

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

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	54.9	45.1	37.9	62.1	1.8	25.8	4.8	0.4	1.1	3.9	10.0	5.5	4.5	3.8	6.2	0.2	2.6	0.5	0.0	0.1	0.4	Employee: Monterey, California - 94.35 %;		
Reasonable	54.1	45.9	22.5	77.5	8.6	7.4	4.7	0.5	0.1	1.3	70.0	37.9	32.1	15.8	54.2	6.0	5.2	3.3	0.3	0.1	0.9	National		
<u>Internal Factors</u>																								
Feeders	41.1	58.9	41.8	58.2	5.6	23.7	11.9	0.7	0.0	0.0	20.0	8.2	11.8	8.4	11.6	1.1	4.7	2.4	0.1	0.0	0.0	Feeders		
	Final Availability (%)											100.0	51.6	48.4	27.9	72.1	7.3	12.5	6.1	0.5	0.2	1.3		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 02 - MANAGEMENT I

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	55.1	44.9	15.9	84.1	0.2	10.3	4.2	0.3	0.0	0.8	10.0	5.5	4.5	1.6	8.4	0.0	1.0	0.4	0.0	0.1	2: Santa Cruz, California - 100 % National	
Reasonable	56.7	43.3	22.2	77.8	7.7	7.4	5.3	0.4	0.1	1.3	60.0	34.0	26.0	13.3	46.7	4.6	4.5	3.2	0.3	0.1		
<u>Internal Factors</u>																						
Feeders	37.7	62.3	43.2	56.8	6.8	24.1	11.4	0.9	0.0	0.0	30.0	11.3	18.7	13.0	17.0	2.0	7.2	3.4	0.3	0.0	Feeders	
	Final Availability (%)										100.0	50.8	49.2	27.9	72.1	6.7	12.7	7.0	0.6	0.1	0.8	

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

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	48.6	51.4	45.3	54.7	5.7	17.0	19.6	0.4	0.2	2.4	20.0	9.7	10.3	9.1	10.9	1.1	3.4	3.9	0.1	0.0	0.5	California - 100 %	
Reasonable	47.9	52.1	26.8	73.2	9.4	8.0	7.3	0.5	0.1	1.5	30.0	14.4	15.6	8.0	22.0	2.8	2.4	2.2	0.1	0.0	0.5	National	
<u>Internal Factors</u>																							
Feeders	33.9	66.1	56.9	43.1	5.6	40.3	10.2	0.9	0.0	0.0	50.0	17.0	33.0	28.5	21.5	2.8	20.2	5.1	0.4	0.0	0.0	Feeders	
	Final Availability (%)										100.0	41.1	58.9	45.6	54.4	6.7	26.0	11.2	0.6	0.1	0.9		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 04 - PROFESSIONALS - ATTORNEYS

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	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	47.1	52.9	19.5	80.5	1.1	9.2	9.2	0.0	0.0	0.0	50.0	23.6	26.4	9.8	40.2	0.6	4.6	4.6	0.0	0.0	0.0	Feeders	
	Final Availability (%)										100.0	56.8	43.2	16.9	83.1	2.9	6.9	6.4	0.1	0.0	0.6		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

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	20.6	79.4	38.0	62.0	21.9	11.0	2.6	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	24.9	75.1	57.0	43.0	4.7	45.2	6.6	0.4	0.0	0.0	20.0	5.0	15.0	11.4	8.6	0.9	9.0	1.3	0.1	0.0	0.0	Feeders	
	Final Availability (%)										100.0	21.5	78.5	41.8	58.2	18.5	17.8	3.4	0.7	0.1	1.3		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

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	48.5	51.5	7.1	92.9	0.5	2.1	4.4	0.0	0.0	0.1	10.0	4.9	5.1	0.7	9.3	0.0	0.2	0.4	0.0	0.0	0.0	0.0	0.0	Employee: Monterey, California - 94.35 %: National
Reasonable	69.7	30.3	18.8	81.2	5.5	5.1	6.3	0.4	0.1	1.4	60.0	41.8	18.2	11.3	48.7	3.3	3.0	3.8	0.3	0.0	0.0	0.8		
<u>Internal Factors</u>																								
Feeders	53.2	46.8	52.3	47.7	4.3	35.6	11.0	1.4	0.0	0.0	30.0	16.0	14.0	15.7	14.3	1.3	10.7	3.3	0.4	0.0	0.0	0.0	0.0	Feeders
	Final Availability (%)											100.0	62.6	37.4	27.6	72.4	4.7	13.9	7.5	0.7	0.0	0.0	0.8	

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

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	44.7	55.3	24.8	75.2	10.1	7.6	4.9	0.6	0.1	1.6	80.0	35.8	44.2	19.9	60.1	8.1	6.1	3.9	0.4	0.1	1.3	National		
<u>Internal Factors</u>																								
Feeders	17.3	82.7	36.7	63.3	3.1	18.4	14.3	1.0	0.0	0.0	20.0	3.5	16.5	7.3	12.7	0.6	3.7	2.9	0.2	0.0	0.0	Feeders		
	Final Availability (%)											100.0	39.2	60.8	27.2	72.8	8.7	9.8	6.8	0.7	0.1	1.3		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

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	35.5	64.5	25.4	74.6	9.6	7.0	6.7	0.6	0.1	1.4	60.0	21.3	38.7	15.3	44.7	5.8	4.2	4.0	0.3	0.0	0.8	National	
<u>Internal Factors</u>																							
Feeders	17.9	82.1	41.0	59.0	3.9	27.0	9.5	0.5	0.0	0.0	40.0	7.2	32.8	16.4	23.6	1.6	10.8	3.8	0.2	0.0	0.0	Feeders	
	Final Availability (%)										100.0	28.4	71.6	34.7	68.3	7.3	15.0	7.8	0.5	0.0	0.8		



# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

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+		
External Factors	66.1	33.9	30.5	69.5	5.0	5.9	17.9	0.2	0.0	1.5	100.0	66.1	33.9	30.5	69.5	5.0	5.9	17.9	0.2	0.0	1.5	National	
Reasonable	Final Availability (%)										100.0	66.1	33.9	30.5	69.5	5.0	5.9	17.9	0.2	0.0	1.5		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

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		2+
<u>External Factors</u>																							
Local	13.3	86.7	43.5	56.5	0.8	16.5	20.7	0.0	0.8	4.7	50.0	6.7	43.3	21.8	28.2	0.4	8.3	10.4	0.0	0.4	2.3	Employee: Monterey, California - 94.35 %;	
Reasonable	9.1	90.9	24.7	75.3	10.1	5.0	7.9	0.4	0.1	1.2	40.0	3.7	36.3	9.9	30.1	4.0	2.0	3.2	0.2	0.0	0.5	National	
<u>Internal Factors</u>																							
Feeders	11.9	88.1	59.5	40.5	4.6	19.2	35.7	0.0	0.0	0.0	10.0	1.2	8.8	5.9	4.1	0.5	1.9	3.6	0.0	0.0	0.0	Feeders	
	Final Availability (%)										100.0	11.5	88.5	37.6	62.4	4.9	12.2	17.1	0.2	0.4	2.8		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 11 - LAW ENFORCEMENT 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+		
<b>External Factors</b>																								
Local	51.9	48.1	51.1	48.9	5.9	34.1	8.9	0.1	0.0	2.2	5.0	2.6	2.4	2.6	2.4	0.3	1.7	0.4	0.0	0.0	0.1	11: Monterey, California - 100 % National		
Reasonable	60.1	39.9	32.4	67.6	18.2	10.0	1.5	0.8	0.2	1.7	15.0	9.0	6.0	4.9	10.1	2.7	1.5	0.2	0.1	0.0	0.2			
<b>Internal Factors</b>																								
Feeders	70.9	29.1	46.3	53.7	5.8	33.5	5.6	1.3	0.0	0.0	80.0	56.7	23.3	37.0	43.0	4.6	26.8	4.4	1.1	0.0	0.0	Feeders		
	Final Availability (%)											100.0	68.4	31.6	44.4	55.6	7.7	30.0	5.1	1.2	0.0	0.4		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 12 - LAW ENFORCEMENT I

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	62.1	37.9	49.4	50.6	4.6	37.6	6.2	0.2	0.0	0.7	40.0	24.8	15.2	19.7	20.3	1.8	15.0	2.5	0.1	0.0	0.3	Employee: Monterey, California - 94.35 %; National
Reasonable	64.9	35.1	32.3	67.7	15.8	11.8	2.1	0.7	0.2	1.7	50.0	32.5	17.5	16.1	33.9	7.9	5.9	1.0	0.3	0.1	0.1	
<u>Internal Factors</u>																						
Feeders	72.2	27.8	55.3	44.7	5.7	42.6	6.2	0.7	0.0	0.0	10.0	7.2	2.8	5.5	4.5	0.6	4.3	0.6	0.1	0.0	0.0	Feeders
	Final Availability (%)										100.0	64.5	35.5	41.4	58.6	10.3	25.2	4.2	0.5	0.1	1.1	

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

**Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS 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	37.8	62.2	43.3	56.7	3.6	31.7	5.6	0.2	0.2	2.0	25.0	9.5	15.5	10.8	14.2	0.9	7.9	1.4	0.1	0.0	0.5	13: Monterey, California - 100.00 %	
Reasonable	38.0	62.0	32.5	67.5	14.3	10.2	5.6	0.7	0.1	1.6	25.0	9.5	15.5	8.1	16.9	3.6	2.6	1.4	0.2	0.0	0.4	National	
<u>Internal Factors</u>																							
Feeders	22.8	77.2	74.0	26.0	4.4	61.3	7.6	0.7	0.0	0.0	50.0	11.4	38.6	37.0	13.0	2.2	30.6	3.8	0.4	0.0	0.0	Feeders	
											<b>Final Availability (%)</b>	<b>100.0</b>	<b>30.3</b>	<b>69.7</b>	<b>56.0</b>	<b>44.0</b>	<b>6.7</b>	<b>41.1</b>	<b>6.6</b>	<b>0.6</b>	<b>0.1</b>	<b>0.9</b>	

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

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	35.2	64.8	48.1	51.9	2.2	37.2	7.6	0.3	0.1	0.7	25.0	8.8	16.2	12.0	13.0	0.6	9.3	1.9	0.1	0.0	0.2	Employee: Monterey, California - 94.35 %: National
Reasonable	31.7	68.3	37.9	62.1	16.3	13.3	5.7	0.9	0.1	1.6	50.0	15.8	34.2	19.0	31.0	8.2	6.6	2.8	0.5	0.1	0.8	
<u>Internal Factors</u>																						
Feeders	20.1	79.9	74.9	25.1	4.1	62.8	7.2	0.9	0.0	0.0	25.0	5.0	20.0	18.7	6.3	1.0	15.7	1.8	0.2	0.0	0.0	Feeders
	Final Availability (%)										100.0	29.7	70.3	49.7	50.3	9.7	31.6	6.5	0.8	0.1	1.0	

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 15 - SKILLED CRAFT 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+		
<b>External Factors</b>																							
Local	92.3	7.7	45.4	54.6	0.1	39.1	5.4	0.0	0.4	0.2	50.0	46.1	3.9	22.7	27.3	0.1	19.6	2.7	0.0	0.2	0.1	Employee: Monterey, California - 94.35 %:	
<b>Internal Factors</b>																							
Feeders	77.0	23.0	76.3	23.7	2.8	60.1	13.4	0.0	0.0	0.0	50.0	38.5	11.5	38.2	11.8	1.4	30.1	6.7	0.0	0.0	0.0	Feeders	
	Final Availability (%)										100.0	84.6	16.4	60.9	39.1	1.5	49.6	9.4	0.0	0.2	0.1		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 16 - SKILLED CRAFT 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+		
<b>External Factors</b>																								
Local	96.1	3.9	56.0	44.0	0.4	48.5	6.0	0.3	0.6	0.2	80.0	76.9	3.1	44.8	35.2	0.3	38.8	4.8	0.2	0.4	0.2	Employee: Monterey, California - 94.35 %:		
<b>Internal Factors</b>																								
Feeders	67.1	32.9	78.3	21.7	3.4	60.9	14.0	0.0	0.0	0.0	20.0	13.4	6.6	15.7	4.3	0.7	12.2	2.8	0.0	0.0	0.0	Feeders		
	Final Availability (%)											100.0	90.3	9.7	60.5	39.5	1.0	51.0	7.6	0.2	0.4	0.2		



# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 17 - OFFICE CLERICAL 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	13.9	86.1	56.9	43.1	1.6	45.3	7.1	0.2	0.6	2.0	25.0	3.5	21.5	14.2	10.8	0.4	11.3	1.8	0.1	0.2	0.5	Employee: Monterey, California - 94.35 %;	
<u>Internal Factors</u>																							
Feeders	13.0	87.0	77.5	22.5	3.9	65.2	7.6	0.8	0.0	0.0	75.0	9.7	65.3	58.1	16.9	2.9	48.9	5.7	0.6	0.0	0.0	0.0	Feeders
	Final Availability (%)										100.0	13.2	86.8	72.3	27.7	3.3	60.2	7.5	0.7	0.2	0.5		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 18 - OFFICE CLERICAL 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+		
<b>External Factors</b>																							
Local	19.3	80.7	55.7	44.3	1.2	43.9	7.0	0.2	0.4	3.0	90.0	17.3	72.7	50.2	39.8	1.1	39.5	6.3	0.2	0.4	2.7	18: Monterey, California - 100.00 %	
<b>Internal Factors</b>																							
Feeders	14.7	85.3	79.1	20.9	3.1	67.6	7.2	1.2	0.0	0.0	10.0	1.5	8.5	7.9	2.1	0.3	6.8	0.7	0.1	0.0	0.0	Feeders	
Final Availability (%)											100.0	18.8	81.2	58.1	41.9	1.4	46.2	7.0	0.3	0.4	2.7		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

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+
<u>External Factors</u>																							
Local	63.7	36.3	58.9	41.1	2.0	48.5	4.1	0.4	0.3	3.4	30.0	19.1	10.9	17.7	12.3	0.6	14.6	1.2	0.1	0.1	1.0	19: Monterey, California - 100.00 %	
<u>Internal Factors</u>																							
Feeders	46.0	54.0	82.9	17.1	14.2	51.0	15.7	1.9	0.0	0.0	70.0	32.2	37.8	58.0	12.0	9.9	35.7	11.0	1.3	0.0	0.0	Feeders	
Final Availability (%)											100.0	51.3	48.7	75.7	24.3	10.5	50.3	12.2	1.5	0.1	1.0		

# County of Monterey

## Availability Analysis

Snapshot Date: 01/01/2013

Job Group: 20 - SERVICE MAINTENANCE I

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	55.5	44.5	74.9	25.1	5.5	55.9	9.0	0.5	1.4	2.7	95.0	52.8	42.2	71.2	23.8	5.2	53.1	8.6	0.4	1.3	2.6	20: Monterey, California - 100.00 %	
<u>Internal Factors</u>																							
Feeders	34.2	65.8	85.0	15.0	5.3	63.6	16.0	0.0	0.0	0.0	5.0	1.7	3.3	4.3	0.7	0.3	3.2	0.8	0.0	0.0	0.0	0.0	Feeders
	Final Availability (%)										100.0	54.5	45.5	75.4	24.6	5.5	56.3	9.4	0.4	1.3	2.6		