California Department of Fair Employment and Housing: Pay Data Reporting

The chart below is not 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 Employee Detail combinations at a single establishment (job category, pay band, race, ethnicity, sex, and hours worked). This illustration may assist employers in visualizing from a bird's eye perspective the employee-level data being collected within an establishment.

Version: February 1, 2021

Job Categories	Pay Bands	Hispanic/Latino						Non-Hispanic/Non-Latino																																			
								Male												Female												Non-Binary											
		Male		Female		Non-Binary		White		Black or African American		Native Hawaiian or Other Pacific Islander		Asian		American Indian or Alaskan Native		Two or more races		White		Black or African American		Native Hawaiian or Other Pacific Islander		Asian		American Indian or Alaskan Native		Two or more races		White		Black or African American		Native Hawaiian or Other Pacific Islander		Asian		American Indian or Alaskan Native		Two or more races	
		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	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	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	Hours Worked	Number of Employees	Hours Worked	Number of Employees	Hours Worked
1 - Executive senior level officials and managers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
2 -First or mid-level officials and managers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
3 - Professionals	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
4 - Technicians	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
5 - Sales workers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
6 - Administrative support workers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
7 - Craft workers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
8 - Operatives	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
9 - Laborers and helpers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	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																																										
	12. $208,000 and over																																										
10 - Service workers	1. $19,239 and under																																										
	2. $19,240 - $24,439																																										
	3. $24,440 - $30,679																																										
	4. $30,680 - $38,999																																										
	5. $39,000 - $49,919																																										
	6. $49,920 - $62,919																																										
	7. $62,920 - $80,079																																										
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	10. $128,960 - $163,799																																										
	11. $163,800 - $207,999																																										
	12. $208,000 and over																																										