

EQUAL EMPLOYMENT OPPORTUNITY PLAN

for

COUNTY OF MONTEREY
168 West Alisal Street, 3rd Floor
Salinas, CA 93901



JANUARY 1, 2022 – DECEMBER 31, 2023

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

EEO Contact:
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(Not for distribution except on a need-to-know basis within Monterey County)

This Equal Employment Opportunity Plan contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979). Copies of this Equal Employment Opportunity Plan and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government holds them totally confidential and not release copies to any persons whatsoever. Monterey County considers this Equal Employment Opportunity Plan to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-60.4(d) that portions of this Equal Employment Opportunity Plan be kept confidential.

The County of Monterey wishes to make it clear that it does not consent to the release of any information whatsoever contained in this Equal Employment Opportunity Plan under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this Equal Employment Opportunity Plan was loaned to such Government, or is considering a request for release of this Equal Employment Opportunity Plan under the Freedom of Information Act, a request is hereby made that the Government immediately notify the County of Monterey of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this Equal Employment Opportunity Plan by the Government which relates to information obtained by the Government from the County. We further request that everyone who has any contact with this Equal Employment Opportunity Plan, or its supporting data, treat such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

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INTRODUCTION TO PARTS I AND II

BACKGROUND

The County of Monterey is committed to provide equal employment and promotional opportunities to all County employees and applicants for employment. The County of Monterey believes in treating all people with respect and dignity. We strive to foster a supportive working environment that celebrates the diverse county in which we live and serve. The purpose of the Equal Opportunity Plan (EOP) is to commit to a program that makes equal employment opportunity a reality for all employees, qualified applicants, and residents accessing our services.

The EOP is part of the framework for the County of Monterey policy of nondiscrimination. The EOP is a coordinated program of policies, practices, procedures, and initiatives to ensure equal employment opportunity principles are ingrained in our recruitment, retention, selection, and advancement practices. These practices are applied without regard to race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical conditions, genetic information, ancestry, marital status, age, sexual orientation, veteran status, service in the military, or any other characteristic protected by State and Federal law.

Monterey County is a federal government supply and service contractor subject to the equal opportunity requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, §4212. Because Monterey County has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare written Equal Opportunity Plan for people of color and women. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment from future contracts and subcontracts.

Equal Employment Opportunity is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Equal Employment Opportunity goes beyond the simple termination of a discriminatory practice.

A prerequisite to the development of a satisfactory Equal Employment Opportunity Plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a numeric disparity between incumbency and availability of people of color or women, an adequate Equal Employment Opportunity Plan details specific Equal Employment Opportunity steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For people of color and women, such steps include the development of hiring and promotion goals to mitigate the disparity between incumbency and availability. It is toward this end that we developed this Equal Employment Opportunity Plan.

APPLICABLE EQUAL EMPLOYMENT OPPORTUNITY LAWS AND REGULATIONS

Monterey County's Equal Opportunity Plan for people of color and women has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Equal Opportunity Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

PROTECTED GROUPS

Coverage under Equal Employment Opportunity laws and regulations applies to:

Women and people of color who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos/Latinx, Asians, Native Hawaiians or Pacific Islanders, American Indians or Alaskan Natives, and two or more races.

Federal and State law, as well as County policy, also prohibit discrimination against individuals with disabilities.

An individual with a disability: (1) a person who has a physical or mental impairment that substantially limits one or more of their major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

REPORTING PERIOD

This Equal Employment Opportunity Plan is designed to cover the following reporting period: January 1, 2022, through December 31, 2023.

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FOR

COUNTY OF MONTEREY

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**EQUAL EMPLOYMENT OPPORTUNITY PLAN
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CHAPTER 1: COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

The County of Monterey reaffirms its commitment to a policy of Equal Employment Opportunity. The County will continue to administer its personnel policies and conduct its employment practices in a manner that treats each employee and applicant for employment on the basis of merit, experience, and other work related criteria, without regard to race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, or any other characteristic protected by State or Federal law.

The County is committed to maintaining a meaningful, result-oriented Equal Employment Opportunity Plan in order to achieve a balanced workforce that reflects the sex and people of color workforce composition of the County's relevant labor market. It is the responsibility of the Civil Rights Office and the County Administrative Office, under the general direction of the Board of Supervisors, to ensure the spirit and intent of the Equal Employment Opportunity Plan is carried out.

The County will designate the Civil Rights Officer to also serve as the Equal Employment Opportunity Officer, and will focus its Equal Employment Opportunity efforts on enhanced outreach and training programs. The County is committed to making a good faith effort to successfully achieve Equal Employment Opportunity.

Charles J. McKee
County Administrative Officer
May 3, 2022

Juan P. Rodriguez
Civil Rights Officer
May 3, 2022

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CHAPTER 2: ORGANIZATIONAL PROFILE

Workforce Analysis/Lines of Progression

The County of Monterey conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated January 1, 2022.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, the lower threshold of the salary range is provided, as well as the EEO Category to which the title is assigned. For each job title, the County of Monterey identified the total number of employees, the number of male and female employees, the total number of employees of color, the male and female employees of color, the total number of White, Black/African American, Latino/Latinx/Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and Two or More Race employees, and the male and female employees within each of these race/ethnic groups.

Monterey County carefully analyzed the workforce analysis to identify problem areas needing correction, such as concentrations or segregation of people of color or women by organizational unit, job, pay, or EEO Category. Problems, if any, are identified in Chapter 9: Identification of Problem Areas; programs to correct the identified problems are identified in Chapter 10: Action-Oriented Programs.

Lines of Progression

Developed in conjunction with the workforce analysis is information on the County of Monterey's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments that employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis* for each organizational unit.

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CHAPTER 3: JOB GROUP ANALYSIS

Although the workforce analysis was conducted individually for every job title, after it was completed, the job titles were grouped for the comparison of incumbency to availability. There were several reasons for grouping jobs.

Many job titles are similar in content such that handling them individually in the Equal Employment Opportunity Plan is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability.

For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical.

Many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Listed below are the guidelines that were followed in developing the job groups for which disparities between incumbency and availability were identified.

Job Grouping Guidelines

1. The content of the jobs included in a group must be similar. Similar content refers to job responsibilities and requisite skills required.
2. The wage or salary rate for the jobs included in a group must be similar. Pay rates should be considered in conjunction with job content. Large apparent differences in pay, when associated with differences in job title and/or location within an organization, suggest an unacceptable job grouping.
3. Job titles placed in a job group should be similar in opportunity. Opportunity refers to the ability to take advantage of training, transfers, promotions, mobility to desirable situations, and other employment benefits. Ideally, each job within a job group should have opportunities similar to other job titles within the same job group.
4. The groups should not include jobs with clearly different representation patterns. For example, jobs predominately filled with males should not be combined in the

same group with jobs predominately filled with females.

5. Many job groups, if appropriately constructed, should cut across departmental or organizational units, but not across EEO Categories.
6. Employers with over 150 employees should not use EEO occupational categories as the only job groups in an Equal Employment Opportunity Plan. EEO categories are generally much too broad for proper availability analysis purposes. However, jobs placed in a group should generally belong to the same EEO Category.
7. Employers with less than 150 employers may use EEO categories as the only job groups.
8. The size of the employer's workforce is a major factor in determining how well the criteria above can be met in creating job groups.
 - A. Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.
9. Although the County of Monterey recognizes that it is not possible to adhere to every guideline above when creating job groups, we nevertheless did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which people of color or women are concentrated with jobs in which they are underrepresented).

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CHAPTER 4: PLACEMENT OF INCUMBENTS IN JOB GROUPS

Each job group appears on a Job Group Analysis with a job group code and name. The report lists each job title in the job group. For each job title, the analysis provides the following information: EEO-4 reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of January 1, 2022.

See the *Job Group Analysis* for the listing of the job titles and the associated race and gender headcounts per job group.

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CHAPTER 5: DETERMINING AVAILABILITY

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Monterey County for a given job group in the relevant labor market during the life of the Equal Employment Opportunity Plan. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Monterey County's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the job group analysis) and identify problem areas or areas of deficiency.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2020 Census of Population.
 - a. Local labor area: An employee residence zip code analysis was conducted to identify the local labor areas. *See Zip Code Analysis.*
 - b. Reasonable labor area: National.
2. Internal Factor: The percentage of people of color or women among those promotable, transferable, and trainable within the contractor's organization. *See the Feeder Job Group report.*

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for people of color in the aggregate.

See the *Availability Analysis* for the availability breakdown for each job group.

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CHAPTER 6: COMPARING INCUMBENCY TO AVAILABILITY

Once final availability estimates were made for each job group, Monterey County compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of January 1, 2022, and that group's final availability.

See the *Comparison of Incumbency to Availability and Placement Goals* reports for the results per job group.

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CHAPTER 7: PLACEMENT GOALS

Monterey County established an annual percentage placement goal whenever it found that people of color or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or people of color, as appropriate for that job group. These goals consider the availability of basically qualified persons in the relevant labor area. They also consider anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified people of color and female applicants and through implementation of our action-oriented programs (*see Chapter 10*). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Monterey County hire a specified number of people of color or women.

A goal is a guidepost against which Monterey County, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Monterey County's workforce. By setting realistic goals, Monterey County should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified people of color and female applicants.

See the *Comparison of Incumbency to Availability and Placement Goals* reports for the results per job group.

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CHAPTER 8: DESIGNATION OF RESPONSIBILITY

As part of its efforts to ensure equal employment opportunity to all individuals, Monterey County appointed specific responsibilities to various staff to ensure the Equal Opportunity Plan (EOP) focuses on all components of the employment system. To that end, the County Administrative Officer, the Civil Rights Officer, and those employed as supervisors and managers undertake the responsibilities described below.

Board of Supervisors:

The Board of Supervisors bears the responsibility to ensure that the County of Monterey is compliant with all Federal and State laws and regulations mandating equal employment opportunity and nondiscrimination.

The Board's role includes the following:

1. Adoption of the Equal Opportunity Plan on a County-wide basis.
2. Designate the Civil Rights Officer and County Administrative Officer the responsibility for overseeing, administering, implementing, and monitoring the County of Monterey's EOP, and ensure that the Civil Rights Officer is identified in writing by name and job title.
3. Give the Civil Rights Officer the necessary authority and budgetary support and staffing to successfully implement the adopted EOP.
4. Pursuant to County of Monterey policies, hold all officials, elected and appointed, accountable for the actions of their managers, supervisors, staff, and agents.
5. Ensure that the County of Monterey adheres to the stated policy of equal employment opportunity by monitoring the application of equal employment opportunity policies.
6. Ensure County of Monterey staff participation and completion of mandatory Civil Rights Office trainings.

Civil Rights Officer:

The Civil Rights Officer is responsible for ensuring the directives of the Board of Supervisors are implemented. The Civil Rights Officer's duties include the following:

1. Provide direction to County of Monterey employees, as necessary, to carry out all actions required to meet the County of Monterey's equal employment opportunity goals and commitments.
2. Reviewing the County of Monterey's personnel policies to ensure they are consistent with the equal opportunity laws and the County of Monterey's Equal Opportunity Plan (EOP).
3. Review, report on, and update Monterey County's EOP at least once every two years.
4. Design and effectively implement the EOP.
5. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action, and determine the degree to which goals and objectives have been met.

Policies

6. Advise management in the modification and development of County of Monterey policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
7. Conduct periodic audits to ensure all required posters and those advertising County of Monterey's equal employment opportunity policies and EOP are displayed and that County of Monterey's equal opportunity policies are being thoroughly communicated to staff and potential employees.
8. Update departmental policies and practices to reflect language that is inclusive.

Employee Resource Groups

9. Support Employee Resource Groups (ERGs) for women, people of color, and people with disabilities that support and align with County of Monterey's workforce goals in the areas of outreach, recruitment, leadership development, and retention.
10. Collaborate with Employee Resource Groups (ERGs) to understand the climate of the organization and support needed to minimize Civil Rights related issues.

Equal Opportunity

11. Ensure that departmental EOPs are updated and submitted annually to the Civil Rights Office and to the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC).
12. Audit a minimum of three oral examinations or interviews per quarter to ensure equal employment opportunity is afforded to applicants for employment.
13. Develop and share with departments tools to conduct inclusive interviews with potential applicants.
14. All County recruitments must show every effort was made to include at least one (1) person of color and one (1) woman on each part of the recruitment process. Underutilized recruitments must include at least one (1) person of color and one (1) woman in each part of the recruitment process.
15. In partnerships with Human Resources Department (HRD), identify underutilization in job groups and establish procedures, goals, and objectives to achieve adequate parity.
16. Keep management informed of the latest developments in the equal employment opportunity area.
17. Provide guidance to department heads, managers, and supervisors in taking proper action to prevent employees from being discriminated or harassed in any way, through one-on-one contact, training, and/or corrective action.
18. Analyze and produce report of current workforce data.

Diversity and Cultural Competency

19. Work to develop a Diversity, Equity, and Inclusion survey and capture data around gender, race, disability, and sexual orientation of County of Monterey employees.
20. Work to develop a process for submitting ADA related inquiries for employees and the public and develop an ADA audit process.
21. Develop cultural competence-based interview questions for prospective applicants and commissioners.
22. Include cultural competency training materials and resources for all County employees through the mandated Civil Rights Training.

Equal Opportunity and Civil Rights Advisory Commission:

The Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) serves as an advisory commission to the Board of Supervisors in matters relating to equal employment opportunity and access to contracting opportunities.

The EOCRAC is a diverse commission comprised of representatives of protected groups, representatives appointed by the Board of Supervisors, and representatives of designated employee groups.

The specific duties of the EOCRAC include the following:

1. Review and provide recommendations on equal employment opportunity (EEO) programs and EEO-related trainings and activities.
2. Review County of Monterey recruitment, testing, selection, and promotion procedures and recommend changes when deemed necessary.
3. Hold meetings with department heads and employee and community groups to achieve full implementation of the EOP.
4. In coordination with the Civil Rights Officer, help with the preparation and delivery of an annual report to the Board of Supervisors.
5. Review departmental EOPs and advise departments on best practices for attracting and retaining women and people of color in the County of Monterey workforce.

Military & Veterans Affairs Office:

The responsibility of the Military & Veterans Affairs Office (MVAO) is to serve as the expert on issues related to the military and veterans. MVAO's areas of expertise are around federal veterans' laws, rules and regulations, the Uniformed Services Employment and Reemployment Rights Act (USERRA), and the California Military & Veterans Code (MVC). MVAO serves as the sole County resource for transitioning/exiting military members, reservists, National Guard members, and veterans.

The specific duties of the MVAO include the following:

1. Collaborate with HRD and CRO on efforts to establish and update military and veterans' hiring preference.
2. Disseminate job opportunities to transitioning/exiting military members from the Presidio of Monterey and Naval Support Activity.
3. Distribute job opportunities and County employment information to local Reserve Unites, Army, National Guard, and Coast Guard.

County Administrative Officer:

The County Administrative Officer (CAO) is responsible for achieving the objectives established in the County of Monterey's Equal Opportunity Plan and for the effective implementation of the Plan on a County-wide basis, as directed by the Board of Supervisors.

The CAO's specific duties include the following:

1. Evaluate department head performance in the EEO area.
2. Through administrative and budgetary direction, establish priorities for carrying out the various aspects of the EOP.
3. Manage subordinate department heads who consistently do not comply with EOP guidelines, who fail to complete mandatory Civil Rights Office training, or where there is underutilization in their departments caused by a lack of good faith efforts in hiring, recruitment, and/or promotions.

Human Resources Department:

The Director of the Human Resources Department (HRD) has the principal responsibility of developing and maintaining the County of Monterey's personnel system including recruitment, selection, classification, testing, and compensation programs, and for ensuring that these systems are adhered to in accordance with federal and state mandates.

In addition, the Director of HRD is responsible for coordinating and implementing County of Monterey programs and policies which impact the EOP, which include the following:

1. Develop and implement recruitment, selection, promotion, transfer, and layoff programs which address the County of Monterey's equal opportunity policies and needs.
2. Evaluate recruitment and examination methodology to ensure the applied criteria is job-related, defensible, and free from adverse impact towards women, people of color, protected veterans, and individuals with a disability.
3. Monitor County of Monterey recruitments and selection efforts to ensure compliance with the EOP.
4. Coordinate with the Civil Rights Officer to ensure compliance with EOP procedures and objectives.
5. Coordinate employee development programs designed to increase employee job skills and career opportunities and ensure that employees seeking career counseling are referred appropriately.

6. Collaborate with the Civil Rights Officer and all HRD staff, including decentralized staff, to help departments in arriving at solutions to equal employment opportunity issues.
7. Address adverse impact implications in the hiring process by providing training on selection process, policy, the proper use of disposition codes for applicants, and consistent application of selection criteria.
8. Monitor hiring decisions, as necessary.
9. In collaboration with the Civil Rights Office, develop and provide implicit bias training to all persons involved in the recruitment, hiring, and selection process.
10. Review all job descriptions and specification to ensure they are free of discriminatory provisions and artificial barriers and that all requirements are job-related, realistic, and that they reflect the actual work requirements of the essential job duties.
11. Provide updates and status reports on HRD policies and procedures to the Equal Opportunity and Civil Rights Advisory Commission.
12. Provide to the Civil Rights Office the prior year's applicant data from NEOGOV, or any other employment application software used by the County of Monterey, by January 31st of every year.
13. Ensure that HRD staff search and send job flyers to organizations in the Talent Acquisition Database for recruitments where women and people of color are underutilized.
14. Collaborate with the Civil Rights Office to update and maintain the Talent Acquisition Database (TAD).

Department Heads:

Department heads – elected and appointed – are the appointing authorities within the County of Monterey who are responsible for all personnel actions within their departments.

Department heads may delegate authority to unit managers or supervisors to make employment and promotion decisions, but the ultimate responsibility and authority remains with the department head.

Additionally, department heads are responsible for the following:

1. All actions taken by departmental managers and supervisors and for ensuring their compliance with the provisions of the EOP, the County of Monterey's equal opportunity and nondiscrimination policies, and completion of mandatory Civil Rights Office training.

2. Submit, annually, to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) their Department's EOP outlining the effectiveness of their equal employment opportunity efforts. The Department must use the format disseminated by the Civil Rights Office.
3. Every two years present their Department's EOP to the EOCRAC.
4. Coordinate and monitor employee training programs designed to increase employee job skills and career opportunities within their own departments and ensure, as feasible, that all employees have equal access to job-related developmental programs and on-the-job training.
5. Provide opportunities for managers, supervisors, and employees to attend County of Monterey-sponsored equal employment opportunity training.
6. Support manager, supervisor, and employee leadership development by allowing their participation in Employee Resource Groups (ERGs), when feasible.
7. Ensure that managers, supervisors, and other employees in their departments understand and comply with the County of Monterey's equal opportunity and related policies.
8. Make a good faith effort to achieve a diverse workforce utilizing the most recent EOP data by monitoring and ensuring that their assigned Human Resources Department professionals follow equal opportunity and related policies so that recruitment, exam, and selection processes promote diversity and attempt to eliminate adverse impact.
9. Take positive measures to provide equal employment opportunity within their departments.
10. Within their area of expertise, identify professional, educational, and community organizations to recruit women, people of color, protected veterans, and individuals with disabilities, for the County of Monterey's Talent Acquisition Database (TAD), and communicate that information to the Civil Rights Office and the Human Resource Department.

Managers and Supervisors:

The County of Monterey recognizes that the cooperation of managers and supervisors is required to achieve the full potential of the EOP. In their direct day-to-day contact with County of Monterey employees, managers and supervisors have assumed certain responsibilities to help the County of Monterey ensure compliance with equal employment opportunity programs and effective implementation of the EOP.

These shared responsibilities include the following:

1. Apply all personnel policies and practices equitably to provide a workplace free of discrimination and, upon request, provide employees with copies of the written policies.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them regarding what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment, and/or wage commitments are consistent with the Monterey County's policies.
4. Identify and support the internal promotion and transfer of all qualified employees under their supervision, consistent with EOP goals and objectives.
5. Assist in identifying underutilization and provide information for establishing and meeting department equal employment opportunity goals and objectives.
6. Undertake measures designed to prevent the harassment and discrimination of employees.

Employees:

All County of Monterey employees are responsible for creating and maintaining a work environment that is conducive to achieving equal employment opportunities and that is free of any form of unlawful discrimination or harassment.

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CHAPTER 9: IDENTIFICATION OF PROBLEM AREAS

In addition to comparing incumbency to availability within job groups, Monterey County has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations) as well as by organizational unit. Monterey County will continue to monitor and update these studies during each EOP year.

In each case where potential problem areas have been identified, the County of Monterey will implement, as appropriate, equal employment opportunity measures that are consistent with any of the action-oriented programs described in Chapter 10 of this EOP.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of people of color and female distribution within each organizational unit was accomplished by a thorough investigation of the Workforce Analysis. *See the Workforce Analysis* by organizational unit.

An analysis of people of color and female utilization within each job group was accomplished by a thorough investigation of the Comparison of Incumbency to Availability reports. *See the Comparison of Incumbency to Availability* reports for each job group.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Information on applicants, hires, promotions, and terminations will be collected and analyzed by job group. The Human Resources Department has enterprise software that will ensure complete and accurate tracking of personnel activity to facilitate analysis of selection disparities.

An analysis of selection disparities in personnel activity between men/women and Whites or Caucasians/people of color was accomplished by a thorough examination of transaction data. In order to avoid meaningless results, Impact Ratio Analyses were conducted only if there are at least 5+ transactions that occurred in a job group. *See the Personnel Transaction Reports* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the mean salaries for men *versus* women, and Whites/Caucasians *versus* people of color in each job title. Mean tenure within the organization was also considered as a moderating factor.

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

CHAPTER 10: ACTION-ORIENTED PROGRAMS

Monterey County tailors action-oriented programs during each equal opportunity plan development year and all County departments each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs for the underutilization of women and people of color are listed below. These Action-Oriented Programs will be carried-out throughout the year. The Civil Rights Officer / Equal Opportunity Officer, with the help of the department heads, supervisors, and managers will be responsible in ensuring that the following are implemented.

Recruitment:

The following programs have been developed to meet the County's Equal Employment Opportunity Goals:

A. SELECTION PROCESS

1. Develop position descriptions that accurately reflect position functions, identify the essential job functions, and the physical and mental abilities required to perform the essential functions. Whenever Monterey County applies physical or mental qualification standards in the selection of applicants or employees, HRD will conduct a review of the class specification to be certain that the qualification standards are job-related and consistent with business necessity.
2. HRD will ensure that job classifications are continually reviewed to determine the knowledge, skills, abilities, and other requirements are current. Job classifications will not contain any requirements that would result in discrimination based on race, color, religion, sex, age, national origin, disability, veteran, status, or other characteristics protected by Federal or State law.
3. The Civil Rights Officer will be advised of all new and revised job classifications and class specifications prior to their adoption, and may recommend changes, where necessary, to eliminate artificial barriers to employment and promotion.
4. Approved job classifications will be made available by the Human Resources Director to the Civil Rights Officer.
5. Monterey County will only use job classifications that include job-related criteria.

6. HRD will carefully select and train all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.
7. HRD will notify the appointing authorities when they are filling positions in underutilized job groups. This notice will include a reminder of Monterey County's commitment to equal opportunity and of making good faith efforts in the recruitment and selection of people of color, women, veterans, and people with disabilities.

B. RECRUITMENT PROCEDURES

1. HRD will work to ensure that recruitments and examination processes are defensible and free from adverse impact.
2. Monterey County will place job opportunity announcements on its website, CalJobs, the County of Monterey's social media accounts, and post in appropriate locations throughout its offices, and will utilize the Talent Acquisition Database (TAD) to disseminate announcements.
3. Monterey County will inform local and regional educational and vocational institutions of current job opportunities.
4. The Military & Veterans Affairs Office (MVAO) will inform the Presidio of Monterey and Naval Support Activity transitioning/exiting military members of current job opportunities.
5. The MVAO will distribute job opportunities and County employment information to local reserve units, Army, National Guard, and Coast Guard.
6. The Civil Rights Office will inform applicable commissions and committees of current job opportunities.
7. If there is underutilization, HRD personnel will use TAD to target outreach to the identified underutilized groups.
8. Monterey County will continue to strengthen relationships to encourage applicant referrals with the following organizations: groups that represent people of color, women, and people with disabilities, community action groups, state employment agencies, professional organizations, educational institutions, and recruitment agencies. All interested groups will be added to the TAD for future recruitments. Monterey County will make every effort to give these agencies a reasonable amount of time to locate and refer applicants before closing the recruitment.
9. Job-related applications, advertisements, and newsletters will always carry the Equal Employment Opportunity clause, as required by Federal law.

10. Applicants who are people of color, women, veterans, and people with disabilities will be considered for all positions for which they are qualified.
11. Monterey County will participate in job fairs, career days, and community activities, when possible, to achieve parity throughout the workforce and to advertise career opportunities within the County of Monterey.
12. Monterey County acknowledges that, on occasion, the expertise and services of an outside recruitment agency may be required. When a recruitment is assigned to an outside recruitment firm, HRD and the appointing department head are responsible for monitoring the recruitment activities to ensure that the intent of equal employment opportunity principles are observed throughout all phases of the recruitment. The Civil Rights Office may request information regarding recruitments completed by outside entities to monitor compliance with the EOP.
13. Monterey County will encourage all Employee Resource Group participants to refer qualified applicants to HRD.
14. Where groups of employees are featured in recruitment brochures or other literature, the County of Monterey will include people of color, women, and individuals with disabilities.
15. If there is underutilization within a job group, a recruitment outreach plan must be submitted to and approved by the Civil Rights Office before the job announcement can be posted. The Civil Rights Officer shall recommend changes, where necessary, to eliminate artificial barriers to employment and promotion.
16. If there is underutilization, departments shall explore the potential use of the trainee status prior to conducting recruitment to determine if it would produce a more diverse candidate pool. The use of the trainee status shall be compliant with the elements outlined in the County of Monterey's Personnel Policies and Practices Resolution.
17. List all job openings of three days or more with the California Employment Development Department (EDD).
18. HRD will conduct formal briefing sessions with representatives from recruiting sources. These sessions may include facility tours, clear and concise explanations of current and future job openings, position descriptions, explanations of the County of Monterey's selection process, and recruitment literature. HRD will arrange for referral of applicants and follow-up with the recruiting sources.

C. PROMOTIONAL OPPORTUNITIES AND TRAINING

1. HRD will ensure the development of a succession plan that will focus on retention and promotion of women, people of color, veterans, and individuals with disabilities. The program will include leadership training, opportunities to

participate in cross-functional project assignments, mentoring, and trainings and workshops to prepare employees for future leadership positions within the County of Monterey.

2. Women, people of color, veterans, and individuals with disabilities will be afforded a full opportunity for employment and promotion and will be encouraged to participate in all organization-sponsored educational and training programs.
3. Department heads, managers, and supervisors will encourage all employees to apply for promotional opportunities by providing career development opportunities and notices of promotional opportunities.
4. Departments are responsible for training and educating their management and supervisory staff about their responsibilities in providing equal employment opportunities.
5. Departments will encourage managers and supervisors to discuss their employees' career goals and help develop and record plans for them to achieve their goals.
6. Department heads, managers, and supervisors will encourage the promotion and overall career development of qualified employees without regard to their gender, sex, race, disability, age, sexual orientation, veteran status, and all other characteristics protected by Federal and State law.
7. Monterey County will use a formal employee evaluation process in accordance with its Performance Evaluation Policy and Program.
8. The County of Monterey will provide career development opportunities for employees and equal access to development and training classes sponsored by the County, as resources permit.
9. Where appropriate, the County of Monterey's flexible staffing program will be utilized to facilitate mobility and promotional opportunities within the County.
10. Monterey County acknowledges that the Tuition Assistance Program is a valuable tool for employees and the County of Monterey in aiding in the job advancement of County of Monterey employees. The County of Monterey suspended its program as a cost reduction measure. However, the County of Monterey is committed to re-establishing the program or an effective alternative when financially feasible.
11. Monterey County will consider, resources permitting, offering English or Spanish classes to employees who are non-native speakers of English or Spanish.
12. Post job announcements for promotional opportunities on bulletin boards, electronic bulletin boards, and distribute to all personnel.

13. Provide educational courses that will aid employees in obtaining mobility through promotions.

D. SEPARATIONS

1. Departments will use the County of Monterey's Progressive Discipline Model before terminating employees. The Civil Rights Officer will monitor and conduct adverse impact analyses so that women, people of color, protected veterans, and individuals with disabilities do not leave the County of Monterey at rates substantially dissimilar to others.
2. HRD will submit an annual report in May of each year to the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) detailing the demographics of separating employees for the previous calendar year. If trends or adverse impacts are identified, the Civil Rights Office and HRD will work collaboratively to address any issues.
3. HRD has developed a standard exit interview form that has been disseminated as a tool for departments in conducting exit interviews. Each department will be responsible for reviewing information collected and reporting any areas of concern impacting equal opportunity to the Civil Rights Officer annually.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 11: INTERNAL AUDIT AND REPORTING

To ensure that the County's Equal Opportunity Plan is fully implemented, it established the following internal audit system. The Civil Rights Officer:

1. With the aid of the Human Resources Department, monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policies are carried out throughout the organization.
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained.
3. File an EEO-4 Report as required by the Federal guidelines.
4. Reviews report results with all levels of management.
5. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

When necessary, the County of Monterey will take the following steps to audit the effectiveness of the Equal Opportunity Plan:

1. The Civil Rights Officer, in conjunction with the Director of HRD, will monitor records of all personnel activity, including applicant flow, hires, transfers, promotions, terminations, layoffs, compensation, or any other type of record necessary to ensure the County of Monterey's nondiscriminatory policies are carried out.
2. Upon the request of the Civil Rights Office, the Director of HRD shall submit the following data for review, County-wide and by department:
 - a. **Applicant Flow** – reports that document the number of applicants for employment, interviewees, and new hires to assess overall applicant pool diversity by gender and ethnicity and to assess overall equity of the employment decisions in the recruitment and selection process.
 - b. **Recruitment and Selection** – reports that contain applicant data in selection decisions, including copies of recruitment plans that document special activities designed to increase the representation of women and people of color in the applicant pool.
 - c. **Periodic Review** – periodically, the Director of HRD and the Civil Rights Officer shall review and may jointly adjust the job groupings,

to ensure that groupings and job categories are in line with, and appropriate to, the criteria, goals, and objectives specified in this Plan.

- d. **Promotions and Demotions** – reports that contain data on promotions into and demotions out of job groups by gender, race, and ethnicity.
 - e. **Separations** – reports that contain data on separations, by type, and by gender and ethnicity.
 - f. **Corrective Actions** – reports that contain data on corrective actions other than terminations by gender and ethnicity.
 - g. Any other report or document necessary to ensure the County of Monterey’s nondiscrimination and related policies are carried out.
3. The Civil Rights Officer shall advise department heads of program effectiveness and submit recommendations to improve unsatisfactory performance, as needed.
 4. Progress in non-statistical aspects of the EOP, such as policy dissemination, training in equal opportunity policies and procedures, and corrective action, will be summarized and reviewed on a semiannual basis by the Civil Rights Officer and the Director of HRD.
 5. Meetings and Reports.
 - a. **Department Equal Opportunity Plans.** Every department will submit their EOP annually to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission. The Civil Rights Office, in conjunction with the Equal Opportunity and Civil Rights Advisory Commission, shall determine the contents of the Departmental Equal Opportunity Plan, and shall revise it as needed. Department’s EOP will be due March 31 of every year. Extensions may be granted by the Equal Opportunity Advisory Commission and/or the Civil Rights Officer, on a case-by-case basis, when business needs necessitate an extension.
 - b. **Annual Status Report.** An annual status report, including a summary of the above information and an evaluation of the progress, problems, and trends in the EOP, may be presented to the Administrative Officer and the Board of Supervisors, in advance of its Fiscal Year budget deliberations, by the Civil Rights Officer and the Director of HRD. The report shall include their recommendations as well as those of the Equal Opportunity and Civil Rights Advisory Commission and interested citizen groups, addressing underutilization. If prepared, the report shall be submitted to the County Administrative Officer and the Board of Supervisors, as soon as practicable, each year.
 - c. Upon its review, and after consideration of the comments and/or recommendations, the Board of Supervisors may require that the EOP

goals and objectives, as well as the annual department equal opportunity plans, be reviewed or revised in accordance with priorities set by the Board of Supervisors. The Board shall consider the fiscal implications of any such action.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AGRICULTURE COMMISSIONER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
30N40	AGRICULTURAL ASSISTANT I	5	4	Male	4	1	0	3	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80G01	DATA ENTRY OPERATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80G21	DATA ENTRY OPERATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
30N05	AGRICULTURAL ASSISTANT II	10	9	Male	8	1	0	7	0	0	0	0
				Female	2	0	0	2	0	0	0	0
30G20	WEIGHTS/MEASURES INSPECTOR I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
30N01	AGRICULTURAL INSPECTOR/BIOLOGIST I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80E22	OFFICE ASSISTANT III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30N22	AGRICULTURAL INSPECTOR/BIOLOGIST III	24	16	Male	14	4	0	8	2	0	0	0
				Female	10	4	0	3	3	0	0	0
30N20	AGRICULTURAL INSPECTOR/BIOLOGIST II	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AGRICULTURE COMMISSIONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B95	FINANCE MANAGER I	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
30G22	WEIGHTS/MEASURES INSPECTOR III	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0		
30N80	DEPUTY AGRICULTURAL COMMISSIONER	8	3	Male	5	4	0	0	0	0	0	1	
				Female	3	1	0	1	1	0	0		
30N50	AGRICULTURAL PROGRAMS BIOLOGIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14C31	MANAGEMENT ANALYST III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
16G25	GIS ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	3	1	Male	2	1	0	0	1	0	0	0	
				Female	1	1	0	0	0	0	0		
12C01	ASSISTANT AGRICULTURAL COMMISSIONER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		78	52	Male #	46	14	1	26	4	0	0	1	
Grand Total %			66.7	Male %	59.0	17.9	1.3	33.3	5.1	0.0	0.0	1.3	
				Female #	32	12	0	16	4	0	0	0	
				Female%	41.0	15.4	0.0	20.5	5.1	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E21	OFFICE ASSISTANT II	8	6	Male	1	0	0	1	0	0	0	0	
				Female	7	2	0	5	0	0	0	0	
80R22	PROPERTY TRANSFER CLERK	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
28A02	APPRAISER I	9	7	Male	3	2	0	1	0	0	0	0	
				Female	6	0	0	6	0	0	0	0	
28B01	AUDITOR-APPRAISER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E22	OFFICE ASSISTANT III	8	6	Male	0	0	0	0	0	0	0	0	
				Female	8	2	0	6	0	0	0	0	
80R11	ASSESSMENT CLERK	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80P22	PHOTOCOPYIST	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
43F21	MAP DRAFTING TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80R23	SENIOR PROPERTY TRANSFER CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E81	SUPERVISING OFFICE ASSISTANT I	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
28A21	APPRAISER II	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	1	1	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C86	BUSINESS TECHNOLOGY ANALYST I	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80E92	RECORDER SERVICES SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43F80	SENIOR MAP DRAFTING TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
28B21	AUDITOR-APPRAISER II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
28A22	APPRAISER III	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
28B22	AUDITOR-APPRAISER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
28A80	SUPERVISING APPRAISER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14K45	AUDITOR APPRAISER MANAGER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	64	45	Male #	17	9	1	5	2	0	0	0
	Grand Total %		70.3	Male %	26.6	14.1	1.6	7.8	3.1	0.0	0.0	0.0
				Female #	47	10	1	35	1	0	0	0
				Female%	73.4	15.6	1.6	54.7	1.6	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AUDITOR CONTROLLER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J82	SENIOR ACCOUNT CLERK-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J96	PAYROLL TECHNICIAN-CONFIDENTIAL	5	3	Male	0	0	0	0	0	0	0	0	
				Female	5	2	0	3	0	0	0	0	
14P32	ERP BUSINESS ANALYST	5	2	Male	3	3	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	0	
80J30	ACCOUNTING TECHNICIAN	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80J97	SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
80J80	ACCOUNTS PAYABLE SUPERVISOR	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B31	INTERNAL AUDITOR II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B24	AUDITOR-CONTROLLER ANALYST I	5	4	Male	0	0	0	0	0	0	0	0	
				Female	5	1	0	3	1	0	0	0	
20B22	ACCOUNTANT AUDITOR III	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
20B25	AUDITOR-CONTROLLER ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B97	CHIEF DEPUTY AUDITOR-CONTROLLER	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AUDITOR CONTROLLER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	35	23	Male #	8	5	1	1	1	0	0	0
	Grand Total %		65.7	Male %	22.9	14.3	2.9	2.9	2.9	0.0	0.0	0.0
				Female #	27	7	0	16	4	0	0	0
				Female%	77.1	20.0	0.0	45.7	11.4	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: BOARD OF SUPERVISORS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80A90	BOARD OF SUPERVISORS EXECUTIVE ASSISTANT	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	2	0	0	0	0
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CHILD SUPPORT SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J21	ACCOUNT CLERK	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34G21	CIVIL PROCESS SERVER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
25C23	CHILD SUPPORT OFFICER II	39	35	Male	10	1	2	6	1	0	0	0	
				Female	29	3	2	24	0	0	0	0	
70F21	COURIER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34G22	SENIOR CIVIL PROCESS SERVER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
25C18	CHILD SUPPORT ASSISTANT II	4	3	Male	1	0	0	1	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
80D23	LEGAL PROCESS CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
80E80	PRINCIPAL OFFICE ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
25C24	CHILD SUPPORT OFFICER III	8	6	Male	1	0	0	1	0	0	0	0	
				Female	7	2	0	5	0	0	0	0	
80B22	LEGAL SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CHILD SUPPORT SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
25C81	SUPERVISING CHILD SUPPORT OFFICER	5	4	Male	1	0	0	1	0	0	0	0	
				Female	4	1	1	2	0	0	0	0	
25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14K62	DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
39D35	CHILD SUPPORT ATTORNEY III	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
39D36	CHILD SUPPORT ATTORNEY IV	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
39A47	CHIEF CHILD SUPPORT ATTORNEY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		78	64	Male #	20	3	2	11	4	0	0	0	
Grand Total %			82.1	Male %	25.6	3.8	2.6	14.1	5.1	0.0	0.0	0.0	
				Female #	58	11	5	41	1	0	0	0	
				Female%	74.4	14.1	6.4	52.6	1.3	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CIVIL RIGHTS OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B49	SENIOR EQUAL OPPORTUNTY ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	3	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CLERK OF THE BOARD

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80E83	BOARD OF SUPERVISORS CLERK	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	4	Male #	2	0	0	2	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COOPERATIVE EXTENSION SERVICE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
30N05	AGRICULTURAL ASSISTANT II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	1	1	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80O22	MAILROOM CLERK	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
68C02	RANGE AIDE	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
80A30	SECRETARIAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80E01	OFFICE ASSISTANT I	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
70F23	STOREKEEPER	5	5	Male	4	0	0	3	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0	0
70F21	COURIER	5	2	Male	3	2	0	1	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
41F30	REDEVELOPMENT/HOUSING PROJECT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0	0
41G01	EMERGENCY SERVICES PLANNER	5	3	Male	3	1	0	1	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
72C20	MECHANIC I	2	2	Male	2	0	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0	0
70F10	FLEET PARTS COORDINATOR	2	1	Male	2	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14E01	BUYER I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
68A30	RANGE MASTER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
72C23	MECHANIC II	10	8	Male	10	2	0	5	3	0	0	0
				Female	0	0	0	0	0	0	0	
80Q23	SENIOR MAILROOM CLERK	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
80A32	SENIOR SECRETARY	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
43L20	COMMUNICATIONS TECHNICIAN I	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	
14G02	MANAGEMENT ANALYST I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	
70F81	SUPERVISING STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
60G21	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	
20B10	ACCOUNTANT I	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	1	1	0	0	
72C26	MECHANIC III	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
14E20	BUYER II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
43C11	PERMIT TECHNICIAN II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
72C83	FLEET SERVICE WRITER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
60G43	WIB EMPLOYMENT PROGRAMS SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	9	6	Male	5	1	0	4	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0	0
80A97	EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
14A22	SENIOR ADMINISTRATIVE ANALYST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	7	3	Male	1	0	0	1	0	0	0	0	0
				Female	6	4	0	2	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14N35	CONTRACTS & PURCHASING OFFICER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
60I02	PROGRAM MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
14H64	FLEET MANAGER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14A23	PRINCIPAL ADMINISTRATIVE ANALYST	4	4	Male	1	0	0	1	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14M12	ECONOMIC DEVELOPMENT MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12E16	WIB EXECUTIVE DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A25	EMERGENCY SERVICES MANAGER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A24	COUNTY BUDGET DIRECTOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		103	72	Male #	54	15	0	33	4	1	0	1
Grand Total %			69.9	Male %	52.4	14.6	0.0	32.0	3.9	1.0	0.0	1.0
				Female #	49	16	2	22	9	0	0	0
				Female%	47.6	15.5	1.9	21.4	8.7	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY COUNSEL

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
39B23	DEPUTY COUNTY COUNSEL IV	13	2	Male	6	6	0	0	0	0	0	0
				Female	7	5	0	0	2	0	0	0
80B99	SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80B26	LEGAL SECRETARY III	8	6	Male	0	0	0	0	0	0	0	0
				Female	8	2	0	5	1	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
74K50	SAFETY COORDINATOR/INVESTIGATOR	3	2	Male	2	0	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
20B95	FINANCE MANAGER I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C32	SAFETY OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C85	WORKERS COMPENSATION MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14B64	PRINCIPAL RISK MANAGEMENT ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
39B22	DEPUTY COUNTY COUNSEL III	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY COUNSEL

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
39B25	CHIEF DEPUTY COUNTY COUNSEL	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		42	15	Male #	10	8	0	2	0	0	0	0
Grand Total %			35.7	Male %	23.8	19.0	0.0	4.8	0.0	0.0	0.0	0.0
				Female #	32	19	0	9	4	0	0	0
				Female%	76.2	45.2	0.0	21.4	9.5	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B12	ACCOUNTANT III	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
34G10	INVESTIGATIVE AIDE	4	3	Male	1	0	0	0	0	0	0	0	1
				Female	3	1	0	2	0	0	0	0	0
80B22	LEGAL SECRETARY	27	22	Male	0	0	0	0	0	0	0	0	0
				Female	27	5	0	16	4	0	0	0	2
80B11	LEGAL TYPIST	6	5	Male	1	0	0	1	0	0	0	0	0
				Female	5	1	0	4	0	0	0	0	0
20B10	ACCOUNTANT I	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
60K02	VICTIM ASSISTANCE ADVOCATE	8	7	Male	0	0	0	0	0	0	0	0	0
				Female	8	1	0	7	0	0	0	0	0
39C01	LEGAL ASSISTANT	4	3	Male	1	0	0	0	0	1	0	0	0
				Female	3	1	0	2	0	0	0	0	0
60K03	VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80B24	SUPERVISING LEGAL SECRETARY	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
39D01	DEPUTY DISTRICT ATTORNEY I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
39D31	DEPUTY DISTRICT ATTORNEY IV	40	5	Male	19	18	0	0	1	0	0	0	0
				Female	21	17	0	2	2	0	0	0	0
34A20	DISTRICT ATTORNEY INVESTIGATOR I	3	2	Male	1	1	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
39D11	DEPUTY DISTRICT ATTORNEY II	6	3	Male	1	1	0	0	0	0	0	0	0
				Female	5	2	0	2	1	0	0	0	0
43G05	DIGITAL FORENSIC INVESTIGATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14C30	MANAGEMENT ANALYST II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14C75	ADMINISTRATIVE ASSISTANT TO DISTRCT ATTORNEY	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14C87	VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
34A22	DISTRICT ATTORNEY INVESTIGATOR III	20	7	Male	14	9	0	5	0	0	0	0	
				Female	6	4	0	2	0	0	0	0	
39D21	DEPUTY DISTRICT ATTORNEY III	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
34A80	DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K60	CHIEF DISTRICT ATTORNEY INVESTIGATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12A04	ASSISTANT DISTRICT ATTORNEY	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		141	66	Male #	46	34	0	8	2	1	0	1	
Grand Total %			46.8	Male %	32.6	24.1	0.0	5.7	1.4	0.7	0.0	0.7	
				Female #	95	41	0	45	7	0	0	2	
				Female%	67.4	29.1	0.0	31.9	5.0	0.0	0.0	1.4	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ELECTIONS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E01	OFFICE ASSISTANT I	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	3	0	0	0	0	1
70F21	COURIER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80E21	OFFICE ASSISTANT II	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14M80	ELECTIONS PROGRAM MANAGER	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	3	1	0	0	0	0
14J21	ELECTIONS SERVICES SPECIALIST II	2	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	1	Male	2	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
12C14	ASSISTANT REGISTRAR OF VOTERS	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		17	14	Male #	6	2	0	3	0	0	0	0	1
Grand Total %			82.4	Male %	35.3	11.8	0.0	17.6	0.0	0.0	0.0	0.0	5.9
				Female #	11	1	0	7	2	0	0	0	1
				Female%	64.7	5.9	0.0	41.2	11.8	0.0	0.0	0.0	5.9

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: EMERGENCY COMMUNICATION

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80S01	COMMUNICATIONS DISPATCHER I	10	5	Male	2	2	0	0	0	0	0	0
				Female	8	3	0	5	0	0	0	0
80S21	COMMUNICATIONS DISPATCHER II	39	20	Male	15	8	0	7	0	0	0	0
				Female	24	11	1	10	1	1	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80S22	EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	9	4	Male	0	0	0	0	0	0	0	0
				Female	9	5	0	3	1	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C42	EMERGENCY COMMUNICATIONS OPERATIONS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		65	31	Male #	19	12	0	7	0	0	0	0
Grand Total %			47.7	Male %	29.2	18.5	0.0	10.8	0.0	0.0	0.0	0.0
				Female #	46	22	1	20	2	1	0	0
				Female%	70.8	33.8	1.5	30.8	3.1	1.5	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
52A93	SEXUAL ASSAULT FORENSIC EXAMINER-PER DIEM	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
52A22	SENIOR CLINIC NURSE	7	5	Male	0	0	0	0	0	0	0	0
				Female	7	2	0	5	0	0	0	0
50U16	BEHAVIORAL HEALTH AIDE	17	16	Male	5	1	0	4	0	0	0	0
				Female	12	0	0	12	0	0	0	0
80E22	OFFICE ASSISTANT III	24	23	Male	1	0	0	1	0	0	0	0
				Female	23	1	0	22	0	0	0	0
60P23	COMMUNITY SERVICE AIDE IV	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
50U42	MEDICAL ASSISTANT	141	140	Male	6	0	0	6	0	0	0	0
				Female	135	1	0	134	0	0	0	0
60B01	PSYCHIATRIC SOCIAL WORKER I	87	73	Male	11	3	0	8	0	0	0	0
				Female	76	11	3	58	2	1	0	1
80L02	PATIENT SERVICES REPRESENTATIVE II	62	61	Male	5	0	1	4	0	0	0	0
				Female	57	1	0	56	0	0	0	0
50E23	LABORATORY ASSISTANT	6	5	Male	1	0	0	0	0	0	0	1
				Female	5	1	0	2	1	0	0	1
80M02	PATIENT ACCOUNT REPRESENTATIVE II	16	15	Male	0	0	0	0	0	0	0	0
				Female	16	1	0	15	0	0	0	0
50L22	PUBLIC HEALTH NUTRITIONIST II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
60P21	COMMUNITY SERVICE AIDE II	26	25	Male	6	0	0	5	0	0	0	1
				Female	20	1	0	17	0	0	0	2
70B01	ANIMAL CARE TECHNICIAN I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80E21	OFFICE ASSISTANT II	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60P22	COMMUNITY SERVICE AIDE III	7	7	Male	0	0	0	0	0	0	0	0	0
				Female	7	0	0	6	0	0	0	0	1
80E01	OFFICE ASSISTANT I	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	8	8	Male	1	0	0	1	0	0	0	0	0
				Female	7	0	0	6	1	0	0	0	0
80U21	TELEPHONE OPERATOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
60B21	PSYCHIATRIC SOCIAL WORKER II	76	45	Male	13	7	0	6	0	0	0	0	0
				Female	63	24	1	35	3	0	0	0	0
34C01	ANIMAL CONTROL OFFICER	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
80A32	SENIOR SECRETARY	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0	0
50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	1	Male	0	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	7	7	Male	1	0	0	1	0	0	0	0	0
				Female	6	0	0	6	0	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	4	3	Male	0	0	0	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0	0
50J01	CHRONIC DISEASE PREVENTION SPECIALIST I	24	23	Male	1	0	0	1	0	0	0	0	0
				Female	23	1	0	20	2	0	0	0	0
70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50C23	SENIOR PUBLIC HEALTH MICROBIOLOGIST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50K19	HEALTH EDUCATION ASSISTANT	6	6	Male	0	0	0	0	0	0	0	0	0
				Female	6	0	0	6	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
43J04	DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST	8	7	Male	2	1	0	0	1	0	0	0
				Female	6	0	0	6	0	0	0	0
50T01	MEDICAL RECORD TECHNICIAN I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
50M21	REGISTERED VETERINARY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52E01	PUBLIC HEALTH LICENSED VOCATIONAL NURSE	7	7	Male	0	0	0	0	0	0	0	0
				Female	7	0	0	7	0	0	0	0
70B03	ANIMAL CARE TECHNICIAN II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H24	EDUCATOR AND VOLUNTEER COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60A21	CLINICAL PSYCHOLOGIST	10	6	Male	2	2	0	0	0	0	0	0
				Female	8	2	2	3	1	0	0	0
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
25G21	CA CHILDRENS SERVICES CASE WORKER II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
60C22	SOCIAL WORKER III	38	37	Male	9	0	2	7	0	0	0	0
				Female	29	1	0	27	0	1	0	0
72A23	BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
34H24	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	6	5	Male	4	1	0	3	0	0	0	0
				Female	2	0	0	2	0	0	0	0
50J11	CHRONIC DISEASE PREVENTION SPECIALIST II	10	10	Male	1	0	0	0	1	0	0	0
				Female	9	0	1	6	0	0	0	2
30J11	ENVIRONMENTAL HEALTH SPECIALIST I	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	10	6	Male	3	2	0	1	0	0	0	0
				Female	7	2	0	5	0	0	0	0
80K25	CLINIC OPERATIONS SUPERVISOR	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	6	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
80K20	CLINIC OFFICE SUPERVISOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
30J21	ENVIRONMENTAL HEALTH SPECIALIST II	12	11	Male	6	1	0	3	2	0	0	0
				Female	6	0	0	3	3	0	0	0
20B11	ACCOUNTANT II	7	6	Male	2	1	0	1	0	0	0	0
				Female	5	0	0	5	0	0	0	0
50J21	CHRONIC DISEASE PREVENTION COORDINATOR	15	13	Male	3	1	0	2	0	0	0	0
				Female	12	1	0	10	1	0	0	0
60V11	BEHAVIORAL HEALTH GROUP COUNSELOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
34C11	ANIMAL SERVICES SUPERVISOR	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	0	1	0	0	
80E93	SUPERVISING VITAL RECORDS SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
52A97	CLINIC NURSE PRACTITIONER	8	3	Male	0	0	0	0	0	0	0	0	
				Female	8	5	0	1	2	0	0	0	
54C03	CLINIC PHYSICIAN ASSISTANT	7	3	Male	2	0	1	1	0	0	0	0	
				Female	5	4	0	1	0	0	0	0	
80M04	SUPERVISING PATIENT ACCOUNT REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
14B01	PERSONNEL ANALYST	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	2	1	0	0	0	
30J31	ENVIRONMENTAL HEALTH SPECIALIST III	13	9	Male	7	3	0	2	2	0	0	0	
				Female	6	1	1	4	0	0	0	0	
14C30	MANAGEMENT ANALYST II	18	10	Male	5	3	0	2	0	0	0	0	
				Female	13	5	0	4	2	2	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
16C86	BUSINESS TECHNOLOGY ANALYST I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
50C22	PUBLIC HEALTH MICROBIOLOGIST II	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60L01	PATIENT RIGHTS ADVOCATE	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
50G23	PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	0	Male	0	0	0	0	0	0	0	0	
				Female	4	4	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14B21	ASSOCIATE PERSONNEL ANALYST	3	1	Male	1	1	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
50K18	HEALTH PROGRAM COORDINATOR	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	0	3	0	0	0	0
50L80	SUPERVISING PUBLIC HEALTH NUTRITIONIST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
30J81	RECYCLING/RESOURCE RECOVERY SPECIALIST	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14A10	PROJECT MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50K22	HEALTH EDUCATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50N01	PUBLIC HEALTH EPIDEMIOLOGIST I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	12	4	Male	3	1	0	2	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0	0
43B02	WATER QUALITY SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50B12	EMERGENCY MEDICAL SERVICES ANALYST	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14N10	OUTPATIENT SERVICES MANAGER I	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	3	1	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
52E22	PUBLIC HEALTH NURSE II	14	11	Male	4	1	0	2	1	0	0	0
				Female	10	2	0	4	3	0	0	1
60C24	SOCIAL WORKER V	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50C81	PUBLIC HEALTH CHEMIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
20B12	ACCOUNTANT III	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
50G25	SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	7	4	Male	2	1	0	1	0	0	0	0
				Female	5	2	0	2	0	0	0	1
14A30	MANAGEMENT SPECIALIST	5	2	Male	3	2	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
52A21	CLINIC NURSE	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
30J84	ENVIRONMENTAL HEALTH SPECIALIST IV	8	3	Male	3	2	0	1	0	0	0	0
				Female	5	3	0	1	1	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
16C88	BUSINESS TECHNOLOGY ANALYST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60B23	BEHAVIORAL HEALTH UNIT SUPERVISOR	28	16	Male	1	0	0	1	0	0	0	0
				Female	27	12	0	11	2	2	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
52E23	PUBLIC HEALTH NURSE III	3	1	Male	0	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	
52E80	SUPERVISING PUBLIC HEALTH NURSE	6	3	Male	0	0	0	0	0	0	0	0	
				Female	6	3	1	1	1	0	0	0	
14N06	OPERATIONS MANAGER	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C48	PUBLIC HEALTH PROGRAM MANAGER II	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
14N11	OUTPATIENT SERVICES MANAGER II	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	4	0	0	0	0	
14K41	BEHAVIORAL HEALTH SERVICES MANAGER II	13	3	Male	4	2	0	1	1	0	0	0	
				Female	9	8	0	1	0	0	0	0	
16C93	BUSINESS TECHNOLOGY ANLYST IV	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	3	2	Male	2	1	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
50G31	SUPERVISING THERAPIST-MED THER PROG	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
12E04	BUREAU CHIEF	5	4	Male	3	0	0	1	2	0	0	0	
				Female	2	1	0	1	0	0	0	0	
50M80	VETERINARIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
52E20	DIRECTOR OF PUBLIC HEALTH NURSING	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B66	DEPARTMENTAL HR MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
60110	DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14K44	ASSISTANT BUREAU CHIEF	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
50C80	DIRECTOR PUBLIC HEALTH LABORATORY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
52A94	PSYCHIATRIC NURSE PRACTITIONER	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
54B90	CLINIC PHYSICIAN II	5	4	Male	2	1	0	1	0	0	0	0
				Female	3	0	0	2	1	0	0	0
54C05	PSYCHIATRIC PHYSICIAN ASSISTANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B04	GENERAL INTERNIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
54B12	CONTRACT PHYSICIAN	35	22	Male	11	4	1	2	3	0	0	1
				Female	24	9	1	6	5	0	0	3
54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		988	773	Male #	167	57	6	83	18	0	0	3
Grand Total %			78.2	Male %	16.9	5.8	0.6	8.4	1.8	0.0	0.0	0.3
				Female #	821	158	10	584	50	7	0	12
				Female%	83.1	16.0	1.0	59.1	5.1	0.7	0.0	1.2

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80A31	SECRETARY	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
80A32	SENIOR SECRETARY	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
80E21	OFFICE ASSISTANT II	7	5	Male	0	0	0	0	0	0	0	0	
				Female	7	2	0	3	2	0	0	0	
80E22	OFFICE ASSISTANT III	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43C10	PERMIT TECHNICIAN I	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43B03	WATER RESOURCES TECHNICIAN	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	1	
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
80E80	PRINCIPAL OFFICE ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
41F21	ASSISTANT PLANNER	5	3	Male	2	1	1	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
43A23	ENGINEERING TECHNICIAN	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B10	ACCOUNTANT I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
30D01	BUILDING INSPECTOR I	3	3	Male	2	0	0	2	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
41F11	ASSOCIATE PLANNER	3	1	Male	2	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
34P26	CODE COMPLIANCE INSPECTOR II	6	4	Male	3	1	0	2	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
43C11	PERMIT TECHNICIAN II	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
30D21	BUILDING INSPECTOR II	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41B21	BUILDING PLANS EXAMINER	4	1	Male	3	2	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	5	2	Male	0	0	0	0	0	0	0	0	
				Female	5	3	0	1	1	0	0	0	
41C02	WATER RESOURCES HYDROLOGIST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41A10	ASSISTANT ENGINEER	2	2	Male	2	0	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
41F30	REDEVELOPMENT/HOUSING PROJECT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41F22	SENIOR PLANNER	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	0	1	1	0	0	
14C31	MANAGEMENT ANALYST III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
34P27	SENIOR CODE COMPLIANCE INSPECTOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
41F31	REDEVELOPMENT/HOUSING PROJECT ANALYST II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B95	FINANCE MANAGER I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
41F23	SUPERVISING PLANNER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
41A20	CIVIL ENGINEER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K51	PRINCIPAL PLANNER	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
30D25	CHIEF OF BUILDING SERVICES	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K50	CHIEF OF PLANNING	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		82	48	Male #	29	14	2	11	2	0	0	0
Grand Total %			58.5	Male %	35.4	17.1	2.4	13.4	2.4	0.0	0.0	0.0
				Female #	53	20	0	23	8	1	0	1
				Female%	64.6	24.4	0.0	28.0	9.8	1.2	0.0	1.2

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HUMAN RESOURCES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E21	OFFICE ASSISTANT II	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14B60	RISK & BENEFITS SPECIALIST-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	6	5	Male	0	0	0	0	0	0	0	0	
				Female	6	1	0	4	1	0	0	0	
14B62	ASSOCIATE RISK & BENEFITS ANALYST	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B01	PERSONNEL ANALYST	4	3	Male	1	0	0	1	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B21	ASSOCIATE PERSONNEL ANALYST	6	3	Male	0	0	0	0	0	0	0	0	
				Female	6	3	1	2	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	6	5	Male	2	0	0	2	0	0	0	0	
				Female	4	1	0	2	1	0	0	0	
14B63	SENIOR RISK & BENEFITS ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C31	MANAGEMENT ANALYST III	3	2	Male	1	0	1	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HUMAN RESOURCES

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14M61	HR PROGRAM MANAGER	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	
12C37	ASSISTANT DIRECTOR OF HUMAN RESOURCES	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		40	28	Male #	7	0	1	6	0	0	0	0
Grand Total %			70.0	Male %	17.5	0.0	2.5	15.0	0.0	0.0	0.0	0.0
				Female #	33	12	2	16	3	0	0	0
				Female%	82.5	30.0	5.0	40.0	7.5	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
80E80	PRINCIPAL OFFICE ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
43A21	ENGINEERING AIDE II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	3	2	Male	1	0	0	0	1	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43L21	COMMUNICATIONS TECHNICIAN II	2	2	Male	2	0	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C43	SOFTWARE PROGRAMMER ANALYST I	11	10	Male	9	1	0	7	1	0	0	0	
				Female	2	0	0	0	2	0	0	0	
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C53	SYSTEMS PROGRAMMER ANALYST I	5	4	Male	4	1	0	3	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
43L23	TELECOMMUNICATIONS SPECIALIST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C44	SOFTWARE PROGRAMMER ANALYST II	6	3	Male	4	2	0	1	1	0	0	0	
				Female	2	1	0	0	1	0	0	0	
41N23	NETWORK SYSTEMS ENGINEER I	4	2	Male	3	2	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
43L18	COMMUNICATIONS TECHNICIAN III	3	1	Male	3	2	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0		
43L28	TELECOMMUNICATIONS TECHNICIAN III	1	1	Male	1	0	1	0	0	0	0		
				Female	0	0	0	0	0	0	0		
43M35	INFORMATION TECHNOLOGY SUPPORT TECHNICIAN III	2	1	Male	2	1	0	0	1	0	0		
				Female	0	0	0	0	0	0	0		
41N24	NETWORK SYSTEMS ENGINEER II	4	3	Male	4	1	0	3	0	0	0		
				Female	0	0	0	0	0	0	0		
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
16C54	SYSTEMS PROGRAMMER ANALYST II	9	6	Male	7	2	0	3	1	0	1		
				Female	2	1	0	0	1	0	0		
16G24	GIS ANALYST II	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
16E23	SECURITY ANALYST I	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
43G04	IT PROJECT MANAGEMENT ANALYST III	3	2	Male	1	1	0	0	0	0	0		
				Female	2	0	0	1	1	0	0		
41N25	NETWORK SYSTEMS ENGINEER III	2	1	Male	2	1	0	0	1	0	0		
				Female	0	0	0	0	0	0	0		
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
14C31	MANAGEMENT ANALYST III	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
16C45	SOFTWARE PROGRAMMER ANALYST III	6	5	Male	5	1	0	3	1	0	0		
				Female	1	0	0	0	1	0	0		
16G25	GIS ANALYST III	2	0	Male	2	2	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
16E25	SECURITY ANALYST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16C55	SYSTEMS PROGRAMMER ANALYST III	6	3	Male	6	3	0	1	2	0	0	0
				Female	0	0	0	0	0	0	0	0
43G02	INFORMATION TECHNOLOGY PROJECT MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
43G03	IT PROJECT MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
16C23	INFORMATION TECHNOLOGY SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
43G01	INFORMATION TECHNOLOGY MANAGER	6	3	Male	5	3	0	2	0	0	0	0
				Female	1	0	0	0	1	0	0	0
16C89	INFORMATION TECHNOLOGY BUSINESS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14K52	CHIEF SECURITY AND PRIVACY OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		97	60	Male #	69	29	1	27	10	1	1	0
Grand Total %			61.9	Male %	71.1	29.9	1.0	27.8	10.3	1.0	1.0	0.0
				Female #	28	8	1	11	8	0	0	0
				Female%	28.9	8.2	1.0	11.3	8.2	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: LIBRARY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80C01	LIBRARY ASSISTANT I	25	14	Male	2	2	0	0	0	0	0	0	0
				Female	23	9	1	12	1	0	0	0	
80C21	LIBRARY ASSISTANT II	26	13	Male	5	2	0	3	0	0	0	0	
				Female	21	11	0	8	2	0	0	0	
65A31	LIBRARIAN I	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
80C24	LIBRARY PAGE	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
65A33	LIBRARIAN II	11	5	Male	4	1	0	2	0	0	0	1	
				Female	7	5	0	2	0	0	0	0	
80C22	LIBRARY ASSISTANT III	10	8	Male	1	0	0	1	0	0	0	0	
				Female	9	2	0	7	0	0	0	0	
80J21	ACCOUNT CLERK	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
65A40	LIBRARIAN III	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
14C71	ADMINISTRATIVE SERVICES OFFICER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
65A85	MANAGING LIBRARIAN	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
12C04	ASSISTANT LIBRARY DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: LIBRARY

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	87	45	Male #	14	6	0	7	0	0	0	1
	Grand Total %		51.7	Male %	16.1	6.9	0.0	8.0	0.0	0.0	0.0	1.1
				Female #	73	36	1	30	6	0	0	0
				Female%	83.9	41.4	1.1	34.5	6.9	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70K01	FOOD SERVICE WORKER I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
70K21	FOOD SERVICE WORKER II	21	21	Male	6	0	0	3	3	0	0	0
				Female	15	0	2	8	3	0	2	0
50U19	PHYSICAL THERAPIST HELPER	6	6	Male	4	0	0	3	1	0	0	0
				Female	2	0	0	2	0	0	0	0
70A10	HOSPITAL ENVIRONMENTAL SERVICES AIDE	71	67	Male	34	2	1	23	8	0	0	0
				Female	37	2	1	28	5	1	0	0
50U20	NURSING ASSISTANT	150	141	Male	19	0	0	10	9	0	0	0
				Female	131	9	4	95	21	0	2	0
80L02	PATIENT SERVICES REPRESENTATIVE II	50	48	Male	7	0	0	7	0	0	0	0
				Female	43	2	0	40	1	0	0	0
80K21	MEDICAL UNIT CLERK	48	46	Male	4	0	0	2	2	0	0	0
				Female	44	2	0	39	2	0	0	1
70F23	STOREKEEPER	10	9	Male	9	1	0	7	1	0	0	0
				Female	1	0	0	1	0	0	0	0
50D12	CLINICAL LABORATORY ASSISTANT	34	25	Male	6	1	2	2	1	0	0	0
				Female	28	8	1	16	2	1	0	0
80K23	HOSPITAL MEDICAL INTERPRETER	10	10	Male	1	0	0	1	0	0	0	0
				Female	9	0	0	9	0	0	0	0
80L01	PATIENT SERVICES REPRESENTATIVE I	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
70M02	PATIENT TRANSPORTER	7	5	Male	3	1	1	1	0	0	0	0
				Female	4	1	0	2	0	0	0	1
80E21	OFFICE ASSISTANT II	8	8	Male	4	0	1	2	1	0	0	0
				Female	4	0	0	4	0	0	0	0
52A02	LICENSED VOCATIONAL NURSE	18	12	Male	3	2	0	1	0	0	0	0
				Female	15	4	0	9	2	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70F21	COURIER	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
50U18	PHARMACY TECHNICIAN	17	14	Male	5	2	0	2	1	0	0	
				Female	12	1	1	8	2	0	0	
50U51	TELEMETRY TECHNICIAN	9	8	Male	1	0	0	1	0	0	0	
				Female	8	1	0	4	2	0	1	
50U29	ENDOSCOPY TECHNICIAN	4	3	Male	0	0	0	0	0	0	0	
				Female	4	1	0	2	1	0	0	
80U11	HOSPITAL COMMUNICATIONS OPERATOR II	8	8	Male	3	0	0	3	0	0	0	
				Female	5	0	0	5	0	0	0	
50U31	ANESTHESIA TECHNICIAN	4	2	Male	2	1	0	1	0	0	0	
				Female	2	1	0	0	1	0	0	
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
70K23	COOK	8	8	Male	2	0	0	1	1	0	0	
				Female	6	0	0	6	0	0	0	
80E80	PRINCIPAL OFFICE ASSISTANT	14	13	Male	1	0	0	1	0	0	0	
				Female	13	1	1	10	1	0	0	
60C23	SOCIAL WORKER IV	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
72A24	MAINTENANCE PAINTER	3	2	Male	3	1	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	
50U27	SURGICAL TECHNICIAN	11	8	Male	5	0	1	3	1	0	0	
				Female	6	3	0	2	1	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	6	5	Male	0	0	0	0	0	0	0	
				Female	6	1	0	5	0	0	0	
70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	3	3	Male	1	0	0	0	1	0	0	
				Female	2	0	0	2	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
50R23	RADIOLOGIC TECHNOLOGIST-PER DIEM	5	2	Male	1	1	0	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0	
50F30	OCCUPATIONAL THERAPIST-PER DIEM	4	2	Male	1	1	0	0	0	0	0	0	
				Female	3	1	0	0	2	0	0	0	
50P31	RESPIRATORY CARE PRACTITIONER-PER DIEM	20	17	Male	6	1	0	3	2	0	0	0	
				Female	14	2	1	9	2	0	0	0	
50U32	SURGICAL TECHNICIAN-PER DIEM	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50U50	EEG TECH	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
16C60	HOSPITAL SOFTWARE ANALYST I	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
52A18	STAFF NURSE I	42	29	Male	6	1	1	3	1	0	0	0	
				Female	36	12	1	12	11	0	0	0	
50U23	OBSTETRICAL TECHNICIAN	6	5	Male	1	1	0	0	0	0	0	0	
				Female	5	0	1	4	0	0	0	0	
50G41	SPEECH PATHOLOGIST	6	3	Male	3	1	0	1	1	0	0	0	
				Female	3	2	0	1	0	0	0	0	
50U43	CENTRAL STERILE TECHNICIAN	8	8	Male	1	0	0	0	1	0	0	0	
				Female	7	0	0	6	1	0	0	0	
50R33	SONOGRAPHER-PER DIEM	8	4	Male	3	1	0	2	0	0	0	0	
				Female	5	3	0	2	0	0	0	0	
52A22	SENIOR CLINIC NURSE	12	9	Male	1	1	0	0	0	0	0	0	
				Female	11	2	1	6	2	0	0	0	
52A19	STAFF NURSE II	358	235	Male	61	24	2	14	21	0	0	0	
				Female	297	99	6	98	92	0	1	1	
52A79	STAFF NURSE II-PER DIEM	57	29	Male	9	3	1	4	1	0	0	0	
				Female	48	25	3	8	12	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
50G21	PHYSICAL THERAPIST-PER DIEM	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
50R31	SONOGRAPHER	9	7	Male	3	1	0	1	1	0	0	0	
				Female	6	1	1	3	1	0	0	0	
50A31	PHARMACIST-PER DIEM	7	5	Male	2	1	0	0	1	0	0	0	
				Female	5	1	1	2	1	0	0	0	
80E22	OFFICE ASSISTANT III	15	13	Male	0	0	0	0	0	0	0	0	
				Female	15	2	0	13	0	0	0	0	
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
52A50	HOSPITAL QUALITY ASSURANCE NURSE	7	0	Male	0	0	0	0	0	0	0	0	
				Female	7	7	0	0	0	0	0	0	
60P22	COMMUNITY SERVICE AIDE III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
52A97	CLINIC NURSE PRACTITIONER	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
52A60	CLINICAL NURSE SPECIALIST	5	1	Male	2	1	0	0	0	1	0	0	
				Female	3	3	0	0	0	0	0	0	
80M02	PATIENT ACCOUNT REPRESENTATIVE II	25	24	Male	0	0	0	0	0	0	0	0	
				Female	25	1	0	22	2	0	0	0	
50P21	RESPIRATORY CARE PRACTITIONER	27	21	Male	9	2	0	5	2	0	0	0	
				Female	18	4	0	12	2	0	0	0	
50U22	HEALTH CARE TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
52A99	NURSE PRACTITIONER III - PER DIEM	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
54B90	CLINIC PHYSICIAN II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J22	SENIOR ACCOUNT CLERK	3	2	Male	0	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0	
72A23	BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
50U30	DIETITIAN AIDE	5	5	Male	0	0	0	0	0	0	0	0	
				Female	5	0	0	3	2	0	0	0	
50Y21	DIETITIAN	6	4	Male	0	0	0	0	0	0	0	0	
				Female	6	2	0	1	3	0	0	0	
14E01	BUYER I	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80G21	DATA ENTRY OPERATOR II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J19	CASHIER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
70A21	CUSTODIAN	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
50R21	RADIOLOGIC TECHNOLOGIST	24	10	Male	10	6	0	3	1	0	0	0	
				Female	14	8	0	6	0	0	0	0	
80A32	SENIOR SECRETARY	5	3	Male	0	0	0	0	0	0	0	0	
				Female	5	2	0	1	2	0	0	0	
50U42	MEDICAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
70C21	GROUNDSKEEPER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
70A13	HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	3	3	Male	1	0	0	1	0	0	0	0	
				Female	2	0	0	1	1	0	0	0	
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
50F20	OCCUPATIONAL THERAPIST	12	7	Male	2	0	0	2	0	0	0	0
				Female	10	5	0	2	2	1	0	0
72C19	HOSPITAL MAINTENANCE MECHANIC	8	6	Male	8	2	0	6	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50U44	SENIOR CENTRAL STERILE TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50D11	MEDICAL LABORATORY TECHNICIAN	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	1	0	0
50D21	CLINICAL LABORATORY SCIENTIST	13	13	Male	3	0	0	1	2	0	0	0
				Female	10	0	0	0	10	0	0	0
50K19	HEALTH EDUCATION ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
54A01	RESIDENT PHYSICIAN I	11	8	Male	6	2	0	3	1	0	0	0
				Female	5	1	0	4	0	0	0	0
50T02	HEALTH INFORMATION MANAGEMENT CODER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
80M03	SENIOR PATIENT ACCOUNT REPRESENTATIVE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
54A02	RESIDENT PHYSICIAN II	9	6	Male	5	3	1	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
70K25	SENIOR COOK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50D13	SENIOR CLINICAL LABORATORY ASSISTANT	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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**County of Monterey
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Organizational Unit: NATIVIDAD MEDICAL CENTER

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		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14M33	HOSPITAL MEDICAL INTERPRETATION COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
80U14	HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14E20	BUYER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14A70	HOSPITAL REVENUE CYCLE EXAMINER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	3	3	Male	1	0	1	0	0	0	0	0
				Female	2	0	1	0	0	1	0	0
50U25	ORTHOPEDIC TECHNICIAN	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54A03	RESIDENT PHYSICIAN III	10	7	Male	3	2	0	1	0	0	0	0
				Female	7	1	0	4	2	0	0	0
80A33	ADMINISTRATIVE SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
50U26	SENIOR OBSTETRICAL TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
50G11	PHYSICAL THERAPIST	11	5	Male	5	3	0	0	2	0	0	0
				Female	6	3	0	0	3	0	0	0
60B01	PSYCHIATRIC SOCIAL WORKER I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14H24	EDUCATOR AND VOLUNTEER COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
70K80	HEAD COOK	2	2	Male	1	0	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0	0
50U28	SENIOR PHARMACY TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
52A33	CASE MANAGEMENT NURSE	14	10	Male	1	0	0	0	1	0	0	0	0
				Female	13	4	2	2	5	0	0	0	0
50T03	HEALTH INFORMATION MANAGEMENT CODER II	4	3	Male	0	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0	0
60C24	SOCIAL WORKER V	6	5	Male	0	0	0	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50U17	PHYSICAL THERAPIST ASSISTANT	4	4	Male	2	0	0	0	2	0	0	0	0
				Female	2	0	1	1	0	0	0	0	0
50Y31	SUPERVISING DIETITIAN	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50T22	HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
43M40	HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN	3	2	Male	3	1	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
52A20	STAFF NURSE III	30	21	Male	7	2	0	2	3	0	0	0	0
				Female	23	7	2	4	10	0	0	0	0

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20B12	ACCOUNTANT III	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
60B21	PSYCHIATRIC SOCIAL WORKER II	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
54B12	CONTRACT PHYSICIAN	41	11	Male	21	15	1	1	4	0	0	0	
				Female	20	15	0	4	1	0	0	0	
16C61	HOSPITAL SOFTWARE ANALYST II	8	7	Male	2	0	0	2	0	0	0	0	
				Female	6	1	0	5	0	0	0	0	
14C30	MANAGEMENT ANALYST II	3	1	Male	1	0	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
50A21	PHARMACIST I	10	6	Male	2	1	0	1	0	0	0	0	
				Female	8	3	1	0	4	0	0	0	
14M02	HOSPITAL INTERPRETER SERVICES MANAGER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
52A16	SUPERVISING NURSE I	16	10	Male	3	1	0	0	2	0	0	0	
				Female	13	5	0	4	4	0	0	0	
14A10	PROJECT MANAGER I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
72A87	PHYSICAL PLANT MANAGER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60C81	SOCIAL WORK SUPERVISOR II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16C54	SYSTEMS PROGRAMMER ANALYST II	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	4	3	Male	1	0	0	0	1	0	0	0	
				Female	3	1	1	1	0	0	0	0	
14C31	MANAGEMENT ANALYST III	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80M05	PATIENT ACCOUNT MANAGER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C36	HOSPITAL DECISION SUPPORT ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
52A89	ADMIN NURSE/HOUSE SUPV	6	2	Male	1	1	0	0	0	0	0	0	
				Female	5	3	0	0	2	0	0	0	
52A98	HOSPITAL NURSE PRACTITIONER	10	2	Male	1	1	0	0	0	0	0	0	
				Female	9	7	0	0	2	0	0	0	
43G04	IT PROJECT MANAGEMENT ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C55	SYSTEMS PROGRAMMER ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
16C62	HOSPITAL SOFTWARE ANALYST III	3	2	Male	2	0	0	1	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50R22	SENIOR RADIOLOGIC TECHNOLOGIST	5	3	Male	4	2	0	2	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
14K32	BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14N11	OUTPATIENT SERVICES MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14B28	SUPERVISING PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
50P22	SENIOR RESPIRATORY CARE PRACTITIONER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K26	MANAGED CARE OPERATIONS MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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14A12	PROJECT MANAGER III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
20B91	CHIEF HOSPITAL ACCOUNTANT	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
43G03	IT PROJECT MANAGEMENT ANALYST II	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14K33	HOSP DIRECTOR OF ENGINEERING AND SAFETY	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50F10	SUPERVISING THERAPIST	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0	0
50D22	SENIOR CLINICAL LABORATORY SCIENTIST	8	8	Male	2	0	0	1	1	0	0	0	0
				Female	6	0	0	0	6	0	0	0	0
14C52	PATIENT FINANCIAL SERVICES DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
14A80	HOSPITAL DECISION SUPPORT MANAGER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14H65	MEDICAL STAFF COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50P24	SUPERVISING RESPIRATORY CARE PRACTITIONER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
50R25	DIAGNOSTIC IMAGING SUPERVISOR	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
14H60	DIRECTOR OF MARKETING AND COMMUNITY RELATIONS	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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14K67	HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
50R32	SENIOR SONOGRAPHER	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0
50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
70K84	HOSPITAL DIRECTOR OF FOOD SERVICES	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
52A83	SUPERVISING CLINIC NURSE	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
14P10	DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
43G01	INFORMATION TECHNOLOGY MANAGER	3	1	Male	2	2	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
52A40	HOSPITAL NURSE AUDITOR	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
50A25	CLINICAL PHARMACY COORDINATOR	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50D23	SUPERVISING CLINICAL LABORATORY SCIENTIST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50G95	REHABILITATIVE SERVICES MANAGER	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
52A34	UTILIZATION MANAGEMENT COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
50P80	DIRECTOR OF RESPIRATORY CARE SERVICES	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
52A92	NURSING SERVICES UNIT MANAGER	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0

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52A17	SUPERVISING NURSE II	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	
52A31	INFECTION CONTROL NURSE	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
14M31	HOSPITAL DIRECTOR OF NURSING EDUCATION	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
52A84	QUALITY/COMPLIANCE ADMINISTRATOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
52A96	DIRECTOR OF SURGICAL SERVICES	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K31	MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
50D80	CLINICAL LABORATORY MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B92	HOSPITAL CONTROLLER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14A30	MANAGEMENT SPECIALIST	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
52A88	NURSING SERVICES DIVISION MANAGER	5	2	Male	1	1	0	0	0	0	0	0	
				Female	4	2	1	1	0	0	0	0	
14K43	HOSPITAL CHIEF INFORMATION OFFICER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
50A23	PHARMACY DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14A60	EXECUTIVE MANAGEMENT SPECIALIST	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
54B92	ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C29	HOSPITAL ASSISTANT ADMINISTRATOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12C28	HOSPITAL CHIEF NURSING OFFICER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C60	HOSPITAL CHIEF FINANCIAL OFFICER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B10	CHIEF OB/GYN SURGEON	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B82	CHIEF OF SURGERY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1,609	1,174	Male #	384	119	16	161	86	2	0	0
Grand Total %			73.0	Male %	23.9	7.4	1.0	10.0	5.3	0.1	0.0	0.0
				Female #	1,225	316	37	603	251	9	6	3
				Female%	76.1	19.6	2.3	37.5	15.6	0.6	0.4	0.2

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
70K25	SENIOR COOK	5	5	Male	3	0	0	3	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
60F02	PROBATION AIDE	16	15	Male	5	0	0	5	0	0	0	0	
				Female	11	1	0	10	0	0	0	0	
80E21	OFFICE ASSISTANT II	11	9	Male	3	1	0	2	0	0	0	0	
				Female	8	1	0	6	0	0	0	1	
70L01	LAUNDRY WORKER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	1	3	0	0	0	0	
80W21	WORD PROCESSOR	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60F88	JUVENILE INSTITUTIONS OFFICER I	9	8	Male	7	1	1	5	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
80A30	SECRETARIAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E22	OFFICE ASSISTANT III	8	8	Male	0	0	0	0	0	0	0	0	
				Female	8	0	1	5	2	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60F89	JUVENILE INSTITUTIONS OFFICER II	52	47	Male	33	4	3	24	1	0	1	0	
				Female	19	1	0	18	0	0	0	0	
80E81	SUPERVISING OFFICE ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B10	ACCOUNTANT I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	
60K02	VICTIM ASSISTANCE ADVOCATE	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
70K80	HEAD COOK	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	
72A29	SENIOR BUILDING MAINTENANCE WORKER	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
60F22	DEPUTY PROBATION OFFICER II	67	52	Male	19	4	0	13	1	1	0	0	
				Female	48	11	2	33	2	0	0	0	
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
70K83	FOOD ADMINISTRATOR-PROBATION	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60F10	DEPUTY PROBATION OFFICER I	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60F90	SENIOR JUVENILE INSTITUTIONS OFFICER	13	11	Male	9	1	0	7	1	0	0	0	
				Female	4	1	0	3	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	4	4	Male	1	0	0	1	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60F87	JUVENILE INSTITUTIONS SUPERVISOR	8	6	Male	6	2	0	4	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
16C87	BUSINESS TECHNOLOGY ANALYST II	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60F23	DEPUTY PROBATION OFFICER III	21	16	Male	14	2	0	10	2	0	0	0	
				Female	7	3	0	4	0	0	0	0	
60F84	PROBATION SERVICES MANAGER	14	7	Male	10	6	0	4	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
14C31	MANAGEMENT ANALYST III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60I02	PROGRAM MANAGER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60F85	PROBATION DIVISION MANAGER	4	1	Male	2	1	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		265	214	Male #	121	24	5	82	7	1	1	1	
Grand Total %			80.8	Male %	45.7	9.1	1.9	30.9	2.6	0.4	0.4	0.4	
				Female #	144	27	4	107	4	1	0	1	
				Female%	54.3	10.2	1.5	40.4	1.5	0.4	0.0	0.4	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC DEFENDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80B22	LEGAL SECRETARY	8	8	Male	1	0	0	1	0	0	0	0	
				Female	7	0	1	6	0	0	0	0	
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80B23	SENIOR LEGAL SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34D22	PUBLIC DEFENDER INVESTIGATOR I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
39P01	DEPUTY PUBLIC DEFENDER I	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80B24	SUPERVISING LEGAL SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
60B21	PSYCHIATRIC SOCIAL WORKER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34D23	PUBLIC DEFENDER INVESTIGATOR II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
39P11	DEPUTY PUBLIC DEFENDER II	3	2	Male	2	0	0	2	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC DEFENDER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
34D40	PUBLIC DEFENDER INVESTIGATOR III	3	3	Male	3	0	1	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
39P21	DEPUTY PUBLIC DEFENDER III	9	3	Male	6	5	0	1	0	0	0	0	
				Female	3	1	0	0	2	0	0	0	
39P31	DEPUTY PUBLIC DEFENDER IV	10	2	Male	5	4	0	0	1	0	0	0	
				Female	5	4	0	1	0	0	0	0	
39P35	CHIEF DEPUTY PUBLIC DEFENDER	4	1	Male	2	1	0	0	1	0	0	0	
				Female	2	2	0	0	0	0	0	0	
12C11	ASSISTANT PUBLIC DEFENDER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		54	32	Male #	22	12	1	7	2	0	0	0	
Grand Total %			59.3	Male %	40.7	22.2	1.9	13.0	3.7	0.0	0.0	0.0	
				Female #	32	10	2	17	3	0	0	0	
				Female%	59.3	18.5	3.7	31.5	5.6	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
80E90	MAINTENANCE YARD CLERK	4	2	Male	1	0	0	1	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	0
68C21	PARK SERVICES AIDE II	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
80E21	OFFICE ASSISTANT II	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0	0
68C01	PARK SERVICES AIDE I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
68C23	PARK SERVICES AIDE III	3	1	Male	2	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
74D02	ROAD MAINTENANCE HELPER	5	4	Male	5	1	0	4	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	4	1	Male	0	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0
72B31	PARKS BUILDING & GROUNDS WORKER II	8	5	Male	6	1	0	4	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
74D12	ROAD MAINTENANCE WORKER	15	8	Male	15	7	0	7	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J21	ACCOUNT CLERK	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	3	3	Male	1	0	0	1	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
74I11	TRAFFIC MAINTENANCE WORKER	3	3	Male	3	0	0	3	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74E01	BRIDGE MAINTENANCE HELPER	2	1	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
72A23	BUILDING MAINTENANCE WORKER	12	11	Male	12	1	0	11	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74I01	TRAFFIC MAINTENANCE HELPER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80A32	SENIOR SECRETARY	3	1	Male	0	0	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	0	
70C20	SENIOR GROUNDSKEEPER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
70N01	OFFICE MAINTENANCE WORKER	2	2	Male	2	0	0	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E91	MAINTENANCE INVENTORY & YARD CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
70C21	GROUNDSKEEPER	3	2	Male	2	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80A31	SECRETARY	4	2	Male	0	0	0	0	0	0	0	0	
				Female	4	2	0	1	1	0	0	0	
65C10	PARKS MUSEUM ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
34X21	GUARD	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43A23	ENGINEERING TECHNICIAN	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
74E11	BRIDGE MAINTENANCE WORKER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
72B32	PARKS BUILDING & GROUNDS WORKER SUPERVISOR	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
74G21	TREE TRIMMER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
72B40	PARKS UTILITIES & WATER SYSTEMS SPECIALIST	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
43B03	WATER RESOURCES TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
74D81	ASSISTANT ROAD SUPERINTENDENT	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
20B10	ACCOUNTANT I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0		
68A41	COUNTY PARK RANGER II	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74D13	SENIOR ROAD MAINTENANCE WORKER	6	4	Male	6	2	0	4	0	0	0	0	
				Female	0	0	0	0	0	0	0		
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
74G22	SENIOR TREE TRIMMER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
72A29	SENIOR BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74E80	ASSISTANT BRIDGE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
70C80	GROUNDS SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
43A22	ENGINEERING AIDE III	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
68A42	COUNTY PARK RANGER III	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14C30	MANAGEMENT ANALYST II	7	4	Male	1	1	0	0	0	0	0	0	0
				Female	6	2	0	3	1	0	0	0	
72A81	BUILDING MAINTENANCE SUPERVISOR	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
68A43	COUNTY PARK RANGER SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74D83	ROAD SUPERINTENDENT	4	2	Male	4	2	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0		
74E81	BRIDGE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
41A10	ASSISTANT ENGINEER	8	7	Male	8	1	0	4	3	0	0	0	
				Female	0	0	0	0	0	0	0		
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
41C02	WATER RESOURCES HYDROLOGIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14C31	MANAGEMENT ANALYST III	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
74D84	ROAD MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14A11	PROJECT MANAGER II	6	5	Male	5	1	0	3	1	0	0	0	
				Female	1	0	0	1	0	0	0		
14C74	REAL PROPERTY SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
20B95	FINANCE MANAGER I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14A12	PROJECT MANAGER III	3	2	Male	2	1	0	1	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
41A20	CIVIL ENGINEER	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
74D85	MAINTENANCE MANAGER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K70	CHIEF OF PARKS	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41A87	CHIEF OF SURVEYS	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41C17	SENIOR WATER RESOURCES HYDROLOGIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41A22	SENIOR CIVIL ENGINEER	3	3	Male	3	0	0	1	2	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14K63	CHIEF OF FACILITIES	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12C23	ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARKS	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	178	107	Male #	121	46	0	64	11	0	0	0
	Grand Total %		60.1	Male %	68.0	25.8	0.0	36.0	6.2	0.0	0.0	0.0
				Female #	57	25	1	24	7	0	0	0
				Female%	32.0	14.0	0.6	13.5	3.9	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: RESOURCE MANAGEMENT AGENCY

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14A30	MANAGEMENT SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
50S01	FORENSIC AUTOPSY TECHNICIAN	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	3	1	Male	3	2	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E21	OFFICE ASSISTANT II	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	0	1	0	0	0	
80I16	SHERIFFS RECORDS SPECIALIST II	18	13	Male	1	0	0	1	0	0	0	0	
				Female	17	5	1	7	4	0	0	0	
80J22	SENIOR ACCOUNT CLERK	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80I15	SHERIFFS RECORDS SPECIALIST I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
70K92	SHERIFFS CORRECTIONAL COOK II	7	4	Male	7	3	2	1	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80I07	CORRECTIONS SPECIALIST	9	8	Male	0	0	0	0	0	0	0	0	
				Female	9	1	2	4	2	0	0	0	
70N10	INMATE SERVICES SPECIALIST	5	3	Male	5	2	0	3	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80I17	SENIOR SHERIFFS RECORDS SPECIALIST	5	3	Male	0	0	0	0	0	0	0	0	
				Female	5	2	0	2	1	0	0	0	
80I10	CUSTODY AND CONTROL SPECIALIST	42	35	Male	21	5	0	15	1	0	0	0	
				Female	21	2	1	18	0	0	0	0	
34G21	CIVIL PROCESS SERVER	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
72C25	VEHICLE MAINTENANCE COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J30	ACCOUNTING TECHNICIAN	4	4	Male	1	0	0	1	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0	
80E22	OFFICE ASSISTANT III	4	4	Male	1	0	0	1	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0	
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
80I06	SHERIFFS PROPERTY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80H25	MEDICAL TRANSCRIPTIONIST II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
60S21	CRIME PREVENTION SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
34E22	FORENSIC EVIDENCE TECHNICIAN	3	2	Male	0	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0	
80A32	SENIOR SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
80I08	SENIOR CORRECTIONS SPECIALIST	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	
34P31	VEHICLE ABATEMENT ENFORCEMENT OFFICER	2	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
72A40	SENIOR INMATE SERVICES SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
36A26	DEPUTY SHERIFF-CORRECTIONS RECRUIT	11	10	Male	9	1	1	6	0	0	0	0	1
				Female	2	0	0	1	1	0	0	0	
80I20	SHERIFFS RECORDS SUPERVISOR	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0	
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60G54	SHERIFF'S WORK ALTERNATIVE SPECIALIST	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
36A28	DEPUTY SHERIFF RESERVE I	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
36E21	DEPUTY SHERIFF-CORRECTIONS	148	96	Male	124	48	4	67	5	0	0	0	
				Female	24	4	0	19	1	0	0	0	
36A22	DEPUTY SHERIFF-OPERATIONS	91	48	Male	81	41	1	33	6	0	0	0	
				Female	10	2	0	8	0	0	0	0	
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14C31	MANAGEMENT ANALYST III	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
43G05	DIGITAL FORENSIC INVESTIGATOR	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
36A23	SHERIFFS SERGEANT	30	18	Male	26	11	2	9	3	1	0	0	
				Female	4	1	0	2	1	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
54B83	CHIEF PATHOLOGIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
36A24	SHERIFFS INVESTIGATIVE SERGEANT	3	2	Male	3	1	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0		
36A82	SHERIFFS COMMANDER	9	2	Male	7	5	0	1	1	0	0	0	
				Female	2	2	0	0	0	0	0		
36A81	SHERIFFS CAPTAIN	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		438	281	Male #	301	124	11	145	19	1	0	1	
Grand Total %			64.2	Male %	68.7	28.3	2.5	33.1	4.3	0.2	0.0	0.2	
				Female #	137	33	4	80	20	0	0	0	
				Female%	31.3	7.5	0.9	18.3	4.6	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
60D11	SOCIAL SERVICES AIDE II	62	62	Male	7	0	0	7	0	0	0	0	0
				Female	55	0	0	55	0	0	0	0	0
80E21	OFFICE ASSISTANT II	68	66	Male	6	0	0	5	1	0	0	0	
				Female	62	2	2	53	3	0	0	2	
TCOEH	TEMPORARY COVID-19 EXTRA HELP	6	6	Male	2	0	0	2	0	0	0	0	
				Female	4	0	0	1	0	0	0	3	
25E01	ELIGIBILITY SPECIALIST I	31	29	Male	5	0	0	5	0	0	0	0	
				Female	26	2	1	20	0	0	0	3	
60D10	SOCIAL SERVICES AIDE I	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
80A31	SECRETARY	13	8	Male	1	0	0	0	0	0	0	1	
				Female	12	5	1	6	0	0	0	0	
25E21	ELIGIBILITY SPECIALIST II	133	123	Male	13	1	1	11	0	0	0	0	
				Female	120	9	1	103	3	1	0	3	
70A21	CUSTODIAN	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
60C01	SOCIAL WORKER I	9	9	Male	2	0	0	2	0	0	0	0	
				Female	7	0	0	7	0	0	0	0	
70F21	COURIER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80E22	OFFICE ASSISTANT III	29	26	Male	5	2	1	2	0	0	0	0	
				Female	24	1	1	22	0	0	0	0	
70N01	OFFICE MAINTENANCE WORKER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
70F23	STOREKEEPER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	

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**County of Monterey
Workforce Analysis**

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Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0	
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
25E22	ELIGIBILITY SPECIALIST III	84	74	Male	21	2	0	18	1	0	0	0	0
				Female	63	8	1	50	4	0	0	0	0
60U11	MILITARY & VETERANS REPRESENTATIVE II	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	15	11	Male	2	1	1	0	0	0	0	0	0
				Female	13	3	1	9	0	0	0	0	0
60C21	SOCIAL WORKER II	5	5	Male	0	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	4	4	Male	3	0	0	2	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80A32	SENIOR SECRETARY	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	6	4	Male	0	0	0	0	0	0	0	0	0
				Female	6	2	2	2	0	0	0	0	0
14H69	STAFF TRAINER I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
60C22	SOCIAL WORKER III	59	51	Male	14	1	0	13	0	0	0	0	0
				Female	45	7	3	33	2	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	10	8	Male	2	1	0	1	0	0	0	0	0
				Female	8	1	0	7	0	0	0	0	0
60C23	SOCIAL WORKER IV	13	12	Male	2	0	0	1	1	0	0	0	0
				Female	11	1	1	8	1	0	0	0	0
70F81	SUPERVISING STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
60U21	MILITARY & VETERANS REPRESENTATIVE III	4	2	Male	3	1	0	2	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80E82	SUPERVISING OFFICE ASSISTANT II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
14G02	MANAGEMENT ANALYST I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
25E80	ELIGIBILITY SUPERVISOR	34	28	Male	7	3	0	4	0	0	0	0	
				Female	27	3	0	23	0	1	0	0	
60H11	EMPLOYMENT & TRAINING WORKER II	13	12	Male	4	1	0	3	0	0	0	0	
				Female	9	0	1	8	0	0	0	0	
14C30	MANAGEMENT ANALYST II	18	12	Male	4	3	0	0	1	0	0	0	
				Female	14	3	1	10	0	0	0	0	
20B11	ACCOUNTANT II	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	2	2	0	0	0	
14C70	ADMINISTRATIVE SERVICES ASSISTANT	8	7	Male	1	1	0	0	0	0	0	0	
				Female	7	0	2	5	0	0	0	0	
60C24	SOCIAL WORKER V	26	16	Male	4	1	0	1	2	0	0	0	
				Female	22	9	0	13	0	0	0	0	
60H21	EMPLOYMENT & TRAINING WORKER III	16	16	Male	7	0	0	7	0	0	0	0	
				Female	9	0	0	8	1	0	0	0	
14B21	ASSOCIATE PERSONNEL ANALYST	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	1	1	0	0	0	0	
60C80	SOCIAL WORK SUPERVISOR I	8	4	Male	3	1	0	2	0	0	0	0	
				Female	5	3	0	2	0	0	0	0	
14H70	STAFF TRAINER II	10	9	Male	2	0	0	2	0	0	0	0	
				Female	8	1	0	7	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
14C31	MANAGEMENT ANALYST III	13	6	Male	4	2	0	1	1	0	0	0	
				Female	9	5	1	2	1	0	0		
60C81	SOCIAL WORK SUPERVISOR II	19	16	Male	2	0	0	1	1	0	0	0	
				Female	17	3	3	11	0	0	0		
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	6	4	Male	6	2	0	3	1	0	0	0	
				Female	0	0	0	0	0	0	0		
60H31	EMPLOYMENT & TRAINING SUPERVISOR	6	5	Male	1	1	0	0	0	0	0	0	
				Female	5	0	1	4	0	0	0		
60I02	PROGRAM MANAGER II	14	11	Male	2	1	0	1	0	0	0	0	
				Female	12	2	1	9	0	0	0		
16C87	BUSINESS TECHNOLOGY ANALYST II	5	2	Male	3	1	0	1	1	0	0	0	
				Female	2	2	0	0	0	0	0		
14B32	SENIOR PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
14C71	ADMINISTRATIVE SERVICES OFFICER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
14A30	MANAGEMENT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0		
16C88	BUSINESS TECHNOLOGY ANALYST III	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
52E22	PUBLIC HEALTH NURSE II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0		
60X01	COMMUNITY AFFILIATION MANAGER	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
16C93	BUSINESS TECHNOLOGY ANLYST IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
60I01	DEPUTY DIRECTOR SOCIAL SERVICES	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
14B66	DEPARTMENTAL HR MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
20B94	FINANCE MANAGER III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		798	682	Male #	152	30	3	105	13	0	0	1
Grand Total %			85.5	Male %	19.0	3.8	0.4	13.2	1.6	0.0	0.0	0.1
				Female #	646	86	27	500	20	2	0	11
				Female%	81.0	10.8	3.4	62.7	2.5	0.3	0.0	1.4

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: TREASURER/TAX COLLECTOR

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80J21	ACCOUNT CLERK	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
20B40	TREASURY OFFICER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	6	6	Male	1	0	0	1	0	0	0	0	
				Female	5	0	0	5	0	0	0	0	
25A30	REVENUE OFFICER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
25A32	REVENUE OFFICER II	8	8	Male	0	0	0	0	0	0	0	0	
				Female	8	0	0	8	0	0	0	0	
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B11	ACCOUNTANT II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
20B41	TREASURY OFFICER II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
20B12	ACCOUNTANT III	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14C31	MANAGEMENT ANALYST III	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
16C88	BUSINESS TECHNOLOGY ANALYST III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: TREASURER/TAX COLLECTOR

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
20B95	FINANCE MANAGER I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	
14C47	DEPUTY TREASURER-TAX COLLECTOR	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		37	30	Male #	6	2	0	4	0	0	0	0
Grand Total %			81.1	Male %	16.2	5.4	0.0	10.8	0.0	0.0	0.0	0.0
				Female #	31	5	0	25	1	0	0	0
				Female%	83.8	13.5	0.0	67.6	2.7	0.0	0.0	0.0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: WATER RESOURCES AGENCY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
74J01	WATER MAINTENANCE WORKER I	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74J11	WATER MAINTENANCE WORKER II	4	2	Male	4	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
43B03	WATER RESOURCES TECHNICIAN	4	1	Male	2	1	0	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
43A21	ENGINEERING AIDE II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
74F23	HYDROELECTRIC TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74J22	ASSISTANT WATER MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
41C02	WATER RESOURCES HYDROLOGIST	3	1	Male	1	0	0	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
41E11	WATER RESOURCES ENGINEER	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
41E21	ASSOCIATE WATER RESOURCES ENGINEER	4	1	Male	4	3	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
74C01	WATER MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: WATER RESOURCES AGENCY

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0		
14A30	MANAGEMENT SPECIALIST	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
41E30	SENIOR WATER RESOURCES ENGINEER	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
12C36	DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
Grand Total #		37	11	Male #	22	16	0	5	1	0	0	0	
Grand Total %			29.7	Male %	59.5	43.2	0.0	13.5	2.7	0.0	0.0	0.0	
				Female #	15	10	0	3	2	0	0	0	
				Female%	40.5	27.0	0.0	8.1	5.4	0.0	0.0	0.0	

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**County of Monterey
Workforce Analysis Summary**

Snapshot Date: 01/01/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
AGRICULTURE COMMISSIONER	78	46	32	52	14	1	26	4	0	0	1	12	0	16	4	0	0	0
ASSESSOR/CLERK/RECORDER	64	17	47	45	9	1	5	2	0	0	0	10	1	35	1	0	0	0
AUDITOR CONTROLLER	35	8	27	23	5	1	1	1	0	0	0	7	0	16	4	0	0	0
BOARD OF SUPERVISORS	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0
CHILD SUPPORT SERVICES	78	20	58	64	3	2	11	4	0	0	0	11	5	41	1	0	0	0
CIVIL RIGHTS OFFICE	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
CLERK OF THE BOARD	4	2	2	4	0	0	2	0	0	0	0	0	0	2	0	0	0	0
COOPERATIVE EXTENSION SERVICE	3	1	2	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0
COUNTY ADMINISTRATIVE OFFICE	103	54	49	72	15	0	33	4	1	0	1	16	2	22	9	0	0	0
COUNTY COUNSEL	42	10	32	15	8	0	2	0	0	0	0	19	0	9	4	0	0	0
DISTRICT ATTORNEY	141	46	95	66	34	0	8	2	1	0	1	41	0	45	7	0	0	2
ELECTIONS	17	6	11	14	2	0	3	0	0	0	1	1	0	7	2	0	0	1
EMERGENCY COMMUNICATION	65	19	46	31	12	0	7	0	0	0	0	22	1	20	2	1	0	0
HEALTH	988	167	821	773	57	6	83	18	0	0	3	158	10	584	50	7	0	12
HOUSING AND COMMUNITY DEVELOPMENT	82	29	53	48	14	2	11	2	0	0	0	20	0	23	8	1	0	1
HUMAN RESOURCES	40	7	33	28	0	1	6	0	0	0	0	12	2	16	3	0	0	0
INFORMATION TECHNOLOGY	97	69	28	60	29	1	27	10	1	1	0	8	1	11	8	0	0	0
LIBRARY	87	14	73	45	6	0	7	0	0	0	1	36	1	30	6	0	0	0
NATIVIDAD MEDICAL CENTER	1,609	384	1,225	1,174	119	16	161	86	2	0	0	316	37	603	251	9	6	3
PROBATION	265	121	144	214	24	5	82	7	1	1	1	27	4	107	4	1	0	1
PUBLIC DEFENDER	54	22	32	32	12	1	7	2	0	0	0	10	2	17	3	0	0	0
PUBLIC WORKS, FACILITIES & PARKS	178	121	57	107	46	0	64	11	0	0	0	25	1	24	7	0	0	0
RESOURCE MANAGEMENT AGENCY	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0

**County of Monterey
Workforce Analysis Summary**

Snapshot Date: 01/01/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
SHERIFF-CORONER	438	301	137	281	124	11	145	19	1	0	1	33	4	80	20	0	0	0
SOCIAL SERVICES	798	152	646	682	30	3	105	13	0	0	1	86	27	500	20	2	0	11
TREASURER/TAX COLLECTOR	37	6	31	30	2	0	4	0	0	0	0	5	0	25	1	0	0	0
WATER RESOURCES AGENCY	37	22	15	11	16	0	5	1	0	0	0	10	0	3	2	0	0	0
Total (#)	5,349	1,645	3,704	3,877	582	51	806	186	7	2	11	890	98	2,241	417	21	6	31
Total (%)		30.8	69.2	72.5	10.9	1.0	15.1	3.5	0.1	0.0	0.2	16.6	1.8	41.9	7.8	0.4	0.1	0.6

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	12C01	ASSISTANT AGRICULTURAL COMMISSIONER	1	1	0	0	1
1	12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	0	0	1
1	12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	2	2	0	2	0
1	12C37	ASSISTANT DIRECTOR OF HUMAN RESOURCES	1	0	1	1	0
1	12C23	ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARK	1	1	0	1	0
1	12C04	ASSISTANT LIBRARY DIRECTOR	1	0	1	1	0
1	12C11	ASSISTANT PUBLIC DEFENDER	1	1	0	1	0
1	12C14	ASSISTANT REGISTRAR OF VOTERS	1	0	1	0	1
1	12E04	BUREAU CHIEF	5	3	2	1	4
1	12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	1	1	0
1	60I01	DEPUTY DIRECTOR SOCIAL SERVICES	3	0	3	2	1
1	12C36	DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY	1	0	1	1	0
1	12C42	EMERGENCY COMMUNICATIONS OPERATIONS MANAGER	1	0	1	0	1
1	14A25	EMERGENCY SERVICES MANAGER	1	1	0	0	1
1	14A60	EXECUTIVE MANAGEMENT SPECIALIST	2	1	1	2	0
1	12C29	HOSPITAL ASSISTANT ADMINISTRATOR	2	0	2	1	1
1	14C60	HOSPITAL CHIEF FINANCIAL OFFICER	1	1	0	0	1
1	12C28	HOSPITAL CHIEF NURSING OFFICER	1	0	1	1	0
1	14C48	PUBLIC HEALTH PROGRAM MANAGER II	3	1	2	2	1
1	12E16	WIB EXECUTIVE DIRECTOR	1	1	0	1	0
Total (#)			31	14	17	18	13
Total (%)				45.2	54.8	58.1	41.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	14K44	ASSISTANT BUREAU CHIEF	2	1	1	2	0
1	12A04	ASSISTANT DISTRICT ATTORNEY	3	2	1	2	1
1	30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	3	2	1	2	1
1	20B97	CHIEF DEPUTY AUDITOR-CONTROLLER	3	2	1	1	2
1	14K63	CHIEF OF FACILITIES	1	0	1	1	0
1	14K52	CHIEF SECURITY AND PRIVACY OFFICER	1	1	0	1	0
1	60I10	DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	1	2	2	1
1	14K62	DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	0	0	1
1	14C47	DEPUTY TREASURER-TAX COLLECTOR	2	1	1	2	0
1	14H60	DIRECTOR OF MARKETING AND COMMUNITY RELATIONS	1	0	1	1	0
1	52E20	DIRECTOR OF PUBLIC HEALTH NURSING	1	0	1	1	0
1	50P80	DIRECTOR OF RESPIRATORY CARE SERVICES	1	1	0	0	1
1	50C80	DIRECTOR PUBLIC HEALTH LABORATORY	1	0	1	0	1
1	14M12	ECONOMIC DEVELOPMENT MANAGER	1	1	0	1	0
1	20B93	FINANCE MANAGER II	13	6	7	4	9
1	20B94	FINANCE MANAGER III	4	0	4	1	3
1	14H64	FLEET MANAGER	1	1	0	1	0
1	14K33	HOSP DIRECTOR OF ENGINEERING AND SAFETY	1	1	0	0	1
1	14K43	HOSPITAL CHIEF INFORMATION OFFICER	1	1	0	1	0
1	20B92	HOSPITAL CONTROLLER	1	0	1	0	1
1	14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	0	0	1
1	14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	0	1	0	1
1	14K67	HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR	1	0	1	1	0
1	43G01	INFORMATION TECHNOLOGY MANAGER	9	7	2	5	4
1	14K31	MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	0	1	0	1
1	80M05	PATIENT ACCOUNT MANAGER	1	0	1	0	1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	14C52	PATIENT FINANCIAL SERVICES DIRECTOR	1	0	1	1	0
1	60I02	PROGRAM MANAGER II	16	2	14	4	12
1	14C32	SAFETY OFFICER	1	1	0	1	0
1	41A22	SENIOR CIVIL ENGINEER	3	3	0	0	3
Total (#)			80	36	44	35	45
Total (%)				45.0	55.0	43.8	56.3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	20B22	ACCOUNTANT AUDITOR III	4	1	3	2	2
2	20B12	ACCOUNTANT III	14	0	14	5	9
2	14C75	ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY	1	0	1	1	0
2	14N05	ADMINISTRATIVE OPERATIONS MANAGER	2	1	1	1	1
2	14C70	ADMINISTRATIVE SERVICES ASSISTANT	16	1	15	3	13
2	14C71	ADMINISTRATIVE SERVICES OFFICER	2	0	2	0	2
2	30N50	AGRICULTURAL PROGRAMS BIOLOGIST	1	0	1	1	0
2	14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	0	1	0	1
2	14B21	ASSOCIATE PERSONNEL ANALYST	11	1	10	5	6
2	14B62	ASSOCIATE RISK & BENEFITS ANALYST	2	1	1	1	1
2	14K45	AUDITOR APPRAISER MANAGER	1	1	0	0	1
2	28B21	AUDITOR-APPRAISER II	2	0	2	2	0
2	28B22	AUDITOR-APPRAISER III	1	0	1	0	1
2	20B24	AUDITOR-CONTROLLER ANALYST I	5	0	5	1	4
2	20B25	AUDITOR-CONTROLLER ANALYST II	1	0	1	0	1
2	74E81	BRIDGE SUPERINTENDENT	1	1	0	0	1
2	16C88	BUSINESS TECHNOLOGY ANALYST III	3	2	1	2	1
2	16C93	BUSINESS TECHNOLOGY ANALYST IV	3	3	0	1	2
2	14E20	BUYER II	3	0	3	1	2
2	20B91	CHIEF HOSPITAL ACCOUNTANT	1	1	0	0	1
2	30D25	CHIEF OF BUILDING SERVICES	1	1	0	1	0
2	14K70	CHIEF OF PARKS	1	1	0	0	1
2	14K50	CHIEF OF PLANNING	1	1	0	1	0
2	60X01	COMMUNITY AFFILIATION MANAGER	1	0	1	0	1
2	14N35	CONTRACTS & PURCHASING OFFICER	1	0	1	0	1
2	14A24	COUNTY BUDGET DIRECTOR	1	1	0	0	1

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**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14B66	DEPARTMENTAL HR MANAGER	2	0	2	1	1
2	16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	2	2	0	0	2
2	16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	5	3	2	2	3
2	30N80	DEPUTY AGRICULTURAL COMMISSIONER	8	5	3	5	3
2	14M80	ELECTIONS PROGRAM MANAGER	4	0	4	0	4
2	41G01	EMERGENCY SERVICES PLANNER	5	3	2	2	3
2	14P32	ERP BUSINESS ANALYST	5	3	2	3	2
2	20B95	FINANCE MANAGER I	14	3	11	4	10
2	70K83	FOOD ADMINISTRATOR-PROBATION	1	1	0	1	0
2	16G24	GIS ANALYST II	1	0	1	0	1
2	16G25	GIS ANALYST III	3	3	0	3	0
2	14C36	HOSPITAL DECISION SUPPORT ANALYST	1	0	1	0	1
2	14A80	HOSPITAL DECISION SUPPORT MANAGER	1	1	0	0	1
2	14A70	HOSPITAL REVENUE CYCLE EXAMINER	1	0	1	0	1
2	16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	2	2	0	2	0
2	16C61	HOSPITAL SOFTWARE ANALYST II	8	2	6	1	7
2	16C62	HOSPITAL SOFTWARE ANALYST III	3	2	1	1	2
2	14M61	HR PROGRAM MANAGER	3	0	3	1	2
2	16C89	INFORMATION TECHNOLOGY BUSINESS MANAGER	1	0	1	0	1
2	16C23	INFORMATION TECHNOLOGY SUPERVISOR	1	1	0	1	0
2	43G03	IT PROJECT MANAGEMENT ANALYST II	2	1	1	0	2
2	43G04	IT PROJECT MANAGEMENT ANALYST III	4	2	2	2	2
2	65A31	LIBRARIAN I	4	1	3	3	1
2	65A33	LIBRARIAN II	11	4	7	6	5
2	65A40	LIBRARIAN III	2	0	2	2	0
2	74D85	MAINTENANCE MANAGER	2	2	0	1	1
2	14G02	MANAGEMENT ANALYST I	28	6	22	9	19

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**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	14C30	MANAGEMENT ANALYST II	72	20	52	28	44
2	14C31	MANAGEMENT ANALYST III	48	12	36	25	23
2	14A30	MANAGEMENT SPECIALIST	17	10	7	13	4
2	14A31	MANAGEMENT SPECIALIST - LIMITED TERM	3	1	2	3	0
2	65A85	MANAGING LIBRARIAN	2	0	2	1	1
2	14H65	MEDICAL STAFF COORDINATOR	1	0	1	1	0
2	41N24	NETWORK SYSTEMS ENGINEER II	4	4	0	1	3
2	41N25	NETWORK SYSTEMS ENGINEER III	2	2	0	1	1
2	14N06	OPERATIONS MANAGER	2	1	1	1	1
2	14B01	PERSONNEL ANALYST	10	1	9	1	9
2	72A87	PHYSICAL PLANT MANAGER	1	1	0	1	0
2	14A23	PRINCIPAL ADMINISTRATIVE ANALYST	4	1	3	0	4
2	14B64	PRINCIPAL RISK MANAGEMENT ANALYST	1	0	1	1	0
2	14A10	PROJECT MANAGER I	2	1	1	1	1
2	14A11	PROJECT MANAGER II	6	5	1	1	5
2	14A12	PROJECT MANAGER III	4	3	1	2	2
2	14C74	REAL PROPERTY SPECIALIST	1	1	0	0	1
2	41F30	REDEVELOPMENT/HOUSING PROJECT ANALYST I	2	0	2	1	1
2	41F31	REDEVELOPMENT/HOUSING PROJECT ANALYST II	1	1	0	1	0
2	74D84	ROAD MAINTENANCE SUPERINTENDENT	1	1	0	1	0
2	74D83	ROAD SUPERINTENDENT	4	4	0	2	2
2	74K50	SAFETY COORDINATOR/INVESTIGATOR	3	2	1	1	2
2	16E25	SECURITY ANALYST III	1	0	1	1	0
2	14A22	SENIOR ADMINISTRATIVE ANALYST	1	0	1	1	0
2	14B49	SENIOR EQUAL OPPORTUNITY ANALYST	1	0	1	0	1
2	14B32	SENIOR PERSONNEL ANALYST	15	3	12	5	10

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14B63	SENIOR RISK & BENEFITS ANALYST	1	0	1	0	1
2	16C44	SOFTWARE PROGRAMMER ANALYST II	6	4	2	3	3
2	16C45	SOFTWARE PROGRAMMER ANALYST III	6	5	1	1	5
2	28A80	SUPERVISING APPRAISER	2	2	0	1	1
2	14B28	SUPERVISING PERSONNEL ANALYST	1	0	1	1	0
2	16C54	SYSTEMS PROGRAMMER ANALYST II	10	8	2	3	7
2	16C55	SYSTEMS PROGRAMMER ANALYST III	7	7	0	4	3
2	14C87	VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	0	1	1	0
2	74C01	WATER MAINTENANCE SUPERINTENDENT	1	1	0	1	0
2	60G43	WIB EMPLOYMENT PROGRAMS SUPERVISOR	1	0	1	0	1
2	14C85	WORKERS COMPENSATION MANAGER	1	0	1	1	0
Total (#)			451	165	286	188	263
Total (%)				36.6	63.4	41.7	58.3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	39A47	CHIEF CHILD SUPPORT ATTORNEY	1	0	1	0	1
2	39B25	CHIEF DEPUTY COUNTY COUNSEL	3	0	3	2	1
2	39P35	CHIEF DEPUTY PUBLIC DEFENDER	4	2	2	3	1
2	39D35	CHILD SUPPORT ATTORNEY III	1	1	0	0	1
2	39D36	CHILD SUPPORT ATTORNEY IV	2	0	2	2	0
2	39B22	DEPUTY COUNTY COUNSEL III	3	1	2	3	0
2	39B23	DEPUTY COUNTY COUNSEL IV	13	6	7	11	2
2	39D01	DEPUTY DISTRICT ATTORNEY I	2	0	2	1	1
2	39D11	DEPUTY DISTRICT ATTORNEY II	6	1	5	3	3
2	39D21	DEPUTY DISTRICT ATTORNEY III	2	2	0	1	1
2	39D31	DEPUTY DISTRICT ATTORNEY IV	40	19	21	35	5
2	39P01	DEPUTY PUBLIC DEFENDER I	3	1	2	2	1
2	39P11	DEPUTY PUBLIC DEFENDER II	3	2	1	1	2
2	39P21	DEPUTY PUBLIC DEFENDER III	9	6	3	6	3
2	39P31	DEPUTY PUBLIC DEFENDER IV	10	5	5	8	2
Total (#)			102	46	56	78	24
Total (%)				45.1	54.9	76.5	23.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	60V11	BEHAVIORAL HEALTH GROUP COUNSELOR II	1	0	1	0	1
2	60B01	PSYCHIATRIC SOCIAL WORKER I	89	12	77	14	75
2	60B21	PSYCHIATRIC SOCIAL WORKER II	79	14	65	32	47
2	60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	12	3	9	8	4
2	60C80	SOCIAL WORK SUPERVISOR I	8	3	5	4	4
2	60C81	SOCIAL WORK SUPERVISOR II	20	2	18	3	17
2	60C23	SOCIAL WORKER IV	14	3	11	1	13
2	60C24	SOCIAL WORKER V	33	4	29	11	22
Total (#)			256	41	215	73	183
Total (%)				16.0	84.0	28.5	71.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	41A10	ASSISTANT ENGINEER	10	10	0	1	9
2	41F21	ASSISTANT PLANNER	5	2	3	2	3
2	41F11	ASSOCIATE PLANNER	3	2	1	2	1
2	41E21	ASSOCIATE WATER RESOURCES ENGINEER	4	4	0	3	1
2	41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	4	2	2	3	1
2	41B21	BUILDING PLANS EXAMINER	4	3	1	3	1
2	41A87	CHIEF OF SURVEYS	1	1	0	1	0
2	41A20	CIVIL ENGINEER	2	2	0	1	1
2	14K51	PRINCIPAL PLANNER	4	1	3	2	2
2	41F22	SENIOR PLANNER	3	0	3	1	2
2	41E30	SENIOR WATER RESOURCES ENGINEER	2	1	1	2	0
2	41C17	SENIOR WATER RESOURCES HYDROLOGIST	1	1	0	1	0
2	41F23	SUPERVISING PLANNER	1	0	1	0	1
2	41E11	WATER RESOURCES ENGINEER	2	2	0	2	0
2	41C02	WATER RESOURCES HYDROLOGIST	5	2	3	3	2
Total (#)			51	33	18	27	24
Total (%)				64.7	35.3	52.9	47.1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14K32	BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	0	0	1
2	14K41	BEHAVIORAL HEALTH SERVICES MANAGER II	13	4	9	10	3
2	50J21	CHRONIC DISEASE PREVENTION COORDINATOR	15	3	12	2	13
2	50D80	CLINICAL LABORATORY MANAGER	1	0	1	1	0
2	50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	0	1	0	1
2	14P10	DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES	1	0	1	1	0
2	70K84	HOSPITAL DIRECTOR OF FOOD SERVICES	1	0	1	1	0
2	14M02	HOSPITAL INTERPRETER SERVICES MANAGER	1	1	0	0	1
2	14K26	MANAGED CARE OPERATIONS MANAGER	1	0	1	1	0
2	14N10	OUTPATIENT SERVICES MANAGER I	4	0	4	0	4
2	14N11	OUTPATIENT SERVICES MANAGER II	5	0	5	0	5
2	50A23	PHARMACY DIRECTOR	1	1	0	1	0
2	52A84	QUALITY/COMPLIANCE ADMINISTRATOR	1	0	1	1	0
2	50G95	REHABILITATIVE SERVICES MANAGER	1	0	1	1	0
2	52A34	UTILIZATION MANAGEMENT COORDINATOR	1	0	1	0	1
Total (#)			48	10	38	19	29
Total (%)				20.8	79.2	39.6	60.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	60B23	BEHAVIORAL HEALTH UNIT SUPERVISOR	28	1	27	12	16
2	50J11	CHRONIC DISEASE PREVENTION SPECIALIST II	10	1	9	0	10
2	50A25	CLINICAL PHARMACY COORDINATOR	2	1	1	1	1
2	60A21	CLINICAL PSYCHOLOGIST	10	2	8	4	6
2	50Y21	DIETITIAN	6	0	6	2	4
2	50B12	EMERGENCY MEDICAL SERVICES ANALYST	2	1	1	2	0
2	30J84	ENVIRONMENTAL HEALTH SPECIALIST IV	8	3	5	5	3
2	50K22	HEALTH EDUCATOR	1	0	1	1	0
2	50K18	HEALTH PROGRAM COORDINATOR	4	0	4	4	0
2	50F20	OCCUPATIONAL THERAPIST	12	2	10	5	7
2	50F30	OCCUPATIONAL THERAPIST-PER DIEM	4	1	3	2	2
2	50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	0	4	3	1
2	60L01	PATIENT RIGHTS ADVOCATE	1	0	1	0	1
2	50A21	PHARMACIST I	10	2	8	4	6
2	50A31	PHARMACIST-PER DIEM	7	2	5	2	5
2	50G11	PHYSICAL THERAPIST	11	5	6	6	5
2	50G21	PHYSICAL THERAPIST-PER DIEM	1	0	1	0	1
2	50G23	PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	0	4	4	0
2	50C81	PUBLIC HEALTH CHEMIST	1	0	1	0	1
2	50N01	PUBLIC HEALTH EPIDEMIOLOGIST I	1	0	1	0	1
2	50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	3	0	3	0	3
2	50L22	PUBLIC HEALTH NUTRITIONIST II	3	0	3	2	1
2	50G25	SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	1	1	0	0	1
2	50G41	SPEECH PATHOLOGIST	6	3	3	3	3
2	50D23	SUPERVISING CLINICAL LABORATORY SCIENTIST	1	0	1	0	1
2	50Y31	SUPERVISING DIETITIAN	1	0	1	1	0

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**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	50L80	SUPERVISING PUBLIC HEALTH NUTRITIONIST	1	0	1	1	0
2	50P24	SUPERVISING RESPIRATORY CARE PRACTITIONER	1	1	0	0	1
2	50F10	SUPERVISING THERAPIST	2	0	2	1	1
Total (#)			146	26	120	65	81
Total (%)				17.8	82.2	44.5	55.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	54B92	ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM	1	1	0	1	0
2	54B10	CHIEF OB/GYN SURGEON	1	1	0	1	0
2	54B82	CHIEF OF SURGERY	1	1	0	1	0
2	54B83	CHIEF PATHOLOGIST	1	0	1	1	0
2	54B90	CLINIC PHYSICIAN II	6	2	4	2	4
2	54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	1	1	0
2	54B12	CONTRACT PHYSICIAN	76	32	44	43	33
2	52A96	DIRECTOR OF SURGICAL SERVICES	1	1	0	1	0
2	54B04	GENERAL INTERNIST	2	0	2	1	1
2	54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	1	0	1	0
2	54A01	RESIDENT PHYSICIAN I	11	6	5	3	8
2	54A02	RESIDENT PHYSICIAN II	9	5	4	3	6
2	54A03	RESIDENT PHYSICIAN III	10	3	7	3	7
2	50M80	VETERINARIAN	1	0	1	0	1
Total (#)			122	53	69	62	60
Total (%)				43.4	56.6	50.8	49.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	52A89	ADMIN NURSE/HOUSE SUPV	6	1	5	4	2
2	52A33	CASE MANAGEMENT NURSE	14	1	13	4	10
2	52A21	CLINIC NURSE	4	0	4	0	4
2	52A97	CLINIC NURSE PRACTITIONER	10	0	10	6	4
2	54C03	CLINIC PHYSICIAN ASSISTANT	7	2	5	4	3
2	52A60	CLINICAL NURSE SPECIALIST	5	2	3	4	1
2	14M31	HOSPITAL DIRECTOR OF NURSING EDUCATION	1	0	1	0	1
2	52A40	HOSPITAL NURSE AUDITOR	2	0	2	1	1
2	52A98	HOSPITAL NURSE PRACTITIONER	10	1	9	8	2
2	52A50	HOSPITAL QUALITY ASSURANCE NURSE	7	0	7	7	0
2	52A31	INFECTION CONTROL NURSE	2	1	1	1	1
2	52A99	NURSE PRACTITIONER III - PER DIEM	4	2	2	4	0
2	52A88	NURSING SERVICES DIVISION MANAGER	5	1	4	3	2
2	52A92	NURSING SERVICES UNIT MANAGER	2	0	2	2	0
2	52A94	PSYCHIATRIC NURSE PRACTITIONER	3	1	2	2	1
2	54C05	PSYCHIATRIC PHYSICIAN ASSISTANT	1	1	0	1	0
2	52E22	PUBLIC HEALTH NURSE II	16	4	12	5	11
2	52E23	PUBLIC HEALTH NURSE III	3	0	3	2	1
2	50U44	SENIOR CENTRAL STERILE TECHNICIAN	1	0	1	1	0
2	52A22	SENIOR CLINIC NURSE	19	1	18	5	14
2	50U26	SENIOR OBSTETRICAL TECHNICIAN	1	0	1	0	1
2	52A93	SEXUAL ASSAULT FORENSIC EXAMINER-PER DIEM	1	0	1	0	1
2	52A18	STAFF NURSE I	42	6	36	13	29
2	52A19	STAFF NURSE II	358	61	297	123	235
2	52A20	STAFF NURSE III	30	7	23	9	21
2	52A79	STAFF NURSE II-PER DIEM	57	9	48	28	29

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	52A83	SUPERVISING CLINIC NURSE	1	0	1	0	1
2	52A16	SUPERVISING NURSE I	16	3	13	6	10
2	52A17	SUPERVISING NURSE II	2	0	2	1	1
2	52E80	SUPERVISING PUBLIC HEALTH NURSE	6	0	6	3	3
2	50U32	SURGICAL TECHNICIAN-PER DIEM	2	1	1	1	1
Total (#)			638	105	533	248	390
Total (%)				16.5	83.5	38.9	61.1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	14K60	CHIEF DISTRICT ATTORNEY INVESTIGATOR	1	1	0	1	0
4	68A43	COUNTY PARK RANGER SUPERVISOR	1	1	0	1	0
4	60F23	DEPUTY PROBATION OFFICER III	21	14	7	5	16
4	34A80	DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN	2	2	0	0	2
4	60F87	JUVENILE INSTITUTIONS SUPERVISOR	8	6	2	2	6
4	60F85	PROBATION DIVISION MANAGER	4	2	2	3	1
4	60F84	PROBATION SERVICES MANAGER	14	10	4	7	7
4	36A81	SHERIFFS CAPTAIN	1	1	0	1	0
4	36A82	SHERIFFS COMMANDER	9	7	2	7	2
4	36A24	SHERIFFS INVESTIGATIVE SERGEANT	3	3	0	1	2
4	36A23	SHERIFFS SERGEANT	30	26	4	12	18
Total (#)			94	73	21	40	54
Total (%)				77.7	22.3	42.6	57.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	68A41	COUNTY PARK RANGER II	2	2	0	2	0
4	68A42	COUNTY PARK RANGER III	2	2	0	2	0
4	60F10	DEPUTY PROBATION OFFICER I	2	2	0	0	2
4	60F22	DEPUTY PROBATION OFFICER II	67	19	48	15	52
4	36A28	DEPUTY SHERIFF RESERVE I	1	1	0	1	0
4	36E21	DEPUTY SHERIFF-CORRECTIONS	148	124	24	52	96
4	36A26	DEPUTY SHERIFF-CORRECTIONS RECRUIT	11	9	2	1	10
4	36A22	DEPUTY SHERIFF-OPERATIONS	91	81	10	43	48
4	34A20	DISTRICT ATTORNEY INVESTIGATOR I	3	1	2	1	2
4	34A22	DISTRICT ATTORNEY INVESTIGATOR III	20	14	6	13	7
4	60F88	JUVENILE INSTITUTIONS OFFICER I	9	7	2	1	8
4	60F89	JUVENILE INSTITUTIONS OFFICER II	52	33	19	5	47
4	60F90	SENIOR JUVENILE INSTITUTIONS OFFICER	13	9	4	2	11
Total (#)			421	304	117	138	283
Total (%)				72.2	27.8	32.8	67.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	20B11	ACCOUNTANT II	16	2	14	2	14
5	30N22	AGRICULTURAL INSPECTOR/BIOLOGIST III	24	14	10	8	16
5	50U31	ANESTHESIA TECHNICIAN	4	2	2	2	2
5	28A22	APPRAISER III	3	2	1	2	1
5	28B01	AUDITOR-APPRAISER I	1	0	1	0	1
5	16C86	BUSINESS TECHNOLOGY ANALYST I	3	3	0	0	3
5	16C87	BUSINESS TECHNOLOGY ANALYST II	9	6	3	6	3
5	50U43	CENTRAL STERILE TECHNICIAN	8	1	7	0	8
5	25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	1	1	0
5	34G21	CIVIL PROCESS SERVER	2	1	1	0	2
5	43L18	COMMUNICATIONS TECHNICIAN III	3	3	0	2	1
5	60P23	COMMUNITY SERVICE AIDE IV	4	1	3	1	3
5	60S21	CRIME PREVENTION SPECIALIST	1	0	1	0	1
5	50R25	DIAGNOSTIC IMAGING SUPERVISOR	2	0	2	2	0
5	43G05	DIGITAL FORENSIC INVESTIGATOR	2	1	1	2	0
5	14J21	ELECTIONS SERVICES SPECIALIST II	2	1	1	0	2
5	25E80	ELIGIBILITY SUPERVISOR	34	7	27	6	28
5	60H31	EMPLOYMENT & TRAINING SUPERVISOR	6	1	5	1	5
5	60H21	EMPLOYMENT & TRAINING WORKER III	16	7	9	0	16
5	50U29	ENDOSCOPY TECHNICIAN	4	0	4	1	3
5	43A22	ENGINEERING AIDE III	1	1	0	0	1
5	43A23	ENGINEERING TECHNICIAN	4	4	0	2	2
5	30J31	ENVIRONMENTAL HEALTH SPECIALIST III	13	7	6	4	9
5	50S01	FORENSIC AUTOPSY TECHNICIAN	4	0	4	2	2
5	34E22	FORENSIC EVIDENCE TECHNICIAN	3	0	3	1	2
5	50U22	HEALTH CARE TECHNICIAN	1	0	1	0	1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	50T22	HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	1	1	0
5	14M33	HOSPITAL MEDICAL INTERPRETATION COORDINATOR	1	1	0	0	1
5	16C60	HOSPITAL SOFTWARE ANALYST I	2	0	2	2	0
5	74F23	HYDROELECTRIC TECHNICIAN	1	1	0	1	0
5	43G02	INFORMATION TECHNOLOGY PROJECT MANAGER I	1	0	1	0	1
5	43M35	INFORMATION TECHNOLOGY SUPPORT TECHNICIAN III	2	2	0	1	1
5	20B31	INTERNAL AUDITOR II	1	0	1	1	0
5	39C01	LEGAL ASSISTANT	4	1	3	1	3
5	80C22	LIBRARY ASSISTANT III	10	1	9	2	8
5	52A02	LICENSED VOCATIONAL NURSE	18	3	15	6	12
5	60U21	MILITARY & VETERANS REPRESENTATIVE III	4	3	1	2	2
5	41N23	NETWORK SYSTEMS ENGINEER I	4	3	1	2	2
5	50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	0	1	0	1
5	50U23	OBSTETRICAL TECHNICIAN	6	1	5	1	5
5	50U25	ORTHOPEDIC TECHNICIAN	1	1	0	0	1
5	43C10	PERMIT TECHNICIAN I	2	1	1	0	2
5	43C11	PERMIT TECHNICIAN II	3	2	1	0	3
5	50U17	PHYSICAL THERAPIST ASSISTANT	4	2	2	0	4
5	34D40	PUBLIC DEFENDER INVESTIGATOR III	3	3	0	0	3
5	30J81	RECYCLING/RESOURCE RECOVERY SPECIALIST	3	0	3	0	3
5	25A30	REVENUE OFFICER I	1	1	0	0	1
5	25A32	REVENUE OFFICER II	8	0	8	0	8
5	14B60	RISK & BENEFITS SPECIALIST-CONFIDENTIAL	1	0	1	0	1
5	16E23	SECURITY ANALYST I	1	1	0	1	0
5	34G22	SENIOR CIVIL PROCESS SERVER	1	0	1	0	1
5	50D13	SENIOR CLINICAL LABORATORY ASSISTANT	2	1	1	0	2
5	50D22	SENIOR CLINICAL LABORATORY SCIENTIST	8	2	6	0	8

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	43F80	SENIOR MAP DRAFTING TECHNICIAN	1	1	0	1	0
5	50C23	SENIOR PUBLIC HEALTH MICROBIOLOGIST	1	0	1	1	0
5	50R22	SENIOR RADIOLOGIC TECHNOLOGIST	5	4	1	2	3
5	50P22	SENIOR RESPIRATORY CARE PRACTITIONER	1	1	0	1	0
5	50R32	SENIOR SONOGRAPHER	1	0	1	0	1
5	60C22	SOCIAL WORKER III	97	23	74	9	88
5	16C43	SOFTWARE PROGRAMMER ANALYST I	11	9	2	1	10
5	50R31	SONOGRAPHER	9	3	6	2	7
5	50R33	SONOGRAPHER-PER DIEM	8	3	5	4	4
5	14H69	STAFF TRAINER I	2	0	2	1	1
5	14H70	STAFF TRAINER II	10	2	8	1	9
5	25C81	SUPERVISING CHILD SUPPORT OFFICER	5	1	4	1	4
5	50G31	SUPERVISING THERAPIST-MED THER PROG	1	0	1	1	0
5	50U27	SURGICAL TECHNICIAN	11	5	6	3	8
5	16C53	SYSTEMS PROGRAMMER ANALYST I	5	4	1	1	4
5	43L23	TELECOMMUNICATIONS SPECIALIST II	1	1	0	1	0
5	43L28	TELECOMMUNICATIONS TECHNICIAN III	1	1	0	0	1
5	50U51	TELEMETRY TECHNICIAN	9	1	8	1	8
5	20B41	TREASURY OFFICER II	2	0	2	0	2
5	60K02	VICTIM ASSISTANCE ADVOCATE	10	0	10	1	9
5	60K03	VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR	1	0	1	0	1
5	43B02	WATER QUALITY SPECIALIST	1	0	1	1	0
5	43B03	WATER RESOURCES TECHNICIAN	7	2	5	4	3
5	30G22	WEIGHTS/MEASURES INSPECTOR III	2	2	0	0	2
Total (#)			467	157	310	103	364
Total (%)				33.6	66.4	22.1	77.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	20B10	ACCOUNTANT I	16	1	15	5	11
5	30N40	AGRICULTURAL ASSISTANT I	5	4	1	1	4
5	30N05	AGRICULTURAL ASSISTANT II	11	9	2	2	9
5	30N01	AGRICULTURAL INSPECTOR/BIOLOGIST I	3	1	2	1	2
5	30N20	AGRICULTURAL INSPECTOR/BIOLOGIST II	3	3	0	1	2
5	28A02	APPRAISER I	9	3	6	2	7
5	28A21	APPRAISER II	4	1	3	2	2
5	30D01	BUILDING INSPECTOR I	3	2	1	0	3
5	30D21	BUILDING INSPECTOR II	3	3	0	2	1
5	14E01	BUYER I	3	1	2	0	3
5	25G21	CA CHILDRENS SERVICES CASE WORKER II	2	0	2	0	2
5	25C23	CHILD SUPPORT OFFICER II	39	10	29	4	35
5	25C24	CHILD SUPPORT OFFICER III	8	1	7	2	6
5	50J01	CHRONIC DISEASE PREVENTION SPECIALIST I	24	1	23	1	23
5	50D12	CLINICAL LABORATORY ASSISTANT	34	6	28	9	25
5	50D21	CLINICAL LABORATORY SCIENTIST	13	3	10	0	13
5	34P26	CODE COMPLIANCE INSPECTOR II	6	3	3	2	4
5	43L20	COMMUNICATIONS TECHNICIAN I	2	2	0	0	2
5	43L21	COMMUNICATIONS TECHNICIAN II	2	2	0	0	2
5	60P21	COMMUNITY SERVICE AIDE II	26	6	20	1	25
5	60P22	COMMUNITY SERVICE AIDE III	8	0	8	0	8
5	43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	13	9	4	2	11
5	43J04	DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST	8	2	6	1	7
5	34H24	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I	3	2	1	1	2
5	34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	3	0	3	1	2
5	50U30	DIETITIAN AIDE	5	0	5	0	5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	14H24	EDUCATOR AND VOLUNTEER COORDINATOR	2	0	2	2	0
5	50U50	EEG TECH	2	0	2	1	1
5	25E01	ELIGIBILITY SPECIALIST I	31	5	26	2	29
5	25E21	ELIGIBILITY SPECIALIST II	133	13	120	10	123
5	25E22	ELIGIBILITY SPECIALIST III	84	21	63	10	74
5	60H11	EMPLOYMENT & TRAINING WORKER II	13	4	9	1	12
5	43A21	ENGINEERING AIDE II	2	1	1	1	1
5	30J11	ENVIRONMENTAL HEALTH SPECIALIST I	3	3	0	1	2
5	30J21	ENVIRONMENTAL HEALTH SPECIALIST II	12	6	6	1	11
5	34X21	GUARD	1	1	0	0	1
5	50K19	HEALTH EDUCATION ASSISTANT	8	0	8	0	8
5	50T02	HEALTH INFORMATION MANAGEMENT CODER I	1	0	1	0	1
5	50T03	HEALTH INFORMATION MANAGEMENT CODER II	4	0	4	1	3
5	43M40	HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN	3	3	0	1	2
5	34G10	INVESTIGATIVE AIDE	4	1	3	1	3
5	50E23	LABORATORY ASSISTANT	6	1	5	1	5
5	80C01	LIBRARY ASSISTANT I	25	2	23	11	14
5	80C21	LIBRARY ASSISTANT II	26	5	21	13	13
5	43F21	MAP DRAFTING TECHNICIAN	1	1	0	1	0
5	50D11	MEDICAL LABORATORY TECHNICIAN	2	1	1	0	2
5	50T01	MEDICAL RECORD TECHNICIAN I	1	1	0	0	1
5	60U11	MILITARY & VETERANS REPRESENTATIVE II	2	1	1	2	0
5	68C01	PARK SERVICES AIDE I	1	0	1	1	0
5	68C21	PARK SERVICES AIDE II	4	0	4	4	0
5	68C23	PARK SERVICES AIDE III	3	2	1	2	1
5	65C10	PARKS MUSEUM ASSISTANT	1	0	1	1	0
5	14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	26	1	25	6	20

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	50U18	PHARMACY TECHNICIAN	17	5	12	3	14
5	50U19	PHYSICAL THERAPIST HELPER	6	4	2	0	6
5	60F02	PROBATION AIDE	16	5	11	1	15
5	34D22	PUBLIC DEFENDER INVESTIGATOR I	1	0	1	0	1
5	34D23	PUBLIC DEFENDER INVESTIGATOR II	2	0	2	0	2
5	52E01	PUBLIC HEALTH LICENSED VOCATIONAL NURSE	7	0	7	0	7
5	50C22	PUBLIC HEALTH MICROBIOLOGIST II	2	1	1	1	1
5	50R21	RADIOLOGIC TECHNOLOGIST	24	10	14	14	10
5	50R23	RADIOLOGIC TECHNOLOGIST-PER DIEM	5	1	4	3	2
5	68C02	RANGE AIDE	1	1	0	0	1
5	50M21	REGISTERED VETERINARY TECHNICIAN	1	0	1	0	1
5	50P21	RESPIRATORY CARE PRACTITIONER	27	9	18	6	21
5	50P31	RESPIRATORY CARE PRACTITIONER-PER DIEM	20	6	14	3	17
5	34P27	SENIOR CODE COMPLIANCE INSPECTOR	1	0	1	0	1
5	43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	14	14	0	6	8
5	50U28	SENIOR PHARMACY TECHNICIAN	2	0	2	0	2
5	60G54	SHERIFF'S WORK ALTERNATIVE SPECIALIST	3	0	3	0	3
5	60D10	SOCIAL SERVICES AIDE I	2	0	2	0	2
5	60D11	SOCIAL SERVICES AIDE II	62	7	55	0	62
5	60C01	SOCIAL WORKER I	9	2	7	0	9
5	60C21	SOCIAL WORKER II	5	0	5	0	5
5	43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDI	5	3	2	1	4
5	TCOEH	TEMPORARY COVID-19 EXTRA HELP	6	2	4	0	6
5	20B40	TREASURY OFFICER I	1	0	1	0	1
5	34P31	VEHICLE ABATEMENT ENFORCEMENT OFFICER	2	1	1	0	2
5	30G20	WEIGHTS/MEASURES INSPECTOR I	3	1	2	1	2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	60G21	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II	3	1	2	1	2
		Total (#)	904	221	683	154	750
		Total (%)		24.4	75.6	17.0	83.0

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	74E80	ASSISTANT BRIDGE SUPERINTENDENT	1	1	0	0	1
7	74D81	ASSISTANT ROAD SUPERINTENDENT	2	2	0	1	1
7	74J22	ASSISTANT WATER MAINTENANCE SUPERINTENDENT	1	1	0	1	0
7	72A81	BUILDING MAINTENANCE SUPERVISOR	3	3	0	2	1
7	72C26	MECHANIC III	2	2	0	2	0
7	72A29	SENIOR BUILDING MAINTENANCE WORKER	2	2	0	1	1
7	70C20	SENIOR GROUNDSKEEPER	1	1	0	0	1
7	74D13	SENIOR ROAD MAINTENANCE WORKER	6	6	0	2	4
Total (#)			18	18	0	9	9
Total (%)				100.0	0.0	50.0	50.0

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	74E11	BRIDGE MAINTENANCE WORKER	1	1	0	0	1
7	72A23	BUILDING MAINTENANCE WORKER	14	14	0	3	11
7	72C19	HOSPITAL MAINTENANCE MECHANIC	8	8	0	2	6
7	72A24	MAINTENANCE PAINTER	3	3	0	1	2
7	72C23	MECHANIC II	10	10	0	2	8
7	72B40	PARKS UTILITIES & WATER SYSTEMS SPECIALIST	3	3	0	2	1
7	74D12	ROAD MAINTENANCE WORKER	15	15	0	7	8
7	72A40	SENIOR INMATE SERVICES SPECIALIST	1	1	0	0	1
7	74I11	TRAFFIC MAINTENANCE WORKER	3	3	0	0	3
7	74J11	WATER MAINTENANCE WORKER II	4	4	0	2	2
Total (#)			62	62	0	19	43
Total (%)				100.0	0.0	30.6	69.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80J20	ACCOUNTING CLERICAL SUPERVISOR	5	3	2	1	4
6	80J30	ACCOUNTING TECHNICIAN	43	7	36	6	37
6	80J80	ACCOUNTS PAYABLE SUPERVISOR	1	1	0	0	1
6	80A33	ADMINISTRATIVE SECRETARY	1	0	1	0	1
6	80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	17	1	16	5	12
6	80A90	BOARD OF SUPERVISORS EXECUTIVE ASSISTANT	5	0	5	3	2
6	25C18	CHILD SUPPORT ASSISTANT II	4	1	3	1	3
6	80K20	CLINIC OFFICE SUPERVISOR	2	0	2	0	2
6	80K25	CLINIC OPERATIONS SUPERVISOR	6	0	6	0	6
6	80S22	EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	9	0	9	5	4
6	80A97	EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER	1	0	1	0	1
6	80K23	HOSPITAL MEDICAL INTERPRETER	10	1	9	0	10
6	80U14	HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	0	1	0	1
6	80B26	LEGAL SECRETARY III	8	0	8	2	6
6	50U42	MEDICAL ASSISTANT	142	6	136	1	141
6	80H25	MEDICAL TRANSCRIPTIONIST II	1	0	1	1	0
6	80E22	OFFICE ASSISTANT III	96	7	89	11	85
6	80J96	PAYROLL TECHNICIAN-CONFIDENTIAL	5	0	5	2	3
6	80E80	PRINCIPAL OFFICE ASSISTANT	31	3	28	4	27
6	80E92	RECORDER SERVICES SUPERVISOR	1	0	1	0	1
6	80J22	SENIOR ACCOUNT CLERK	29	1	28	6	23
6	80J82	SENIOR ACCOUNT CLERK-CONFIDENTIAL	1	0	1	0	1
6	80B23	SENIOR LEGAL SECRETARY	1	0	1	0	1
6	80B99	SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	1	1	0
6	80M03	SENIOR PATIENT ACCOUNT REPRESENTATIVE	1	0	1	0	1
6	80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	3	1	2	0	3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80J97	SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL	2	0	2	0	2
6	80R23	SENIOR PROPERTY TRANSFER CLERK	1	0	1	0	1
6	80A32	SENIOR SECRETARY	21	0	21	7	14
6	80A34	SENIOR SECRETARY-CONFIDENTIAL	2	0	2	2	0
6	80I17	SENIOR SHERIFFS RECORDS SPECIALIST	5	0	5	2	3
6	70F80	SENIOR STOREKEEPER	4	4	0	0	4
6	80I06	SHERIFFS PROPERTY TECHNICIAN	1	0	1	0	1
6	80I20	SHERIFFS RECORDS SUPERVISOR	4	0	4	2	2
6	80B24	SUPERVISING LEGAL SECRETARY	4	0	4	0	4
6	80E81	SUPERVISING OFFICE ASSISTANT I	20	2	18	5	15
6	80E82	SUPERVISING OFFICE ASSISTANT II	9	1	8	1	8
6	80M04	SUPERVISING PATIENT ACCOUNT REPRESENTATIVE	2	0	2	0	2
6	80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	5	0	5	0	5
6	70F81	SUPERVISING STOREKEEPER	2	2	0	0	2
6	80E93	SUPERVISING VITAL RECORDS SPECIALIST	1	0	1	0	1
Total (#)			508	41	467	68	440
Total (%)				8.1	91.9	13.4	86.6

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80J21	ACCOUNT CLERK	12	3	9	2	10
6	80R11	ASSESSMENT CLERK	1	1	0	0	1
6	80E83	BOARD OF SUPERVISORS CLERK	3	2	1	0	3
6	80J19	CASHIER	1	0	1	0	1
6	80S01	COMMUNICATIONS DISPATCHER I	10	2	8	5	5
6	80S21	COMMUNICATIONS DISPATCHER II	39	15	24	19	20
6	80I07	CORRECTIONS SPECIALIST	9	0	9	1	8
6	70F21	COURIER	10	8	2	4	6
6	80I10	CUSTODY AND CONTROL SPECIALIST	42	21	21	7	35
6	80G01	DATA ENTRY OPERATOR I	1	0	1	1	0
6	80G21	DATA ENTRY OPERATOR II	2	1	1	0	2
6	70F10	FLEET PARTS COORDINATOR	2	2	0	1	1
6	80U11	HOSPITAL COMMUNICATIONS OPERATOR II	8	3	5	0	8
6	80D23	LEGAL PROCESS CLERK	1	0	1	0	1
6	80B22	LEGAL SECRETARY	36	1	35	5	31
6	80B11	LEGAL TYPIST	6	1	5	1	5
6	80C24	LIBRARY PAGE	2	0	2	2	0
6	80O22	MAILROOM CLERK	1	0	1	0	1
6	80E91	MAINTENANCE INVENTORY & YARD CLERK	1	0	1	0	1
6	80E90	MAINTENANCE YARD CLERK	4	1	3	2	2
6	80K21	MEDICAL UNIT CLERK	48	4	44	2	46
6	80E01	OFFICE ASSISTANT I	6	2	4	1	5
6	80E21	OFFICE ASSISTANT II	121	16	105	10	111
6	80M02	PATIENT ACCOUNT REPRESENTATIVE II	41	0	41	2	39
6	80L01	PATIENT SERVICES REPRESENTATIVE I	4	0	4	0	4
6	80L02	PATIENT SERVICES REPRESENTATIVE II	112	12	100	3	109

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80P22	PHOTOCOPYIST	2	0	2	0	2
6	80R22	PROPERTY TRANSFER CLERK	4	0	4	1	3
6	80A30	SECRETARIAL ASSISTANT	2	0	2	0	2
6	80A31	SECRETARY	21	1	20	7	14
6	80I08	SENIOR CORRECTIONS SPECIALIST	2	0	2	1	1
6	80O23	SENIOR MAILROOM CLERK	1	1	0	0	1
6	80I15	SHERIFFS RECORDS SPECIALIST I	2	0	2	1	1
6	80I16	SHERIFFS RECORDS SPECIALIST II	18	1	17	5	13
6	70F23	STOREKEEPER	17	15	2	2	15
6	80U21	TELEPHONE OPERATOR	1	0	1	0	1
6	80W21	WORD PROCESSOR	1	0	1	1	0
Total (#)			594	113	481	86	508
Total (%)				19.0	81.0	14.5	85.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	34C11	ANIMAL SERVICES SUPERVISOR	2	0	2	0	2
8	70C80	GROUNDS SUPERVISOR	1	1	0	1	0
8	70K80	HEAD COOK	3	1	2	0	3
8	70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	3	1	2	0	3
8	70A13	HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	3	1	2	0	3
8	70N10	INMATE SERVICES SPECIALIST	5	5	0	2	3
8	72B32	PARKS BUILDING & GROUNDS WORKER SUPERVISOR	3	3	0	2	1
8	70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	1	1	0
8	70K25	SENIOR COOK	6	3	3	0	6
8	74G22	SENIOR TREE TRIMMER	1	1	0	0	1
8	70K92	SHERIFFS CORRECTIONAL COOK II	7	7	0	3	4
Total (#)			35	23	12	9	26
Total (%)				65.7	34.3	25.7	74.3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
8	70B01	ANIMAL CARE TECHNICIAN I	3	1	2	1	2
8	70B03	ANIMAL CARE TECHNICIAN II	2	2	0	2	0
8	34C01	ANIMAL CONTROL OFFICER	3	1	2	3	0
8	50U16	BEHAVIORAL HEALTH AIDE	17	5	12	1	16
8	74E01	BRIDGE MAINTENANCE HELPER	2	1	1	1	1
8	70K23	COOK	8	2	6	0	8
8	70A21	CUSTODIAN	4	2	2	0	4
8	72C83	FLEET SERVICE WRITER	1	0	1	0	1
8	70K01	FOOD SERVICE WORKER I	2	1	1	0	2
8	70K21	FOOD SERVICE WORKER II	21	6	15	0	21
8	70C21	GROUNDSKEEPER	4	3	1	1	3
8	70A10	HOSPITAL ENVIRONMENTAL SERVICES AIDE	71	34	37	4	67
8	70L01	LAUNDRY WORKER I	1	1	0	0	1
8	72C20	MECHANIC I	2	2	0	0	2
8	50U20	NURSING ASSISTANT	150	19	131	9	141
8	70N01	OFFICE MAINTENANCE WORKER	4	4	0	1	3
8	72B31	PARKS BUILDING & GROUNDS WORKER II	8	6	2	3	5
8	70M02	PATIENT TRANSPORTER	7	3	4	2	5
8	68A30	RANGE MASTER	1	1	0	0	1
8	74D02	ROAD MAINTENANCE HELPER	5	5	0	1	4
8	74I01	TRAFFIC MAINTENANCE HELPER	1	1	0	1	0
8	74G21	TREE TRIMMER	1	1	0	0	1
8	72C25	VEHICLE MAINTENANCE COORDINATOR	1	1	0	1	0
8	74J01	WATER MAINTENANCE WORKER I	2	2	0	2	0
Total (#)			321	104	217	33	288
Total (%)				32.4	67.6	10.3	89.7

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis Summary**

Snapshot Date: 01/01/2022

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
01 - MANAGEMENT II	31	14	17	13	18	1	9	3	0	0	0
02 - MANAGEMENT I	80	36	44	45	35	2	30	13	0	0	0
03 - PROFESSIONALS - ADMINISTRATION	451	165	286	263	188	18	182	55	3	1	4
04 - PROFESSIONALS - ATTORNEYS	102	46	56	24	78	0	12	12	0	0	0
05 - PROFESSIONALS - HUMAN SERVICES	256	41	215	183	73	8	162	11	1	0	1
06 - PROFESSIONALS - LAND USE	51	33	18	24	27	2	15	6	1	0	0
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	48	10	38	29	19	1	24	4	0	0	0
08 - PROFESSIONALS - HEALTH, ANCILLARY	146	26	120	81	65	5	36	34	4	0	2
09 - PROFESSIONALS - HEALTH, DOCTORS	122	53	69	60	62	4	32	20	0	0	4
10 - PROFESSIONALS - HEALTH, NURSES	638	105	533	390	248	22	181	183	1	1	2
11 - LAW ENFORCEMENT II	94	73	21	54	40	2	43	8	1	0	0
12 - LAW ENFORCEMENT I	421	304	117	283	138	12	249	19	1	1	1
13 - PARAPROFESSIONAL - TECHNICIANS II	467	157	310	364	103	15	292	49	6	1	1
14 - PARAPROFESSIONAL - TECHNICIANS I	904	221	683	750	154	21	643	65	3	0	18
15 - SKILLED CRAFT II	18	18	0	9	9	1	8	0	0	0	0
16 - SKILLED CRAFT I	62	62	0	43	19	0	39	4	0	0	0
17 - OFFICE CLERICAL II	508	41	467	440	68	10	405	23	2	0	0
18 - OFFICE CLERICAL I	594	113	481	508	86	14	447	37	2	0	8
19 - SERVICE MAINTENANCE II	35	23	12	26	9	2	18	4	2	0	0
20 - SERVICE MAINTENANCE I	321	104	217	288	33	9	220	53	1	4	1
Total (#)	5,349	1,645	3,704	3,877	1,472	149	3,047	603	28	8	42
Total (%)		30.8	69.2	72.5	27.5	2.8	57.0	11.3	0.5	0.1	0.8

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Monterey, California	4,522	84.55	93.53
Santa Cruz, California	313	5.85	6.47
Total:	4,835	90.41	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Benito, California	196	3.66	0.00
Santa Clara, California	163	3.05	0.00
San Luis Obispo, California	28	0.52	0.00
Merced, California	14	0.26	0.00
Alameda, California	11	0.21	0.00
Fresno, California	7	0.13	0.00
Contra Costa, California	7	0.13	0.00
Sacramento, California	7	0.13	0.00
San Mateo, California	5	0.09	0.00
Los Angeles, California	4	0.07	0.00
Kings, California	4	0.07	0.00
Kern, California	4	0.07	0.00
Riverside, California	3	0.06	0.00
Madera, California	3	0.06	0.00
San Francisco, California	3	0.06	0.00
San Joaquin, California	3	0.06	0.00
Stanislaus, California	3	0.06	0.00
Montgomery, Ohio	2	0.04	0.00
Pima, Arizona	2	0.04	0.00
San Diego, California	2	0.04	0.00
Orange, California	2	0.04	0.00

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Tulare, California	2	0.04	0.00
Marin, California	2	0.04	0.00
Mariposa+Tuolumne, California	2	0.04	0.00
Colusa+Glenn+Tehama+Trinity, California	2	0.04	0.00
Cheshire, New Hampshire	1	0.02	0.00
Strafford, New Hampshire	1	0.02	0.00
Queens, New York	1	0.02	0.00
Kings, New York	1	0.02	0.00
Chesapeake (city), Virginia	1	0.02	0.00
Alleghany+Ashe+Avery+Watauga, North Carolina	1	0.02	0.00
Fulton, Georgia	1	0.02	0.00
Lumpkin+White, Georgia	1	0.02	0.00
Escambia, Florida	1	0.02	0.00
Mobile+Washington, Alabama	1	0.02	0.00
Scott and Nearby Counties, Mississippi	1	0.02	0.00
Covington+Forrest+Perry, Mississippi	1	0.02	0.00
Harrison, Mississippi	1	0.02	0.00
Oktibbeha+Webster, Mississippi	1	0.02	0.00
Daviess+Greene+Martin, Indiana	1	0.02	0.00
Washtenaw, Michigan	1	0.02	0.00
St. Joseph, Michigan	1	0.02	0.00
Ottawa, Michigan	1	0.02	0.00
Jefferson+Lewis and Clark, Montana	1	0.02	0.00
Christian, Missouri	1	0.02	0.00
Caddo+De Soto, Louisiana	1	0.02	0.00
San Bernardino, California	1	0.02	0.00

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Barbara, California	1	0.02	0.00
Solano, California	1	0.02	0.00
Sonoma, California	1	0.02	0.00
El Dorado, California	1	0.02	0.00
Nevada, California	1	0.02	0.00
Shasta, California	1	0.02	0.00
Kalawao+Maui, Hawaii	1	0.02	0.00
Honolulu, Hawaii	1	0.02	0.00
Klamath, Oregon	1	0.02	0.00
Kitsap, Washington	1	0.02	0.00
Total:	513	9.59	0.00
Included and Excluded Total:	5,348	100.00	100.00

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	52.1	40.1	10.00	5.2	4.0	See Zip Code Analysis
Reasonable	50.5	27.8	70.00	35.3	19.4	National
<u>Internal Factors</u>						
Feeders	61.4	55.8	20.00	12.3	11.2	Feeders
Final Availability (%)			100.00	52.8	34.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.4	41.7	10.00	4.2	4.2	See Zip Code Analysis
Reasonable	43.3	26.5	60.00	26.0	15.9	National
<u>Internal Factors</u>						
Feeders	63.0	58.3	30.00	18.9	17.5	Feeders
Final Availability (%)			100.00	49.1	37.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	52.8	40.1	20.00	10.6	8.0	See Zip Code Analysis
Reasonable	50.8	32.1	30.00	15.2	9.6	National
<u>Internal Factors</u>						
Feeders	67.7	70.3	50.00	33.8	35.1	Feeders
Final Availability (%)			100.00	59.6	52.8	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	36.9	18.3	50.00	18.4	9.1	National
<u>Internal Factors</u>						
Feeders	54.9	23.5	50.00	27.5	11.8	Feeders
Final Availability (%)			100.00	45.9	20.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	76.5	40.3	80.00	61.2	32.2	National
<u>Internal Factors</u>						
Feeders	77.5	76.0	20.00	15.5	15.2	Feeders
Final Availability (%)			100.00	76.7	47.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.6	41.5	10.00	4.3	4.2	See Zip Code Analysis
Reasonable	35.4	24.2	60.00	21.3	14.5	National
<u>Internal Factors</u>						
Feeders	50.8	62.5	30.00	15.3	18.8	Feeders
Final Availability (%)			100.00	40.8	37.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	60.5	29.7	80.00	48.4	23.8	National
<u>Internal Factors</u>						
Feeders	82.2	55.5	20.00	16.4	11.1	Feeders
Final Availability (%)			100.00	64.8	34.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	67.5	28.6	60.00	40.5	17.2	National
<u>Internal Factors</u>						
Feeders	83.1	63.5	40.00	33.2	25.4	Feeders
Final Availability (%)			100.00	73.8	42.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	37.1	34.5	100.00	37.1	34.5	National
	Final Availability (%)		100.00	37.1	34.5	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	86.6	40.0	50.00	43.3	20.0	See Zip Code Analysis
Reasonable	88.8	29.4	40.00	35.5	11.8	National
<u>Internal Factors</u>						
Feeders	83.5	61.1	10.00	8.4	6.1	Feeders
Final Availability (%)			100.00	87.1	37.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	25.3	68.1	5.00	1.3	3.4	See Zip Code Analysis
Reasonable	40.0	36.0	15.00	6.0	5.4	National
<u>Internal Factors</u>						
Feeders	25.1	62.3	80.00	20.1	49.9	Feeders
Final Availability (%)			100.00	27.3	58.7	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	28.8	55.1	40.00	11.5	22.0	See Zip Code Analysis
Reasonable	32.2	35.1	50.00	16.1	17.5	National
<u>Internal Factors</u>						
Feeders	27.8	67.2	10.00	2.8	6.7	Feeders
Final Availability (%)			100.00	30.4	46.3	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.4	55.6	25.00	15.3	13.9	See Zip Code Analysis
Reasonable	64.5	36.4	25.00	16.1	9.1	National
<u>Internal Factors</u>						
Feeders	79.5	84.3	50.00	39.8	42.2	Feeders
Final Availability (%)			100.00	71.2	65.2	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	70.4	59.8	25.00	17.6	15.0	See Zip Code Analysis
Reasonable	71.7	37.6	50.00	35.9	18.8	National
<u>Internal Factors</u>						
Feeders	80.5	84.5	25.00	20.1	21.1	Feeders
Final Availability (%)			100.00	73.6	54.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	5.5	44.1	50.00	2.7	22.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	23.7	76.5	50.00	11.8	38.2	Feeders
Final Availability (%)			100.00	14.6	60.3	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.0	59.1	80.00	1.6	47.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	33.8	79.5	20.00	6.8	15.9	Feeders
Final Availability (%)			100.00	8.3	63.2	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	79.1	61.3	25.00	19.8	15.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	86.5	86.1	75.00	64.8	64.6	Feeders
Final Availability (%)			100.00	84.6	79.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.7	62.7	90.00	61.8	56.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	81.0	85.5	10.00	8.1	8.6	Feeders
Final Availability (%)			100.00	69.9	64.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	31.8	75.2	30.00	9.5	22.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	50.9	82.0	70.00	35.7	57.4	Feeders
Final Availability (%)			100.00	45.2	80.0	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.5	76.1	95.00	52.8	72.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	67.6	89.7	5.00	3.4	4.5	Feeders
Final Availability (%)			100.00	56.1	76.8	

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 01 - MANAGEMENT II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	02 - MANAGEMENT I	15.00	55.0	56.3	43.8	2.5	37.5	16.3	0.0	0.0	0.0	8.3	8.4	6.6	0.4	5.6	2.4	0.0	0.0	0.0
County of Monterey	03 - PROFESSIONALS -	75.00	63.4	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9	47.6	43.7	31.3	3.0	30.3	9.1	0.5	0.2	0.7
County of Monterey	04 - PROFESSIONALS -	5.00	54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0	2.7	1.2	3.8	0.0	0.6	0.6	0.0	0.0	0.0
County of Monterey	09 - PROFESSIONALS -	5.00	56.6	49.2	50.8	3.3	26.2	16.4	0.0	0.0	3.3	2.8	2.5	2.5	0.2	1.3	0.8	0.0	0.0	0.2
Total:		100.00										61.4	55.8	44.2	3.5	37.8	13.0	0.5	0.2	0.8

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 02 - MANAGEMENT I

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	03 - PROFESSIONALS -	99.00	63.4	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9	62.8	57.7	41.3	4.0	40.0	12.1	0.7	0.2	0.9
County of Monterey	11 - LAW ENFORCEMEN	1.00	22.3	57.4	42.6	2.1	45.7	8.5	1.1	0.0	0.0	0.2	0.6	0.4	0.0	0.5	0.1	0.0	0.0	0.0
Total:		100.00										63.0	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	03 - PROFESSIONALS -	45.00	63.4	58.3	41.7	4.0	40.4	12.2	0.7	0.2	0.9	28.5	26.2	18.8	1.8	18.2	5.5	0.3	0.1	0.4
County of Monterey	13 - PARAPROFESSIONA	35.00	66.4	77.9	22.1	3.2	62.5	10.5	1.3	0.2	0.2	23.2	27.3	7.7	1.1	21.9	3.7	0.4	0.1	0.1
County of Monterey	14 - PARAPROFESSIONA	15.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	11.3	12.4	2.6	0.3	10.7	1.1	0.0	0.0	0.3
County of Monterey	17 - OFFICE CLERICAL I	5.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	4.6	4.3	0.7	0.1	4.0	0.2	0.0	0.0	0.0
Total:		100.00										67.7	70.3	29.7	3.4	54.7	10.5	0.8	0.2	0.8

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 04 - PROFESSIONALS - ATTORNEYS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	04 - PROFESSIONALS -	100.00	54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0	54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0
Total:		100.00										54.9	23.5	76.5	0.0	11.8	11.8	0.0	0.0	0.0

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	05 - PROFESSIONALS -	50.00	84.0	71.5	28.5	3.1	63.3	4.3	0.4	0.0	0.4	42.0	35.7	14.3	1.6	31.6	2.1	0.2	0.0	0.2
County of Monterey	13 - PARAPROFESSIONA	25.00	66.4	77.9	22.1	3.2	62.5	10.5	1.3	0.2	0.2	16.6	19.5	5.5	0.8	15.6	2.6	0.3	0.1	0.1
County of Monterey	14 - PARAPROFESSIONA	25.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	18.9	20.7	4.3	0.6	17.8	1.8	0.1	0.0	0.5
Total:		100.00										77.5	76.0	24.0	2.9	65.1	6.6	0.6	0.1	0.7

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 06 - PROFESSIONALS - LAND USE

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	06 - PROFESSIONALS -	50.00	35.3	47.1	52.9	3.9	29.4	11.8	2.0	0.0	0.0	17.6	23.5	26.5	2.0	14.7	5.9	1.0	0.0	0.0
County of Monterey	13 - PARAPROFESSIONA	50.00	66.4	77.9	22.1	3.2	62.5	10.5	1.3	0.2	0.2	33.2	39.0	11.0	1.6	31.3	5.2	0.6	0.1	0.1
Total:		100.00										50.8	62.5	37.5	3.6	46.0	11.1	1.6	0.1	0.1

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	08 - PROFESSIONALS -	100.00	82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4	82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4
Total:		100.00										82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	05 - PROFESSIONALS -	50.00	84.0	71.5	28.5	3.1	63.3	4.3	0.4	0.0	0.4	42.0	35.7	14.3	1.6	31.6	2.1	0.2	0.0	0.2
County of Monterey	08 - PROFESSIONALS -	50.00	82.2	55.5	44.5	3.4	24.7	23.3	2.7	0.0	1.4	41.1	27.7	22.3	1.7	12.3	11.6	1.4	0.0	0.7
Total:		100.00										83.1	63.5	36.5	3.3	44.0	13.8	1.6	0.0	0.9

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	10 - PROFESSIONALS -	100.00	83.5	61.1	38.9	3.4	28.4	28.7	0.2	0.2	0.3	83.5	61.1	38.9	3.4	28.4	28.7	0.2	0.2	0.3
Total:		100.00										83.5	61.1	38.9	3.4	28.4	28.7	0.2	0.2	0.3

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 11 - LAW ENFORCEMENT II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	11 - LAW ENFORCEMEN	50.00	22.3	57.4	42.6	2.1	45.7	8.5	1.1	0.0	0.0	11.2	28.7	21.3	1.1	22.9	4.3	0.5	0.0	0.0
County of Monterey	12 - LAW ENFORCEMEN	50.00	27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2	13.9	33.6	16.4	1.4	29.6	2.3	0.1	0.1	0.1
Total:		100.00										25.1	62.3	37.7	2.5	52.4	6.5	0.7	0.1	0.1

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 12 - LAW ENFORCEMENT I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	12 - LAW ENFORCEMEN	100.00	27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2	27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2
Total:		100.00										27.8	67.2	32.8	2.9	59.1	4.5	0.2	0.2	0.2

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	14 - PARAPROFESSIONA	65.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	49.1	53.9	11.1	1.5	46.2	4.7	0.2	0.0	1.3
County of Monterey	17 - OFFICE CLERICAL I	25.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	23.0	21.7	3.3	0.5	19.9	1.1	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	5.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	4.0	4.3	0.7	0.1	3.8	0.3	0.0	0.0	0.1
County of Monterey	20 - SERVICE MAINTENA	5.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	3.4	4.5	0.5	0.1	3.4	0.8	0.0	0.1	0.0
Total:		100.00										79.5	84.3	15.7	2.3	73.4	6.9	0.3	0.1	1.4

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	14 - PARAPROFESSIONA	50.00	75.6	83.0	17.0	2.3	71.1	7.2	0.3	0.0	2.0	37.8	41.5	8.5	1.2	35.6	3.6	0.2	0.0	1.0
County of Monterey	17 - OFFICE CLERICAL I	20.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	18.4	17.3	2.7	0.4	15.9	0.9	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	30.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	24.3	25.7	4.3	0.7	22.6	1.9	0.1	0.0	0.4
Total:		100.00										80.5	84.5	15.5	2.3	74.1	6.4	0.3	0.0	1.4

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 15 - SKILLED CRAFT II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	16 - SKILLED CRAFT I	65.00	0.0	69.4	30.6	0.0	62.9	6.5	0.0	0.0	0.0	0.0	45.1	19.9	0.0	40.9	4.2	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	35.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	23.7	31.4	3.6	1.0	24.0	5.8	0.1	0.4	0.1
Total:		100.00										23.7	76.5	23.5	1.0	64.9	10.0	0.1	0.4	0.1

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 16 - SKILLED CRAFT I

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+	
County of Monterey	16 - SKILLED CRAFT I	50.00	0.0	69.4	30.6	0.0	62.9	6.5	0.0	0.0	0.0	0.0	0.0	34.7	15.3	0.0	31.5	3.2	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	33.8	44.9	5.1	1.4	34.3	8.3	0.2	0.6	0.2	
Total:		100.00										33.8	79.5	20.5	1.4	65.7	11.5	0.2	0.6	0.2	

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 17 - OFFICE CLERICAL II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	17 - OFFICE CLERICAL I	50.00	91.9	86.6	13.4	2.0	79.7	4.5	0.4	0.0	0.0	46.0	43.3	6.7	1.0	39.9	2.3	0.2	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	50.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	40.5	42.8	7.2	1.2	37.6	3.1	0.2	0.0	0.7
Total:		100.00										86.5	86.1	13.9	2.2	77.5	5.4	0.4	0.0	0.7

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 18 - OFFICE CLERICAL I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	18 - OFFICE CLERICAL I	100.00	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3	81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3
Total:		100.00										81.0	85.5	14.5	2.4	75.3	6.2	0.3	0.0	1.3

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 19 - SERVICE MAINTENANCE II

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	19 - SERVICE MAINTENA	50.00	34.3	74.3	25.7	5.7	51.4	11.4	5.7	0.0	0.0	17.1	37.1	12.9	2.9	25.7	5.7	2.9	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	33.8	44.9	5.1	1.4	34.3	8.3	0.2	0.6	0.2
Total:		100.00										50.9	82.0	18.0	4.3	60.0	14.0	3.0	0.6	0.2

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

AAP: County of Monterey
Job Group: 20 - SERVICE MAINTENANCE I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	20 - SERVICE MAINTENA	100.00	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3	67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3
Total:		100.00										67.6	89.7	10.3	2.8	68.5	16.5	0.3	1.2	0.3

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II
Test: Any Difference
Total Employees: 31

	Total	
	FEMALE	MINORITY
Employees (#)	17	13
Employees (%)	54.8	41.9
Availability (%) Goal	52.8	34.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I
Test: Any Difference
Total Employees: 80

Total		
	FEMALE	MINORITY
Employees (#)	44	45
Employees (%)	55.0	56.3
Availability (%) Goal	49.1	37.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION
Test: Any Difference
Total Employees: 451

Total

	FEMALE	MINORITY
Employees (#)	286	263
Employees (%)	63.4	58.3
Availability (%) Goal	59.6	52.8
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS
Test: Any Difference
Total Employees: 102

Total

	FEMALE	MINORITY
Employees (#)	56	24
Employees (%)	54.9	23.5
Availability (%) Goal	45.9	20.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES
Test: Any Difference
Total Employees: 256

Total

	FEMALE	MINORITY
Employees (#)	215	183
Employees (%)	84.0	71.5
Availability (%) Goal	76.7	47.4
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE
Test: Any Difference
Total Employees: 51

	Total	
	FEMALE	MINORITY
Employees (#)	18	24
Employees (%)	35.3	47.1
Availability (%) Goal	40.8	37.4
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION
Test: Any Difference
Total Employees: 48

Total

	FEMALE	MINORITY
Employees (#)	38	29
Employees (%)	79.2	60.4
Availability (%) Goal	64.8	34.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY
Test: Any Difference
Total Employees: 146

Total

	FEMALE	MINORITY
Employees (#)	120	81
Employees (%)	82.2	55.5
Availability (%) Goal	73.8	42.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS
Test: Any Difference
Total Employees: 122

Total

	FEMALE	MINORITY
Employees (#)	69	60
Employees (%)	56.6	49.2
Availability (%) Goal	37.1	34.5
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES
Test: Any Difference
Total Employees: 638

	Total	
	FEMALE	MINORITY
Employees (#)	533	390
Employees (%)	83.5	61.1
Availability (%) Goal	87.1	37.9
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	23	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II
Test: Any Difference
Total Employees: 94

	Total	
	FEMALE	MINORITY
Employees (#)	21	54
Employees (%)	22.3	57.4
Availability (%) Goal	27.3	58.7
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I
Test: Any Difference
Total Employees: 421

	Total	
	FEMALE	MINORITY
Employees (#)	117	283
Employees (%)	27.8	67.2
Availability (%) Goal	30.4	46.3
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	12	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II
Test: Any Difference
Total Employees: 467

	Total	
	FEMALE	MINORITY
Employees (#)	310	364
Employees (%)	66.4	77.9
Availability (%) Goal	71.2	65.2
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	23	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I
Test: Any Difference
Total Employees: 904

Total

	FEMALE	MINORITY
Employees (#)	683	750
Employees (%)	75.6	83.0
Availability (%) Goal	73.6	54.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II
Test: Any Difference
Total Employees: 18

	Total	
	FEMALE	MINORITY
Employees (#)	0	9
Employees (%)	0.0	50.0
Availability (%) Goal	14.6	60.3
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I
Test: Any Difference
Total Employees: 62

	Total	
	FEMALE	MINORITY
Employees (#)	0	43
Employees (%)	0.0	69.4
Availability (%) Goal	8.3	63.2
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	6	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II
Test: Any Difference
Total Employees: 508

	Total	
	FEMALE	MINORITY
Employees (#)	467	440
Employees (%)	91.9	86.6
Availability (%) Goal	84.6	79.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I
Test: Any Difference
Total Employees: 594

	Total	
	FEMALE	MINORITY
Employees (#)	481	508
Employees (%)	81.0	85.5
Availability (%) Goal	69.9	64.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II
Test: Any Difference
Total Employees: 35

	Total	
	FEMALE	MINORITY
Employees (#)	12	26
Employees (%)	34.3	74.3
Availability (%) Goal	45.2	80.0
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	4	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I
Test: Any Difference
Total Employees: 321

	Total	
	FEMALE	MINORITY
Employees (#)	217	288
Employees (%)	67.6	89.7
Availability (%) Goal	56.1	76.8
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	0	2	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	2	2	0	4	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	3	3	0	6	0	1	1	0	0	0	0	0	0
Total Minority	2	2	0	4	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	2	0	0	0
Total Minority	0	0	0	0	1	1	0	0	0

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	45	10	0	55	1	1	2	0	0	0	1	2	3
Afr. Amer.	14	1	0	15	1	0	1	0	0	0	0	0	0
Hispanic	23	7	0	30	0	0	0	0	0	0	0	1	1
Asian	13	4	0	17	1	0	1	0	1	1	0	0	0
Nat. Amer.	3	1	0	4	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	98	23	0	121	3	1	4	0	1	1	1	3	4
Total Minority	53	13	0	66	2	0	2	0	1	1	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	1	0	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	2	3	5	0	1	1
Asian	0	0	0	0	2	2	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	3	5	8	0	3	3
Total Minority	0	0	0	2	5	7	0	2	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	78	44	0	122	6	8	14	1	1	2	7	3	10
Afr. Amer.	7	5	0	12	0	1	1	0	0	0	1	0	1
Hispanic	85	118	0	203	6	9	15	0	0	0	3	5	8
Asian	41	38	0	79	2	1	3	1	0	1	0	0	0
Nat. Amer.	1	3	0	4	0	2	2	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	212	208	0	420	15	21	36	2	1	3	11	8	19
Total Minority	134	164	0	298	9	13	22	1	0	1	4	5	9

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	2	3	5	3	9	12
Afr. Amer.	0	0	0	0	1	1	1	2	3
Hispanic	1	3	4	3	11	14	9	15	24
Asian	0	2	2	1	0	1	3	4	7
Nat. Amer.	0	0	0	0	0	0	1	1	2
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	5	7	6	15	21	17	31	48
Total Minority	1	5	6	4	12	16	14	22	36

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	21	16	0	37	2	1	3	0	1	1	3	5	8
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	2	3	0	5	0	1	1	0	0	0	1	1	2
Asian	4	1	0	5	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	27	21	0	48	3	2	5	0	1	1	4	6	10
Total Minority	6	5	0	11	1	1	2	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	6	7	13
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	1	1	2	0	3	3
Asian	0	0	0	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	1	1	2	7	11	18
Total Minority	0	1	1	1	1	2	1	4	5

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	44	0	48	1	9	10	0	1	1	2	13	15
Afr. Amer.	3	10	0	13	0	2	2	0	0	0	0	3	3
Hispanic	23	72	0	95	5	21	26	0	2	2	0	16	16
Asian	5	13	0	18	2	2	4	0	0	0	1	3	4
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	1	0	1	0	1	1	0	0	0	0	1	1
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	35	141	0	176	8	36	44	0	3	3	3	36	39
Total Minority	31	97	0	128	7	27	34	0	2	2	1	23	24

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	3	7	10
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	0	2	2	1	6	7	2	20	22
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	3	3	1	6	7	6	29	35
Total Minority	0	2	2	1	6	7	3	22	25

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	10	2	0	12	1	1	2	0	0	0	2	2	4
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	10	1	0	11	1	0	1	0	0	0	0	0	0
Asian	11	4	0	15	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	32	7	0	39	2	1	3	0	0	0	2	3	5
Total Minority	22	5	0	27	1	0	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	3	2	5
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	1	0	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	1	0	1	4	3	7
Total Minority	0	0	0	1	0	1	1	1	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	9	0	12	0	2	2	0	0	0	0	1	1
Afr. Amer.	1	1	0	2	0	0	0	0	0	0	0	1	1
Hispanic	2	17	0	19	0	2	2	0	0	0	1	0	1
Asian	0	3	0	3	0	1	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	6	30	1	37	0	5	5	0	0	0	1	2	3
Total Minority	3	21	0	24	0	3	3	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	2	2
Total Minority	0	0	0	0	0	0	0	1	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	26	39	0	65	4	5	9	0	0	0	4	8	12
Afr. Amer.	1	12	0	13	0	1	1	0	0	0	0	1	1
Hispanic	8	21	0	29	1	1	2	0	0	0	1	0	1
Asian	22	70	0	92	0	6	6	0	1	1	0	5	5
Nat. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	59	143	0	202	5	13	18	0	1	1	5	14	19
Total Minority	33	104	0	137	1	8	9	0	1	1	1	6	7

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	2	2	1	3	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	1	1	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	3	3	2	3	5
Total Minority	0	1	1	0	1	1	1	0	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	6	0	9	3	6	9	1	0	1	6	6	12
Afr. Amer.	0	1	0	1	0	1	1	0	0	0	0	0	0
Hispanic	3	4	0	7	3	4	7	0	0	0	2	1	3
Asian	1	3	0	4	1	3	4	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	7	15	0	22	7	15	22	1	0	1	8	9	17
Total Minority	4	9	0	13	4	9	13	0	0	0	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	6	1	7
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	2	7	9
Asian	0	0	0	0	0	0	0	3	3
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	9	11	20
Total Minority	0	0	0	0	0	0	3	10	13

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	59	337	0	396	8	48	56	0	4	4	6	38	44
Afr. Amer.	16	33	0	49	2	4	6	0	1	1	0	4	4
Hispanic	63	259	0	322	12	31	43	0	1	1	5	28	33
Asian	57	238	0	295	8	25	33	0	0	0	3	3	6
Nat. Amer.	1	8	0	9	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	196	875	1	1072	30	109	139	0	6	6	14	73	87
Total Minority	137	538	0	675	22	61	83	0	2	2	8	35	43

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	4	14	18
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	1	15	16
Asian	0	0	0	0	0	0	4	10	14
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	9	40	49
Total Minority	0	0	0	0	0	0	5	26	31

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	4	1	5	2	0	2
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	6	1	7	4	1	5
Total Minority	0	0	0	5	1	6	2	0	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	94	15	0	109	5	1	6	0	0	0	7	2	9
Afr. Amer.	47	4	0	51	3	0	3	0	0	0	0	0	0
Hispanic	325	98	0	423	22	4	26	4	0	4	11	4	15
Asian	34	9	0	43	1	0	1	0	0	0	0	0	0
Nat. Amer.	6	0	0	6	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	506	126	0	632	32	5	37	4	0	4	18	6	24
Total Minority	412	111	0	523	27	4	31	4	0	4	11	4	15

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	1	1	2	8	1	9
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	5	1	6	3	0	3	17	4	21
Asian	1	0	1	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	7	2	9	4	1	5	26	5	31
Total Minority	6	1	7	3	0	3	18	4	22

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	62	123	0	185	6	15	21	0	1	1	5	12	17
Afr. Amer.	21	24	0	45	0	1	1	0	0	0	0	0	0
Hispanic	87	217	0	304	6	18	24	1	0	1	4	8	12
Asian	30	45	0	75	1	2	3	0	1	1	0	1	1
Nat. Amer.	1	7	0	8	0	0	0	1	0	1	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	3	3									
Total	201	416	3	620	13	38	51	2	2	4	9	21	30
Total Minority	139	293	0	432	7	23	30	2	1	3	4	9	13

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	4	2	6	1	2	3
Afr. Amer.	0	1	1	0	0	0	1	1	2
Hispanic	1	12	13	4	13	17	0	7	7
Asian	2	0	2	0	2	2	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	14	17	8	17	25	2	11	13
Total Minority	3	13	16	4	15	19	1	9	10

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	169	219	0	388	11	17	28	1	1	2	5	14	19
Afr. Amer.	39	36	0	75	0	3	3	1	0	1	1	3	4
Hispanic	385	654	0	1039	29	81	110	3	3	6	19	42	61
Asian	97	110	0	207	7	9	16	0	0	0	5	11	16
Nat. Amer.	16	8	0	24	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	0	7	0	7	4	11	15	0	0	0	1	2	3
Unknown (Race)	0	0	7	7									
Total	706	1034	7	1747	51	121	172	5	4	9	32	73	105
Total Minority	537	815	0	1352	40	104	144	4	3	7	27	59	86

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	2	6	0	1	1	3	8	11
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	7	17	24	2	12	14	13	43	56
Asian	0	1	1	0	1	1	1	3	4
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	1	2	3
Total	11	20	31	2	14	16	18	57	75
Total Minority	7	18	25	2	13	15	15	49	64

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	1	0	0	1	1	0	1	0	0	0	1	0	1
Total Minority	1	0	0	1	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	1	0	1	0	0	0
Total Minority	1	0	1	1	0	1	0	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	21	0	0	21	2	0	2	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	51	0	0	51	6	0	6	0	0	0	5	0	5
Asian	10	0	0	10	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	2	2									
Total	85	0	2	87	8	0	8	0	0	0	5	0	5
Total Minority	64	0	0	64	6	0	6	0	0	0	5	0	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	0	0	0
Afr. Amer.	1	0	1	0	0	0	0	0	0
Hispanic	1	0	1	3	0	3	2	0	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	4	0	4	2	0	2
Total Minority	2	0	2	3	0	3	2	0	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	27	0	32	0	5	5	0	0	0	0	5	5
Afr. Amer.	1	7	0	8	0	0	0	0	0	0	0	2	2
Hispanic	18	241	0	259	0	31	31	0	0	0	2	18	20
Asian	5	16	0	21	0	3	3	0	0	0	0	1	1
Nat. Amer.	0	6	0	6	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	29	297	1	327	0	39	39	0	0	0	2	26	28
Total Minority	24	270	0	294	0	34	34	0	0	0	2	21	23

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	4	4	0	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	4	6	10	2	17	19	0	20	20
Asian	0	0	0	0	2	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	4	8	12	2	23	25	0	22	22
Total Minority	4	6	10	2	19	21	0	20	20

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	103	261	0	364	2	17	19	0	2	2	2	7	9
Afr. Amer.	29	68	0	97	1	3	4	0	1	1	2	4	6
Hispanic	318	1,475	0	1793	12	83	95	3	4	7	7	40	47
Asian	48	156	0	204	4	7	11	0	0	0	3	1	4
Nat. Amer.	14	28	0	42	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	5	5	0	0	0	0	0	0
Unknown (Race)	0	0	4	4									
Total	512	1988	4	2504	19	115	134	3	7	10	14	52	66
Total Minority	409	1727	0	2136	17	98	115	3	5	8	12	45	57

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	6	7	0	1	1	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	4	24	28	4	6	10	6	16	22
Asian	0	4	4	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	5	34	39	4	7	11	7	19	26
Total Minority	4	28	32	4	6	10	6	17	23

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	2	0	7	0	1	1	1	0	1	0	2	2
Afr. Amer.	2	2	0	4	0	0	0	0	0	0	0	1	1
Hispanic	22	16	0	38	1	0	1	0	0	0	0	0	0
Asian	8	3	0	11	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	37	24	0	61	2	1	3	1	0	1	0	3	3
Total Minority	32	22	0	54	2	0	2	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	0	1	1	2	1	3
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	1	1	2	2	3	5
Total Minority	2	0	2	0	1	1	2	3	5

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

Transaction Dates: 01/01/2021 To 12/31/2021

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	86	101	0	187	6	14	20	0	0	0	4	16	20
Afr. Amer.	37	36	0	73	3	3	6	0	0	0	3	3	6
Hispanic	390	615	0	1005	21	77	98	0	3	3	16	54	70
Asian	84	100	0	184	3	13	16	1	0	1	1	6	7
Nat. Amer.	17	16	0	33	0	1	1	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0	0	1	2	3
Two or More	0	0	0	0	0	0	0	0	1	1	0	0	0
Unknown (Race)	0	0	6	6									
Total	614	868	6	1488	33	108	141	1	4	5	25	82	107
Total Minority	528	767	0	1295	27	94	121	1	4	5	21	66	87

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	3	4	7
Afr. Amer.	0	0	0	0	0	0	1	2	3
Hispanic	4	6	10	1	0	1	3	20	23
Asian	0	0	0	0	0	0	3	2	5
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	6	6	12	1	0	1	10	29	39
Total Minority	4	6	10	1	0	1	7	25	32

County of Monterey

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 01/01/2022

Category	1/1/22
Job Openings	1,409
Jobs Filled	1,409
Applicants for all jobs	14,879
Applicants who self-identified as Protected Veterans	368
Applicants Hired	1,066
Protected Veterans Hired	3
Hiring Benchmark**	5.6
Overall protected veterans hired (%)	0.3

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

County of Monterey
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 01/01/2022

Category	1/1/22		
Job Openings	1,409		
Jobs Filled	1,409		
Applicants for all jobs	14,879		
Applicants who self-identified as individual(s) with Disability	772		
Applicants Hired	1,066		
Individual(s) with Disability Hired	13		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	2.8		
Job Group	EE #	EE IWD #	EE IWD %
01 - MANAGEMENT II	31	1	3.2
02 - MANAGEMENT I	80	3	3.8
03 - PROFESSIONALS - ADMINISTRATION	451	33	7.3
04 - PROFESSIONALS - ATTORNEYS	102	6	5.9
05 - PROFESSIONALS - HUMAN SERVICES	256	9	3.5
06 - PROFESSIONALS - LAND USE	51	1	2.0
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	48	0	0.0
08 - PROFESSIONALS - HEALTH, ANCILLARY	146	2	1.4
09 - PROFESSIONALS - HEALTH, DOCTORS	122	0	0.0
10 - PROFESSIONALS - HEALTH, NURSES	638	7	1.1
11 - LAW ENFORCEMENT II	94	4	4.3
12 - LAW ENFORCEMENT I	421	4	1.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

County of Monterey
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 01/01/2022

Category	1/1/22		
Job Openings	1,409		
Jobs Filled	1,409		
Applicants for all jobs	14,879		
Applicants who self-identified as individual(s) with Disability	772		
Applicants Hired	1,066		
Individual(s) with Disability Hired	13		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	2.8		
Job Group	EE #	EE IWD #	EE IWD %
13 - PARAPROFESSIONAL - TECHNICIANS II	467	15	3.2
14 - PARAPROFESSIONAL - TECHNICIANS I	904	25	2.8
15 - SKILLED CRAFT II	18	0	0.0
16 - SKILLED CRAFT I	62	2	3.2
17 - OFFICE CLERICAL II	508	18	3.5
18 - OFFICE CLERICAL I	594	17	2.9
19 - SERVICE MAINTENANCE II	35	0	0.0
20 - SERVICE MAINTENANCE I	321	2	0.6

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.