

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 01 - MANAGEMENT II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	59.7	40.3	32.0	68.0	3.6	17.5	8.3	1.9	0.1	0.6	10.0	6.0	4.0	3.2	6.8	0.4	1.7	0.8	0.2	0.0	0.1	Employee: Monterey, CA - 100.00 % National		
Reasonable	54.8	45.2	18.7	81.3	8.0	5.6	3.5	0.9	0.1	0.7	70.0	38.3	31.7	13.1	56.9	5.6	3.9	2.4	0.6	0.1	0.5			
<u>Internal Factors</u>																								
Feeders	41.2	58.8	37.5	62.5	5.4	20.3	11.1	0.6	0.0	0.0	20.0	8.2	11.8	7.5	12.5	1.1	4.1	2.2	0.1	0.0	0.0	Feeders		
	Final Availability (%)											100.0	52.5	47.5	23.8	76.2	7.1	9.7	5.5	0.9	0.1	0.6		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 02 - MANAGEMENT I

FACTOR	Raw (%)										Fctr Wght	Weighted (%)										SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	
<u>External Factors</u>																						
Local	54.8	45.2	32.0	68.0	4.3	16.3	8.9	2.0	0.1	0.4	10.0	5.5	4.5	3.2	6.8	0.4	1.6	0.9	0.2	0.0	0.0	Employee: Monterey, CA -
Reasonable	55.8	44.2	17.8	82.2	6.9	5.5	3.8	0.8	0.1	0.7	60.0	33.5	26.5	10.7	49.3	4.1	3.3	2.3	0.5	0.0	0.4	100.00 % National
<u>Internal Factors</u>																						
Feeders	37.3	62.7	38.7	61.3	6.5	20.4	11.0	0.9	0.0	0.0	30.0	11.2	18.8	11.6	18.4	1.9	6.1	3.3	0.3	0.0	0.0	Feeders
	Final Availability (%)										100.0	50.2	49.8	25.5	74.5	6.5	11.1	6.5	0.9	0.1	0.5	

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	53.3	46.7	40.3	59.7	4.1	23.1	10.0	1.0	0.3	1.8	20.0	10.7	9.3	8.1	11.9	0.8	4.6	2.0	0.2	0.1	0.4	Employee: Monterey, CA -		
Reasonable	49.4	50.6	23.7	76.3	9.3	7.1	5.5	0.9	0.1	0.8	30.0	14.8	15.2	7.1	22.9	2.8	2.1	1.7	0.3	0.0	0.2	100.00 % National		
<u>Internal Factors</u>																								
Feeders	34.1	65.9	54.7	45.3	5.5	37.8	10.6	0.9	0.0	0.0	50.0	17.0	33.0	27.4	22.6	2.7	18.9	5.3	0.4	0.0	0.0	Feeders		
	Final Availability (%)											100.0	42.5	57.5	42.6	57.4	6.3	25.7	9.0	0.9	0.1	0.6		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 04 - PROFESSIONALS - ATTORNEYS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Reasonable	71.3	28.7	10.8	89.2	4.0	3.3	2.5	0.5	0.0	0.5	50.0	35.7	14.3	5.4	44.6	2.0	1.6	1.3	0.2	0.0	0.3	National		
<u>Internal Factors</u>																								
Feeders	49.4	50.6	19.0	81.0	2.5	10.1	6.3	0.0	0.0	0.0	50.0	24.7	25.3	9.5	40.5	1.3	5.1	3.2	0.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	60.3	39.7	14.9	85.1	3.3	6.7	4.4	0.2	0.0	0.3		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Reasonable	21.7	78.3	32.7	67.3	19.9	8.5	2.2	1.2	0.1	0.8	80.0	17.4	62.6	26.2	53.8	15.9	6.8	1.7	1.0	0.1	0.7	National		
<u>Internal Factors</u>																								
Feeders	26.8	73.2	55.6	44.4	4.6	43.2	7.4	0.5	0.0	0.0	20.0	5.4	14.6	11.1	8.9	0.9	8.6	1.5	0.1	0.0	0.0	Feeders		
	Final Availability (%)											100.0	22.7	77.3	37.3	62.7	16.8	15.5	3.2	1.1	0.1	0.7		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 06 - PROFESSIONALS - LAND USE

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	63.3	36.7	10.8	89.2	0.4	4.6	4.8	0.8	0.0	0.2	10.0	6.3	3.7	1.1	8.9	0.0	0.5	0.5	0.1	0.0	0.0	0.0	Employee: Monterey, CA -	
Reasonable	74.7	25.3	14.8	85.2	4.5	3.9	5.1	0.7	0.1	0.6	60.0	44.8	15.2	8.9	51.1	2.7	2.3	3.0	0.4	0.0	0.3	0.0	100.00 % National	
<u>Internal Factors</u>																								
Feeders	54.5	45.5	53.0	47.0	4.2	34.4	13.1	1.3	0.0	0.0	30.0	16.3	13.7	15.9	14.1	1.2	10.3	3.9	0.4	0.0	0.0	0.0	Feeders	
	Final Availability (%)											100.0	67.5	32.5	25.9	74.1	4.0	13.1	7.5	0.9	0.0	0.4		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Reasonable	48.3	51.7	20.6	79.4	8.8	5.4	4.1	1.2	0.1	1.1	80.0	38.6	41.4	16.5	63.5	7.0	4.3	3.2	0.9	0.1	0.8	National		
<u>Internal Factors</u>																								
Feeders	15.8	84.2	38.6	61.4	3.0	18.8	16.8	0.0	0.0	0.0	20.0	3.2	16.8	7.7	12.3	0.6	3.8	3.4	0.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	41.8	58.2	24.2	75.8	7.6	8.1	6.6	0.9	0.1	0.8		

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Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

FACTOR	Raw (%)											Fctr Wght	Weighted (%)											SOURCE
	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	39.4	60.6	21.8	78.2	9.1	5.3	5.5	0.9	0.1	0.9	60.0	23.6	36.4	13.1	46.9	5.5	3.2	3.3	0.6	0.1	0.5	National		
<u>Internal Factors</u>																								
Feeders	18.7	81.3	40.9	59.1	3.8	26.1	11.0	0.0	0.0	0.0	40.0	7.5	32.5	16.4	23.6	1.5	10.4	4.4	0.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	31.1	68.9	29.5	70.5	7.0	13.6	7.7	0.6	0.1	0.5		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
External Factors	71.2	28.8	25.6	74.4	4.6	5.1	14.6	0.3	0.0	1.0	100.0	71.2	28.8	25.6	74.4	4.6	5.1	14.6	0.3	0.0	1.0	National		
Reasonable																								
Final Availability (%)											100.0	71.2	28.8	25.6	74.4	4.6	5.1	14.6	0.3	0.0	1.0			

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Snapshot Date: 09/23/2011

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

FACTOR	Raw (%)										Fctr	Weighted (%)										SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+		Wght	M	F	MIN	W	AA	H	A	NA	PI	
<u>External Factors</u>																						
Local	10.3	89.7	28.0	72.0	2.7	10.1	12.8	1.1	1.1	0.2	50.0	5.2	44.8	14.0	36.0	1.4	5.1	6.4	0.5	0.5	0.1	Employee: Monterey, CA -
Reasonable	8.0	92.0	19.8	80.2	8.9	3.5	5.8	0.8	0.1	0.7	40.0	3.2	36.8	7.9	32.1	3.6	1.4	2.3	0.3	0.0	0.3	100.00 % National
<u>Internal Factors</u>																						
Feeders	13.1	86.9	56.8	43.2	4.3	17.3	35.3	0.0	0.0	0.0	10.0	1.3	8.7	5.7	4.3	0.4	1.7	3.5	0.0	0.0	0.0	Feeders
	Final Availability (%)										100.0	9.7	90.3	27.6	72.4	5.4	8.2	12.2	0.8	0.6	0.4	

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Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 11 - LAW ENFORCEMENT II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	58.7	41.3	45.8	54.2	7.6	33.2	3.0	0.7	0.1	1.3	5.0	2.9	2.1	2.3	2.7	0.4	1.7	0.2	0.0	0.0	0.1	Employee: Monterey, CA - 100.00 % National		
Reasonable	57.6	42.4	29.1	70.9	16.8	8.3	1.5	1.4	0.1	0.8	15.0	8.6	6.4	4.4	10.6	2.5	1.2	0.2	0.2	0.0	0.1			
<u>Internal Factors</u>																								
Feeders	71.0	29.0	46.6	53.4	6.4	32.9	5.9	1.3	0.0	0.0	80.0	56.8	23.2	37.3	42.7	5.1	26.3	4.8	1.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	68.4	31.6	43.9	56.1	8.0	29.3	5.1	1.3	0.0	0.2		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 12 - LAW ENFORCEMENT I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	61.1	38.9	43.2	56.8	6.9	23.4	5.6	3.9	0.8	2.7	40.0	24.4	15.6	17.3	22.7	2.7	9.4	2.2	1.5	0.3	1.1	Employee: Monterey, CA -		
Reasonable	63.8	36.2	27.3	72.7	14.5	8.8	1.8	1.3	0.1	0.8	50.0	31.9	18.1	13.6	36.4	7.2	4.4	0.9	0.6	0.1	0.4	100.00 % National		
<u>Internal Factors</u>																								
Feeders	71.6	28.4	55.2	44.8	6.3	41.8	6.3	0.7	0.0	0.0	10.0	7.2	2.8	5.5	4.5	0.6	4.2	0.6	0.1	0.0	0.0	Feeders		
	Final Availability (%)											100.0	63.5	36.5	36.4	63.6	10.6	17.9	3.7	2.3	0.4	1.5		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

FACTOR	Raw (%)										Fctr Wght	Weighted (%)										SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	
<u>External Factors</u>																						
Local	35.6	64.4	46.1	53.9	4.5	30.1	8.3	1.2	0.3	1.7	25.0	8.9	16.1	11.5	13.5	1.1	7.5	2.1	0.3	0.1	0.4	Employee: Monterey, CA - 100.00 % National
Reasonable	38.0	62.0	27.6	72.4	13.2	8.0	4.4	1.1	0.1	0.8	25.0	9.5	15.5	6.9	18.1	3.3	2.0	1.1	0.3	0.0	0.2	
<u>Internal Factors</u>																						
Feeders	23.4	76.6	72.0	28.0	4.4	58.7	8.1	0.9	0.0	0.0	50.0	11.7	38.3	36.0	14.0	2.2	29.3	4.0	0.4	0.0	0.0	Feeders
	Final Availability (%)										100.0	30.1	69.9	54.4	45.6	6.6	38.9	7.2	1.0	0.1	0.6	

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	33.1	66.9	46.2	53.8	3.4	33.5	5.9	1.6	0.2	1.6	25.0	8.3	16.7	11.6	13.4	0.9	8.4	1.5	0.4	0.0	0.4	Employee: Monterey, CA - 100.00 % National		
Reasonable	33.9	66.1	32.8	67.2	15.0	10.7	4.8	1.3	0.2	0.9	50.0	16.9	33.1	16.4	33.6	7.5	5.3	2.4	0.6	0.1	0.4			
<u>Internal Factors</u>																								
Feeders	21.1	78.9	73.3	26.7	4.1	60.5	7.8	1.0	0.0	0.0	25.0	5.3	19.7	18.3	6.7	1.0	15.1	1.9	0.2	0.0	0.0	Feeders		
	Final Availability (%)											100.0	30.5	69.5	46.3	53.7	9.4	28.8	5.8	1.3	0.1	0.8		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 15 - SKILLED CRAFT II

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	91.0	9.0	38.1	61.9	7.5	25.2	3.6	0.5	0.2	1.2	50.0	45.5	4.5	19.1	30.9	3.7	12.6	1.8	0.3	0.1	0.6	Employee: Monterey, CA - 100.00 %		
<u>Internal Factors</u>																								
Feeders	77.1	22.9	72.5	27.5	2.6	57.3	12.6	0.0	0.0	0.0	50.0	38.6	11.4	36.2	13.8	1.3	28.6	6.3	0.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	84.0	16.0	55.3	44.7	5.0	41.2	8.1	0.3	0.1	0.6		

County of Monterey

Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 16 - SKILLED CRAFT I

FACTOR	Raw (%)											Fctr Wght	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	M		F	MIN	W	AA	H	A	NA	PI	2+			
<u>External Factors</u>																								
Local	92.4	7.6	50.4	49.6	8.6	36.3	3.4	0.9	0.2	1.0	80.0	73.9	6.1	40.3	39.7	6.9	29.0	2.7	0.7	0.2	0.8	Employee: Monterey, CA - 100.00 %		
<u>Internal Factors</u>																								
Feeders	67.3	32.7	74.8	25.2	3.1	58.5	13.2	0.0	0.0	0.0	20.0	13.5	6.5	15.0	5.0	0.6	11.7	2.6	0.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	87.4	12.6	55.3	44.7	7.5	40.7	5.3	0.7	0.2	0.8		

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Availability Analysis

Snapshot Date: 09/23/2011

Job Group: 17 - OFFICE CLERICAL II

FACTOR	Raw (%)										Fctr	Weighted (%)										SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+		M	F	MIN	W	AA	H	A	NA	PI	2+	
<u>External Factors</u>																						
Local	17.2	82.8	41.2	58.8	3.6	27.7	7.3	1.1	0.5	1.0	25.0	4.3	20.7	10.3	14.7	0.9	6.9	1.8	0.3	0.1	0.3	Employee: Monterey, CA - 100.00 %
<u>Internal Factors</u>																						
Feeders	13.8	86.2	75.9	24.1	3.7	63.0	8.3	0.9	0.0	0.0	75.0	10.3	64.7	57.0	18.0	2.8	47.2	6.2	0.7	0.0	0.0	Feeders
	Final Availability (%)										100.0	14.6	85.4	67.3	32.7	3.7	54.2	8.1	1.0	0.1	0.3	

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Snapshot Date: 09/23/2011

Job Group: 18 - OFFICE CLERICAL I

FACTOR	Raw (%)											Fctr	Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght		M	F	MIN	W	AA	H	A	NA	PI	2+		
<u>External Factors</u>																								
Local	19.7	80.3	46.9	53.1	3.4	33.2	7.2	1.5	0.6	1.0	90.0	17.7	72.3	42.2	47.8	3.1	29.9	6.5	1.3	0.5	0.9	Employee: Monterey, CA - 100.00 %		
<u>Internal Factors</u>																								
Feeders	16.4	83.6	78.4	21.6	3.3	66.1	7.9	1.2	0.0	0.0	10.0	1.6	8.4	7.8	2.2	0.3	6.6	0.8	0.1	0.0	0.0	Feeders		
	Final Availability (%)											100.0	19.3	80.7	50.1	49.9	3.4	36.5	7.3	1.4	0.5	0.9		

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Snapshot Date: 09/23/2011

Job Group: 19 - SERVICE MAINTENANCE II

FACTOR	Raw (%)											Fctr											Weighted (%)											SOURCE
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	M	F	MIN	W	AA	H	A	NA	PI	2+			
<u>External Factors</u>																																		
Local	68.3	31.7	61.8	38.2	3.4	48.7	6.8	0.8	1.0	1.0	30.0	20.5	9.5	18.5	11.5	1.0	14.6	2.0	0.2	0.3	0.3	52.0	48.0	76.9	24.1	9.2	50.8	13.7	1.5	0.3	0.3	Employee: Monterey, CA- 100.00 %		
<u>Internal Factors</u>																																		
Feeders	45.1	54.9	82.0	18.0	11.7	51.8	16.7	1.9	0.0	0.0	70.0	31.5	38.5	57.4	12.6	8.2	36.2	11.7	1.3	0.0	0.0	52.0	48.0	76.9	24.1	9.2	50.8	13.7	1.5	0.3	0.3	Feeders		
	Final Availability (%)											100.0	52.0	48.0	76.9	24.1	9.2	50.8	13.7	1.5	0.3	0.3												

County of Monterey

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Job Group: 20 - SERVICE MAINTENANCE I

FACTOR	Raw (%)										Fctr	Weighted (%)										SOURCE	
	M	F	MIN	W	AA	H	A	NA	PI	2+		Wght	M	F	MIN	W	AA	H	A	NA	PI		2+
<u>External Factors</u>																							
Local	54.0	46.0	68.5	31.5	5.5	47.1	10.8	0.7	0.7	3.6	95.0	51.3	43.7	65.1	29.9	5.3	44.8	10.3	0.7	0.6	3.4	Employee: Monterey, CA - 100.00 %	
<u>Internal Factors</u>																							
Feeders	34.6	65.4	82.4	17.6	4.8	62.8	14.9	0.0	0.0	0.0	5.0	1.7	3.3	4.1	0.9	0.2	3.1	0.7	0.0	0.0	0.0	Feeders	
	Final Availability (%)										100.0	53.0	47.0	69.2	30.8	5.5	47.9	11.0	0.7	0.6	3.4		