California Department of Fair Employment and Housing: Pay Data Reporting
The chart below is <u>not</u> a California Pay Data Report and does not define the specifications for a California Pay Data Report
Instead, this chart is an illustration of all possible Employer betall combinations at a single establishment (job category,
pay band, race, ethnicity, see, and hours worked). This illustration may asout employers in visualizing from a bird's eye
perspective the employee-level data being collected within an establishment.

	Version: February 1, 2021								Non-Hispanic/Non-Latino																																		
		Hispanic/Latino				Male									Female											Non-Binary																	
Job Categories	Pay Bands				emale Non-Binary			w	iite	America		can Other Pacific Is		Islander		Austania		tive		Whi		Black or African American  Number of Freeloage Hours Work		Native Hawaiian or Other Pacific Islande		Asia	an	American Alaskan	Native	tive		Whit	te	Black or Africa American		an Other Pacific Islan		iian or slander Asian		American Indian Alaskan Native		· · · · · · · · · · · · · · · · · · ·	
		Number of Employees	Hours Work	Number of Employees	Hours Worker	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	lours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	lours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked	Number of Employees Hou	's Worked P	Number of Employees Hours Worked							
	1. \$19,239 and under 2. \$19,240 - \$24,439 3. \$24,440 - \$30,679 4. \$30,680 - \$38,999																																										
	3. \$24,440 - \$30,679 4. \$30,680 - \$38,999																																										
1 - Executive senior	5. \$39,000 - \$49,919 6. \$49,920 - \$62,919 7. \$62,920 - \$80,079			-																																				_	-	_	
level officials and managers	7. \$62,920 - \$80,079																																										
	8. \$80,080 - \$101,919 9. \$101,920 - \$128,959 10. \$128,960 - \$163,799																																										
	10. \$128,960 - \$163,799 11. \$163,800 - \$207,999																																										
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	4. \$30,680 - \$38,999 5. \$39,000 - \$49,919																																								_		
2 -First or mid-level officials and	6. \$49,920 - \$62,919																																									_	
managers	6. \$49,920 - \$62,919 7. \$62,920 - \$80,079 8. \$80,080 - \$101,919 9. \$101,920 - \$128,959	_				1				_		_																				_						_		-	-		
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3 - Professionals	6. \$49,920 - \$62,919 7. \$62,920 - \$80,079 8. \$80,080 - \$101,919	-						-		-		_														-		$\vdash$								-							
	8. \$80,080 - \$101,919																																							_			
	9. \$101,920 - \$128,959 10. \$128,960 - \$163,799 11. \$163,800 - \$207,999																																							_			
4 - Technicians	1. \$19,239 and under 2. \$19,240 - \$24,439 3. \$24,440 - \$30,679	+				_				-										-				-				$\vdash$				_								-	-		
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	10. \$128,960 - \$163,799																																							-	-	_	
	12. \$208,000 and over 1. \$19,239 and under																																										
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	7. \$62,920 - \$80,079 8. \$80,080 - \$101,919																																										
	0. \$49,920 - \$42,919 7. \$62,920 - \$80,079 8. \$80,080 - \$101,919 9. \$101,920 - \$128,959 10. \$128,960 - \$163,799 11. \$163,800 - \$207,999									-		_																				_						_		-	_		
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	3. \$24,440 - \$30,679 4. \$20,690 - \$29,000																																										
6 - Administrative	5. \$39,000 - \$49,919 6. \$49,920 - \$62,919 7. \$62,920 - \$80,079																																								_		
support workers	7. \$62,920 - \$80,079																																										
	8. \$80,080 - \$101,919 9. \$101,920 - \$128,959 10. \$128,960 - \$163,799																																										
	10. \$128,960 - \$163,799 11. \$163,800 - \$207,999 12. \$208,000 and over																																										
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	4. \$30,680 - \$38,999 5. \$39,000 - \$49,919																																					-		=	_		
7 - Craft workers	6. \$49,920 - \$62,919																																							_			
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	3. \$24,440 - \$30,679 4 \$30,680 - \$38,999																																							_	_		
	5. \$39,000 - \$49,919																																								#		
8 - Operatives	6. \$49,920 - \$62,919 7. \$62,920 - \$80,079 8. \$80,080 - \$101,919																									$\vdash$										$\vdash$							
	8. \$80,080 - \$101,919 9. \$101,920 - \$128,959																																										
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9 - Laborers and helpers	2. \$19,240 - \$24,439 3. \$24,440 - \$30,679																																							_	#		
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	5. \$39,000 - \$49,919 6. \$49,920 - \$62,919																																										
	7. \$62,920 - \$80,079 9 \$90,090 - \$101,919																																										
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	3. \$24,440 - \$30,679 4. \$30,680 - \$38,999 5. \$39,000 - \$49,919 6. \$49,920 - \$62,919																																										
10 - Service workers	7. \$62,920 - \$80,079																																										
	8. 549;50 - 562,919 7. 562;92 - 580,079 8. 580,080 - 5101,919 9. 5101,920 - 5128,959 10. 5128,960 - 5163,799 11. 5163,800 - 5207,999 12. 5208,000 and over	$\perp$																																									
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	12. \$208,000 and over																																										