

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 01 - MANAGEMENT II

FACTOR	Raw (%)										Weighted (%)								
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																			
Local	50.7	49.3	35.2	64.8	1.6	24.1	5.1	0.5	0.9	3.0	10.0	6.5	0.2	2.4	0.5	0.0	0.1	0.3	See Zip Code Analysis
Reasonable	50.3	49.7	23.7	76.3	9.4	7.7	4.6	0.5	0.1	1.4	70.0	53.4	6.6	5.4	3.2	0.4	0.1	1.0	National
<u>Internal Factors</u>																			
Feeders	39.2	60.8	42.5	57.5	5.5	24.9	11.6	0.4	0.0	0.0	20.0	11.5	1.1	5.0	2.3	0.1	0.0	0.0	Feeders
											Final Availability (%)	71.4	7.8	12.8	6.1	0.5	0.2	1.3	
											100.0	48.1	51.9	28.6					

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

FACTOR	Raw (%)											Weighted (%)											
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	41.7	58.3	36.2	63.8	1.5	20.7	8.0	0.3	0.5	5.0	20.0	8.3	11.7	7.2	12.8	0.3	4.1	1.6	0.1	0.1	1.0	1.0	See Zip Code Analysis
Reasonable	47.7	52.3	26.5	73.5	9.2	7.9	7.3	0.5	0.1	1.5	30.0	14.3	15.7	8.0	22.0	2.8	2.4	2.2	0.1	0.0	0.5	0.5	National
<u>Internal Factors</u>																							
Feeders	33.1	66.9	58.7	41.3	5.5	42.5	9.9	0.8	0.0	0.0	50.0	16.5	33.5	29.4	20.6	2.8	21.3	4.9	0.4	0.0	0.0	0.0	Feeders
											Final Availability (%)	39.2	60.8	44.6	55.4	5.8	27.8	8.7	0.6	0.1	1.5		

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 04 - PROFESSIONALS - ATTORNEYS

FACTOR	Raw (%)										Weighted (%)					SOURCE							
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W		AA	H	A	NA	PI	2+	
<u>External Factors</u>																							
Reasonable	66.6	33.4	14.3	85.7	4.6	4.6	3.6	0.3	0.0	1.2	50.0	33.3	16.7	7.1	42.9	2.3	2.3	1.8	0.1	0.0	0.6	National	
<u>Internal Factors</u>																							
Feeders	50.0	50.0	19.0	81.0	2.4	7.1	9.5	0.0	0.0	0.0	50.0	25.0	25.0	9.5	40.5	1.2	3.6	4.8	0.0	0.0	0.0	Feeders	
Final Availability (%)											100.0	58.3	41.7	16.7	83.3	3.5	5.9	6.5	0.1	0.0	0.0	0.6	

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

FACTOR	Raw (%)										Fctr	Weighted (%)										
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																						
Reasonable	20.6	79.4	38.0	62.0	21.9	11.0	2.7	0.7	0.1	1.6	80.0	16.5	63.5	30.4	49.6	17.5	8.8	2.1	0.6	0.1	1.3	National
<u>Internal Factors</u>																						
Feeders	24.3	75.7	63.3	36.7	4.6	51.1	7.2	0.4	0.0	0.0	20.0	4.9	15.1	12.7	7.3	0.9	10.2	1.4	0.1	0.0	0.0	Feeders
Final Availability (%)											100.0	21.3	78.7	43.1	56.9	18.4	19.0	3.6	0.7	0.1	1.3	

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 06 - PROFESSIONALS - LAND USE

FACTOR	Raw (%)											Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE		
<u>External Factors</u>																								
Local	47.8	52.2	6.5	93.5	0.4	1.8	4.2	0.0	0.0	0.0	10.0	4.8	5.2	0.7	9.3	0.0	0.2	0.4	0.0	0.0	0.0	0.0	0.0	See Zip Code Analysis
Reasonable	69.4	30.6	19.1	80.9	5.8	5.2	6.2	0.4	0.1	1.4	60.0	41.7	18.3	11.4	48.6	3.5	3.1	3.7	0.3	0.0	0.8	0.8	0.8	National
<u>Internal Factors</u>																								
Feeders	51.1	48.9	53.9	46.1	3.5	37.2	11.6	1.5	0.0	0.0	30.0	15.3	14.7	16.2	13.8	1.1	11.2	3.5	0.4	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)											100.0	61.8	38.2	28.3	71.7	4.6	14.5	7.6	0.7	0.0	0.8			

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

FACTOR	Raw (%)										Fctr	Weighted (%)											
	M	F	MIN	W	AA	H	A	NA	PI	2+		Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																							
Reasonable	44.8	55.2	24.7	75.3	10.2	7.6	4.8	0.6	0.1	1.6	80.0	35.8	44.2	19.8	60.2	8.1	6.1	3.8	0.5	0.1	1.2	National	
<u>Internal Factors</u>																							
Feeders	20.6	79.4	33.6	66.4	3.7	16.8	13.1	0.0	0.0	0.0	20.0	4.1	15.9	6.7	13.3	0.7	3.4	2.6	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)											100.0	40.0	60.0	26.5	73.5	8.9	9.4	6.4	0.5	0.1	1.2		

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

FACTOR	Raw (%)											Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Reasonable	37.0	63.0	24.8	75.2	9.2	6.8	6.7	0.6	0.1	1.4	60.0		22.2	37.8	14.9	45.1	5.5	4.1	4.0	0.3	0.0	0.8	National	
<u>Internal Factors</u>																								
Feeders	19.3	80.7	44.1	55.9	4.3	30.4	9.5	0.0	0.0	0.0	40.0		7.7	32.3	17.7	22.3	1.7	12.1	3.8	0.0	0.0	0.0	Feeders	
Final Availability (%)												100.0	29.9	70.1	32.5	67.5	7.3	16.2	7.8	0.3	0.0	0.8		

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

FACTOR	Raw (%)										Weighted (%)									
	M	F	MIN	W	AA	H	A	NA	PI	2+	M	F	MIN	W	AA	H	A	NA	PI	2+
<u>External Factors</u>																				
Reasonable	64.4	35.6	29.8	70.2	5.1	5.9	17.1	0.2	0.0	1.5	64.4	35.6	29.8	70.2	5.1	5.9	17.1	0.2	0.0	1.5
Final Availability (%)										100.0	35.6	29.8	70.2	5.1	5.9	17.1	0.2	0.0	1.5	

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 11 - LAW ENFORCEMENT II

FACTOR	Raw (%)										Weighted (%)					SOURCE							
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W		AA	H	A	NA	PI	2+	
<u>External Factors</u>																							
Local	51.6	48.4	50.6	49.4	5.4	34.0	8.8	0.0	0.0	2.3	5.0	2.6	2.4	2.5	2.5	0.3	1.7	0.4	0.0	0.0	0.1	0.1	See Zip Code Analysis
Reasonable	60.7	39.3	32.7	67.3	18.5	10.1	1.5	0.8	0.2	1.6	15.0	9.1	5.9	10.1	2.8	2.8	1.5	0.2	0.1	0.0	0.2	0.2	National
<u>Internal Factors</u>																							
Feeders	71.6	28.4	47.1	52.9	4.4	35.2	6.2	1.2	0.0	0.0	80.0	57.2	22.8	42.3	3.6	28.2	4.9	1.0	0.0	0.0	0.0	0.0	Feeders
											Final Availability (%)	68.9	31.1	45.1	54.9	6.6	31.4	5.6	1.1	0.0	0.4	0.4	

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

FACTOR	Raw (%)										Fctr	Weighted (%)										
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																						
Local	33.9	66.1	45.1	54.9	3.8	33.2	5.8	0.2	0.1	1.9	25.0	8.5	16.5	11.3	13.7	1.0	8.3	1.5	0.1	0.0	0.5	See Zip Code Analysis
Reasonable	34.5	65.5	33.4	66.6	15.1	10.5	5.3	0.7	0.1	1.6	25.0	8.6	16.4	8.3	16.7	3.8	2.6	1.3	0.2	0.0	0.4	National
<u>Internal Factors</u>																						
Feeders	22.0	78.0	77.4	22.6	3.4	66.1	7.2	0.6	0.0	0.0	50.0	11.0	39.0	38.7	11.3	1.7	33.1	3.6	0.3	0.0	0.0	Feeders
											100.0	28.1	71.9	58.3	41.7	6.4	44.0	6.4	0.5	0.1	0.9	
											Final Availability (%)											

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 15 - SKILLED CRAFT II

FACTOR	Raw (%)											Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Local	97.4	2.6	40.6	59.4	0.0	33.7	6.7	0.0	0.1	0.0	0.0	50.0	48.7	1.3	20.3	29.7	0.0	16.9	3.4	0.0	0.0	0.0	0.0	See Zip Code Analysis
<u>Internal Factors</u>																								
Feeders	77.4	22.6	73.7	26.3	2.4	58.5	12.8	0.0	0.0	0.0	50.0	38.7	11.3	36.8	13.2	1.2	29.2	6.4	0.0	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)												100.0	87.4	12.6	57.1	42.9	1.2	46.1	9.7	0.0	0.0	0.0	0.0	

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 16 - SKILLED CRAFT I

FACTOR	Raw (%)											Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Local	96.0	4.0	55.2	44.8	0.4	47.5	6.2	0.3	0.5	0.3	80.0		76.8	3.2	44.1	35.9	0.3	38.0	4.9	0.2	0.4	0.2	0.2	See Zip Code Analysis
<u>Internal Factors</u>																								
Feeders	67.8	32.2	76.2	23.8	2.8	60.4	13.0	0.0	0.0	0.0	20.0		13.6	6.4	15.2	4.8	0.6	12.1	2.6	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)												100.0	90.4	9.6	59.4	40.6	0.9	50.1	7.5	0.2	0.4	0.2	0.2	

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 17 - OFFICE CLERICAL II

FACTOR	Raw (%)										Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	13.1	86.9	59.7	40.3	1.6	48.1	7.4	0.2	0.5	1.8	25.0	3.3	21.7	14.9	10.1	0.4	12.0	1.9	0.1	0.1	0.5	0.5	See Zip Code Analysis
<u>Internal Factors</u>																							
Feeders	13.5	86.5	78.9	21.1	3.3	67.0	7.8	0.8	0.0	0.0	75.0	10.1	64.9	59.1	15.9	2.5	50.2	5.8	0.6	0.0	0.0	0.0	Feeders
Final Availability (%)											100.0	13.4	86.6	74.1	25.9	2.9	62.2	7.7	0.7	0.1	0.5		

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 18 - OFFICE CLERICAL I

FACTOR	Raw (%)											Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Local	19.8	80.2	54.5	45.5	1.2	43.0	6.8	0.2	0.4	3.0	90.0		17.8	72.2	49.1	40.9	1.1	38.7	6.1	0.2	0.4	2.7	See Zip Code Analysis	
<u>Internal Factors</u>																								
Feeders	17.3	82.7	79.0	21.0	2.8	67.4	7.9	1.0	0.0	0.0	10.0		1.7	8.3	7.9	2.1	0.3	6.7	0.8	0.1	0.0	0.0	Feeders	
Final Availability (%)												100.0	19.5	80.5	57.0	43.0	1.3	45.4	6.9	0.3	0.4	2.7		

County of Monterey

Snapshot Date: 01/01/2015

Availability Analysis

Job Group: 20 - SERVICE MAINTENANCE I

FACTOR	Raw (%)										Fctr	Weighted (%)											
	M	F	MIN	W	AA	H	A	NA	PI	2+		Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																							
Local	52.9	47.1	72.3	27.7	5.5	52.4	9.8	0.4	1.3	2.7	95.0	50.3	44.7	68.7	26.3	5.3	49.8	9.3	0.4	1.3	2.6	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	35.5	64.5	84.8	15.2	4.1	67.0	13.7	0.0	0.0	0.0	5.0	1.8	3.2	4.2	0.8	0.2	3.4	0.7	0.0	0.0	0.0	0.0	Feeders
Final Availability (%)											100.0	52.1	47.9	72.9	27.1	5.5	53.2	10.0	0.4	1.3	2.6		