

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 01 - MANAGEMENT II

Test: Any Difference

Total Employees: 27

	Total	
	FEMALE	MINORITY
Employees (#)	9	3
Employees (%)	33.3	11.1
Availability (%) Goal	47.5	23.8
Test: Any Difference	<b>YES</b>	<b>YES</b>
Add'l Needed to Reach Availability (#)	4	4

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 02 - MANAGEMENT I

Test: Any Difference

Total Employees: 73

		Total	
		FEMALE	MINORITY
Employees (#)		32	25
Employees (%)		43.8	34.2
Availability (%) Goal		49.8	25.5
Test: Any Difference		<b>YES</b>	NO
Add'l Needed to Reach Availability (#)		5	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Test: Any Difference

Total Employees: 354

	Total	
	FEMALE	MINORITY
Employees (#)	223	137
Employees (%)	63.0	38.7
Availability (%) Goal	57.5	42.6
Test: Any Difference	NO	<b>YES</b>
Add'l Needed to Reach Availability (#)	0	14

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Test: Any Difference

Total Employees: 79

	FEMALE	MINORITY
Employees (#)	40	15
Employees (%)	50.6	19.0
Availability (%) Goal	39.7	14.9
Test: Any Difference	NO	NO
Addit'l Needed to Reach Availability (#)	0	0
	Total	

# County of Monterey

## Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Test: Any Difference

Total Employees: 153

	FEMALE		MINORITY	
	120	78.4	66	43.1
Employees (#)	120	78.4	66	43.1
Employees (%)	78.4	77.3	37.3	37.3
Availability (%) Goal	77.3	77.3	37.3	37.3
Test: Any Difference	NO	NO	NO	NO
Addtl Needed to Reach Availability (#)	0	0	0	0
<b>Total</b>				

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 06 - PROFESSIONALS - LAND USE  
 Test: Any Difference  
 Total Employees: 55

	Total	
	FEMALE	MINORITY
Employees (#)	15	22
Employees (%)	27.3	40.0
Availability (%) Goal	32.5	25.9
Test: Any Difference	<b>YES</b>	NO
Add'l Needed to Reach Availability (#)	3	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

**Test:** Any Difference

**Total Employees:** 26

	Total	
	FEMALE	MINORITY
Employees (#)	19	10
Employees (%)	73.1	38.5
Availability (%) Goal	58.2	24.2
Test: Any Difference	NO	NO
Add'l Needed to Reach Availability (#)	0	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 08 - PROFESSIONALS - HEALTH, ANCILLARY

**Test:** Any Difference

**Total Employees:** 101

	FEMALE		MINORITY	
	Total	NO	NO	NO
Employees (#)	85		39	
Employees (%)	84.2		38.6	
Availability (%) Goal	68.9		29.5	
Test: Any Difference	NO		NO	
Add'l Needed to Reach Availability (#)	0		0	



## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Test: Any Difference

Total Employees: 103

	Total	
	FEMALE	MINORITY
Employees (#)	51	50
Employees (%)	49.5	48.5
Availability (%) Goal	28.8	25.6
Test: Any Difference	NO	NO
Add'l Needed to Reach Availability (#)	0	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 10 - PROFESSIONALS - HEALTH, NURSES

**Test:** Any Difference

**Total Employees:** 329

		Total	
		FEMALE	MINORITY
Employees (#)		286	187
Employees (%)		86.9	56.8
Availability (%) Goal		90.3	27.6
Test: Any Difference		<b>YES</b>	NO
Add'l Needed to Reach Availability (#)		12	0

# County of Monterey

## Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 11 - LAW ENFORCEMENT II  
**Test:** Any Difference  
**Total Employees:** 108

		Total	
		FEMALE	MINORITY
Employees (#)		32	41
Employees (%)		29.6	38.0
Availability (%) Goal		31.6	43.9
Test: Any Difference		<b>YES</b>	<b>YES</b>
Add'l Needed to Reach Availability (#)		3	7

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 12 - LAW ENFORCEMENT I  
 Test: Any Difference  
 Total Employees: 426

	FEMALE		MINORITY	
	Total	Total	Total	Total
Employees (#)	121	235	235	235
Employees (%)	28.4	55.2	55.2	55.2
Availability (%) Goal	36.5	36.4	36.4	36.4
Test: Any Difference	<b>YES</b>	NO	NO	NO
Add'l Needed to Reach Availability (#)	35	0	0	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Test: Any Difference

Total Employees: 342

		Total	
		FEMALE	MINORITY
Employees (#)		218	226
Employees (%)		63.7	66.1
Availability (%) Goal		69.9	54.4
Test: Any Difference		<b>YES</b>	NO
Add'l Needed to Reach Availability (#)		22	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 14 - PARAPROFESSIONAL - TECHNICIANS I

**Test:** Any Difference

**Total Employees:** 715

	Total	
	FEMALE	MINORITY
Employees (#)	516	502
Employees (%)	72.2	70.2
Availability (%) Goal	69.5	46.3
Test: Any Difference	NO	NO
Addtl Needed to Reach Availability (#)	0	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 15 - SKILLED CRAFT II  
**Test:** Any Difference  
**Total Employees:** 26

	Total	
	FEMALE	MINORITY
Employees (#)	2	10
Employees (%)	7.7	38.5
Availability (%) Goal	16.0	55.3
Test: Any Difference	<b>YES</b>	<b>YES</b>
Add'l Needed to Reach Availability (#)	3	5

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 16 - SKILLED CRAFT I

Test: Any Difference

Total Employees: 70

	Total	
	FEMALE	MINORITY
Employees (#)	0	47
Employees (%)	0.0	67.1
Availability (%) Goal	12.6	55.3
Test: Any Difference	<b>YES</b>	NO
Addtl Needed to Reach Availability (#)	9	0



## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 17 - OFFICE CLERICAL II

Test: Any Difference

Total Employees: 411

	Total	
	FEMALE	MINORITY
Employees (#)	365	302
Employees (%)	88.8	73.5
Availability (%) Goal	85.4	67.3
Test: Any Difference	NO	NO
Addtl Needed to Reach Availability (#)	0	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 18 - OFFICE CLERICAL I

Test: Any Difference

Total Employees: 519

		Total	
		FEMALE	MINORITY
Employees (#)		434	407
Employees (%)		83.6	78.4
Availability (%) Goal		80.7	50.1
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

Job Group: 19 - SERVICE MAINTENANCE II

Test: Any Difference

Total Employees: 27

		Total	
		FEMALE	MINORITY
Employees (#)		12	22
Employees (%)		44.4	81.5
Availability (%) Goal		48.0	75.9
Test: Any Difference		<b>YES</b>	NO
Add'l Needed to Reach Availability (#)		1	0

## County of Monterey

### Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 09/23/2011

**Job Group:** 20 - SERVICE MAINTENANCE I  
**Test:** Any Difference  
**Total Employees:** 188

	FEMALE		MINORITY	
	Total	NO	Total	NO
Employees (#)	123	NO	155	NO
Employees (%)	65.4	0	82.4	0
Availability (%) Goal	47.0		69.2	
Test: Any Difference	NO	NO	NO	NO
Addtl Needed to Reach Availability (#)	0	0	0	0