

County of Monterey

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2015

Job Group: 01 - MANAGEMENT II
Test: Any Difference
Total Employees: 36

Total	
FEMALE	MINORITY
Employees (#)	12
Employees (%)	33.3
Availability (%) Goal	28.6
Test: Any Difference	NO
Addtl Needed to Reach Availability (#)	0

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Snapshot Date: 01/01/2015

Comparison of Incumbency to Availability and Placement Goals

Job Group: 02 - MANAGEMENT I
Test: Any Difference
Total Employees: 59

Total			
	FEMALE		MINORITY
Employees (#)	30		26
Employees (%)	50.8		44.1
Availability (%) Goal	48.1		29.7
Test: Any Difference	NO		NO
Addtl Needed to Reach Availability (#)	0		0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Test: Any Difference

Total Employees: 362

Total			
	FEMALE		MINORITY
Employees (#)	230		158
Employees (%)	63.5		43.6
Availability (%) Goal	60.8		44.6
Test: Any Difference	NO		YES
Add'l Needed to Reach Availability (#)	0		4

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Test: Any Difference

Total Employees: 84

		FEMALE	MINORITY
		Total	
Employees (#)		42	16
Employees (%)		50.0	19.0
Availability (%) Goal		41.7	16.7
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Test: Any Difference

Total Employees: 205

Total		
	FEMALE	MINORITY
Employees (#)	168	112
Employees (%)	82.0	54.6
Availability (%) Goal	78.7	43.1
Test: Any Difference	NO	NO
Add'l Needed to Reach Availability (#)	0	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 06 - PROFESSIONALS - LAND USE

Test: Any Difference

Total Employees: 55

Total			
	FEMALE		MINORITY
Employees (#)	18		22
Employees (%)	32.7		40.0
Availability (%) Goal	38.2		28.3
Test: Any Difference	YES		NO
Add'l Needed to Reach Availability (#)	4		0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Test: Any Difference

Total Employees: 32

Total	
FEMALE	MINORITY
Employees (#)	23
Employees (%)	71.9
Availability (%) Goal	60.0
Test: Any Difference	NO
Addtl' Needed to Reach Availability (#)	0
	14
	43.8
	26.5
	NO
	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Test: Any Difference

Total Employees: 107

Total		
	FEMALE	MINORITY
Employees (#)	85	36
Employees (%)	79.4	33.6
Availability (%) Goal	70.1	32.5
Test: Any Difference	NO	NO
Add'l Needed to Reach Availability (#)	0	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Test: Any Difference

Total Employees: 44

	FEMALE	MINORITY
Employees (#)	27	19
Employees (%)	61.4	43.2
Availability (%) Goal	35.6	29.8
Test: Any Difference	NO	NO
Addtl' Needed to Reach Availability (#)	0	0
Total		

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Test: Any Difference

Total Employees: 401

Total		
	FEMALE	MINORITY
Employees (#)	345	233
Employees (%)	86.0	58.1
Availability (%) Goal	88.4	37.5
Test: Any Difference	YES	NO
Add'l Needed to Reach Availability (#)	10	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 11 - LAW ENFORCEMENT II
Test: Any Difference
Total Employees: 98

Total			
	FEMALE		MINORITY
Employees (#)	29		37
Employees (%)	29.6		37.8
Availability (%) Goal	31.1		45.1
Test: Any Difference	YES		YES
Add'l Needed to Reach Availability (#)	2		8

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 12 - LAW ENFORCEMENT I

Test: Any Difference

Total Employees: 436

Total		
	FEMALE	MINORITY
Employees (#)	119	246
Employees (%)	27.3	56.4
Availability (%) Goal	34.2	41.1
Test: Any Difference	<input checked="" type="checkbox"/> YES	NO
Add'l Needed to Reach Availability (#)	31	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Test: Any Difference

Total Employees: 360

Total	
FEMALE	MINORITY
Employees (#)	244
Employees (%)	67.8
Availability (%) Goal	58.3
Test: Any Difference	NO
Add'l Needed to Reach Availability (#)	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Test: Any Difference

Total Employees: 772

Total			
	FEMALE		MINORITY
Employees (#)	571		588
Employees (%)	74.0		76.2
Availability (%) Goal	70.7		50.8
Test: Any Difference	NO		NO
Add'l Needed to Reach Availability (#)	0		0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 15 - SKILLED CRAFT II
Test: Any Difference
Total Employees: 22

Total		
	FEMALE	MINORITY
Employees (#)	0	8
Employees (%)	0.0	36.4
Availability (%) Goal	12.6	57.1
Test: Any Difference	YES	YES
Add'l Needed to Reach Availability (#)	3	5

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 16 - SKILLED CRAFT I
Test: Any Difference
Total Employees: 65

Total	
FEMALE	MINORITY
Employees (#)	44
Employees (%)	67.7
Availability (%) Goal	59.4
Test: Any Difference	NO
Addtl' Needed to Reach Availability (#)	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 17 - OFFICE CLERICAL II
Test: Any Difference
Total Employees: 442

Total		
	FEMALE	MINORITY
Employees (#)	399	348
Employees (%)	90.3	78.7
Availability (%) Goal	86.6	74.1
Test: Any Difference	NO	NO
Addtl' Needed to Reach Availability (#)	0	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 18 - OFFICE CLERICAL I
Test: Any Difference
Total Employees: 509

Total		
	FEMALE	MINORITY
Employees (#)	421	402
Employees (%)	82.7	79.0
Availability (%) Goal	80.5	57.0
Test: Any Difference	NO	NO
Add'l Needed to Reach Availability (#)	0	0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 19 - SERVICE MAINTENANCE II

Test: Any Difference

Total Employees: 27

Total			
	FEMALE		MINORITY
Employees (#)	10		20
Employees (%)	37.0		74.1
Availability (%) Goal	46.2		73.2
Test: Any Difference	YES		NO
Add'l Needed to Reach Availability (#)	3		0

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 20 - SERVICE MAINTENANCE I
Test: Any Difference
Total Employees: 197

Total		
	FEMALE	MINORITY
Employees (#)	127	167
Employees (%)	64.5	84.8
Availability (%) Goal	47.9	72.9
Test: Any Difference	NO	NO
Add'l Needed to Reach Availability (#)	0	0