

# **The Multi-Generational and Multi-Cultural Workforce, New Demographic Realities and Government as a Necessary Good**

**San Jose - San Francisco - Oakland CMA and Select Counties  
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## **New Rules for a New Ballgame**

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- (1) The United States is experiencing a major demographic revolution.**
- (2) Diversity by race and age are both critical issues.**
- (3) The “middle-aging”, not the aging, of our population is now taking place. The aging of our population is a decade or more off.**
- (4) Major changes are taking place in our households and families.**
- (5) There are major regional differences taking place across the United States.**
- (6) Our economy is changing and we are not prepared for the new knowledge economy.**
- (7) Bubba is in trouble whether he is Bubba White, Joe Black or Jose Brown.**
- (8) Births to unmarried mothers and children at risk are major challenges.**
- (9) The costs of an aging society are “unsustainable” and we need to rethink the concept of “old”.**
- (10) We have a “sick care” system masquerading as a “health care” system.**

# Projected Percentage Change in Population 2000 to 2030

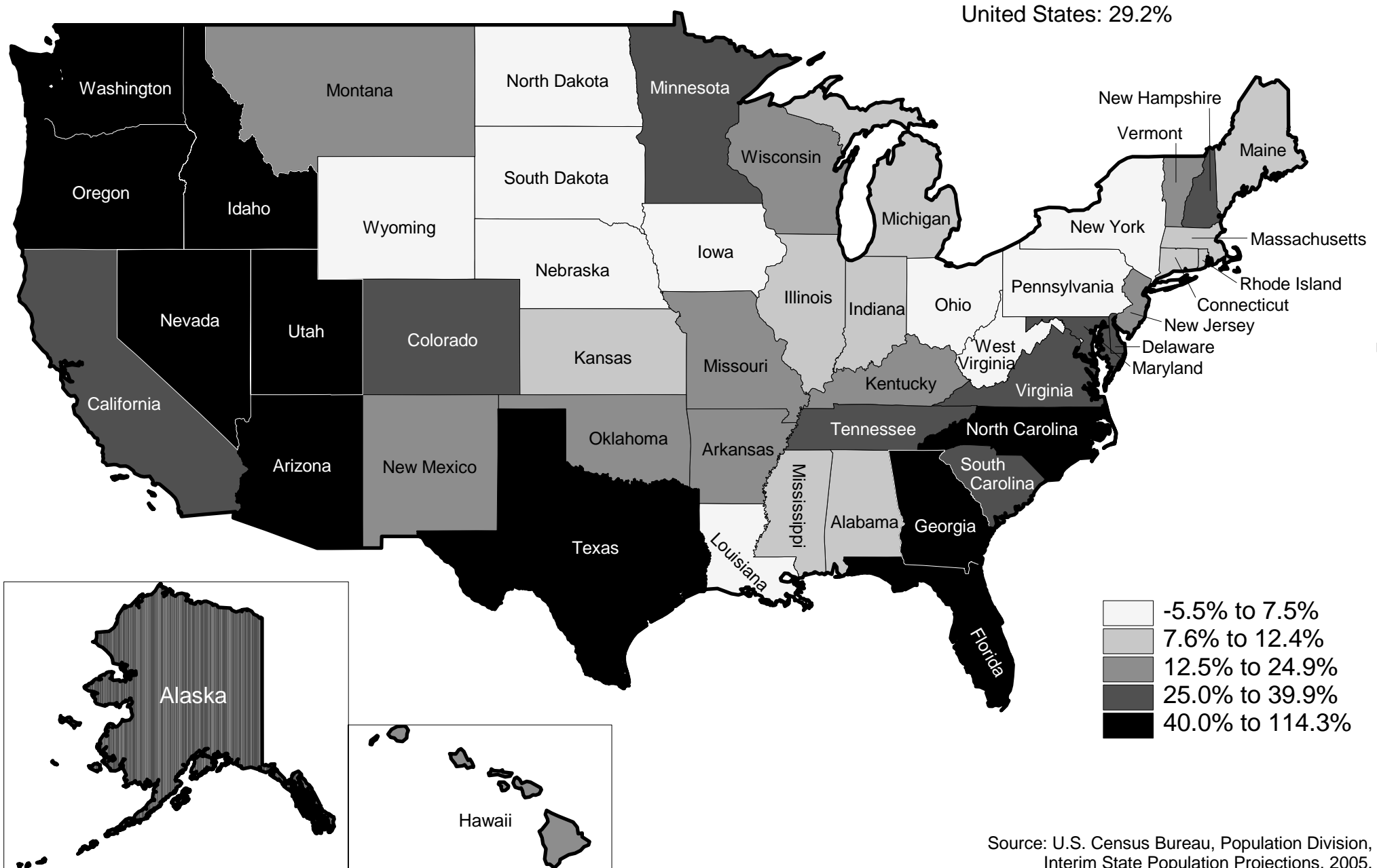


Table 2: Population by Race/Ethnicity - Number and Percent Change between 1990 and 2000

	1990 - 2000 Change								% Two+ Races 2000, Not- Hispanic*
	White, Non-Hispanic		Black, Non-Hispanic		Hispanic		Asian and Pacific Islander, Non-Hispanic*		
	#	%	#	%	#	%	#	%	
United States	6,424,478	3.4%	4,731,544	16.2%	12,951,759	57.9%	3,637,449	52.2%	1.6%
Northeast	-1,039,561	-2.6%	575,197	11.0%	1,499,698	39.9%	833,098	64.5%	1.5%
Connecticut	-115,339	-4.2%	34,731	13.3%	107,207	50.3%	33,869	69.0%	1.5%
Maine	26,940	2.2%	1,503	30.4%	2,531	37.1%	2,907	44.7%	0.9%
Massachusetts	-81,933	-1.6%	43,865	16.0%	141,180	49.1%	99,216	70.7%	1.7%
New Hampshire	95,768	8.9%	1,605	23.8%	9,156	80.8%	6,997	76.1%	0.9%
New Jersey	-161,757	-2.8%	111,326	11.3%	377,330	51.0%	216,114	81.8%	1.6%
New York	-699,208	-5.6%	243,497	9.5%	653,557	29.5%	377,468	56.6%	1.9%
Pennsylvania	-99,603	-1.0%	129,978	12.1%	161,826	69.7%	88,035	65.7%	0.9%
Rhode Island	-37,676	-4.2%	7,639	22.3%	45,068	98.5%	6,343	36.1%	2.0%
Vermont	33,247	6.0%	1,053	56.4%	1,843	50.3%	2,149	68.0%	1.1%
Midwest	1,210,861	2.4%	772,705	13.6%	1,398,023	81.0%	468,432	62.7%	1.2%
Illinois	-126,068	-1.5%	182,449	10.9%	625,816	69.2%	149,458	54.2%	1.2%
Indiana	254,131	5.1%	76,850	17.9%	115,748	117.2%	23,865	65.2%	1.0%
Iowa	46,504	1.7%	13,251	27.9%	49,826	152.6%	12,577	50.5%	0.9%
Kansas	43,473	2.0%	10,646	7.6%	94,582	101.0%	17,043	55.3%	1.6%
Michigan	156,740	2.0%	119,303	9.3%	122,281	60.7%	75,851	74.0%	1.6%
Minnesota	235,877	5.8%	75,773	81.4%	89,498	166.1%	68,473	89.8%	1.4%
Missouri	238,009	5.4%	80,140	14.7%	56,890	92.2%	24,780	61.8%	1.3%
Nebraska	34,399	2.4%	10,826	19.1%	57,456	155.4%	10,469	87.1%	1.0%
North Dakota	-12,443	-2.1%	310	9.0%	3,121	66.9%	473	14.1%	1.0%
Ohio	93,489	1.0%	143,222	12.5%	77,427	55.4%	45,709	51.2%	1.2%
South Dakota	29,797	4.7%	1,387	43.7%	5,651	107.6%	1,587	52.7%	1.2%
Wisconsin	216,953	4.9%	58,548	24.2%	99,727	107.0%	38,147	73.0%	0.9%
South	4,568,592	7.4%	3,112,148	19.9%	4,819,675	71.2%	874,693	81.1%	1.2%
Alabama	165,652	5.6%	132,363	13.0%	51,201	207.9%	11,129	52.5%	0.9%
Arkansas	167,053	8.6%	43,853	11.8%	66,990	337.0%	9,511	78.3%	1.1%
Delaware	39,881	7.6%	37,424	33.7%	21,457	135.6%	7,565	85.4%	1.3%
District of Columbia	-6,953	-4.2%	-55,125	-13.9%	12,243	37.4%	4,672	43.5%	1.7%
Florida	983,183	10.4%	563,165	33.1%	1,108,572	70.4%	124,552	85.2%	1.5%
Georgia	585,236	12.9%	594,300	34.2%	326,305	299.6%	102,012	138.4%	1.1%
Kentucky	229,991	6.8%	32,279	12.4%	37,955	172.6%	13,683	79.5%	0.9%
Louisiana	18,369	0.7%	151,920	11.8%	14,694	15.8%	16,368	41.6%	0.9%
Maryland	-39,562	-1.2%	286,912	24.4%	102,814	82.2%	75,927	55.6%	1.5%
Mississippi	103,710	6.4%	116,582	12.8%	23,638	148.4%	6,534	52.1%	0.6%
North Carolina	676,028	13.6%	274,159	18.9%	302,237	393.9%	65,849	130.2%	1.0%
Oklahoma	8,780	0.3%	26,519	11.5%	93,144	108.1%	16,442	50.8%	4.0%
South Carolina	262,235	11.0%	142,539	13.8%	64,525	211.2%	15,855	74.4%	0.8%
Tennessee	478,299	11.9%	153,279	19.8%	91,097	278.2%	27,324	88.3%	1.0%
Texas	641,633	6.2%	387,895	19.6%	2,329,761	53.7%	264,573	87.1%	1.1%
Virginia	263,987	5.6%	223,245	19.4%	169,252	105.6%	110,196	71.5%	1.6%
West Virginia	-8,930	-0.5%	839	1.5%	3,790	44.6%	2,501	34.5%	0.8%
West	1,684,586	4.8%	271,494	10.1%	5,234,363	51.8%	1,461,226	37.9%	2.5%
Alaska	17,066	4.2%	-726	-3.3%	8,049	45.2%	9,748	52.0%	4.8%
Arizona	648,073	24.7%	45,132	43.1%	607,279	88.2%	44,829	87.0%	1.5%
California	-1,212,336	-7.1%	89,480	4.3%	3,278,618	42.6%	1,076,306	39.7%	2.6%
Colorado	543,935	20.5%	30,386	23.7%	311,299	73.4%	41,487	73.1%	1.7%
Hawaii	-70,553	-20.3%	-5,087	-19.6%	6,309	7.8%	8,220	1.3%	13.8%
Idaho	210,630	22.7%	1,678	52.3%	48,763	92.1%	4,031	44.5%	1.4%
Montana	73,945	10.1%	292	13.0%	5,907	48.5%	956	23.2%	1.5%
Nevada	356,644	37.7%	55,006	71.9%	269,551	216.6%	62,773	174.9%	2.3%
New Mexico	49,331	6.5%	3,012	10.9%	186,162	32.1%	6,910	54.9%	1.4%
Oregon	277,884	10.8%	8,343	18.5%	162,607	144.3%	42,230	62.6%	2.4%
Utah	333,011	21.2%	5,269	48.5%	116,962	138.3%	19,557	60.2%	1.4%
Washington	430,868	10.2%	38,631	26.5%	226,939	105.8%	143,821	70.6%	2.9%
Wyoming	26,088	6.3%	78	2.3%	5,918	23.0%	358	13.7%	1.2%

Source: US Census Bureau, 1990 and 2000 decennial censuses

Note: In 2000, persons were able to check two or more races, the comparison above includes those marking only one race in 2000, the last column shows the percent that marked two or more races by state.

\* Two or more races excludes persons listing two races that chose Asian AND Native Hawaiian and Other Pacific Islander. They have been included in the 2000 data for Asian and Pacific Islander, Non-Hispanic.

Table 4: Live births by Hispanic origin of mother and by race for mothers of non-Hispanic origin: states, 2005

State	All origins	Origin of Mother									Not stated
		Hispanic						Non-Hispanic			
		Total	Mexican	Puerto Rican	Cuban	Central and South American	Other and unknown Hispanic	Total*	White	Black	
United States	4,138,349	985,505	693,197	63,340	16,064	151,201	61,703	3,123,005	2,279,768	583,759	29,839
Alabama	60,453	4,020	2,957	102	21	596	344	56,382	37,302	18,057	51
Alaska	10,459	779	360	68	11	54	286	9,584	5,947	374	96
Arizona	96,199	42,852	40,069	324	66	1019	1,374	51,513	40,065	3,019	1,834
Arkansas	39,208	4,038	3,323	49	12	604	50	35,019	26,717	7,406	151
California	548,882	282,842	246,526	2,118	755	27,675	5,768	258,702	159,723	30,520	7,338
Colorado	68,944	21,785	17,469	291	72	852	3,101	47,153	41,454	2,959	6
Connecticut	41,718	8,004	1035	4,364	79	2,299	227	33,647	26,369	4,872	67
Delaware	11,643	1,652	1002	256	6	379	9	9,886	6,479	2,875	105
District of Columbia	7,971	1111	140	13	1	902	55	6,835	2,062	4,604	25
Florida	226,240	63,756	16,882	10,985	11,409	23,341	1,139	161,815	106,530	48,266	669
Georgia	142,200	21,891	16,981	617	140	3,981	172	118,381	68,123	45,327	1,928
Hawaii	17,924	2,789	534	754	22	131	1,348	15,091	4,194	409	44
Idaho	23,062	3,488	2,981	25	8	92	382	19,455	18,627	120	119
Illinois	179,020	43,441	36,942	2,629	175	1,759	1,936	135,473	95,694	30,411	106
Indiana	87,193	8,039	6,992	325	19	625	78	78,816	67,491	9,796	338
Iowa	39,311	3,115	2,486	63	8	466	92	36,081	33,452	1,479	115
Kansas	39,888	6,121	4,698	99	19	438	867	33,608	29,296	2,819	159
Kentucky	56,444	2,509	1,741	133	100	223	312	53,901	48,209	4,841	34
Louisiana	60,937	1,897	883	120	77	472	345	58,972	33,656	23,964	68
Maine	14,112	181	38	31	6	30	76	13,908	13,315	256	23
Maryland	74,980	8,681	1,961	423	57	5,902	338	66,150	37,072	24,321	149
Massachusetts	76,865	10,125	534	4,439	63	4,859	230	66,252	53,922	6,754	488
Michigan	127,706	8,611	6,932	470	94	615	500	115,124	88,214	22,133	3,971
Minnesota	70,919	5,509	4,087	100	25	875	422	64,387	52,967	5,795	1023
Mississippi	42,395	1170	742	30	10	87	301	41,180	21,859	18,633	45
Missouri	78,618	4,271	3,231	147	51	318	524	74,246	60,650	11,479	101
Montana	11,583	396	197	14	5	27	153	10,908	9,281	58	279
Nebraska	26,145	3,854	2,911	44	11	554	334	22,284	19,751	1,523	7
Nevada	37,268	14,090	11,777	267	199	1,393	454	22,645	16,506	2,998	533
New Hampshire	14,420	522	129	136	17	166	74	13,674	12,908	187	224
New Jersey	113,776	27,959	6,479	6,620	803	13,855	202	85,681	58,014	16,730	136
New Mexico	28,835	15,823	7,800	81	47	133	7,762	13,005	8,480	482	7
New York	246,351	57,419	11,115	14,251	500	27,099	4,454	188,313	125,158	41,901	619
North Carolina	123,096	19,519	14,524	843	138	3,847	167	103,451	70,288	28,195	126
North Dakota	8,390	179	100	9	1	11	58	7,910	6,731	122	301
Ohio	148,388	6,070	3,270	1,143	81	941	635	141,092	114,997	22,566	1226
Oklahoma	51,801	6,275	5,722	122	14	367	50	45,359	33,955	4,718	167
Oregon	45,922	9,165	8,404	106	54	404	197	36,515	32,349	958	242
Pennsylvania	145,383	12,208	2,751	6,208	173	1,880	1,196	131,825	106,486	19,816	1,350
Rhode Island	12,697	2,559	196	694	26	1,576	67	8,437	6,616	1,149	1,701
South Carolina	57,711	4,990	3,529	295	46	815	305	52,608	32,818	18,696	113
South Dakota	11,462	392	249	25	2	72	44	11,054	8,925	143	16
Tennessee	81,747	7,000	4,720	266	63	1084	867	74,592	56,488	16,496	155
Texas	385,915	191,445	160,503	1,402	346	8,888	20,306	193,616	137,524	42,152	854
Utah	51,556	7,566	5,749	109	15	669	1024	43,696	41,202	435	294
Vermont	6,295	72	20	18	1	18	15	6,159	5,967	76	64
Virginia	104,555	13,058	3,521	695	88	7,798	956	91,337	62,177	22,163	160
Washington	82,703	15,013	12,217	318	81	677	1,720	65,583	53,733	3,239	2,107
West Virginia	20,836	174	78	13	3	34	46	20,608	19,723	696	54
Wisconsin	70,984	6,252	4,957	675	39	287	294	64,703	54,342	6,719	29
Wyoming	7,239	828	753	11	5	12	47	6,389	5,960	52	22

\* Includes races other than white and black.

Source: National Vital Statistics Reports, Vol. 56, No. 6, December 5, 2007, Table 13.

Notes: Race and Hispanic origin are reported separately on birth certificates. Race categories are consistent with the 1977 Office of Management and Budget standards. Nineteen states reported multiple-race data in 2005. The multiple-race data for these States were bridged to the single-race categories of the 1977 Office of Management and Budget standards for comparability with other States; see "Technical Notes." In this table Hispanic women are classified only by place of origin; non-Hispanic women are classified by race; see "Technical Notes." Data for Vermont are based on an incomplete file of records; the total number of births is underreported by about 3 percent. Information based on the complete file of Vermont resident births is available from <http://www.cdc.gov/nchs/about/major/dvs/2005VTupdate.htm>

**Table 17: Cumulative Estimates of the Components of Population Change for the United States and States: April 1, 2000 to July 1, 2007**

Geographic Area	Total Population Change*	Natural Increase			Net Migration		
		Total	Births	Deaths	Total	Net International Migration	Net Internal Migration
United States	20,196,555	12,212,284	29,809,472	17,597,188	7,984,271	7,984,271	-
Northeast	1,085,844	1,446,362	4,919,082	3,472,720	-500,980	1,717,074	-2,218,054
Connecticut	96,707	92,010	306,540	214,530	19,631	97,695	-78,064
Maine	42,286	10,644	100,801	90,157	36,665	5,275	31,390
Massachusetts	100,650	172,254	574,867	402,613	-99,252	206,438	-305,690
New Hampshire	80,042	35,461	107,694	72,233	49,610	13,928	35,682
New Jersey	271,573	291,260	819,551	528,291	-640	376,519	-377,159
New York	320,908	698,971	1,820,204	1,121,233	-589,175	859,994	-1,449,169
Pennsylvania	151,738	114,795	1,050,424	935,629	83,889	128,305	-44,416
Rhode Island	9,513	20,554	91,870	71,316	-6,375	23,874	-30,249
Vermont	12,427	10,413	47,131	36,718	4,667	5,046	-379
Midwest	1,993,595	2,314,328	6,470,373	4,156,045	-342,759	1,057,420	-1,400,179
Illinois	432,901	564,091	1,324,293	760,202	-131,259	420,052	-551,311
Indiana	264,768	229,514	631,323	401,809	53,405	69,836	-16,431
Iowa	61,664	81,489	280,703	199,214	-14,031	36,217	-50,248
Kansas	87,173	109,842	286,874	177,032	-21,001	46,314	-67,315
Michigan	133,340	319,389	948,153	628,764	-204,072	155,686	-359,758
Minnesota	278,129	238,111	509,246	271,135	54,639	89,636	-34,997
Missouri	281,732	168,856	563,796	394,940	92,888	51,809	41,079
Nebraska	63,306	77,995	187,564	109,569	-9,319	27,398	-36,717
North Dakota	-2,485	16,608	58,630	42,022	-16,347	3,184	-19,531
Ohio	113,772	302,012	1,088,880	786,868	-207,387	94,461	-301,848
South Dakota	41,370	31,062	80,804	49,742	6,977	4,461	2,516
Wisconsin	237,925	175,359	510,107	334,748	52,748	58,366	-5,618
South	10,218,933	4,446,011	11,047,213	6,601,202	5,778,912	2,551,575	3,227,337
Alabama	180,500	102,880	437,898	335,018	90,493	30,650	59,843
Arkansas	161,399	78,302	279,228	200,926	90,101	27,119	62,982
Delaware	81,164	31,157	82,506	51,349	53,497	13,924	39,573
District of Columbia	16,233	15,596	56,509	40,913	-17,648	25,783	-43,431
Florida	2,268,419	360,972	1,578,928	1,217,956	1,960,446	674,271	1,286,175
Georgia	1,357,934	521,982	1,001,287	479,305	725,733	240,814	484,919
Kentucky	199,193	110,877	401,673	290,796	94,672	30,881	63,791
Louisiana	-175,754	156,595	460,782	304,187	-312,739	22,477	-335,216
Maryland	321,836	227,910	543,744	315,834	81,385	135,800	-54,415
Mississippi	74,129	106,023	311,575	205,552	-19,610	10,429	-30,039
North Carolina	1,014,541	352,899	880,162	527,263	679,832	188,925	490,907
Oklahoma	166,662	120,981	372,792	251,811	54,047	42,146	11,901
South Carolina	395,893	132,891	409,724	276,833	269,092	40,959	228,133
Tennessee	467,457	168,757	579,255	410,498	278,058	60,929	217,129
Texas	3,052,581	1,635,015	2,759,655	1,124,640	1,424,673	842,595	582,078
Virginia	633,061	324,115	740,719	416,604	314,832	159,627	155,205
West Virginia	3,685	-941	150,776	151,717	12,048	4,246	7,802
West	6,898,183	4,005,583	7,372,804	3,367,221	3,049,098	2,658,202	390,896
Alaska	56,547	53,166	74,878	21,712	-889	4,236	-5,125
Arizona	1,208,140	353,002	671,105	318,103	869,368	214,014	655,354
California	2,681,560	2,232,397	3,944,853	1,712,456	583,434	1,807,426	-1,223,992
Colorado	559,496	291,317	499,880	208,563	274,296	141,730	132,566
Hawaii	71,851	66,781	130,786	64,005	10,308	30,891	-20,583
Idaho	205,446	88,483	161,485	73,002	117,935	17,520	100,415
Montana	55,666	23,847	83,417	59,570	32,545	2,099	30,446
Nevada	567,125	124,490	251,500	127,010	449,261	84,578	364,683
New Mexico	150,869	99,615	204,913	105,298	58,745	33,790	24,955
Oregon	326,019	113,876	336,646	222,770	228,005	91,629	136,376
Utah	412,132	272,134	367,188	95,054	93,987	63,278	30,709
Washington	574,284	267,052	597,061	330,009	320,442	164,951	155,491
Wyoming	29,048	19,423	49,092	29,669	11,661	2,060	9,601

\*Total population change includes residual - see "State and County Terms & Definitions"

Note: The April 1, 2000 Population Estimates base reflects changes to the Census 2000 population from the Count Question Resolution program and geographic program revisions. Dash (-) represents zero or rounds to zero. (X) Not applicable

Source: Population Division, U.S. Census Bureau, (NST-EST2007-04), Table 14, Release Date: December 27, 2007

## Multi-Generational Differences in the Workplace: The Four Generations

**(It's Five, I'm out of here. Get a Life! You want me to do "What"?  
Just do your job! You want a promotion after six months? I remember when..)**

**This is the first time in our history that we have four generations working together, side by side. The old rules and expectations that worked in the past are under assault.**

**It will be important to understand the mind sets of different generations and how each sees the world. This also includes understanding the dimensions of race, sex, sexual orientation, geographic location that shape how we see ourselves, see others, and act in the workplace. Each generation is more diverse than the earlier generation. Some say the clash between Generation X and earlier generations is like a fake punch, and Generation Y is going to be Generation X on steroids.**

<b>Generation:</b>	<b>Traditionalists, Silent Generation</b>	<b>Baby Boomers, Boomers</b>	<b>Generation X, Baby Busters</b>	<b>Generation Y, Millennials</b>
<b>Born:</b>	<b>1922-1945</b>	<b>1946-1964</b>	<b>1965-1980</b>	<b>1981-2001</b>
<b>Ages:</b>	<b>63 to 86</b>	<b>44 to 62</b>	<b>28 to 43</b>	<b>7 to 27</b>
<b>Communication:</b>	<b>Rotary, Written or Oral</b>	<b>Touch Tone, Talk to me, Yearly Evaluation</b>	<b>Cell, E-mail, Feedback</b>	<b>I-pods, E-mail, Positive Reinforcement</b>
<b>Work Ethic:</b>	<b>Work hard, Obedience, Status Quo, Yes Sir</b>	<b>Workaholic, Take Pride in Work, Yes with Attitude</b>	<b>Work to Live, Multi-taskers, Why?</b>	<b>Work but Have Fun, Multi-taskers, Challenges</b>
<b>Dress:</b>	<b>As Expected</b>	<b>As Expected</b>	<b>Casual</b>	<b>Casual</b>
<b>Time:</b>	<b>Arrive Early</b>	<b>Arrive on Time</b>	<b>Flexible Work Schedule</b>	<b>Flexible Work, Telecommuting</b>
<b>Work/Life Balance:</b>	<b>Work hard for Job Security</b>	<b>Imbalance</b>	<b>Balance of Work and Family</b>	<b>Balance of Work, Family and Community</b>
<b>Career Development:</b>	<b>No option</b>	<b>Move up by Seniority</b>	<b>Pro-active and Looking</b>	<b>Interested in Experience and Opportunities</b>
<b>Job Expectations:</b>	<b>Do what needs to be done</b>	<b>Will get it done</b>	<b>Want to be engaged and reason why?</b>	<b>No boring jobs, Make an impact Options</b>

**Some conflict is inevitable so the goal is to help develop a sense of understanding between generations and get some dialogue going.**

#### **Personality Types: Meyers Briggs Type Indicators**

**Introverts vs. Extroverts: Introverts get energy from within themselves while Extroverts Get energy from others.**

**Sensing vs. Intuitive: Sensing personalities trust their senses while Intuitive personalities Look at possibilities.**

**Thinking vs. Feeling: Some individuals trust logic (head) while others trust people (heart).**

**Judging vs. Perceiving: Judging personalities enjoy structure and closure while Perceivers enjoy flexibility and open-endedness.**

#### **Cultural Differences:**

**New cultural realities are expanding as diversity increases. Understanding cultural differences in thoughts, communication, beliefs, and customs may create conflicts in the workplace and will need to be addressed.**

#### **The ACORN Imperatives:**

- (1) Accommodate employees' differences**
- (2) Create workplace choices that are comfortable**
- (3) Operate with a dynamic management style that is fair and open**
- (4) Respect competence and initiative to bring out the best**
- (5) Nourish retention to insure knowledge retention and transfer strategies**

**Population by Age, Race and Hispanic Origin; The San Francisco-Oakland-San Jose Consolidated Metropolitan Statistical Area: 2000**

	<b>Total Population</b>	<b>Black</b>	<b>% of Total</b>	<b>Asian</b>	<b>% of Total</b>	<b>Two or More Races</b>	<b>% of Total</b>	<b>Hispanic</b>	<b>% of Total</b>	<b>White; Not Hispanic</b>	<b>% of Total</b>
<b>Total Population</b>	7,039,362	513,561	7.3%	1,298,638	18.4%	345,461	4.9%	1,383,661	19.7%	3,559,668	50.6%
<b>Under 5 years</b>	453,815	34,815	7.7%	80,056	17.6%	45,432	10.0%	139,380	30.7%	167,789	37.0%
<b>5 to 9 years</b>	480,806	42,750	8.9%	81,958	17.0%	41,644	8.7%	138,576	28.8%	187,020	38.9%
<b>10 to 14 years</b>	461,243	42,211	9.2%	80,143	17.4%	35,888	7.8%	116,328	25.2%	195,006	42.3%
<b>15 to 19 years</b>	440,099	37,581	8.5%	81,821	18.6%	31,005	7.0%	118,543	26.9%	177,814	40.4%
<b>20 to 24 years</b>	452,206	33,998	7.5%	90,568	20.0%	27,461	6.1%	137,406	30.4%	168,960	37.4%
<b>25 to 29 years</b>	555,300	36,035	6.5%	122,859	22.1%	27,737	5.0%	144,997	26.1%	229,517	41.3%
<b>30 to 34 years</b>	602,347	40,570	6.7%	123,774	20.5%	26,731	4.4%	133,758	22.2%	282,267	46.9%
<b>35 to 39 years</b>	623,956	45,098	7.2%	121,282	19.4%	25,161	4.0%	114,314	18.3%	320,908	51.4%
<b>40 to 44 years</b>	590,701	43,724	7.4%	110,067	18.6%	21,918	3.7%	90,976	15.4%	325,431	55.1%
<b>45 to 49 years</b>	531,876	38,135	7.2%	97,480	18.3%	17,201	3.2%	68,355	12.9%	311,092	58.5%
<b>50 to 54 years</b>	473,435	32,034	6.8%	80,872	17.1%	13,521	2.9%	51,402	10.9%	295,558	62.4%
<b>55 to 59 years</b>	337,338	22,516	6.7%	52,992	15.7%	9,002	2.7%	35,739	10.6%	216,983	64.3%
<b>60 to 64 years</b>	253,246	17,592	6.9%	46,745	18.5%	6,572	2.6%	28,082	11.1%	154,146	60.9%
<b>65 to 69 years</b>	209,159	13,750	6.6%	41,420	19.8%	5,066	2.4%	22,200	10.6%	126,858	60.7%
<b>70 to 74 years</b>	192,625	11,641	6.0%	35,637	18.5%	4,287	2.2%	17,966	9.3%	123,301	64.0%
<b>75 to 79 years</b>	170,095	9,699	5.7%	25,994	15.3%	3,247	1.9%	12,518	7.4%	118,772	69.8%
<b>80 to 84 years</b>	111,843	6,348	5.7%	14,412	12.9%	1,955	1.7%	7,027	6.3%	82,201	73.5%
<b>85 years and over</b>	99,272	5,064	5.1%	10,558	10.6%	1,633	1.6%	6,094	6.1%	76,045	76.6%
<b>Median age**</b>	35.6	33.7		34.5		23.4		26.4		40.7	

\* Median age includes persons of Hispanic origin

Source: Census 2000

September 2008

Profile of General Demographic Characteristics for the San Francisco-Oakland-San Jose Consolidated Metropolitan Statistical Area: 1990, 2000, and Change 1990-2000

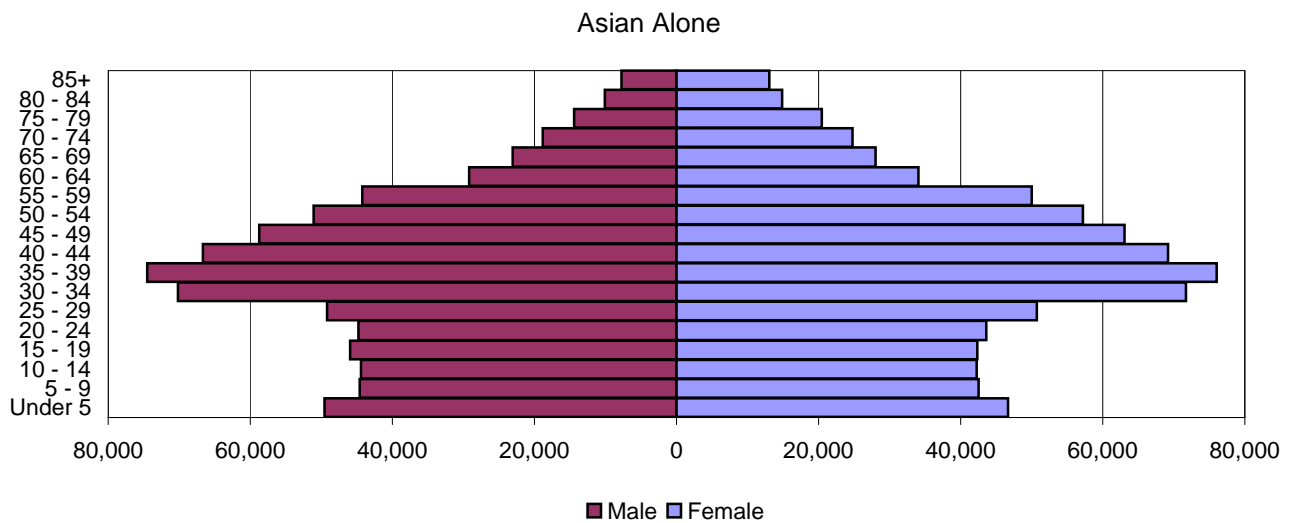
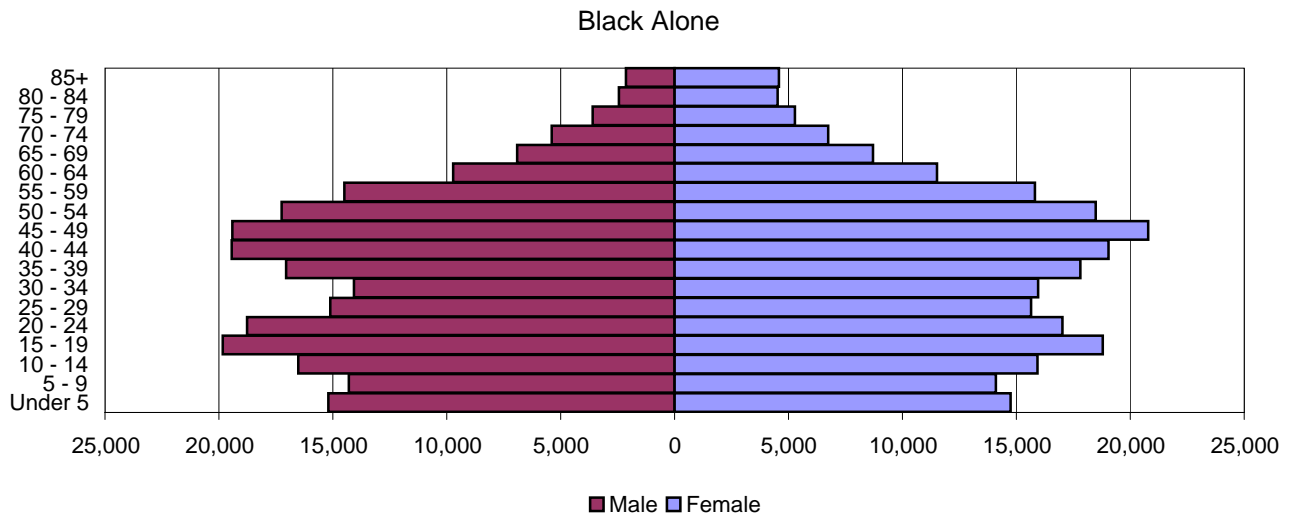
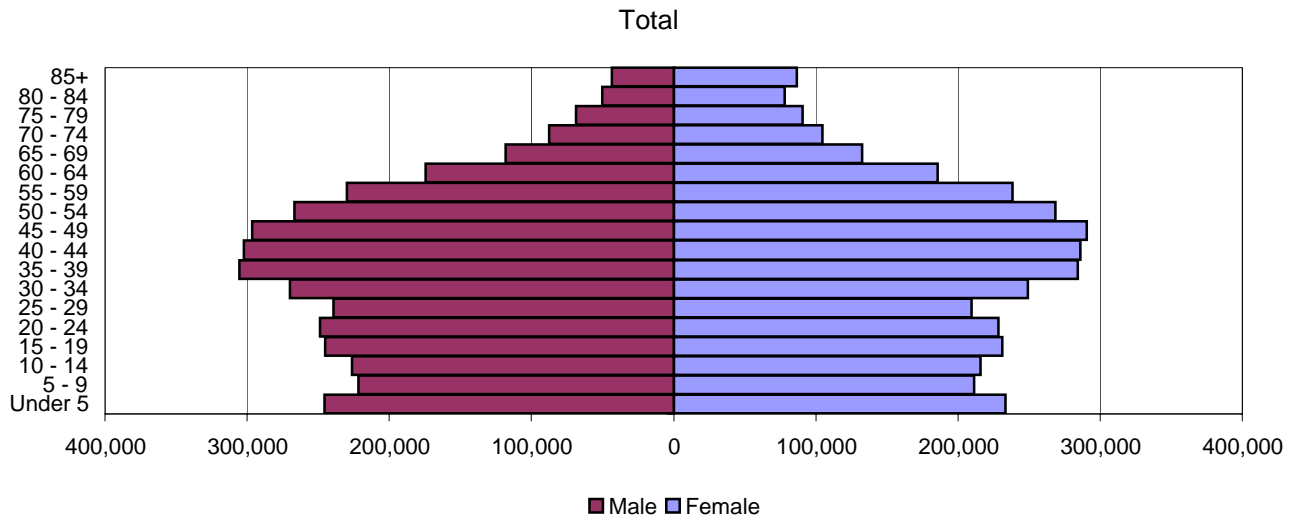
	1990	1990%	2000	2000%	Change	
					Number	Percent
Total population	6,253,311	100.0	7,039,362	100.0	786,051	12.6%
Under 5 years	444,400	7.1	453,815	6.4	9,415	2.1%
5 to 9 years	412,779	6.6	480,806	6.8	68,027	16.5%
10 to 14 years	367,946	5.9	461,243	6.6	93,297	25.4%
15 to 19 years	385,531	6.2	440,099	6.3	54,568	14.2%
20 to 24 years	479,996	7.7	452,206	6.4	-27,790	-5.8%
25 to 34 years	1,218,445	19.5	1,157,647	16.4	-60,798	-5.0%
35 to 44 years	1,083,519	17.3	1,214,657	17.3	131,138	12.1%
45 to 54 years	678,226	10.8	1,005,311	14.3	327,085	48.2%
55 to 59 years	251,908	4.0	337,338	4.8	85,430	33.9%
60 to 64 years	239,217	3.8	253,246	3.6	14,029	5.9%
65 to 74 years	403,638	6.5	401,784	5.7	-1,854	-0.5%
75 to 84 years	218,807	3.5	281,938	4.0	63,131	28.9%
85 years and over	68,899	1.1	99,272	1.4	30,373	44.1%
Median age (years)	(X)	(X)	35.6	(X)	(X)	(X)
One race <sup>1</sup>	6,253,311	100.0	6,693,901	95.1	440,590	7.0%
White	4,334,064	69.3	4,133,618	58.7	-200,446	-4.6%
Black or African American	537,753	8.6	513,561	7.3	-24,192	-4.5%
American Indian and Alaska Native	40,847	0.7	45,990	0.7	5,143	12.6%
Asian	891,922	14.3	1,298,638	18.4	406,716	45.6%
Native Hawaiian and Other Pacific Islander	35,039	0.6	36,699	0.5	1,660	4.7%
Some other race	413,686	6.6	665,395	9.5	251,709	60.8%
Two or more races <sup>1</sup>	(X)	(X)	345,461	4.9	(NA)	(NA)
Hispanic or Latino (of any race)	970,403	15.5	1,383,661	19.7	413,258	42.6%
Not Hispanic or Latino	5,282,908	84.5	5,655,701	80.3	372,793	7.1%
White	3,829,512	61.2	3,559,668	50.6	-269,844	-7.0%
Total households	2,329,808	100.0	2,557,158	100.0	227,350	9.8%
Family households (families)	1,511,807	64.9	1,651,602	64.6	139,795	9.2%
With own children under 18 years*	723,452	31.1	801,697	31.4	78,245	10.8%
Married-couple family	1,167,093	50.1	1,259,166	49.2	92,073	7.9%
With own children under 18 years*	558,406	24.0	605,230	23.7	46,824	8.4%
Female householder, no husband present	249,747	10.7	277,376	10.8	27,629	11.1%
With own children under 18 years*	129,109	5.5	145,625	5.7	16,516	12.8%
Nonfamily households	818,001	35.1	905,556	35.4	87,555	10.7%
Householder living alone	604,332	25.9	660,480	25.8	56,148	9.3%
Householder 65 years and over	189,621	8.1	200,866	7.9	11,245	5.9%
Households with individuals under 18 years	777,653	33.4	887,832	34.7	110,179	14.2%
Households with individuals 65 years and over	497,309	21.3	559,804	21.9	62,495	12.6%
Average household size	2.61	(X)	2.69	(X)	0.08	3.1%
Average family size	3.18	(X)	3.28	(X)	0.10	3.1%

Source: 1990, 2000 Censuses, DP-1, \*1990 SF3 P019  
Kentucky State Data Center  
September 2008

Selected Social and Economic Characteristics for the San Francisco-Oakland-San Jose Consolidated Metropolitan Statistical Area: 1990,  
2000 and Change 1990-2000

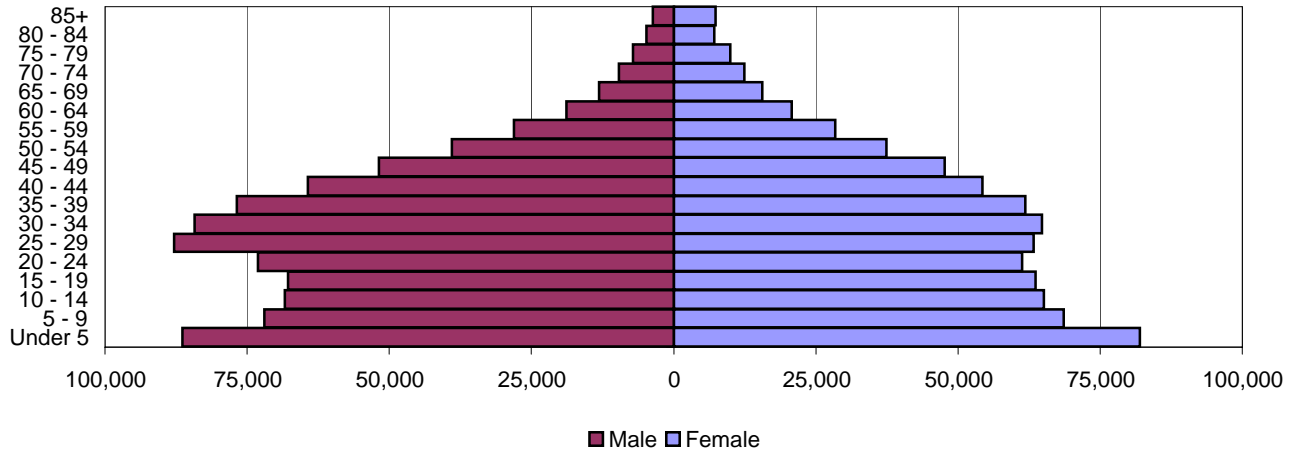
<b>EDUCATIONAL ATTAINMENT</b>	<b>1990</b>	<b>1990%</b>	<b>2000</b>	<b>2000%</b>	<b>Change</b>	
					<b>Number</b>	<b>Percent</b>
Persons 25 years and over	4,190,851	100.0	4,764,188	100.0	573,337	13.7%
Less than 9th grade	309,903	7.4	362,846	7.6	52,943	17.1%
9th to 12th grade, no diploma	413,569	9.9	402,815	8.5	-10,754	-2.6%
High school graduate	880,827	21.0	841,070	17.7	-39,757	-4.5%
Some college, no degree	953,182	22.7	1,039,375	21.8	86,193	9.0%
Associate degree	339,818	8.1	343,266	7.2	3,448	1.0%
Bachelor's degree	827,653	19.7	1,104,451	23.2	276,798	33.4%
Graduate or professional degree	465,899	11.1	670,365	14.1	204,466	43.9%
Percent high school graduate or higher		82.7		83.9	1.2	1.4%
Percent bachelor's degree or higher		30.9		37.3	6.4	20.8%
White N/H - % high school graduate or higher			2,467,910	92.8		
White N/H - % bachelor's degree or higher			1,174,070	44.1		
Asian or Pacific Islander - % high school graduate or higher	451,062	77.5	739,885	81.1	288,823	64.0%
Asian or Pacific Islander - % bachelor's degree or higher	205,113	35.3	403,277	44.2	198,164	96.6%
Black - % high school graduate or higher	248,510	77.0	259,015	81.5	10,505	4.2%
Black - % bachelor's degree or higher	52,705	16.3	61,132	19.2	8,427	16.0%
Hispanic - % high school graduate or higher	295,523	58.3	414,074	56.1	118,551	40.1%
Hispanic - % bachelor's degree or higher	58,633	11.6	91,874	12.4	33,241	56.7%
<b>LABOR FORCE STATUS</b>						
	<b>1989</b>		<b>1999</b>		<b>Number</b>	<b>Percent</b>
<b>Persons 16 years and over</b>	<b>4,960,429</b>	<b>100.0</b>	<b>5,553,473</b>	<b>100.0</b>	<b>593,044</b>	<b>12.0%</b>
In labor force	3,447,074	69.5	3,673,171	66.1	226,097	6.6%
Civilian labor force	3,406,614	68.7	3,662,287	65.9	255,673	7.5%
Employed	3,229,687	65.1	3,495,883	62.9	266,196	8.2%
Unemployed	176,927	3.6	166,404	3.0	-10,523	-5.9%
Armed Forces	40,460	0.8	10,884	0.2	-29,576	-73.1%
Not in labor force	1,513,355	30.5	1,880,302	33.9	366,947	24.2%
<b>Males 16 years and over</b>	<b>2,446,806</b>	<b>100.0</b>	<b>2,739,482</b>	<b>100.0</b>	<b>292,676</b>	<b>12.0%</b>
In labor force	1,899,554	77.6	1,998,119	72.9	98,565	5.2%
Civilian labor force	1,863,399	76.2	1,989,039	72.6	125,640	6.7%
Employed	1,763,770	72.1	1,900,163	69.4	136,393	7.7%
Unemployed	99,629	4.1	88,876	3.2	-10,753	-10.8%
Armed Forces	36,155	1.5	9,080	0.3	-27,075	-74.9%
Not in labor force	547,252	22.4	741,363	27.1	194,111	35.5%
<b>Females 16 years and over</b>	<b>2,513,623</b>	<b>100.0</b>	<b>2,813,991</b>	<b>100.0</b>	<b>300,368</b>	<b>11.9%</b>
In labor force	1,547,520	61.6	1,675,052	59.5	127,532	8.2%
Civilian labor force	1,543,215	61.4	1,673,248	59.5	130,033	8.4%
Employed	1,465,917	58.3	1,595,720	56.7	129,803	8.9%
Unemployed	77,298	3.1	77,528	2.8	230	0.3%
Armed Forces	4,305	0.2	1,804	0.1	-2,501	-58.1%
Not in labor force	966,103	38.4	1,138,939	40.5	172,836	17.9%

The San Jose-San Francisco-Oakland Combined Statistical Area 2007 Population Pyramids

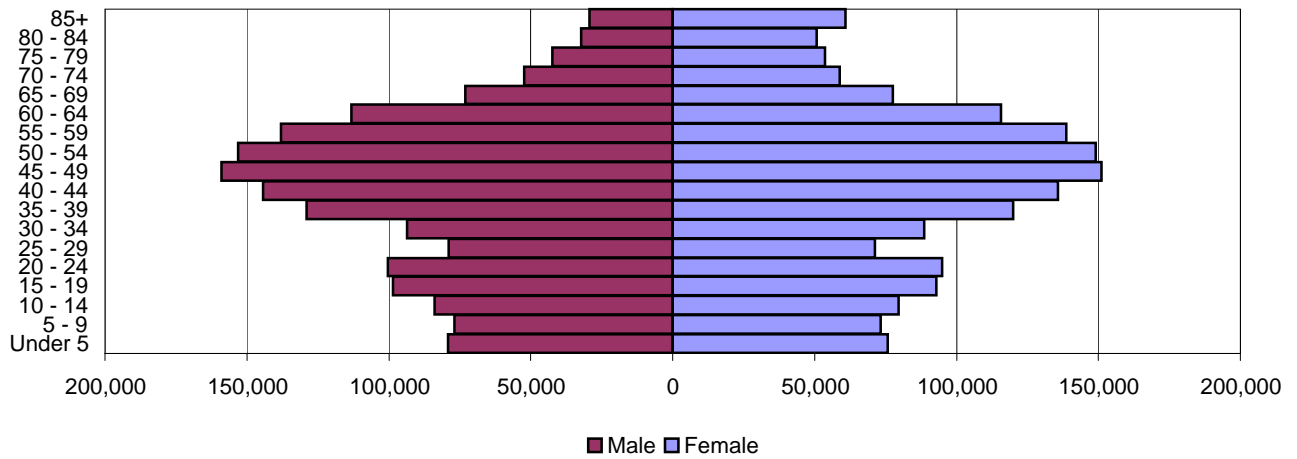


The San Jose-San Francisco-Oakland Combined Statistical Area 2007 Population Pyramids

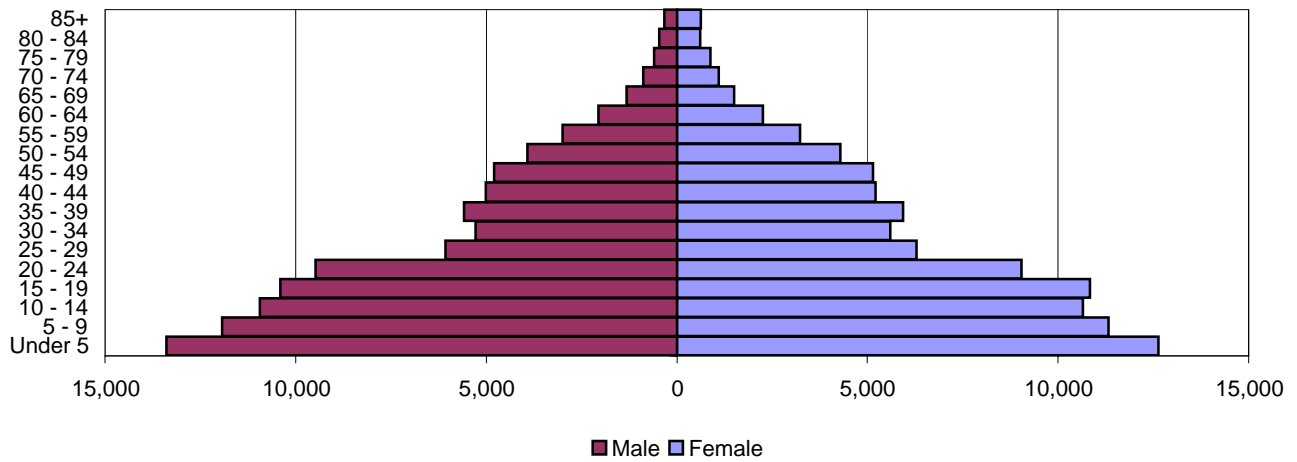
Hispanic or Latino



White Alone, Not Hispanic or Latino



Two or More Races



**Population by Age, Race and Hispanic Origin; United States: July 1, 2007**

	<b>Total Population</b>	<b>Black; Not Hispanic</b>	<b>% of Total</b>	<b>Asian; Not Hispanic</b>	<b>% of Total</b>	<b>Hispanic</b>	<b>% of Total</b>	<b>Two+ Races; Not Hispanic</b>	<b>% of Total</b>	<b>White; Not Hispanic</b>	<b>% of Total</b>
<b>Total Population</b>	302,225,862	37,067,179	12.3%	13,274,840	4.4%	45,786,825	15.1%	4,213,751	1.4%	199,177,984	65.9%
<b>Under 5 years</b>	20,603,373	2,929,739	14.2%	883,726	4.3%	4,831,248	23.4%	589,718	2.9%	11,162,598	54.2%
<b>5 to 9 years</b>	19,888,421	2,839,979	14.3%	802,074	4.0%	4,240,339	21.3%	543,549	2.7%	11,263,029	56.6%
<b>10 to 14 years</b>	20,361,369	2,989,964	14.7%	799,912	3.9%	3,994,180	19.6%	488,277	2.4%	11,875,301	58.3%
<b>15 to 19 years</b>	21,529,180	3,259,842	15.1%	809,513	3.8%	3,775,620	17.5%	424,970	2.0%	13,015,494	60.5%
<b>20 to 24 years</b>	21,165,027	2,979,956	14.1%	877,566	4.1%	3,757,254	17.8%	359,288	1.7%	12,954,511	61.2%
<b>25 to 29 years</b>	21,221,621	2,831,972	13.3%	1,089,216	5.1%	4,255,221	20.1%	301,811	1.4%	12,528,782	59.0%
<b>30 to 34 years</b>	19,655,279	2,477,965	12.6%	1,262,348	6.4%	4,047,797	20.6%	231,712	1.2%	11,449,691	58.3%
<b>35 to 39 years</b>	21,258,455	2,622,372	12.3%	1,266,214	6.0%	3,676,290	17.3%	216,684	1.0%	13,291,062	62.5%
<b>40 to 44 years</b>	22,039,226	2,713,415	12.3%	1,099,227	5.0%	3,222,236	14.6%	200,993	0.9%	14,610,371	66.3%
<b>45 to 49 years</b>	22,896,389	2,704,327	11.8%	989,574	4.3%	2,688,634	11.7%	201,580	0.9%	16,116,828	70.4%
<b>50 to 54 years</b>	21,035,989	2,351,047	11.2%	884,435	4.2%	2,083,721	9.9%	177,185	0.8%	15,368,013	73.1%
<b>55 to 59 years</b>	18,253,009	1,905,268	10.4%	748,017	4.1%	1,574,142	8.6%	142,961	0.8%	13,740,992	75.3%
<b>60 to 64 years</b>	14,484,365	1,320,931	9.1%	531,402	3.7%	1,125,769	7.8%	108,060	0.7%	11,295,105	78.0%
<b>65 to 69 years</b>	10,755,023	988,030	9.2%	401,622	3.7%	811,180	7.5%	75,061	0.7%	8,405,662	78.2%
<b>70 to 74 years</b>	8,593,995	778,317	9.1%	308,567	3.6%	622,110	7.2%	54,661	0.6%	6,777,059	78.9%
<b>75 to 79 years</b>	7,311,682	576,300	7.9%	231,687	3.2%	479,610	6.6%	40,849	0.6%	5,945,217	81.3%
<b>80 to 84 years</b>	5,683,514	413,121	7.3%	157,232	2.8%	322,397	5.7%	28,849	0.5%	4,736,388	83.3%
<b>85 years and over</b>	5,489,945	384,634	7.0%	132,508	2.4%	279,077	5.1%	27,543	0.5%	4,641,881	84.6%

Source: Census Bureau: Population Estimates

**Population by Age, Race and Hispanic Origin; The San Jose-San Francisco-Oakland Combined Statistical Area: 2007**

	<b>Total Population</b>	<b>Black; Not Hispanic*</b>	<b>% of Total</b>	<b>Asian; Not Hispanic*</b>	<b>% of Total</b>	<b>Two or More Races; Not Hispanic</b>	<b>% of Total</b>	<b>Hispanic</b>	<b>% of Total</b>	<b>White; Not Hispanic</b>	<b>% of Total</b>
<b>Total Population</b>	7,264,887	477,073	6.6%	1,538,056	21.2%	192,588	2.7%	1,628,494	22.4%	3,364,637	46.3%
<b>Under 5 years</b>	478,947	29,948	6.3%	96,209	20.1%	26,023	5.4%	168,317	35.1%	154,804	32.3%
<b>5 to 9 years</b>	433,006	28,415	6.6%	87,118	20.1%	23,247	5.4%	140,597	32.5%	150,083	34.7%
<b>10 to 14 years</b>	442,086	32,452	7.3%	86,705	19.6%	21,591	4.9%	133,526	30.2%	163,532	37.0%
<b>15 to 19 years</b>	475,999	38,602	8.1%	88,221	18.5%	21,241	4.5%	131,456	27.6%	191,421	40.2%
<b>20 to 24 years</b>	477,081	35,787	7.5%	88,367	18.5%	18,519	3.9%	134,391	28.2%	195,135	40.9%
<b>25 to 29 years</b>	448,830	30,770	6.9%	99,887	22.3%	12,344	2.8%	151,143	33.7%	150,151	33.5%
<b>30 to 34 years</b>	518,807	30,018	5.8%	141,971	27.4%	10,887	2.1%	149,096	28.7%	182,182	35.1%
<b>35 to 39 years</b>	589,591	34,858	5.9%	150,558	25.5%	11,514	2.0%	138,639	23.5%	249,016	42.2%
<b>40 to 44 years</b>	588,462	38,482	6.5%	135,841	23.1%	10,221	1.7%	118,600	20.2%	279,823	47.6%
<b>45 to 49 years</b>	587,233	40,186	6.8%	121,806	20.7%	9,950	1.7%	99,420	16.9%	310,195	52.8%
<b>50 to 54 years</b>	535,426	35,727	6.7%	108,353	20.2%	8,217	1.5%	76,388	14.3%	302,082	56.4%
<b>55 to 59 years</b>	467,927	30,322	6.5%	94,231	20.1%	6,228	1.3%	56,493	12.1%	276,706	59.1%
<b>60 to 64 years</b>	360,228	21,212	5.9%	63,260	17.6%	4,310	1.2%	39,646	11.0%	228,767	63.5%
<b>65 to 69 years</b>	250,918	15,617	6.2%	51,132	20.4%	2,821	1.1%	28,740	11.5%	150,635	60.0%
<b>70 to 74 years</b>	192,354	12,132	6.3%	43,629	22.7%	1,994	1.0%	22,089	11.5%	111,086	57.8%
<b>75 to 79 years</b>	159,202	8,873	5.6%	34,897	21.9%	1,472	0.9%	17,067	10.7%	95,875	60.2%
<b>80 to 84 years</b>	128,521	6,963	5.4%	25,027	19.5%	1,063	0.8%	11,861	9.2%	82,927	64.5%
<b>85 years and over</b>	130,269	6,709	5.2%	20,844	16.0%	946	0.7%	11,025	8.5%	90,217	69.3%
<b>Median age**</b>	37.5	35.5		37.3		18.8		27.9		43.9	

\* Median age includes persons of Hispanic origin

\*\* Median age data is from the 2006 ACS

CSA - Includes San Benito County in addition to the CMSA counties from Census 2000

Source: Census Bureau, 2007 Population Estimates

September 2008

Profile of General Demographic Characteristics for the San Jose-San Francisco-Oakland Combined Statistical Area:  
2006

	2006	Margin of Error	2006 %
Total population	7,226,651	+/-2,733	100.0
Under 5 years	493,324	+/-1,500	6.8
5 to 9 years	450,778	+/-7,656	6.2
10 to 14 years	457,528	+/-7,863	6.3
15 to 19 years	465,860	+/-2,749	6.4
20 to 24 years	465,278	+/-2,928	6.4
25 to 34 years	971,984	+/-3,199	13.4
35 to 44 years	1,181,441	+/-2,387	16.3
45 to 54 years	1,101,771	+/-2,493	15.2
55 to 59 years	463,826	+/-7,846	6.4
60 to 64 years	329,279	+/-7,745	4.6
65 to 74 years	430,680	+/-1,669	6.0
75 to 84 years	298,938	+/-4,637	4.1
85 years and over	115,964	+/-4,801	1.6
Median age (years)	37.5	+/-0.1	(X)
One race <sup>1</sup>	6,970,362	+/-14,058	96.5
White	4,119,879	+/-21,750	57.0
Black or African American	482,714	+/-6,062	6.7
American Indian and Alaska Native	39,793	+/-5,063	0.6
Asian	1,522,771	+/-7,524	21.1
Native Hawaiian and Other Pacific Islander	41,421	+/-1,838	0.6
Some other race	763,784	+/-21,934	10.6
Two or more races <sup>1</sup>	256,289	+/-14,039	3.5
Hispanic or Latino (of any race)	1,611,077	+/-1,597	22.3
Not Hispanic or Latino	5,615,574	+/-2,182	77.7
White	3,355,361	+/-4,905	46.4
Total households	2,608,995	+/-7,573	100.0
Family households (families)	1,677,370	+/-10,586	64.3
With own children under 18 years	817,330	+/-10,691	31.3
Married-couple family	1,274,498	+/-12,680	48.9
With own children under 18 years	612,436	+/-10,024	23.5
Female householder, no husband present	276,284	+/-8,698	10.6
With own children under 18 years	147,825	+/-6,548	5.7
Nonfamily households	931,625	+/-12,110	35.7
Householder living alone	728,710	+/-11,027	27.9
Householder 65 years and over	221,645	+/-5,710	8.5
Households with individuals under 18 years	891,930	+/-10,530	34.2
Households with individuals 65 years and over	588,901	+/-4,858	22.6
Average household size	2.71	+/-0.01	(X)
Average family size	3.36	+/-0.02	(X)

Note: Data are based on a sample and are subject to sampling variability. The value shown here is the 90 percent margin of error. An '\*\*\*\*\*' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.

CSA - Includes San Benito County in addition to the CMSA counties from Census 2000

Source: US Census Bureau, American Community Survey (ACS) - 2006

September 2008

Selected Social and Economic Characteristics for the San Jose-San Francisco-Oakland Combined  
Statistical Area: 2006

<b>EDUCATIONAL ATTAINMENT</b>	<b>2006</b>	<b>Margin of Error</b>	<b>2006 %</b>
Persons 25 years and over	4,893,883	+/-2,658	100.0
Less than 9th grade	350,783	+/-10,941	7.2
9th to 12th grade, no diploma	318,177	+/-11,266	6.5
High school graduate	961,239	+/-14,580	19.6
Some college, no degree	910,408	+/-15,993	18.6
Associate degree	376,159	+/-11,665	7.7
Bachelor's degree	1,201,582	+/-16,844	24.6
Graduate or professional degree	775,535	+/-12,452	15.8
Percent high school graduate or higher	86.3%	+/-0.3	86.3
Percent bachelor's degree or higher	40.4%	+/-0.3	40.4
White N/H - % high school graduate or higher	2,370,857		94.9
White N/H - % bachelor's degree or higher	1,203,977		48.2
Asian - % high school graduate or higher	917,639		85.7
Asian - % bachelor's degree or higher	542,411		50.6
Black - % high school graduate or higher	262,602		86.6
Black - % bachelor's degree or higher	64,174		21.2
Hispanic - % high school graduate or higher	558,752		62.4
Hispanic - % bachelor's degree or higher	128,419		14.4

**LABOR FORCE STATUS**

<b>Persons 16 years and over</b>	<b>5,733,348</b>	<b>+/-4,255</b>	<b>100.0</b>
In labor force	3,805,868	+/-15,170	66.4
Civilian labor force	3,799,744	+/-15,352	66.3
Employed	3,566,657	+/-16,943	62.2
Unemployed	233,087	+/-9,384	4.1
Armed Forces	6,124	+/-1,130	0.1
Not in labor force	1,927,480	+/-15,529	33.6
<b>Males 16 years and over</b>	<b>2,856,901</b>		<b>100.0</b>
In labor force	2,086,207		73.0
Civilian labor force	2,080,923		72.8
Employed	1,952,052		68.3
Unemployed	128,871		4.5
Armed Forces	5,284		0.2
Not in labor force	770,694		27.0
<b>Females 16 years and over</b>	<b>2,876,447</b>	<b>+/-3,380</b>	<b>100.0</b>
In labor force	1,719,661	+/-11,839	59.8
Civilian labor force	1,718,821	+/-11,859	59.8
Employed	1,614,605	+/-12,404	56.1
Unemployed	104,216		3.6
Armed Forces	840		0.0
Not in labor force	1,156,786		40.2

Note: Data are based on a sample and are subject to sampling variability. The value shown here is the 90 percent margin of error. An '\*\*\*\*\*' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.

CSA - Includes San Benito County in addition to the CMSA counties from Census 2000

Source: US Census Bureau, American Community Survey (ACS) - 2006

September 2008

## Demographic and Selected Social Characteristics for California, San Jose-San Francisco-Oakland CSA, and Select Counties - 2006

	Total Population	Black or African American Alone		Asian Alone		Two or more races		Hispanic or Latino		White alone, Not Hispanic or Latino		H.S. grad. or higher**	B.A. or higher**	Foreign born		Language other than English Spoken at Home***		Speaks English less than very well***	
		#	%	#	%	#	%	#	%	#	%	%	%	#	%	#	%	#	%
California	36,457,549	2,260,648	6.2	4,483,252	12.3	1,211,445	3.3	13,074,155	35.9	15,600,175	42.8	80.1	29.0	9,902,067	27.2	14,369,906	42.5	6,778,944	20.1
CSA	7,226,651	482,714	6.7	1,522,771	21.1	256,289	3.5	1,611,077	22.3	3,355,361	46.4	86.3	40.4	2,112,694		2,674,631	39.7	1,220,370	18.1
Alameda	1,457,426	189,538	13.0	357,939	24.6	53,126	3.6	312,426	21.4	541,978	37.2	85.3	38.6	449,842	30.9	567,897	42.0	258,802	19.1
Butte	215,881	2,843	1.3	8,713	4.0	10,982	5.1	25,948	12.0	168,008	77.8	85.0	24.4	15,631	7.2	28,864	14.1	10,600	5.2
Calaveras*	40,554	304	0.7	345	0.9	1,341	3.3	2,765	6.8	35,465	87.5	85.7	17.1	1,219	3.0	2,414	6.2	616	1.6
Contra Costa	1,024,319	94,010	9.2	136,508	13.3	40,486	4.0	224,134	21.9	530,288	51.8	88.0	37.2	241,516	23.6	307,919	32.1	132,684	13.8
El Dorado	178,066	968	0.5	7,365	4.1	4,291	2.4	18,658	10.5	145,818	81.9	91.3	31.6	13,663	7.7	20,510	12.1	7,753	4.6
Marin	248,742	7,853	3.2	14,472	5.8	6,303	2.5	32,615	13.1	188,715	75.9	91.5	52.2	47,538	19.1	54,939	23.4	23,503	10.0
Monterey	410,206	12,708	3.1	28,173	6.9	14,913	3.6	211,382	51.5	147,788	36.0	70.5	23.6	117,999	28.8	194,512	51.9	98,012	26.1
Napa	133,522	2,749	2.1	9,490	7.1	2,711	2.0	37,649	28.2	81,173	60.8	81.7	31.0	31,865	23.9	38,856	31.0	22,472	17.9
Sacramento	1,374,724	139,081	10.1	188,021	13.7	58,107	4.2	265,550	19.3	721,805	52.5	84.9	27.8	274,514	20.0	371,099	29.1	180,166	14.1
San Benito*	53,234	573	1.1	1,277	2.4	2,737	5.1	25,516	47.9	24,513	46.0	74.9	17.1	10,026	18.8	18,375	37.8	8,633	17.8
San Francisco	744,041	50,012	6.7	236,497	31.8	21,642	2.9	104,575	14.1	329,476	44.3	84.9	50.4	270,357	36.3	326,368	46.4	169,325	24.1
San Joaquin	673,170	47,524	7.1	95,344	14.2	29,277	4.3	240,636	35.7	266,831	39.6	76.9	16.4	159,417	23.7	233,709	37.7	111,394	18.0
San Mateo	705,499	22,825	3.2	164,038	23.3	24,459	3.5	162,149	23.0	326,775	46.3	88.8	44.2	226,525	32.1	286,024	43.6	115,509	17.6
Santa Clara	1,731,281	44,840	2.6	514,151	29.7	59,880	3.5	445,481	25.7	672,130	38.8	86.2	44.1	630,720	36.4	797,444	49.9	357,214	22.4
Santa Cruz	249,705	2,435	1.0	10,399	4.2	8,514	3.4	70,728	28.3	159,172	63.7	85.7	35.9	43,083	17.3	65,370	28.0	29,977	12.9
Solano	411,680	61,027	14.8	58,781	14.3	20,257	4.9	90,417	22.0	180,869	43.9	85.4	22.5	78,035	19.0	106,721	27.9	48,999	12.8
Sonoma	466,891	7,200	1.5	19,333	4.1	12,705	2.7	102,749	22.0	323,391	69.3	85.7	30.4	82,841	17.7	103,960	23.7	52,253	11.9
Stanislaus	512,138	13,788	2.7	27,462	5.4	17,625	3.4	196,616	38.4	257,908	50.4	73.8	15.4	101,792	19.9	186,762	39.6	77,298	16.4

Source: US Census Bureau, 2006 American Community Survey and Census 2000

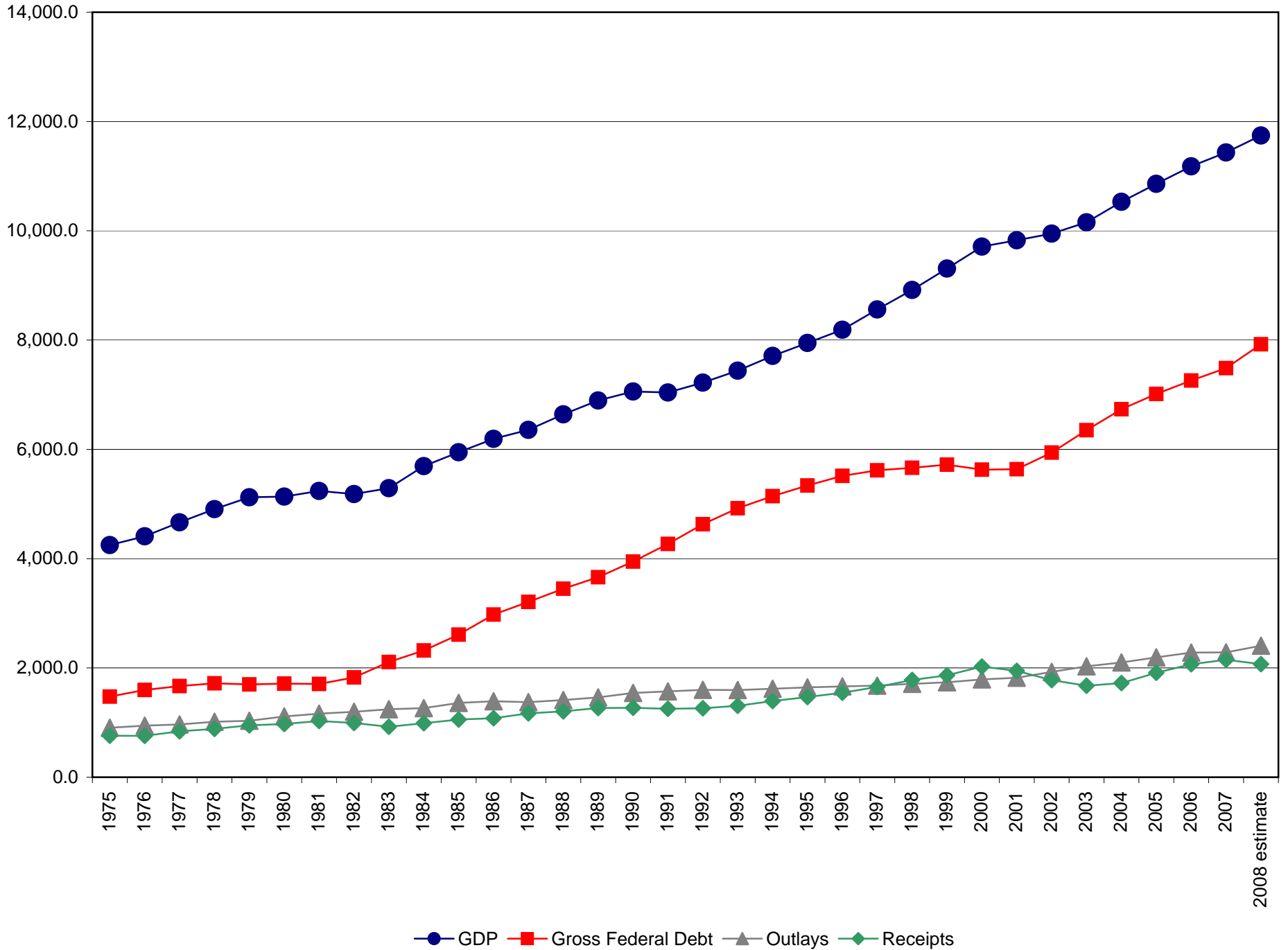
\* County does not meet population threshold (65,000+) for 2006 ACS (Calaveras = 47,722 and San Benito = 55,842); data is from Census 2000

\*\* Educational attainment data for population 25+

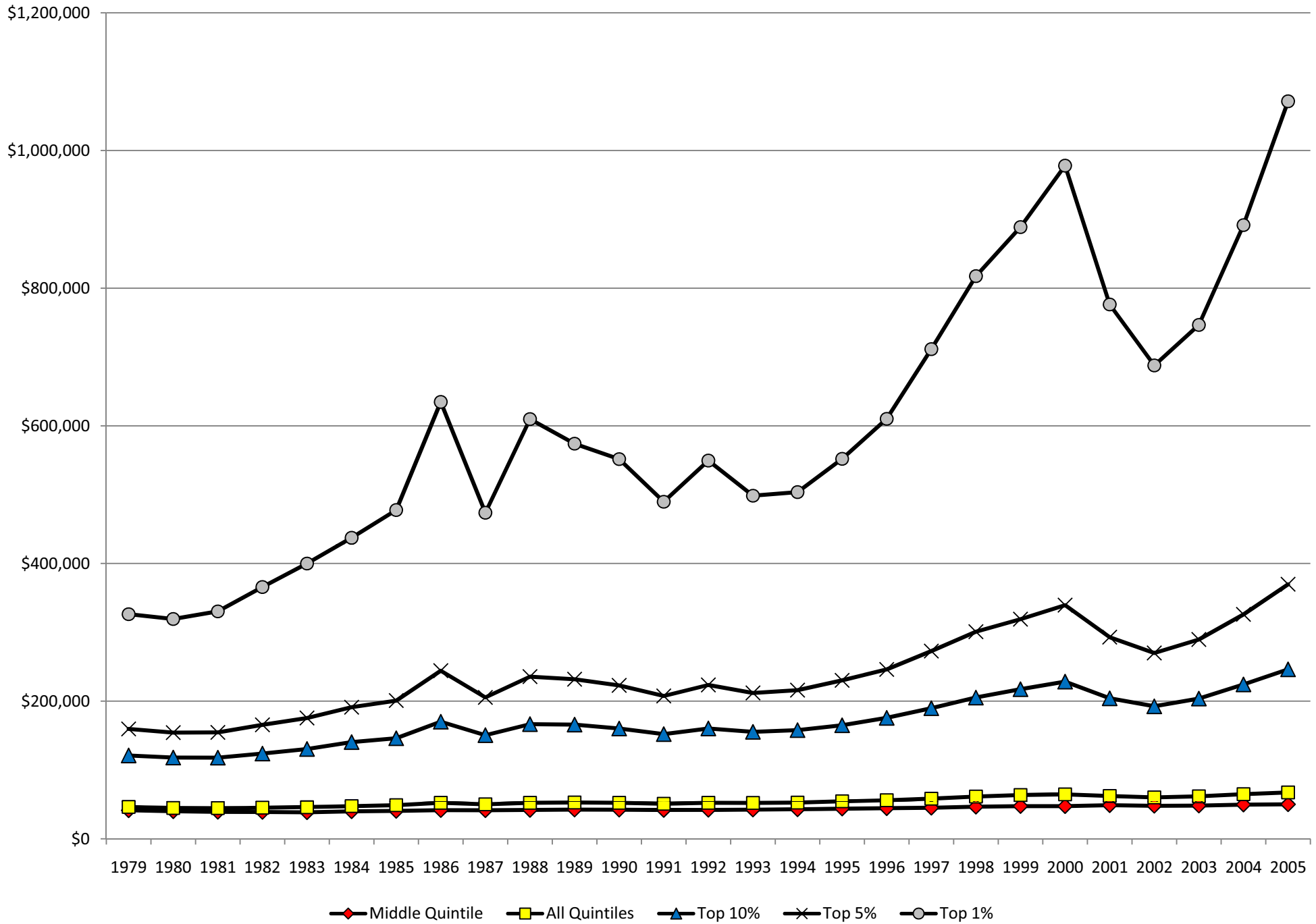
\*\*\* Language data for population 5+

# GDP, Debt, Outlays and Receipts 1975-2008

(in billions of dollars - chained 2000 dollars)



# Average U.S. After-Tax Household Income by Percentile (2005 Dollars) 1979 - 2005



## **Realities of Government/Public Safety Technology Uses**

**(Information Technology is not an expenditure, it is an investment that enables informed decisions by citizens and government officials alike!)**

### **Public Health**

**GIS tracking of disease outbreaks (early warning)**

**Analysis of vital statistics to better understand trends**

### **Education**

**Data inputs to track students, not just schools**

**Education progress and school performance**

### **Public Safety**

**Identifying households with risk - 65+, disabled persons, etc.**

**911 call mapping and computer aided dispatch**

**Citizen on-line reporting of crimes, hazards, downed signs, potholes, etc.**

### **Crime**

**GIS tracking of accidents, crimes, fires, murders, rapes, robberies, etc., and incident analysis (Cop on the Dot)**

**Law enforcement and courts records management**

**Information Sharing: Identifying firearms, suspects, stolen cars, etc.**

### **Workforce**

**Dynamic workforce trends (Local Employment Data)**

**Occupational analysis**

### **Connected Citizens**

**What, Where, When and How of Government Services**

**Feedback on government services**