NDA	NDA	NDA	5.2%	-29	2
Fish and Game, Department of	9.0%	-179	NDA	9.0%	-177	28
Food and Agriculture, Department of	9.0%	-136	20	7.6%	-180	20
Forestry and Fire Protection, Department of	15.0%	-20	25	14.2%	-28	NGR
Franchise Tax Board	14.0%	-168	NGR	13.5%	-196	NGR
Gambling Control Commission, California	NDA	NDA	NDA	12.9%	-3	1
General Services, Department of	9.0%	-336	8	8.5%	-344	8
Health and Human Services Agency	7.1%	-3	NDA	6.9%	-3	3
Health Care Services, Department of	19.0%	0	NGR	17.5%	24	NGR
Health Facilities Financing Authority, California	9.1%	-1	1	9.1%	-1	3
High Speed Rail Authority, California	NDA	NDA	NDA	11.1%	0	1

<sup>80</sup> NDA: No data is available.

<sup>81</sup> NGR: No annual goal required.

<sup>82</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>83</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>84, 85</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>86</sup>	Deficiency/Surplus <sup>87</sup>	Annual Goal <sup>87</sup>	Disability Representation <sup>86</sup>	Deficiency/Surplus <sup>87</sup>	Annual Goal <sup>87</sup>
Highway Patrol, California	NDA	NDA	NDA	7.2%	-1,025	5
Horse Racing Board, California	NDA	NDA	NDA	13.5%	-1	NGR
Housing and Community Development, Department of	15.0%	-10	3	13.1%	-12	2
Housing Finance Agency, California	NDA	NDA	NDA	7.9%	-24	3
Industrial Relations, Department of	9.8%	-175	18	9.7%	-181	19
Inspector General, Office of the	6.3%	-10	6	10.7%	-2	4
Insurance, Department of	13.3%	-32	NGR	12.6%	-29	1
Integrated Waste Management Board	9.0%	-29	2	Under new department: <i>Department of Resources Recycling and Recovery</i>		
Justice, Department of	9.2%	-328	20	8.9%	-264	26
Labor and Workforce Development Agency, California	11.1%	0	1	0.0%	-1	2
Law Revision Commission, California	0.0%	-1	NDA	0.0%	-1	1
Legislative Counsel, Office of	14.5%	-12	5	14.2%	-14	NGR

<sup>84</sup> NDA: No data is available.

<sup>85</sup> NGR: No annual goal required.

<sup>86</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>87</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>88, 89</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>90</sup>	Deficiency/Surplus <sup>91</sup>	Annual Goal <sup>91</sup>	Disability Representation <sup>90</sup>	Deficiency/Surplus <sup>91</sup>	Annual Goal <sup>91</sup>
Little Hoover Commission	NDA	NDA	NDA	14.3%	0	NGR
Managed Health Care, Department of	22.0%	0	NGR	20.4%	11	NGR
Managed Risk Medical Insurance Board	NDA	NDA	NDA	13.0%	-2	1
Mental Health, Department of	12.5%	-234	NDA	16.9%	1	NGR
• Atascadero State Hospital	NDA	NDA	NDA	8.6%	-152	8
• Coalinga State Hospital	NDA	NDA	NDA	8.4%	-69	5
• Metropolitan State Hospital	NDA	NDA	NDA	11.4%	-30	4
• Napa State Hospital	NDA	NDA	NDA	8.5%	-60	9
• Patton State Hospital	NDA	NDA	NDA	21.6%	34	NGR
• Salinas Valley Psychiatric Program	NDA	NDA	NDA	6.8%	-4	5
• Vacaville Psychiatric Program	NDA	NDA	NDA	5.8%	-16	7
Military Department	NDA	NDA	NDA	9.4%	-18	2

<sup>88</sup> NDA: No data is available.

<sup>89</sup> NGR: No annual goal required.

<sup>90</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>91</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>92, 93</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>94</sup>	Deficiency/Surplus <sup>95</sup>	Annual Goal <sup>95</sup>	Disability Representation <sup>94</sup>	Deficiency/Surplus <sup>95</sup>	Annual Goal <sup>95</sup>
Motor Vehicles, Department of	24.0%	0	NGR	18.1%	99	NGR
Native American Heritage Commission	NDA	NDA	NDA	0.0%	-1	1
Natural Resources Agency, California	NDA	NDA	NDA	13.6%	-1	NGR
Parks and Recreation, Department of	7.0%	-318	10	6.9%	-326	31
Peace Officers Standards and Training, Commission on	15.0%	-1	NGR	14.5%	-2	NGR
Personnel Administration, Department of	13.0%	-7	1	10.6%	-11	10
Pesticide Regulation, Department of	16.0%	-2	2	16.1%	-2	NGR
Pollution Control Financing Authority, California	7.7%	-1	1	13.3%	0	NGR
Postsecondary Education Commission, California	NDA	NDA	NDA	5.0%	-2	1
Prison Industry Authority	NDA	NDA	NDA	6.1%	-54	1
Public Employees Retirement System, California	8.0%	-187	12	13.8%	-62	NGR
Public Employment Relations Board	NDA	NDA	NDA	20.0%	1	NGR

<sup>92</sup> NDA: No data is available.

<sup>93</sup> NGR: No annual goal required.

<sup>94</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>95</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>96, 97</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>98</sup>	Deficiency/Surplus <sup>99</sup>	Annual Goal <sup>99</sup>	Disability Representation <sup>98</sup>	Deficiency/Surplus <sup>99</sup>	Annual Goal <sup>99</sup>
Public Health, Department of	18.0%	0	NGR	20.2%	123	NGR
Public Utilities Commission, California	6.0%	-112	5	6.3%	-101	8
Real Estate, Department of	13.4%	-48	1	15.2%	-3	NGR
Real Estate Appraisers, Office of	8.3%	-2	1	6.7%	-3	2
Rehabilitation, Department of	17.5%	0	NGR	24.1%	139	NGR
Resources Recycling and Recovery, Department of	9.7%	-32	2	12.1%	-30	4
San Francisco Bay Conservation and Development Commission	NDA	NDA	NDA	0.0%	-6	1 every other year
San Gabriel Lower L.A. Rivers and Mountains Conservancy	14.1%	0	NGR	20.0%	0	NGR
Santa Monica Mountains Conservancy	40.0%	1	NGR	60.0%	2	NGR
Scholarshare Investment Board	0.0%	-1	1	0.0%	-1	1
Science Center, California	NDA	NDA	NDA	6.4%	-13	3
Secretary of State	12.0%	-23	NDA	10.8%	-26	5

<sup>96</sup> NDA: No data is available.

<sup>97</sup> NGR: No annual goal required.

<sup>98</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>99</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>100, 101</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>102</sup>	Deficiency/Surplus <sup>103</sup>	Annual Goal <sup>103</sup>	Disability Representation <sup>102</sup>	Deficiency/Surplus <sup>103</sup>	Annual Goal <sup>103</sup>
Sierra Nevada Conservancy	0.0%	-4	3	0.0%	-4	3
Social Services, Department of	15.0%	-64	NGR	13.6%	-111	NGR
State Audits, Bureau of	11.6%	-6	NDA	28.5%	17	NGR
State Chief Information Officer, Office of the	Did not exist in 2008-09. It is a new department.			12.2%	-33	1
State Coastal Conservancy, California	NDA	NDA	NDA	10.0%	-5	1
State Compensation Insurance Fund	8.0%	-672	75	7.5%	-381	50
State Controller's Office	16.0%	-10	2	18.1%	19	NGR
State Lands Commission	NDA	NDA	NDA	12.0%	-8	1
State Library, California	NDA	NDA	NDA	15.8%	-1	NGR
State Lottery, California	NDA	NDA	NDA	8.1%	-46	3
State Personnel Board	24.0%	0	NGR	23.0%	6	NGR
State Public Defender, California	NDA	NDA	NDA	15.6%	-1	NGR

<sup>100</sup> NDA: No data is available.

<sup>101</sup> NGR: No annual goal required.

<sup>102</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>103</sup> Deficiency/Surplus and Annual Goal represent number of positions.

**Table H: State Civil Service Disability Representation by Department (continued)<sup>104, 105</sup>**

Department	2008-2009			2009-2010		
	Disability Representation <sup>106</sup>	Deficiency/Surplus <sup>107</sup>	Annual Goal <sup>107</sup>	Disability Representation <sup>106</sup>	Deficiency/Surplus <sup>107</sup>	Annual Goal <sup>107</sup>
State Teachers' Retirement System, California	13.0%	-24	2	12.3%	-33	6
State Treasurer's Office	10.0%	-15	1	12.4%	-9	1
State Water Resources Control Board	8.0%	-136	13	14.7%	-29	NGR
Statewide Health Planning and Development, Office of	22.0%	0	NGR	20.0%	14	NGR
Status of Women, Commission on the	0.0%	-1	NDA	0.0%	0	1
Student Aid Commission, California	12.0%	-5	2	14.7%	-2	NGR
Systems Integration, Office of	10.0%	-12	1	23.8%	13	NGR
Tahoe Conservancy, California	7.0%	-4	NDA	22.1%	2	NGR
Tax Credit Allocation Committee, California	0.0%	-4	1	3.8%	-3	1
Teacher Credentialing, Commission on	22.0%	0	NGR	15.4%	-12	NGR
Technology Services, Department of	12.0%	-32	NDA	Under new department: <i>Office of the State Chief Information Officer</i>		
Toxics and Substances Control, Department of	NDA	NDA	NDA	15.4%	-12	NGR

<sup>104</sup> NDA: No data is available.

<sup>105</sup> NGR: No annual goal required.

<sup>106</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>107</sup> *Deficiency/Surplus* and *Annual Goal* represent number of positions.

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

Department	2008-2009			2009-2010		
	Disability Representation <sup>110</sup>	Deficiency/Surplus <sup>111</sup>	Annual Goal <sup>111</sup>	Disability Representation <sup>110</sup>	Deficiency/Surplus <sup>111</sup>	Annual Goal <sup>111</sup>
Traffic Safety, Office of	9.1%	-2	NDA	9.1%	-2	1
Transportation, Department of	16.0%	-191	NGR	15.0%	-355	NGR
Unemployment Insurance Appeals, California	14.0%	-18	2	12.6%	-27	2
Veteran Affairs, Department of	NDA	NDA	NDA	8.1%	-146	20
Victims Compensation and Government Claims Board	14.2%	-7	NGR	14.3%	-6	NGR
Water Resources, Department of	6.4%	-302	15	11.0%	-171	171
Workforce Investment Board, California	NDA	NDA	NDA	17.6%	0	NGR

<sup>108</sup> NDA: No data is available.

<sup>109</sup> NGR: No annual goal required.

<sup>110</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>111</sup> Deficiency/Surplus and Annual Goal represent number of positions.

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

Department	2008-2009		2009-2010		
	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	NDA	NDA	2	2	1
Aging, Department of	5	1	4	0	1
Agricultural Labor Relations Board	NDA	NDA	3	0	3
Air Resources Board	4	3	9	7	10
Alcohol and Drug Programs, Department of	6	6	4	6	4
Alcoholic Beverage Control, Department of	5	2	9	0	1
Arts Council, California	4	0	1	0	1
Boating and Waterways, Department of	4	0	1	0	4
Business, Transportation, and Housing Agency	NDA	NDA	2	0	2
Child Support Services, Department of	3	0	5	0	4
Children and Families First Commission	3	1	1	4	1
Chiropractic Examiners, Board of	NDA	NDA	11	11	3
Coastal Commission, California	7	0	6	1	1

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

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

Department	2008-2009		2009-2010		
	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	NDA	NDA	2	8	1
Community Services and Development, Department of	2	0	6	14	3
Conservation, Department of	4	2	2	2	2
Conservation Corps, California	3	2	5	2	1
Consumer Affairs, Department of	NDA	NDA	16	7	4
Corporations, Department of	9	1	9	0	1
Corrections and Rehabilitation, Department of	16	317	15	3	597
Developmental Disabilities, State Council on	NDA	NDA	1	25	2
Developmental Services, Department of	NDA	NDA	1	35	10
Education, Department of	9	0	3	45	7
Emergency Medical Services Authority	NDA	NDA	2	4	1
Emergency Services, Office of	NDA	NDA	Under new department: <i>California Emergency Management Agency</i>		
Employment Development Department	24	34	18	45	18

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

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

Department	2008-2009		2009-2010		
	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
Energy Commission, California	1	0	9	15	3
Environmental Health Hazard Assessment, Office of	1	1	2	2	2
Equalization, Board of	2	24	12	100	15
Exposition and State Fair, California	NDA	NDA	26	2	1
Fair Employment and Housing, Department of	1	4	4	4	6
Fair Political Practices Commission	14	4	2	1	1
Finance, Department of	5	4	3	2	1
Financial Institutions, Department of	NDA	NDA	5	0	1
Fish and Game, Department of	8	2	8	52	5
Food and Agriculture, Department of	23	2	6	5	1
Forestry and Fire Protection, Department of	15	17	9	0	2
Franchise Tax Board	11	44	14	0	30
Gambling Control Commission, California	NDA	NDA	2	6	2

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

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)<sup>115</sup>**

Department	2008-2009		2009-2010		
	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
General Services, Department of	1	0	5	478	1
Health and Human Services Agency	NDA	NDA	1	0	3
Health Care Services, Department of	10	0	7	106	1
Health Facilities Financing Authority, California	NDA	NDA	1	0	1
High Speed Rail Authority	NDA	NDA	1	0	1
Highway Patrol, California	NDA	NDA	7	10	11
Horse Racing Board, California	NDA	NDA	4	0	2
Housing and Community Development, Department of	7	2	11	1	4
Housing Finance Agency, California	NDA	NDA	5	15	10
Industrial Relations, Department of	4	0	4	12	16
Inspector General, Office of the	4	2	2	114	1
Insurance, Department of	8	0	6	2	1
Integrated Waste Management Board	2	2	Under new department: <i>Department of Resources Recycling and Recovery</i>		

<sup>115</sup> NDA: No data is available.

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)<sup>116</sup>**

Department	2008-2009		2009-2010		
	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
Justice, Department of	21	19	12	37	41
Legislative Counsel, Office of the	6	2	6	147	6
Little Hoover Commission	NDA	NDA	1	1	1
Managed Health Care, Department of	6	6	13	0	1
Managed Risk Medical Insurance Board	NDA	NDA	1	0	1
Mental Health, Department of	5	19	1	0	1
<ul style="list-style-type: none"> <li>• Atascadero State Hospital</li> </ul>	NDA	NDA	1	0	1
<ul style="list-style-type: none"> <li>• Coalinga State Hospital</li> </ul>	NDA	NDA	1	0	1
<ul style="list-style-type: none"> <li>• Metropolitan State Hospital</li> </ul>	NDA	NDA	1	0	1
<ul style="list-style-type: none"> <li>• Napa State Hospital</li> </ul>	NDA	NDA	1	0	1
<ul style="list-style-type: none"> <li>• Patton State Hospital</li> </ul>	NDA	NDA	1	0	1
<ul style="list-style-type: none"> <li>• Salinas Valley Psychiatric Program</li> </ul>	NDA	NDA	1	0	1
<ul style="list-style-type: none"> <li>• Vacaville Psychiatric Program</li> </ul>	NDA	NDA	1	1	1

<sup>116</sup> NDA: No data is available.

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)<sup>117</sup>**

Department	2008-2009		2009-2010		
	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	NDA	NDA	6	5	5
Motor Vehicles, Department of	5	26	12	1	55
Parks and Recreation, Department of	7	25	11	0	5
Peace Officers Standards and Training, Commission on	1	0	3	16	33
Personnel Administration, Department of	4	0	5	5	4
Pesticide Regulation, Department of	2	2	5	0	2
Pollution Control Financing Authority, California	NDA	NDA	1	0	1
Postsecondary Education Commission, California	NDA	NDA	1	0	1
Prison Industry Authority	NDA	NDA	113	0	10
Public Employees Retirement System, California	4	15	5	25	15
Public Employment Relations Board	NDA	NDA	1	0	1
Public Health, Department of	4	0	4	0	4
Public Utilities Commission, California	11	6	14	20	11

<sup>117</sup> NDA: No data is available.

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)<sup>118</sup>**

Department	2008-2009		2009-2010		
	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	1	1	6	3	3
Real Estate Appraisers, Office of	NDA	NDA	1	0	1
Rehabilitation, Department of	10	0	9	5	2
Resources Recycling and Recovery, Department of	NDA	NDA	4	5	4
Scholarshare Investment Board	NDA	NDA	1	0	1
Science Center, California	NDA	NDA	3	2	3
Secretary of State	3	0	3	25	2
Sierra Nevada Conservancy	NDA	NDA	1	3	3
Social Services, Department of	7	23	9	150	150
State Audits, Bureau of	8	1	8	0	1
State Chief Information Officer, Office of the	NDA	NDA	9	0	8
State Coastal Conservancy, California	NDA	NDA	6	25	4
State Compensation Insurance Fund	4	50	4	19	42

<sup>118</sup> NDA: No data is available.

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)<sup>119</sup>**

Department	2008-2009		2009-2010		
	No. of Upward Mobility Classifications	Annual Upward Mobility Hiring Goal	No. of Upward Mobility Classifications	No. Employees Participating in Upward Mobility	Annual Upward Mobility Hiring Goal
State Controller's Office	6	0	6	12	9
State Lands Commission	NDA	NDA	1	1	2
State Library, California	NDA	NDA	1	0	2
State Lottery, California	NDA	NDA	11	80	2
State Personnel Board	3	0	5	3	5
State Public Defender	NDA	NDA	2	3	3
State Teachers' Retirement System, California	6	7	7	0	13
State Treasurer's Office	1	0	1	0	1
State Water Resources Control Board	1	6	9	0	3
Statewide Health Planning and Development, Office of	1	0	4	40	1
Student Aid Commission, California	2	1	2	2	1
Systems Integration, Office of	NDA	NDA	2	0	1
Tahoe Conservancy, California	3	4	2	4	2

<sup>119</sup> NDA: No data is available.

**Table I: State Civil Service Upward Mobility Classifications and Hiring Goals by Department (continued)<sup>120</sup>**

Department	2008-2009		2009-2010		
	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
Teacher Credentialing, Commission on	4	3	6	4	4
Technology Services, Department of	6	0	Under new department: <i>Office of the State Chief Information Officer</i>		
Toxics and Substances Control, Department of	NDA	NDA	2	29	4
Traffic Safety, Office of	NDA	NDA	1	0	1
Transportation, Department of	15	11	8	91	29
Unemployment Insurance Appeals, California	5	5	3	8	2
Veterans Affairs, Department of	NDA	NDA	10	1	20
Victims Compensation and Government Claims Board	4	13	4	0	13
Water Resources, Department of	23	22	20	14	42

<sup>120</sup> NDA: No data is available.

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

<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

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

<b>OFFICE AND ALLIED SERVICES</b>	<b>CA00-CZ99</b>
-----------------------------------	------------------

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

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

<b>CUSTODIAN AND DOMESTIC SERVICES</b>	<b>DA00-DZ99</b>
--	------------------

- 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

<b>EDUCATION AND LIBRARY</b>	<b>EA00-FZ99</b>
------------------------------	------------------

- 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

<b>ENGINEERING AND ALLIED SERVICES</b>	<b>GA00-IZ99</b>
--	------------------

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>	<b>JA00-MZ99</b>
--	------------------

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

<b>LEGAL</b>	<b>OA60-OZ99</b>
--------------	------------------

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

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

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

- 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>
-------------------------------------	------------------

- 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

<b>STATE EMERGENCY DISASTER PROGRAM</b>	<b>UA00-UG99</b>
---	------------------

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>
--	------------------

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

<b>SOCIAL SECURITY AND REHABILITATION SERVICES</b>	<b>WA00-XY99</b>
--	------------------

- 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