

EQUAL EMPLOYMENT OPPORTUNITY PLAN (EEOP)

for

COUNTY OF MONTEREY
168 West Alisal Street
Salinas, California 93901



JANUARY 1, 2024 – DECEMBER 31, 2025

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

AA/EEO Contact: Juan P. Rodriguez
Civil Rights Officer
County of Monterey
1441 Schilling Place, North Building
Salinas, California 93901



CONFIDENTIAL TRADE SECRET MATERIALS

This EEOP contains confidential information which is subject to the provisions of 18 U.S.C. 1905. *Chrysler Corp. v. Brown*, 441 U.S. §281, 19 Federal Employee Program §475 (1979).

Copies of this EEOP and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any persons. This EEOP and all its supporting documents contain much confidential information which may reveal, directly or indirectly, County of Monterey's plans for business or geographical expansion or contraction. County of Monterey considers this EEOP to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. §552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. §552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. §552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. §552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-40.3 that portions of this EEOP be kept confidential.

County of Monterey wishes to make it clear that it does not consent to the release of any information contained in this EEOP under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this EEOP was loaned to such Government, or is considering a request for release of this EEOP under the Freedom of Information Act, a request is hereby made that the Government immediately notify the County of Monterey of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this EEOP by the Government which relates to information obtained by the Government from the Company. We further request that everyone who has any contact with this EEOP, or its supporting data treat such information as totally confidential and that such information not be released to any person. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

TABLE OF CONTENTS

EQUAL EMPLOYMENT OPPORTUNITY PLAN	4
Table of Contents.....	5
Chapter 1: Commitment to Equal Employment Opportunity	6
Chapter 2: Designation of Responsibility	7
Chapter 3: Identification of Problem Areas	15
Chapter 4: Action-Oriented Programs	16
Chapter 5: Internal Audit and Reporting	21

COUNTY OF MONTEREY



**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

FOR

JANUARY 1, 2024 – DECEMBER 31, 2025

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

TABLE OF CONTENTS

CHAPTER 1:	DESIGNATION OF RESPONSIBILITY 41 C.F.R. §60-2.17(a)
CHAPTER 2:	IDENTIFICATION OF PROBLEM AREAS 41 C.F.R. §60-2.17(b)
CHAPTER 3:	ACTION-ORIENTED PROGRAMS 41 C.F.R. §60-2.17(c)
CHAPTER 4:	INTERNAL AUDIT AND REPORTING SYSTEM 41 C.F.R. §60-2.17(d)

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 1: COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

The County of Monterey reaffirms its commitment to a policy of Equal Employment Opportunity. The County will continue to administer its personnel policies and conduct its employment practices in a manner that treats each employee and applicant for employment based on merit, experience, and other work-related criteria, without regard to race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, or any other characteristic protected by State or Federal law.

The County is committed to maintaining a meaningful, result-oriented Equal Employment Opportunity Plan to achieve a balanced workforce that reflects the sex and people of color workforce composition of the County's relevant labor market. It is the responsibility of the Civil Rights Office and the County Administrative Office, under the general direction of the Board of Supervisors, to ensure the spirit and intent of the Equal Employment Opportunity Plan is carried out.

The County will designate the Civil Rights Officer to also serve as the Equal Employment Opportunity Officer and will focus its Equal Employment Opportunity efforts on enhanced outreach and training programs. The County is committed to making a good faith effort to successfully achieve Equal Employment Opportunity.

Sonia M. de la Rosa
County Administrative Officer
June 25, 2024

Juan P. Rodriguez
Civil Rights Officer
June 25, 2024

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 2: DESIGNATION OF RESPONSIBILITY 41 C.F.R. §60-2.17(a)

As part of its efforts to ensure equal employment opportunity for all individuals, the County of Monterey appointed specific responsibilities to various staff to ensure the Equal Employment Opportunity Plan (EEOP or EOP) focuses on all components of the employment system. To that end, the County Administrative Officer, the Civil Rights Officer, and those serving as elected officers, appointed as department heads, supervisors and managers will undertake the responsibilities described below.

Board of Supervisors:

The Board of Supervisors (Board) is responsible for ensuring that the County of Monterey is compliant with Federal and State laws and regulations mandating equal employment opportunity and nondiscrimination.

The Board's role includes:

1. Adoption of the EOP on a county-wide basis.
2. Designation of the Civil Rights Officer and County Administrative Officer the responsibility to oversee, administer, implement, and monitor the County of Monterey's EEOP, and ensure that the Civil Rights Officer is identified in writing by name and job title.
3. Give the Civil Rights Officer the necessary authority and budgetary support and staffing to successfully implement the adopted EOP.
4. Holding all officials, elected officers, and appointed department heads accountable for the actions of their managers, supervisors, staff, and agents pursuant to County of Monterey policies
5. Ensuring the County of Monterey adheres to the stated policy of equal employment opportunity by monitoring the application of equal employment opportunity policies.
6. Ensuring County of Monterey staff participation and completion of mandatory Civil Rights Office training.

Civil Rights Officer:

The Civil Rights Officer is responsible for ensuring the directives of the Board of Supervisors are implemented. The Civil Rights Officer's duties include:

1. Providing direction to County of Monterey employees, as necessary, to carry out all actions required to meet the County of Monterey's equal employment opportunity goals and commitments.
2. Reviewing the County of Monterey's personnel policies to ensure they are consistent with the equal opportunity laws and the County of Monterey's EOP.
3. Reviewing, reporting on, and updating County of Monterey EOP every two years.
4. Designing and effectively implementing the EOP.
5. Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will identify the need for remedial action, and determine the degree to which goals and objectives have been met.

Policies

6. Advising management in the modification and development of County of Monterey policies to enhance equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
7. Conducting periodic audits to ensure all required posters and those advertising County of Monterey's equal employment opportunity policies, and EOP are displayed, and that County of Monterey's equal opportunity policies are being thoroughly communicated to staff and potential employees.
8. Updating departmental policies and practices to reflect language that is inclusive.

Employee Resource Groups

9. Supporting Employee Resource Groups (ERGs) for women, people of color, veterans, and people with disabilities that support and align with County of Monterey's workforce goals in outreach, recruitment, leadership development, and retention.
10. Collaborating with ERGs to understand the climate of the organization and support needed to minimize Civil Rights-related issues.

Equal Opportunity

11. In collaboration with the County Administrative Officer and the Board of Supervisors, ensuring that departmental EOPs are updated and submitted annually to the Civil Rights Office and to the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC).
12. Auditing a minimum of three oral examinations or interviews per quarter to ensure equal employment opportunity is afforded to applicants for employment.
13. Developing and sharing with offices and departments tools to conduct inclusive interviews with potential applicants.
14. Showing the County recruitments reflect that every effort was made to include at least one (1) person of color and one (1) woman on each part of the recruitment process. Underutilized recruitments must include at least one (1) person of color and one (1) woman in each part of the recruitment process. Underutilized means that the percentage of people of color employed in the position is under the available amount of qualified persons of color in the community that could occupy the position.
15. Identifying partnership with Human Resources Department (HRD), underutilization in job groups and establishing procedures, goals, and objectives to achieve adequate parity.
16. Keeping County management informed of the latest developments in the equal employment opportunity area.
17. Providing guidance to elected officials, department heads, managers, and supervisors on how to take proper action to prevent employees from being discriminated against or harassed, through one-on-one contact, training, and corrective action.
18. Analyzing and producing a report of current workforce data.

Diversity and Cultural Competency

19. Continue to develop a Diversity, Equity, and Inclusion survey and capture data around gender, race, disability, and sexual orientation of County of Monterey employees, as needed. The Civil Rights Office will implement strategies based on the data learned from the survey to improve inclusion and belonging in the workplace.
20. Working to develop a process for submitting Americans with Disabilities Act (ADA)-related inquiries for employees and the public and develop an ADA audit process.
21. Working to develop cultural competence-based interview questions for prospective applicants and commissioners.
22. Including cultural competency training materials and resources for all County employees through the mandated Civil Rights Training.

Governing for Racial Equity

23. Develop and update, as needed, the County's Racial Equity Plan to lay out focused priority areas for the County of Monterey to promote equity in all County operations, including workforce hiring, development, and training.
24. Identify Equity Leads in each department to promote cross-departmental strategies and initiatives.
25. Utilize the Budget Equity Tool for departments to consider what extent County resources will be utilized for hiring practices and workforce development

Equal Opportunity and Civil Rights Advisory Commission:

The Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) serves as an advisory commission to the Board of Supervisors in matters relating to equal employment opportunity and access to contracting opportunities.

The EOCRAC is a diverse commission comprised of representatives of protected groups, representatives appointed by the Board of Supervisors, and representatives of designated employee groups.

The specific duties of the EOCRAC include:

1. Reviewing and providing recommendations on equal employment opportunity (EEO) programs and EEO-related trainings and activities.
2. Reviewing County of Monterey recruitment, testing, selection, and promotion procedures and recommend changes when deemed necessary.
3. Holding meetings with elected officials, department heads, and employee and community groups to achieve full implementation of the EOP.
4. Helping with the preparation and delivery of an annual report to the Board of Supervisors.
5. Reviewing departmental EOPs and advising offices departments on best practices to attracting and retaining women and people of color in the County of Monterey workforce.

Military & Veterans Affairs Office:

The responsibility of the Military & Veterans Affairs Office (MVAO) is to serve as the expert on issues related to the military and veterans. MVAO's areas of expertise are around federal veterans' laws, rules and regulations, the Uniformed Services Employment and Reemployment Rights Act (USERRA), and the California Military & Veterans Code (MVC). MVAO serves as

the sole County resource for transitioning/exiting military members, and disabled veterans, reservists, National Guard members, veterans, spouses of veterans, and spouses of active servicemembers.

The specific duties of the MVAO include the following:

1. Collaborating with Human Resources Department (HRD) and CRO on efforts to establish and update military and veterans' hiring preference.
2. Disseminating job opportunities to transitioning servicemembers from the Presidio of Monterey and Naval Support Activity.
3. Distributing job opportunities and County of Monterey employment information to local military units and supporting organizations: United States Army, National Guard, and Coast Guard.

County Administrative Officer:

The County Administrative Officer (CAO) is responsible for achieving the objectives established in the County of Monterey's Equal Opportunity Plan and for the effective implementation of the Plan on a Countywide basis, as directed by the Board of Supervisors.

The CAO's specific duties include the following:

1. Evaluating appointed, elected officials, and department head performance in the EEO area.
2. Establishing, through administrative and budgetary direction, priorities for carrying out the various aspects of the EOP.
3. Managing elected officials and department heads who consistently do not comply with EOP guidelines, who fail to complete mandatory Civil Rights Office training, or where there is underutilization in their departments potentially caused by a lack of good faith efforts in hiring, recruitment, and/or promotions.

Human Resources Department:

The Director of the Human Resources Department (HRD) has the principal responsibility of developing and maintaining the County of Monterey's personnel system including recruitment, selection, classification, testing, employee relations, labor relations, and compensation programs, and for ensuring that these systems are adhered to in accordance with Federal and State mandates.

In addition, the Director of Human Resources is responsible for coordinating and implementing County of Monterey programs and policies that impact the EOP, which may include:

1. Developing and implementing recruitment, selection, promotion, transfer, and layoff programs which address the County of Monterey's equal opportunity policies and needs.
2. Evaluating recruitment and examination methodology to ensure the applied criteria is job-related, defensible, and free from adverse impact towards women, people of color, protected veterans, individuals with a disability, and other protected classes.
3. Monitoring County of Monterey recruitments and selection efforts to ensure compliance with the EOP.
4. Coordinating with the Civil Rights Officer to ensure compliance with EOP procedures and objectives.
5. Coordinating employee development programs designed to increase employee job skills and career opportunities and ensure that employees seeking career counseling are referred appropriately.
6. Collaborating with the Civil Rights Officer and all HRD staff, including decentralized staff, to help departments in arriving at solutions to equal employment opportunity issues.
7. Addressing adverse impact implications in the hiring process by providing training on selection process, policy, the proper use of disposition codes for applicants, and consistent application of selection criteria.
8. Monitoring hiring decisions, as necessary.
9. Developing and providing, in collaboration with the Civil Rights Office, implicit bias training to all persons involved in the recruitment, hiring, and selection process.
10. Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers and that all requirements are job-related, realistic, and reflect the actual work requirements of the essential job duties.
11. Providing updates and status reports on HRD policies and procedures to the Equal Opportunity and Civil Rights Advisory Commission.
12. Providing to the Civil Rights Office the prior year's applicant data from NEOGOV, or any other employment application software used by the County of Monterey, by January 31st of every year.
13. Ensuring that HRD staff search and send job flyers to organizations in the Talent Acquisition Database for recruitments where women and people of color are underutilized.
14. Collaborating with the Civil Rights Office to update and maintain the Talent Acquisition Database (TAD).

Elected Officials and Department Heads:

Elected officials and department heads are the appointing authorities within the County of Monterey who are responsible for all personnel actions within their offices or departments. As such, they may delegate authority to unit managers or supervisors to make employment and promotion decisions, but the ultimate responsibility and authority remains with the department head.

Additionally, department heads are responsible for the following:

1. All actions taken by departmental managers and supervisors to ensure their compliance with the provisions of the EOP, the County of Monterey's equal opportunity and nondiscrimination policies, and completion of mandatory Civil Rights Office training.
2. Submitting, annually, to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission, their Department's EOP outlining the effectiveness of their equal employment opportunity efforts. The Department must use the format disseminated by the Civil Rights Office.
3. Present their Department's EOP to the EOCRAC as requested by the EOCRAC or as recommended by the Civil Rights Office.
4. Coordinating and monitoring employee training programs designed to increase employee job skills and career opportunities within their departments and ensure, as feasible, that all employees have equal access to job-related developmental programs and on-the-job training.
5. Providing opportunities for managers, supervisors, and employees to attend County of Monterey-sponsored equal employment opportunity training.
6. Supporting manager, supervisor, and employee leadership development by allowing their participation in ERGs.
7. Ensuring that managers, supervisors, and other employees in their departments understand and comply with the County of Monterey's equal opportunity and related policies.
8. Making a good faith effort to achieve a diverse workforce utilizing the most recent EOP data by monitoring and ensuring that their assigned Human Resources Department staff follow equal opportunity and related policies ensuring recruitment, exam, and selection processes promote diversity and attempt to eliminate adverse impact.
9. Taking positive measures to provide equal employment opportunities within their departments.

10. Identifying, within their area of expertise professional, educational, and community organizations to recruit women, people of color, protected veterans, and individuals with disabilities, for the County of Monterey's Talent Acquisition Database (TAD), and communicate that information to the Civil Rights Office and the Human Resources Department.

Managers and Supervisors:

The County of Monterey recognizes that the cooperation of managers and supervisors is required to achieve the full potential of the EOP. In their direct day-to-day contact with County of Monterey employees, managers and supervisors have assumed certain responsibilities to help the County ensure compliance with equal employment opportunity programs and effective implementation of the EOP.

These shared responsibilities include:

1. Applying all personnel policies and practices equitably to provide a workplace free of discrimination and, upon request, provide employees with copies of the written policies.
2. Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them regarding what is needed for upward mobility within the employment structure.
3. Ensuring that all interviews, offers of employment, and wage commitments are consistent with County of Monterey's policies.
4. Identifying and supporting the internal promotion and transfer of all qualified employees under their supervision, consistent with EOP goals and objectives.
5. Assisting in the identification underutilization and provide information for establishing and meeting department equal employment opportunity goals and objectives.
6. Undertake measures designed to prevent harassment and discrimination against employees.

Employees:

County of Monterey employees are responsible for creating and maintaining a work environment that is conducive to achieving equal employment opportunities, and that is free of any form of unlawful discrimination, harassment, and retaliation.

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PEOPLE OF COLOR AND WOMEN**

**CHAPTER 3: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(b)**

The County of Monterey performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity might exist. At a minimum, County of Monterey evaluates:

1. The workforce by organizational unit and EOP job group to determine whether there are problems of people of color or women utilization (*i.e.*, employment in the unit or EOP group), or of people of color or women distribution (*i.e.*, placement in the different jobs within the unit or EOP job group).
2. Personnel activity (applicant flow, hires, terminations, promotions, and other personnel actions) to determine whether there are selection disparities.
3. Compensation systems to determine whether there is gender-, race-, or ethnicity-based disparities.
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of people of color or women.
5. Any other areas that might impact the success of the equal employment opportunity program.

In each case where potential problem areas have been identified, equal employment opportunity measures, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 4 of this EOP.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 4: ACTION-ORIENTED PROGRAMS 41 C.F.R. § 60-2.17(c)

The County of Monterey tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program (AOPs):

The action-oriented programs designed to address the underutilization of women and people of color, the utilization goal set for individuals with disabilities, and the hiring benchmark for protected veterans are listed below. These action-oriented programs will be carried out throughout the EOP's effective years. Evaluation of these AOPs will be conducted at least annually. The Civil Rights Officer, with the help of the elected officials, appointed department heads, supervisors, and managers, will be responsible for ensuring that the following are implemented.

Recruitment:

The following programs have been developed to meet the County's Equal Employment Opportunity Goals:

A. Selection Process

1. The County develops position descriptions that accurately identify the essential job functions, and the physical and mental abilities required to perform the essential functions. Whenever County of Monterey applies physical or mental qualification standards in the selection of applicants or employees, HRD will conduct a review of the class specification to be certain that the qualification standards are job-related and consistent with business necessity.
2. HRD will ensure that job classifications are continually reviewed to determine the knowledge, skills, abilities, and other requirements have current applicability. Job classifications will not contain any requirements that would result in discrimination based on race, color, religion, sex, sexual orientation, age, national origin, disability, veteran, status, or other characteristics protected by Federal or State law.
3. The Civil Rights Officer will be advised of new and revised job classifications and class specifications prior to their adoption, and may recommend changes, where necessary, to eliminate artificial barriers to employment and promotion.
4. Approved job classifications will be made available by the Human Resources Director to the Civil Rights Officer upon request.

5. County of Monterey will only use job classifications that include job-related criteria.
6. HRD will carefully select and train all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in personnel actions.
7. HRD will notify the appointing authorities when they are filling positions in underutilized job groups. This notice will include a reminder of County of Monterey's commitment to equal opportunity and of making good faith efforts in the recruitment and selection of people of color, women, veterans, and people with disabilities.

B. Recruitment Procedures

1. HRD will work to ensure that recruitments and examination processes are defensible and free from adverse impact.
2. County of Monterey will place job opportunity announcements on its website, appropriate websites, the County of Monterey's social media accounts, and post in appropriate locations throughout its offices, and will utilize the Talent Acquisition Database (TAD) to disseminate announcements.
3. County of Monterey will inform local and regional educational and vocational institutions of current job opportunities.
4. The Military & Veterans Affairs Office (MVAO) will inform the Presidio of Monterey and Naval Support Activity-Monterey transitioning servicemembers of current job opportunities.
5. The MVAO will distribute job opportunities and County employment information to local military units and supporting organizations.
6. The Civil Rights Office will inform applicable commissions and committees of current job opportunities.
7. If there is underutilization, HRD personnel will use TAD to target outreach to the identified underutilized groups. It is a best practice to always utilize TAD or similar application for targeted outreach, regardless of utilization.
8. County of Monterey will continue to strengthen relationships to encourage applicant referrals with the following organizations: groups that represent people of color, women, and people with disabilities, community action groups, state employment agencies, professional organizations, educational institutions, and recruitment agencies. Interested groups will be added to the TAD for future recruitments. County of Monterey will make every effort to give these agencies a reasonable amount of time to locate and refer applicants before closing the

recruitment.

9. Job-related applications, advertisements, and newsletters will always carry the Equal Employment Opportunity clause, as required by law.
10. Applicants who are people of color, women, veterans, and people with disabilities will be considered for all positions for which they are qualified.
11. County of Monterey will participate in job fairs, career days, and community activities, when possible, to achieve parity throughout the workforce and to advertise career opportunities within the County of Monterey.
12. County of Monterey acknowledges that, on occasion, the expertise and services of an outside recruitment agency may be required. When a recruitment is assigned to an outside recruitment firm, HRD and the appointing department head are responsible for monitoring the recruitment activities to ensure that the intent of equal employment opportunity principles are observed throughout all phases of the recruitment. The Civil Rights Office may request information regarding recruitments completed by outside entities to monitor compliance with the EOP.
13. Where groups of employees are featured in recruitment brochures or other literature, the County of Monterey will include people who reflect our residents.
14. If there is underutilization within a job group, a recruitment outreach plan must be submitted to and approved by the Civil Rights Office before the job announcement can be posted. The Civil Rights Officer shall recommend changes, where necessary, to eliminate artificial barriers to employment and promotion.
15. If there is underutilization, departments shall explore the potential use of the trainee status prior to conducting recruitment to determine if it would produce a more diverse candidate pool. The use of the trainee status shall be compliant with the elements outlined in the County of Monterey's Personnel Policies and Practices Resolution.
16. List all job openings of three days or more with the California Employment Development Department (EDD).
17. HRD will conduct formal briefing sessions with representatives from recruiting sources. These sessions may include facility tours, clear and concise explanations of current and future job openings, position descriptions, explanations of the County of Monterey's selection process, and recruitment literature. HRD will arrange for referral of applicants and follow-up with the recruiting sources.

C. Promotional Opportunities and Training

1. HRD will ensure the development of a succession plan that will focus on retention

and promotion of women, people of color, veterans, and individuals with disabilities. The program will include leadership training, opportunities to participate in cross-functional project assignments, mentoring, and trainings and workshops to prepare employees for future leadership positions within the County of Monterey.

2. Women, people of color, veterans, and individuals with disabilities will be afforded a full opportunity for employment and promotion and will be encouraged to participate in organization-sponsored educational and training programs.
3. Elected officials, appointed department heads, managers, and supervisors will encourage employees to apply for promotional opportunities by providing career development opportunities and notices of promotional opportunities.
4. Departments are responsible for training and educating their management and supervisory staff about their responsibilities in providing equal employment opportunities.
5. Departments will encourage managers and supervisors to discuss their employees' career goals and help develop and record plans for them to achieve their goals.
6. Elected officials, appointed department heads, managers, and supervisors will encourage the promotion and overall career development of qualified employees without regard to their gender, sex, race, disability, age, sexual orientation, veteran status, and all other characteristics protected by Federal and State law.
7. The County of Monterey will use a formal employee evaluation process. The County of Monterey will provide career development opportunities for employees and equal access to development and training classes sponsored by the County, as resources permit.
8. Where appropriate, the County of Monterey's flexible staffing program will be utilized to facilitate mobility and promotional opportunities within the County.
9. County of Monterey acknowledges that the Tuition Assistance Program is a valuable tool for employees and the County of Monterey in aiding in the job advancement of County of Monterey employees.
10. County of Monterey will consider, resources permitting, offering English or Spanish classes to employees who are non-native speakers of English or Spanish.
11. Post job announcements for promotional opportunities on bulletin boards, electronic bulletin boards, and distribute to personnel.
12. Provide educational courses that will aid employees in obtaining mobility through promotions.

D. Separations

1. Departments will use the County of Monterey's Progressive Discipline Model before terminating employees. The Civil Rights Officer will monitor and conduct adverse impact analyses so that women, people of color, protected veterans, and individuals with disabilities do not leave the County of Monterey at rates substantially dissimilar to others.
2. HRD will submit an annual report in May of each year to the EOCRAC detailing the demographics of separating employees for the previous calendar year. If trends or adverse impacts are identified, the Civil Rights Office and HRD will work collaboratively to address any issues.
3. HRD has developed a standard exit interview form that has been disseminated as a tool for departments in conducting exit interviews. Each department will be responsible for reviewing information collected and reporting any areas of concern impacting equal opportunity to the Civil Rights Officer annually.

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 5: INTERNAL AUDIT AND REPORTING 41 C.F.R. § 60-2.17(d)

To ensure that the County's Equal Opportunity Plan is fully implemented, it established the following internal audit system. The Civil Rights Officer:

1. With the aid of the HRD, monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policies are carried out throughout the organization.
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained.
3. Files an EEO-4 Report as required by the Federal guidelines.
4. Reviews report results with all levels of management.
5. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

When necessary, the County of Monterey will take the following steps to audit the effectiveness of the Equal Opportunity Plan:

1. The Civil Rights Officer, in conjunction with the Director of HRD, will monitor records of personnel activity, including applicant flow, hires, transfers, promotions, terminations, layoffs, compensation, or any other type of record necessary to ensure the County of Monterey's nondiscriminatory policies are carried out.
2. Upon the request of the Civil Rights Office, the Director of HRD shall submit the following data for review, county-wide and by department:
 - a. **Applicant Flow** – reports that document the number of applicants for employment, interviewees, and new hires to assess overall applicant pool diversity by gender and ethnicity and to assess overall equity of the employment decisions in the recruitment and selection process.
 - b. **Recruitment and Selection** – reports that contain applicant data in selection decisions, including copies of recruitment plans that document special activities designed to increase the representation of women and people of color in the applicant pool.
 - c. **Periodic Review** – periodically, the Director of HRD and the Civil Rights Officer shall review and may jointly adjust the job groupings, to ensure

that groupings and job categories are in line with, and appropriate to, the criteria, goals, and objectives specified in this Plan.

- d. **Promotions and Demotions** – reports that contain data on promotions into and demotions out of job groups by gender, race, and ethnicity.
 - e. **Separations** – reports that contain data on separations, by type, and by gender and ethnicity.
 - f. **Corrective Actions** – reports that contain data on corrective actions other than terminations by gender and ethnicity.
 - g. Any other report or document necessary to ensure the County of Monterey's nondiscrimination and related policies are carried out.
3. The Civil Rights Officer shall advise elected officials and department heads of program effectiveness and submit recommendations to improve unsatisfactory performance.
4. Progress in non-statistical aspects of the EOP, such as policy dissemination, training in equal opportunity policies and procedures, and corrective action, will be summarized and reviewed on a semiannual basis by the Civil Rights Officer and the Director of HRD.
5. Meetings and Reports.
- a. **Department Equal Opportunity Plans.** Every department will submit their EOP annually to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission. The Civil Rights Office, in conjunction with the Equal Opportunity and Civil Rights Advisory Commission, shall review the contents of the Departmental Equal Opportunity Plan, and shall request revisions, as needed. Each Department's EOP will be due on March 31 of every year. Extensions may be granted by the Equal Opportunity and Civil Rights Advisory Commission and/or the Civil Rights Officer, on a case-by-case basis, when business needs necessitate an extension.
 - b. **Annual Status Report.** An annual status report, including a summary of the above information and an evaluation of the progress, problems, and trends in the EOP, may be presented to the Administrative Officer and the Board of Supervisors, in advance of its Fiscal Year budget deliberations, by the Civil Rights Officer and the Director of HRD. The report shall include their recommendations as well as those of the Equal Opportunity and Civil Rights Advisory Commission and interested citizen groups, addressing underutilization. If prepared, the report shall be submitted to the County Administrative Officer and the Board of Supervisors, as soon as practicable, each year.

- c. Upon its review, and after consideration of the comments and recommendations, the Board of Supervisors may require that the EOP goals and objectives, as well as the annual department equal opportunity plans, be reviewed or revised in accordance with priorities set by the Board of Supervisors. The Board shall consider the fiscal implications of any such action.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: AGRICULTURE COMMISSIONER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
30N40	AGRICULTURAL ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80G01	DATA ENTRY OPERATOR I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30N05	AGRICULTURAL ASSISTANT II	11	10	Male	9	1	0	8	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80G21	DATA ENTRY OPERATOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
30G20	WEIGHTS/MEASURES INSPECTOR I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
30N01	AGRICULTURAL INSPECTOR/BIOLOGIST I	4	3	Male	2	0	0	2	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80E22	OFFICE ASSISTANT III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
30G21	WEIGHTS/MEASURES INSPECTOR II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
30N20	AGRICULTURAL INSPECTOR/BIOLOGIST II	4	3	Male	2	0	0	2	0	0	0	0
				Female	2	1	0	1	0	0	0	0
30G22	WEIGHTS/MEASURES INSPECTOR III	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
30N22	AGRICULTURAL INSPECTOR/BIOLOGIST III	20	16	Male	11	2	0	7	2	0	0	0
				Female	9	2	0	4	3	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: AGRICULTURE COMMISSIONER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B21	ASSOCIATE PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
30N80	DEPUTY AGRICULTURAL COMMISSIONER	8	3	Male	5	4	0	1	0	0	0	0
				Female	3	1	0	1	1	0	0	0
30N50	AGRICULTURAL PROGRAMS BIOLOGIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16G25	GIS ANALYST III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B95	FINANCE MANAGER I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12C01	ASSISTANT AGRICULTURAL COMMISSIONER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		71	51	Male #	39	10	1	25	3	0	0	0
Grand Total %			71.8	Male %	54.9	14.1	1.4	35.2	4.2	0.0	0.0	0.0
				Female #	32	10	0	18	4	0	0	0
				Female%	45.1	14.1	0.0	25.4	5.6	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80E21	OFFICE ASSISTANT II	7	6	Male	0	0	0	0	0	0	0	0
				Female	7	1	0	6	0	0	0	0
80P22	PHOTOCOPYIST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
28A21	APPRAISER II	7	5	Male	1	1	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0
28A02	APPRAISER I	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80E22	OFFICE ASSISTANT III	7	6	Male	0	0	0	0	0	0	0	0
				Female	7	1	0	6	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
28B01	AUDITOR-APPRAISER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80R22	PROPERTY TRANSFER CLERK	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80R23	SENIOR PROPERTY TRANSFER CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43F80	SENIOR MAP DRAFTING TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
16C86	BUSINESS TECHNOLOGY ANALYST I	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
28A22	APPRAISER III	5	2	Male	3	3	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
28A80	SUPERVISING APPRAISER	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
28B22	AUDITOR-APPRAISER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14K45	AUDITOR APPRAISER MANAGER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12A15	ASSISTANT ASSESSOR-VALUATION	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

County of Monterey
Workforce Analysis

Snapshot Date: 01/01/2024

Organizational Unit: ASSESSOR/CLERK/RECORDER

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	57	42	Male #	16	9	1	4	2	0	0	0
	Grand Total %		73.7	Male %	28.1	15.8	1.8	7.0	3.5	0.0	0.0	0.0
				Female #	41	6	1	33	1	0	0	0
				Female%	71.9	10.5	1.8	57.9	1.8	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.
(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: AUDITOR CONTROLLER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80J21	ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80J96	PAYROLL TECHNICIAN-CONFIDENTIAL	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0
80J98	SUPERVISING PAYROLL COORDINATOR-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80J97	SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
20B22	ACCOUNTANT AUDITOR III	7	4	Male	2	2	0	0	0	0	0	0
				Female	5	1	0	3	1	0	0	0
20B21	ACCOUNTANT AUDITOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B31	INTERNAL AUDITOR II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14P32	ERP BUSINESS ANALYST	6	1	Male	5	4	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B24	AUDITOR-CONTROLLER ANALYST I	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
20B25	AUDITOR-CONTROLLER ANALYST II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: AUDITOR CONTROLLER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B97	CHIEF DEPUTY AUDITOR-CONTROLLER	4	4	Male	1	0	0	0	1	0	0	0
				Female	3	0	0	2	1	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		46	32	Male #	10	7	0	1	2	0	0	0
Grand Total %			69.6	Male %	21.7	15.2	0.0	2.2	4.3	0.0	0.0	0.0
				Female #	36	7	0	25	4	0	0	0
				Female%	78.3	15.2	0.0	54.3	8.7	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: BOARD OF SUPERVISORS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14H02	BOARD OF SUPERVISORS POLICY ANALYST	8	5	Male	2	0	0	2	0	0	0	0
				Female	6	3	0	2	1	0	0	0
80A90	BOARD OF SUPERVISORS EXECUTIVE ASSISTANT	3	3	Male	1	0	1	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		11	8	Male #	3	0	1	2	0	0	0	0
Grand Total %			72.7	Male %	27.3	0.0	9.1	18.2	0.0	0.0	0.0	0.0
				Female #	8	3	0	4	1	0	0	0
				Female%	72.7	27.3	0.0	36.4	9.1	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: CHILD SUPPORT SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
25C20	CHILD SUPPORT OFFICER I	6	6	Male	1	0	0	1	0	0	0	0
				Female	5	0	0	5	0	0	0	0
25C18	CHILD SUPPORT ASSISTANT II	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	3	0	0	0	0
80J21	ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
70F21	COURIER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
34G21	CIVIL PROCESS SERVER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
25C23	CHILD SUPPORT OFFICER II	30	27	Male	8	1	2	5	0	0	0	0
				Female	22	2	1	19	0	0	0	0
34G22	SENIOR CIVIL PROCESS SERVER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80D23	LEGAL PROCESS CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
25C24	CHILD SUPPORT OFFICER III	8	7	Male	1	0	0	0	1	0	0	0
				Female	7	1	1	5	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80B22	LEGAL SECRETARY II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: CHILD SUPPORT SERVICES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B11	ACCOUNTANT II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
25C81	SUPERVISING CHILD SUPPORT OFFICER	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14K62	DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
39D36	CHILD SUPPORT ATTORNEY IV	3	1	Male	1	0	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
39A47	CHIEF CHILD SUPPORT ATTORNEY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		73	61	Male #	18	3	2	10	3	0	0	0
Grand Total %			83.6	Male %	24.7	4.1	2.7	13.7	4.1	0.0	0.0	0.0
				Female #	55	9	4	42	0	0	0	0
				Female%	75.3	12.3	5.5	57.5	0.0	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: CIVIL RIGHTS OFFICE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14B49	SENIOR EQUAL OPPORTUNTU ANALYST	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
Grand Total #		4	4	Male #	0	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	0	0	4	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: CLERK OF THE BOARD

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
80E83	BOARD OF SUPERVISORS CLERK	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
14G02	MANAGEMENT ANALYST I	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		4	4	Male #	2	0	0	2	0	0	0	0	
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	2	0	0	0	0	
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: COOPERATIVE EXTENSION SERVICE

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
30N05	AGRICULTURAL ASSISTANT II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0	
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	0	
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80A32	SENIOR SECRETARY	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60G21	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14E20	BUYER II	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	0	1	0
20B11	ACCOUNTANT II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
60G43	WIB EMPLOYMENT PROGRAMS SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C30	MANAGEMENT ANALYST II	7	4	Male	3	1	0	2	0	0	0	0
				Female	4	2	0	2	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A22	SENIOR ADMINISTRATIVE ANALYST	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14C31	MANAGEMENT ANALYST III	9	6	Male	2	0	0	2	0	0	0	0
				Female	7	3	0	3	1	0	0	0
14M05	CANNABIS PROGRAM MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14M25	COUNTY HOMELESS SERVICES DIRECTOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14N35	CONTRACTS & PURCHASING OFFICER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12E16	WIB EXECUTIVE DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A23	PRINCIPAL ADMINISTRATIVE ANALYST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
14M12	ECONOMIC DEVELOPMENT MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A28	COUNTY COMMUNICATIONS DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12E01	CHIEF ASSISTANT COUNTY ADMINISTRATIVE OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

County of Monterey
Workforce Analysis

Snapshot Date: 01/01/2024

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
		Grand Total #	54	35	Male #	16	5	0	11	0	0	0	0
		Grand Total %		64.8	Male %	29.6	9.3	0.0	20.4	0.0	0.0	0.0	0.0
					Female #	38	14	1	17	5	0	1	0
					Female%	70.4	25.9	1.9	31.5	9.3	0.0	1.9	0.0

(+) Indicates this job contains employees who are included from another facility.
(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: COUNTY COUNSEL

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80B99	SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80B26	LEGAL SECRETARY III	7	5	Male	0	0	0	0	0	0	0	0
				Female	7	2	0	4	1	0	0	0
14G02	MANAGEMENT ANALYST I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
39B21	DEPUTY COUNTY COUNSEL II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
74K50	SAFETY COORDINATOR/INVESTIGATOR	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C85	WORKERS COMPENSATION MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14B63	SENIOR RISK & BENEFITS ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14C32	SAFETY OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B64	RISK MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
39B23	DEPUTY COUNTY COUNSEL IV	15	1	Male	7	7	0	0	0	0	0	0
				Female	8	7	0	0	1	0	0	0
39B25	CHIEF DEPUTY COUNTY COUNSEL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: COUNTY COUNSEL

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12C38	ASSISTANT COUNTY COUNSEL	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		39	14	Male #	10	9	0	1	0	0	0	0
Grand Total %			35.9	Male %	25.6	23.1	0.0	2.6	0.0	0.0	0.0	0.0
				Female #	29	16	0	8	5	0	0	0
				Female%	74.4	41.0	0.0	20.5	12.8	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: DEPARTMENT OF EMERGENCY MANAGEMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
41G01	EMERGENCY SERVICES PLANNER	5	3	Male	4	1	1	1	1	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80A33	ADMINISTRATIVE SECRETARY	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	0
14A25	EMERGENCY SERVICES MANAGER	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		10	5	Male #	4	1	1	1	1	0	0	0	
Grand Total %			50.0	Male %	40.0	10.0	10.0	10.0	10.0	0.0	0.0	0.0	
				Female #	6	4	0	2	0	0	0	0	
				Female%	60.0	40.0	0.0	20.0	0.0	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80B11	LEGAL TYPIST	6	5	Male	1	0	0	1	0	0	0	0
				Female	5	1	0	4	0	0	0	0
80B22	LEGAL SECRETARY II	22	18	Male	2	0	0	2	0	0	0	0
				Female	20	4	0	12	4	0	0	0
34G10	INVESTIGATIVE AIDE	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
80B21	LEGAL SECRETARY I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60K02	VICTIM ASSISTANCE ADVOCATE	7	6	Male	0	0	0	0	0	0	0	0
				Female	7	1	0	6	0	0	0	0
39C01	LEGAL ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
60K03	VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
34A22	DISTRICT ATTORNEY INVESTIGATOR III	22	10	Male	16	9	0	7	0	0	0	0
				Female	6	3	0	3	0	0	0	0
20B10	ACCOUNTANT I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80B26	LEGAL SECRETARY III	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
80B24	SUPERVISING LEGAL SECRETARY	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: DISTRICT ATTORNEY

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
39D31	DEPUTY DISTRICT ATTORNEY IV	36	6	Male	18	16	0	1	1	0	0	0
				Female	18	14	0	2	2	0	0	0
20B11	ACCOUNTANT II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
39D01	DEPUTY DISTRICT ATTORNEY I	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
14C87	VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
34A20	DISTRICT ATTORNEY INVESTIGATOR I	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
39D11	DEPUTY DISTRICT ATTORNEY II	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
43G05	DIGITAL FORENSIC INVESTIGATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C75	ADMINISTRATIVE ASSISTANT TO DISTRCT ATTORNEY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
39D21	DEPUTY DISTRICT ATTORNEY III	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
34A80	DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12A04	ASSISTANT DISTRICT ATTORNEY	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14K60	CHIEF DISTRICT ATTORNEY INVESTIGATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
39D32	CHIEF DEPUTY DISTRICT ATTORNEY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: DISTRICT ATTORNEY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12A03	CHIEF ASSISTANT DISTRICT ATTORNEY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		143	68	Male #	50	36	0	12	2	0	0	0
Grand Total %			47.6	Male %	35.0	25.2	0.0	8.4	1.4	0.0	0.0	0.0
				Female #	93	39	0	45	9	0	0	0
				Female%	65.0	27.3	0.0	31.5	6.3	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: ELECTIONS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
80E01	OFFICE ASSISTANT I	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	3	0	0	0	1	
80E21	OFFICE ASSISTANT II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14M80	ELECTIONS PROGRAM MANAGER	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	3	1	0	0	0	
14J21	ELECTIONS SERVICES SPECIALIST II	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
14C30	MANAGEMENT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16C87	BUSINESS TECHNOLOGY ANALYST II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12C14	ASSISTANT REGISTRAR OF VOTERS	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		15	14	Male #	4	1	0	2	0	0	0	1	
Grand Total %			93.3	Male %	26.7	6.7	0.0	13.3	0.0	0.0	0.0	6.7	
				Female #	11	0	0	8	2	0	0	1	
				Female%	73.3	0.0	0.0	53.3	13.3	0.0	0.0	6.7	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: EMERGENCY COMMUNICATION

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14C70	ADMINISTRATIVE SERVICES ASSISTANT	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
80S01	COMMUNICATIONS DISPATCHER I	17	11	Male	6	1	1	4	0	0	0	0
				Female	11	5	0	6	0	0	0	0
80S21	COMMUNICATIONS DISPATCHER II	36	20	Male	14	8	0	6	0	0	0	0
				Female	22	8	1	12	0	1	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80S22	EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	6	3	Male	0	0	0	0	0	0	0	0
				Female	6	3	0	3	0	0	0	0
14M13	EMERGENCY COMMUNICATIONS MANAGER	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C42	ASSISTANT DIRECTOR OF EMERGENCY COMMUNICATIONS	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		69	38	Male #	23	11	1	11	0	0	0	0
Grand Total %			55.1	Male %	33.3	15.9	1.4	15.9	0.0	0.0	0.0	0.0
				Female #	46	20	1	24	0	1	0	0
				Female%	66.7	29.0	1.4	34.8	0.0	1.4	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
60B01	PSYCHIATRIC SOCIAL WORKER I	79	69	Male	12	0	1	11	0	0	0	0
				Female	67	10	1	50	4	1	0	1
50U16	BEHAVIORAL HEALTH AIDE	17	17	Male	4	0	0	4	0	0	0	0
				Female	13	0	0	12	0	0	0	1
80E01	OFFICE ASSISTANT I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
70B01	ANIMAL CARE TECHNICIAN I	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
60P21	COMMUNITY SERVICE AIDE II	25	24	Male	3	0	0	3	0	0	0	0
				Female	22	1	0	20	0	0	0	1
80J30	ACCOUNTING TECHNICIAN	12	11	Male	3	0	0	3	0	0	0	0
				Female	9	1	0	7	1	0	0	0
52A97	CLINIC NURSE PRACTITIONER	10	6	Male	1	0	0	0	1	0	0	0
				Female	9	4	0	2	3	0	0	0
80E21	OFFICE ASSISTANT II	10	8	Male	1	0	0	0	1	0	0	0
				Female	9	2	0	7	0	0	0	0
34H24	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I	4	3	Male	3	1	0	1	1	0	0	0
				Female	1	0	0	1	0	0	0	0
60P22	COMMUNITY SERVICE AIDE III	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0
60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	23	15	Male	4	1	0	3	0	0	0	0
				Female	19	7	1	10	1	0	0	0
80E22	OFFICE ASSISTANT III	24	23	Male	1	0	0	1	0	0	0	0
				Female	23	1	0	22	0	0	0	0
50L22	PUBLIC HEALTH NUTRITIONIST II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
54B90	CLINIC PHYSICIAN II	6	6	Male	2	0	0	2	0	0	0	0
				Female	4	0	0	3	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50E23	LABORATORY ASSISTANT	3	3	Male	2	0	0	0	1	0	0	1
				Female	1	0	0	0	1	0	0	0
80L02	PATIENT SERVICES REPRESENTATIVE II	66	66	Male	6	0	1	5	0	0	0	0
				Female	60	0	0	60	0	0	0	0
34C01	ANIMAL CONTROL OFFICER	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
80U21	TELEPHONE OPERATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0
50U42	MEDICAL ASSISTANT	143	143	Male	5	0	0	5	0	0	0	0
				Female	138	0	0	138	0	0	0	0
70B03	ANIMAL CARE TECHNICIAN II	4	3	Male	3	1	1	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60P23	COMMUNITY SERVICE AIDE IV	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80A32	SENIOR SECRETARY	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
43J04	DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST	9	7	Male	4	2	0	1	1	0	0	0
				Female	5	0	1	3	1	0	0	0
50C23	SENIOR PUBLIC HEALTH MICROBIOLOGIST	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50J01	CHRONIC DISEASE PREVENTION SPECIALIST I	22	22	Male	1	0	0	1	0	0	0	0
				Female	21	0	0	20	1	0	0	0
50K19	HEALTH EDUCATION ASSISTANT	9	9	Male	0	0	0	0	0	0	0	0
				Female	9	0	0	9	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60B21	PSYCHIATRIC SOCIAL WORKER II	49	30	Male	7	5	0	2	0	0	0	0
				Female	42	14	1	25	2	0	0	0
50T01	MEDICAL RECORD TECHNICIAN I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
80M02	PATIENT FINANCIAL SERVICES SPECIALIST II	15	15	Male	1	0	0	1	0	0	0	0
				Female	14	0	0	14	0	0	0	0
50M21	REGISTERED VETERINARY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52E01	PUBLIC HEALTH LICENSED VOCATIONAL NURSE	10	10	Male	1	0	0	0	1	0	0	0
				Female	9	0	0	8	1	0	0	0
50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	1	1	0	0	0
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B10	ACCOUNTANT I	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
30J11	ENVIRONMENTAL HEALTH SPECIALIST I	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	1	0	0	0	0	0
25G21	CA CHILDRENS SERVICES CASE WORKER II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	5	4	Male	2	1	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0
72A23	BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50J11	CHRONIC DISEASE PREVENTION SPECIALIST II	14	14	Male	1	0	0	0	1	0	0	0
				Female	13	0	1	11	0	0	0	1
80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0
14H24	EDUCATOR AND VOLUNTEER COORDINATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60C22	SOCIAL WORKER III	53	52	Male	10	0	2	8	0	0	0	0
				Female	43	1	0	41	1	0	0	0
80K25	CLINIC OPERATIONS SUPERVISOR	11	10	Male	1	0	0	0	1	0	0	0
				Female	10	1	0	9	0	0	0	0
14G02	MANAGEMENT ANALYST I	6	3	Male	2	1	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0
50J21	CHRONIC DISEASE PREVENTION COORDINATOR	15	12	Male	1	0	0	1	0	0	0	0
				Female	14	3	0	11	0	0	0	0
30J21	ENVIRONMENTAL HEALTH SPECIALIST II	9	8	Male	6	1	0	5	0	0	0	0
				Female	3	0	0	1	2	0	0	0
20B11	ACCOUNTANT II	7	7	Male	1	0	0	1	0	0	0	0
				Female	6	0	0	6	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80E93	SUPERVISING VITAL RECORDS SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52A22	SENIOR CLINIC NURSE	8	5	Male	1	0	0	1	0	0	0	0
				Female	7	3	0	4	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
34C11	ANIMAL SERVICES SUPERVISOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	1	0	0
50C22	PUBLIC HEALTH MICROBIOLOGIST II	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
14C30	MANAGEMENT ANALYST II	22	16	Male	4	2	0	2	0	0	0	0
				Female	18	4	0	12	1	0	0	1
50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
80M03	SENIOR PATIENT FINANCIAL SERVICES SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B01	PERSONNEL ANALYST	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	3	1	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60L01	PATIENT RIGHTS ADVOCATE	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
30J31	ENVIRONMENTAL HEALTH SPECIALIST III	14	10	Male	7	3	0	1	3	0	0	0
				Female	7	1	0	5	1	0	0	0
20B12	ACCOUNTANT III	8	6	Male	1	1	0	0	0	0	0	0
				Female	7	1	0	6	0	0	0	0
14C31	MANAGEMENT ANALYST III	13	8	Male	4	1	0	3	0	0	0	0
				Female	9	4	0	3	1	1	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50L80	SUPERVISING PUBLIC HEALTH NUTRITIONIST	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
50B12	EMERGENCY MEDICAL SERVICES ANALYST	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50G23	PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30J81	RECYCLING/RESOURCE RECOVERY SPECIALIST	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
60A21	CLINICAL PSYCHOLOGIST	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
43B02	WATER QUALITY SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80M04	SUPERVISING PATIENT FINANCIAL SERVICES SPECIALIST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
52E22	PUBLIC HEALTH NURSE II	17	13	Male	5	2	0	2	1	0	0	0
				Female	12	2	0	6	3	0	0	1
50C81	PUBLIC HEALTH CHEMIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
14A10	PROJECT MANAGER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B21	ASSOCIATE PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
60B23	BEHAVIORAL HEALTH UNIT SUPERVISOR	26	14	Male	2	2	0	0	0	0	0	0
				Female	24	10	0	11	2	1	0	0
50K18	HEALTH PROGRAM COORDINATOR	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14N10	OUTPATIENT SERVICES MANAGER I	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	3	1	0	0	0
30J84	ENVIRONMENTAL HEALTH SPECIALIST IV	8	4	Male	4	2	0	2	0	0	0	0
				Female	4	2	0	1	1	0	0	0
16C88	BUSINESS TECHNOLOGY ANALYST III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
60C24	SOCIAL WORKER V	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
52E23	PUBLIC HEALTH NURSE III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
50N22	SUPERVISING PUBLIC HEALTH EPIDEMIOLOGIST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
50G25	SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C80	PUBLIC HEALTH PROGRAM MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52A21	CLINIC NURSE	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	0	0	0
52E80	SUPERVISING PUBLIC HEALTH NURSE	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	1	2	1	0	0	0
50C70	ASSISTANT DIRECTOR - PUBLIC HEALTH LABORATORY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
16C93	BUSINESS TECHNOLOGY ANALYST IV	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14N11	OUTPATIENT SERVICES MANAGER II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
14K41	BEHAVIORAL HEALTH SERVICES MANAGER II	14	4	Male	1	1	0	0	0	0	0	0
				Female	13	9	0	3	0	1	0	0
14N06	OPERATIONS MANAGER	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
14C48	PUBLIC HEALTH PROGRAM MANAGER II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50M80	VETERINARIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
60I10	DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
20B93	FINANCE MANAGER II	4	3	Male	3	1	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H66	OUTPATIENT SERVICES DIRECTOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50G31	SUPERVISING THERAPIST-MED THER PROG	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
54C03	CLINIC PHYSICIAN ASSISTANT	6	3	Male	2	0	1	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
12E04	BUREAU CHIEF	5	4	Male	3	0	0	1	2	0	0	0
				Female	2	1	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HEALTH

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14B66	DEPARTMENTAL HR MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
52E20	DIRECTOR OF PUBLIC HEALTH NURSING	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14K44	ASSISTANT BUREAU CHIEF	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
50C80	DIRECTOR PUBLIC HEALTH LABORATORY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
54C05	PSYCHIATRIC PHYSICIAN ASSISTANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B04	GENERAL INTERNIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
52A94	PSYCHIATRIC NURSE PRACTITIONER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
54B12	CONTRACT PHYSICIAN	37	23	Male	16	8	1	3	4	0	0	0
				Female	21	6	1	8	6	0	0	0
54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1,014	830	Male #	174	50	8	91	24	0	0	1
Grand Total %			81.9	Male %	17.2	4.9	0.8	9.0	2.4	0.0	0.0	0.1
				Female #	840	134	8	635	52	5	0	6
				Female%	82.8	13.2	0.8	62.6	5.1	0.5	0.0	0.6

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
80E21	OFFICE ASSISTANT II	7	6	Male	1	0	0	0	1	0	0	0	
				Female	6	1	0	4	0	1	0	0	
43C10	PERMIT TECHNICIAN I	3	2	Male	1	0	0	0	1	0	0	0	
				Female	2	1	0	1	0	0	0	0	
80A32	SENIOR SECRETARY	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	4	0	0	0	0	
80E22	OFFICE ASSISTANT III	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
80A31	SECRETARY	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
43C11	PERMIT TECHNICIAN II	4	3	Male	2	0	1	1	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
41F21	ASSISTANT PLANNER	6	4	Male	2	1	0	1	0	0	0	0	
				Female	4	1	0	1	2	0	0	0	
43B03	WATER RESOURCES TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80E80	PRINCIPAL OFFICE ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
30D01	BUILDING INSPECTOR I	3	3	Male	3	0	0	3	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
34P26	CODE COMPLIANCE INSPECTOR II	7	4	Male	4	2	0	2	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
43A22	ENGINEERING AIDE III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
41F11	ASSOCIATE PLANNER	4	1	Male	3	2	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B10	ACCOUNTANT I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
41C02	WATER RESOURCES HYDROLOGIST	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
41B21	BUILDING PLANS EXAMINER	4	2	Male	3	1	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
43A23	ENGINEERING TECHNICIAN	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
41A10	ASSISTANT ENGINEER	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
43C12	PERMIT TECHNICIAN III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
30D21	BUILDING INSPECTOR II	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41F22	SENIOR PLANNER	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	1	0	0
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
34P27	SENIOR CODE COMPLIANCE INSPECTOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
30D22	SENIOR BUILDING INSPECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41F31	REDEVELOPMENT/HOUSING PROJECT ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C31	MANAGEMENT ANALYST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41F23	SUPERVISING PLANNER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14M22	HOUSING PROGRAM MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K46	PERMIT CENTER MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B95	FINANCE MANAGER I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14K47	BUILDING SERVICES MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K51	PRINCIPAL PLANNER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
41A22	SENIOR CIVIL ENGINEER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K50	CHIEF OF PLANNING	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
30D25	CHIEF OF BUILDING SERVICES	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

County of Monterey
Workforce Analysis

Snapshot Date: 01/01/2024

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	87	50	Male #	33	14	2	14	3	0	0	0
	Grand Total %		57.5	Male %	37.9	16.1	2.3	16.1	3.4	0.0	0.0	0.0
				Female #	54	23	0	22	7	2	0	0
				Female%	62.1	26.4	0.0	25.3	8.0	2.3	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.
(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HUMAN RESOURCES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80E21	OFFICE ASSISTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	3	1	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B60	RISK & BENEFITS SPECIALIST-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B01	PERSONNEL ANALYST	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B62	ASSOCIATE RISK & BENEFITS ANALYST	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B21	ASSOCIATE PERSONNEL ANALYST	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	1	3	1	0	0	0
14C31	MANAGEMENT ANALYST III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14B28	SUPERVISING PERSONNEL ANALYST	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	6	5	Male	1	0	0	1	0	0	0	0
				Female	5	1	0	3	1	0	0	0
14M61	HUMAN RESOURCES PROGRAM MANAGER	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: HUMAN RESOURCES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
12C37	ASSISTANT DIRECTOR OF HUMAN RESOURCES	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
Grand Total #		36	28	Male #	9	0	1	8	0	0	0	0	
Grand Total %			77.8	Male %	25.0	0.0	2.8	22.2	0.0	0.0	0.0	0.0	
				Female #	27	8	1	15	3	0	0	0	
				Female%	75.0	22.2	2.8	41.7	8.3	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
43A21	ENGINEERING AIDE II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	3	2	Male	1	0	0	0	1	0	0	0
				Female	2	1	0	1	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
16C53	INFORMATION TECHNOLOGY SYSTEMS ANALYST I	12	9	Male	11	3	0	5	2	0	1	0
				Female	1	0	0	1	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43M35	INFORMATION TECHNOLOGY SUPPORT SPECIALIST	4	3	Male	4	1	0	2	0	1	0	0
				Female	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
16C43	SOFTWARE ENGINEER I	10	9	Male	8	1	0	6	1	0	0	0
				Female	2	0	0	1	1	0	0	0
41N24	NETWORK SERVICES ENGINEER II	5	3	Male	4	1	0	3	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16C54	INFORMATION TECHNOLOGY SYSTEMS ANALYST II	6	3	Male	4	2	0	1	1	0	0	0
				Female	2	1	0	0	1	0	0	0
16C44	SOFTWARE ENGINEER II	6	4	Male	3	1	0	1	1	0	0	0
				Female	3	1	0	0	2	0	0	0
43L41	RADIO COMMUNICATIONS ENGINEER	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
16G24	GIS ANALYST II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41N23	NETWORK SERVICES ENGINEER I	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C31	MANAGEMENT ANALYST III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
16C55	INFORMATION TECHNOLOGY SYSTEMS ANALYST III	6	4	Male	6	2	0	2	2	0	0	0
				Female	0	0	0	0	0	0	0	0
16C45	SOFTWARE ENGINEER III	8	5	Male	7	3	0	3	1	0	0	0
				Female	1	0	0	0	1	0	0	0
41N25	NETWORK SERVICES ENGINEER III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16E24	INFORMATION TECHNOLOGY SECURITY ENGINEER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
43G03	INFORMATION TECHNOLOGY PROJECT MANAGER II	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
43G01	INFORMATION TECHNOLOGY MANAGER	9	7	Male	6	2	0	3	1	0	0	0
				Female	3	0	0	0	3	0	0	0
14P20	INFORMATION TECHNOLOGY ARCHITECT	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B93	FINANCE MANAGER II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16E25	INFORMATION TECHNOLOGY SECURITY ENGINEER III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
43G04	INFORMATION TECHNOLOGY PROJECT MANAGER III	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

County of Monterey
Workforce Analysis

Snapshot Date: 01/01/2024

Organizational Unit: INFORMATION TECHNOLOGY

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14K52	CHIEF SECURITY OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C43	DEPUTY CHIEF INFORMATION OFFICER	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		101	64	Male #	70	28	0	28	12	1	1	0
Grand Total %			63.4	Male %	69.3	27.7	0.0	27.7	11.9	1.0	1.0	0.0
				Female #	31	9	1	12	9	0	0	0
				Female%	30.7	8.9	1.0	11.9	8.9	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: LIBRARY

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80C01	LIBRARY ASSISTANT I	28	13	Male	5	4	0	1	0	0	0	0
				Female	23	11	1	9	2	0	0	0
80C21	LIBRARY ASSISTANT II	24	13	Male	5	2	0	3	0	0	0	0
				Female	19	9	0	8	2	0	0	0
65A31	LIBRARIAN I	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
65A33	LIBRARIAN II	12	6	Male	3	1	0	2	0	0	0	0
				Female	9	5	0	4	0	0	0	0
80C22	LIBRARY ASSISTANT III	10	8	Male	1	0	0	1	0	0	0	0
				Female	9	2	0	7	0	0	0	0
80J21	ACCOUNT CLERK	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C71	ADMINISTRATIVE SERVICES OFFICER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
65A40	LIBRARIAN III	3	2	Male	1	0	0	0	0	0	0	1
				Female	2	1	0	0	1	0	0	0
12C04	ASSISTANT LIBRARY DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		84	44	Male #	17	8	0	8	0	0	0	1
Grand Total %			52.4	Male %	20.2	9.5	0.0	9.5	0.0	0.0	0.0	1.2
				Female #	67	32	1	28	6	0	0	0
				Female%	79.8	38.1	1.2	33.3	7.1	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80U11	HOSPITAL COMMUNICATIONS OPERATOR II	9	9	Male	4	0	0	4	0	0	0	0
				Female	5	0	0	5	0	0	0	0
50U19	PHYSICAL THERAPIST HELPER	5	5	Male	4	0	0	4	0	0	0	0
				Female	1	0	0	1	0	0	0	0
70K21	FOOD SERVICE WORKER II	18	18	Male	7	0	0	4	3	0	0	0
				Female	11	0	1	6	3	0	1	0
50U20	NURSING ASSISTANT	144	133	Male	23	1	1	14	7	0	0	0
				Female	121	10	0	95	14	0	2	0
80K21	MEDICAL UNIT CLERK	43	40	Male	2	0	0	1	1	0	0	0
				Female	41	3	0	35	3	0	0	0
80E01	OFFICE ASSISTANT I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80L02	PATIENT SERVICES REPRESENTATIVE II	55	51	Male	6	0	0	6	0	0	0	0
				Female	49	4	0	44	1	0	0	0
50U43	CENTRAL STERILE TECHNICIAN	9	9	Male	2	0	0	0	2	0	0	0
				Female	7	0	0	5	2	0	0	0
70F21	COURIER	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
50D12	CERTIFIED PHLEBOTOMY TECHNICIAN	34	25	Male	3	0	1	2	0	0	0	0
				Female	31	9	1	17	3	1	0	0
70M02	PATIENT TRANSPORTER	7	5	Male	3	1	1	1	0	0	0	0
				Female	4	1	0	3	0	0	0	0
80E21	OFFICE ASSISTANT II	8	8	Male	4	0	1	2	1	0	0	0
				Female	4	0	0	4	0	0	0	0
50U42	MEDICAL ASSISTANT	6	6	Male	1	0	0	1	0	0	0	0
				Female	5	0	0	5	0	0	0	0
50U18	PHARMACY TECHNICIAN	15	14	Male	5	1	0	3	1	0	0	0
				Female	10	0	0	9	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80K23	HOSPITAL MEDICAL INTERPRETER	13	13	Male	4	0	0	4	0	0	0	0
				Female	9	0	0	9	0	0	0	0
80E80	PRINCIPAL OFFICE ASSISTANT	18	16	Male	1	0	1	0	0	0	0	0
				Female	17	2	1	10	3	1	0	0
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
70K23	COOK	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	5	0	0	1	0
50U50	EEG TECH	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
50U51	TELEMETRY TECHNICIAN	8	6	Male	1	0	0	0	1	0	0	0
				Female	7	2	0	3	1	0	1	0
80J30	ACCOUNTING TECHNICIAN	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
50U52	OBSTETRICAL TECHNICIAN - PER DIEM	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52A02	LICENSED VOCATIONAL NURSE	9	8	Male	2	1	0	1	0	0	0	0
				Female	7	0	0	6	1	0	0	0
70A10	HOSPITAL ENVIRONMENTAL SERVICES AIDE	59	58	Male	26	1	1	18	6	0	0	0
				Female	33	0	0	29	4	0	0	0
50U17	PHYSICAL THERAPIST ASSISTANT	6	4	Male	3	1	0	0	2	0	0	0
				Female	3	1	1	1	0	0	0	0
50P31	RESPIRATORY CARE PRACTITIONER-PER DIEM	15	13	Male	5	0	0	4	1	0	0	0
				Female	10	2	0	7	1	0	0	0
50U29	ENDOSCOPY TECHNICIAN	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
50R23	RADIOLOGIC TECHNOLOGIST-PER DIEM	10	5	Male	5	1	1	1	2	0	0	0
				Female	5	4	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50F30	OCCUPATIONAL THERAPIST-PER DIEM	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
50U32	SURGICAL TECHNICIAN-PER DIEM	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74K50	SAFETY COORDINATOR/INVESTIGATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50Y21	DIETITIAN	7	4	Male	0	0	0	0	0	0	0	0
				Female	7	3	0	2	2	0	0	0
50R33	SONOGRAPHER-PER DIEM	5	2	Male	2	1	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
60B21	PSYCHIATRIC SOCIAL WORKER II	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	1	1	0	0	0
52A18	STAFF NURSE I	28	16	Male	5	3	0	1	1	0	0	0
				Female	23	9	0	10	4	0	0	0
50R21	RADIOLOGIC TECHNOLOGIST	14	8	Male	6	3	1	1	1	0	0	0
				Female	8	3	1	4	0	0	0	0
50G41	SPEECH PATHOLOGIST	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
52A79	STAFF NURSE II-PER DIEM	71	41	Male	11	1	3	6	1	0	0	0
				Female	60	29	5	14	12	0	0	0
50D31	CLINICAL LABORATORY SCIENTIST-PER DIEM	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
50G21	PHYSICAL THERAPIST-PER DIEM	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
50R35	CARDIAC SONOGRAPHER	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
80E22	OFFICE ASSISTANT III	13	12	Male	1	1	0	0	0	0	0	0
				Female	12	0	0	11	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
52A19	STAFF NURSE II	369	270	Male	65	23	2	15	25	0	0	0
				Female	304	76	8	119	99	0	1	1
50R36	CARDIAC SONOGRAPHER- PER DIEM	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
50A31	PHARMACIST-PER DIEM	5	2	Male	2	1	0	0	1	0	0	0
				Female	3	2	1	0	0	0	0	0
50R19	INTERVENTIONAL RADIOLOGIC TECHNOLOGIST - PER DIEM	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50R43	NUCLEAR MEDICINE TECHNOLOGIST-PER DIEM	2	2	Male	2	0	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
52A50	HOSPITAL QUALITY ASSURANCE NURSE	7	1	Male	1	1	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0
70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	4	4	Male	3	0	0	0	3	0	0	0
				Female	1	0	0	1	0	0	0	0
52A89	ADMIN NURSE/HOUSE SUPV	6	3	Male	2	2	0	0	0	0	0	0
				Female	4	1	0	1	2	0	0	0
52A84	QUALITY/COMPLIANCE ADMINISTRATOR	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
52A60	CLINICAL NURSE SPECIALIST	4	1	Male	1	0	0	0	0	1	0	0
				Female	3	3	0	0	0	0	0	0
50U22	HEALTH CARE TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
54B90	CLINIC PHYSICIAN II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
70F23	STOREKEEPER	9	8	Male	8	1	0	6	1	0	0	0
				Female	1	0	0	1	0	0	0	0
52A99	NURSE PRACTITIONER III - PER DIEM	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50U23	OBSTETRICAL TECHNICIAN	4	3	Male	2	0	1	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
50K23	SENIOR HEALTH EDUCATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50U27	SURGICAL TECHNICIAN	12	9	Male	5	1	0	3	1	0	0	0
				Female	7	2	0	4	1	0	0	0
80J19	CASHIER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
60P22	COMMUNITY SERVICE AIDE III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80L01	PATIENT SERVICES REPRESENTATIVE I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80A32	SENIOR SECRETARY	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	0	2	2	0	0	0
70C21	GROUNDSKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A31	SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50U30	DIETITIAN AIDE	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	4	2	0	0	0
70A21	CUSTODIAN	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50P21	RESPIRATORY CARE PRACTITIONER	26	20	Male	9	2	0	5	2	0	0	0
				Female	17	4	0	11	2	0	0	0
14E01	BUYER I	3	3	Male	3	0	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80M02	PATIENT FINANCIAL SERVICES SPECIALIST II	26	25	Male	3	0	0	3	0	0	0	0
				Female	23	1	0	20	2	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
80J22	SENIOR ACCOUNT CLERK	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	1	0	1	0	0	
50U31	ANESTHESIA TECHNICIAN	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	4	4	Male	0	0	0	0	0	0	0	0	
				Female	4	0	0	4	0	0	0	0	
50D11	MEDICAL LABORATORY TECHNICIAN	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
70A13	HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	3	3	Male	2	0	0	2	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
14K32	BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
54A01	RESIDENT PHYSICIAN I	10	0	Male	5	5	0	0	0	0	0	0	
				Female	5	5	0	0	0	0	0	0	
50U44	SENIOR CENTRAL STERILE TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
72A23	BUILDING MAINTENANCE WORKER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14E20	BUYER II	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
50K19	HEALTH EDUCATION ASSISTANT	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
52A21	CLINIC NURSE	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
70K25	SENIOR COOK	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
54A02	RESIDENT PHYSICIAN II	10	3	Male	3	2	0	1	0	0	0	0	
				Female	7	5	0	1	1	0	0	0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	3	0	0	0	1
80U14	HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50U25	ORTHOPEDIC TECHNICIAN	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50T03	HEALTH INFORMATION MANAGEMENT CODER II	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	0	4	1	0	0	0
72A24	MAINTENANCE PAINTER	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14H24	EDUCATOR AND VOLUNTEER COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	5	5	Male	2	0	0	1	0	1	0	0
				Female	3	0	0	2	1	0	0	0
54A03	RESIDENT PHYSICIAN III	10	7	Male	5	2	0	2	1	0	0	0
				Female	5	1	0	4	0	0	0	0
72C19	HOSPITAL MAINTENANCE MECHANIC	8	6	Male	8	2	0	6	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50D21	CLINICAL LABORATORY SCIENTIST	13	13	Male	3	0	0	1	2	0	0	0
				Female	10	0	0	1	9	0	0	0
80A33	ADMINISTRATIVE SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50R18	INTERVENTIONAL RADIOLOGIC TECHNOLOGIST	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
16C60	HOSPITAL SOFTWARE ANALYST I	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
70K80	HEAD COOK	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
50U26	SENIOR OBSTETRICAL TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
80M03	SENIOR PATIENT FINANCIAL SERVICES SPECIALIST	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
52A22	SENIOR CLINIC NURSE	12	11	Male	1	0	0	1	0	0	0	0
				Female	11	1	0	8	2	0	0	0
80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0
50D13	SENIOR CERTIFIED PHLEBOTOMY TECHNICIAN	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50G11	PHYSICAL THERAPIST	11	4	Male	5	4	0	0	1	0	0	0
				Female	6	3	0	0	3	0	0	0
14M33	HOSPITAL MEDICAL INTERPRETATION COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80K25	CLINIC OPERATIONS SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
52A33	CASE MANAGEMENT NURSE	13	10	Male	2	0	0	0	2	0	0	0
				Female	11	3	1	2	5	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14C70	ADMINISTRATIVE SERVICES ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
50U28	SENIOR PHARMACY TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
60C24	SOCIAL WORKER V	7	6	Male	0	0	0	0	0	0	0	0
				Female	7	1	0	6	0	0	0	0
14C30	MANAGEMENT ANALYST II	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	2	1	0	0	0
14A70	HOSPITAL REVENUE CYCLE EXAMINER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50T22	HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50R31	SONOGRAPHER	7	4	Male	2	0	1	1	0	0	0	0
				Female	5	3	0	2	0	0	0	0
50F20	OCCUPATIONAL THERAPIST	10	3	Male	3	2	0	1	0	0	0	0
				Female	7	5	0	1	0	1	0	0
54B12	CONTRACT PHYSICIAN	55	18	Male	21	14	1	1	5	0	0	0
				Female	34	23	0	7	2	0	0	2
80M04	SUPERVISING PATIENT FINANCIAL SERVICES SPECIALIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50Y31	SUPERVISING DIETITIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
52A20	STAFF NURSE III	29	18	Male	8	1	1	3	3	0	0	0
				Female	21	10	1	2	8	0	0	0
16C53	INFORMATION TECHNOLOGY SYSTEMS ANALYST I	4	3	Male	4	1	1	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14M02	HOSPITAL INTERPRETER SERVICES MANAGER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
60B01	PSYCHIATRIC SOCIAL WORKER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B12	ACCOUNTANT III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
72A80	HOSPITAL MAINTENANCE SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50A21	PHARMACIST I	12	7	Male	3	2	0	1	0	0	0	0
				Female	9	3	1	1	4	0	0	0
72A87	PHYSICAL PLANT MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14N10	OUTPATIENT SERVICES MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
14B21	ASSOCIATE PERSONNEL ANALYST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C36	HOSPITAL DECISION SUPPORT ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60C81	SOCIAL WORK SUPERVISOR II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
16C61	HOSPITAL SOFTWARE ANALYST II	5	4	Male	2	0	0	2	0	0	0	0
				Female	3	1	0	2	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
50D22	SENIOR CLINICAL LABORATORY SCIENTIST	9	9	Male	3	0	0	0	3	0	0	0
				Female	6	0	0	0	6	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
16C55	INFORMATION TECHNOLOGY SYSTEMS ANALYST III	2	1	Male	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
16C62	HOSPITAL SOFTWARE ANALYST III	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0
50R22	SENIOR RADIOLOGIC TECHNOLOGIST	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14N11	OUTPATIENT SERVICES MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50P22	SENIOR RESPIRATORY CARE PRACTITIONER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
52A98	HOSPITAL NURSE PRACTITIONER	12	1	Male	2	2	0	0	0	0	0	0
				Female	10	9	0	0	1	0	0	0
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
43G04	INFORMATION TECHNOLOGY PROJECT MANAGER III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80M05	PATIENT ACCOUNT MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
52A83	SUPERVISING CLINIC NURSE	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
14A12	PROJECT MANAGER III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B28	SUPERVISING PERSONNEL ANALYST	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
14A80	HOSPITAL DECISION SUPPORT MANAGER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50P24	SUPERVISING RESPIRATORY CARE PRACTITIONER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50F10	SUPERVISING THERAPIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14A30	MANAGEMENT SPECIALIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14B66	DEPARTMENTAL HR MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14H60	DIRECTOR OF MARKETING AND COMMUNITY RELATIONS	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50R32	SENIOR SONOGRAPHER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
52A16	SUPERVISING NURSE I	14	9	Male	3	1	0	1	1	0	0	0
				Female	11	4	1	3	3	0	0	0
14K33	HOSP DIRECTOR OF ENGINEERING AND SAFETY	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B94	FINANCE MANAGER III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C52	PATIENT FINANCIAL SERVICES DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
70K84	HOSPITAL DIRECTOR OF FOOD SERVICES	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
50R20	SENIOR INTERVENTIONAL RADIOLOGIC TECHNOLOGIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
52A97	CLINIC NURSE PRACTITIONER	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
43G01	INFORMATION TECHNOLOGY MANAGER	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14K67	HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50G95	REHABILITATIVE SERVICES MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
52A34	UTILIZATION MANAGEMENT COORDINATOR	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
14P10	DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50P80	DIRECTOR OF RESPIRATORY CARE SERVICES	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
52A92	NURSING SERVICES UNIT MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
50R25	DIAGNOSTIC IMAGING SUPERVISOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
50D23	SUPERVISING CLINICAL LABORATORY SCIENTIST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
52A31	INFECTION CONTROL NURSE	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
54C03	CLINIC PHYSICIAN ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14M43	HOSPITAL PATIENT SAFETY MANAGER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
50A25	CLINICAL PHARMACY COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14K31	MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
50D80	CLINICAL LABORATORY MANAGER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
20B92	HOSPITAL CONTROLLER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14M31	HOSPITAL DIRECTOR OF NURSING EDUCATION	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14M30	TRAUMA PROGRAM MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
52A96	DIRECTOR OF SURGICAL SERVICES	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K43	HOSPITAL CHIEF INFORMATION OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K26	MANAGED CARE OPERATIONS MANAGER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
52A88	NURSING SERVICES DIVISION MANAGER	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
50A23	PHARMACY DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A60	EXECUTIVE MANAGEMENT SPECIALIST	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
54B92	ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12C29	HOSPITAL ASSISTANT ADMINISTRATOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: NATIVIDAD MEDICAL CENTER

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12C28	HOSPITAL CHIEF NURSING OFFICER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14C60	HOSPITAL CHIEF FINANCIAL OFFICER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B10	CHIEF OB/GYN SURGEON	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
54B82	CHIEF OF SURGERY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1,618	1,196	Male #	405	117	23	171	91	3	0	0
Grand Total %			73.9	Male %	25.0	7.2	1.4	10.6	5.6	0.2	0.0	0.0
				Female #	1,213	305	31	627	232	8	6	4
				Female%	75.0	18.9	1.9	38.8	14.3	0.5	0.4	0.2

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
60F02	PROBATION AIDE	19	18	Male	5	0	0	5	0	0	0	0
				Female	14	1	0	12	1	0	0	0
80E21	OFFICE ASSISTANT II	16	14	Male	2	1	0	1	0	0	0	0
				Female	14	1	0	12	0	0	0	1
70K23	COOK	5	5	Male	3	0	0	3	0	0	0	0
				Female	2	0	0	2	0	0	0	0
72A23	BUILDING MAINTENANCE WORKER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
60F88	JUVENILE INSTITUTIONS OFFICER I	7	7	Male	4	0	0	4	0	0	0	0
				Female	3	0	0	3	0	0	0	0
80A30	SECRETARIAL ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80E22	OFFICE ASSISTANT III	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	1	4	1	0	0	0
60F89	JUVENILE INSTITUTIONS OFFICER II	50	44	Male	30	5	1	23	0	0	1	0
				Female	20	1	0	19	0	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
70K25	SENIOR COOK	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
60K02	VICTIM ASSISTANCE ADVOCATE	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
72A29	SENIOR BUILDING MAINTENANCE WORKER	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PROBATION

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
60F22	DEPUTY PROBATION OFFICER II	63	53	Male	18	1	0	14	2	1	0	0
				Female	45	9	1	34	1	0	0	0
60F10	DEPUTY PROBATION OFFICER I	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B10	ACCOUNTANT I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
70K80	HEAD COOK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60F90	SENIOR JUVENILE INSTITUTIONS OFFICER	13	11	Male	10	1	0	8	1	0	0	0
				Female	3	1	0	2	0	0	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14A30	MANAGEMENT SPECIALIST	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
60F87	JUVENILE INSTITUTIONS SUPERVISOR	8	7	Male	6	1	0	5	0	0	0	0
				Female	2	0	0	2	0	0	0	0
60F23	DEPUTY PROBATION OFFICER III	21	16	Male	13	1	0	10	2	0	0	0
				Female	8	4	0	4	0	0	0	0
14C30	MANAGEMENT ANALYST II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PROBATION

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
14C31	MANAGEMENT ANALYST III	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
60F84	PROBATION SERVICES MANAGER	14	7	Male	10	6	0	4	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
70K83	FOOD ADMINISTRATOR-PROBATION	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
14B32	SENIOR PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	1	1	Male	1	0	0	0	0	0	0	1	
				Female	0	0	0	0	0	0	0	0	
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		260	218	Male #	112	18	2	82	7	1	1	1	
Grand Total %			83.8	Male %	43.1	6.9	0.8	31.5	2.7	0.4	0.4	0.4	
				Female #	148	24	3	115	4	1	0	1	
				Female%	56.9	9.2	1.2	44.2	1.5	0.4	0.0	0.4	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC DEFENDER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
39C01	LEGAL ASSISTANT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80B22	LEGAL SECRETARY II	10	10	Male	1	0	0	1	0	0	0	0
				Female	9	0	1	8	0	0	0	0
80E22	OFFICE ASSISTANT III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80B24	SUPERVISING LEGAL SECRETARY	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
34D22	PUBLIC DEFENDER INVESTIGATOR I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
34D23	PUBLIC DEFENDER INVESTIGATOR II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
39P01	DEPUTY PUBLIC DEFENDER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
60B21	PSYCHIATRIC SOCIAL WORKER II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
34D40	PUBLIC DEFENDER INVESTIGATOR III	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
39P21	DEPUTY PUBLIC DEFENDER III	10	5	Male	8	4	0	3	0	0	1	0
				Female	2	1	0	0	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC DEFENDER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
39P31	DEPUTY PUBLIC DEFENDER IV	18	4	Male	9	8	0	0	1	0	0	0
				Female	9	6	0	3	0	0	0	0
39P35	CHIEF DEPUTY PUBLIC DEFENDER	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
12C11	ASSISTANT PUBLIC DEFENDER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		59	36	Male #	24	14	0	7	2	0	1	0
Grand Total %			61.0	Male %	40.7	23.7	0.0	11.9	3.4	0.0	1.7	0.0
				Female #	35	9	2	22	2	0	0	0
				Female%	59.3	15.3	3.4	37.3	3.4	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
14G02	MANAGEMENT ANALYST I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80E90	MAINTENANCE YARD CLERK	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
68C01	PARK SERVICES AIDE I	6	2	Male	2	0	0	2	0	0	0	0
				Female	4	4	0	0	0	0	0	0
68C02	RANGE AIDE	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
68C21	PARK SERVICES AIDE II	10	3	Male	5	2	0	3	0	0	0	0
				Female	5	5	0	0	0	0	0	0
68C23	PARK SERVICES AIDE III	4	2	Male	3	1	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
70F21	COURIER	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
72B31	PARKS BUILDING & GROUNDS WORKER II	8	5	Male	7	2	0	4	1	0	0	0
				Female	1	1	0	0	0	0	0	0
70F23	STOREKEEPER	4	3	Male	3	1	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
74E01	BRIDGE MAINTENANCE HELPER	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A31	SECRETARY	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	5	0	0	0	0
80E21	OFFICE ASSISTANT II	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
74D02	ROAD MAINTENANCE HELPER	4	4	Male	4	0	0	3	1	0	0	0
				Female	0	0	0	0	0	0	0	0
70N01	OFFICE MAINTENANCE WORKER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
70C21	GROUNDSKEEPER	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	8	4	Male	1	0	0	0	1	0	0	0
				Female	7	4	0	3	0	0	0	0
70C20	SENIOR GROUNDSKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74I11	TRAFFIC MAINTENANCE WORKER	4	3	Male	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72A23	BUILDING MAINTENANCE WORKER	13	12	Male	13	1	0	12	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80E91	MAINTENANCE INVENTORY & YARD CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
34X21	GUARD	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74D12	ROAD MAINTENANCE WORKER	14	9	Male	14	5	0	9	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74D13	SENIOR ROAD MAINTENANCE WORKER	8	4	Male	8	4	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72C20	MECHANIC I	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
74E11	BRIDGE MAINTENANCE WORKER	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
68A41	COUNTY PARK RANGER II	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
65C10	PARKS MUSEUM ASSISTANT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
70F10	FLEET PARTS COORDINATOR	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
68A30	RANGE MASTER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	1	3	0	0	0	0
74G21	TREE TRIMMER	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14E01	BUYER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80O23	SENIOR MAILROOM CLERK	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72B32	PARKS BUILDING & GROUNDS WORKER SUPERVISOR	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
43A23	ENGINEERING TECHNICIAN	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
80A32	SENIOR SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
70F12	SENIOR FLEET PARTS COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72C23	MECHANIC II	10	8	Male	10	2	0	6	2	0	0	0
				Female	0	0	0	0	0	0	0	0
70F81	SUPERVISING STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72B40	PARKS UTILITIES & WATER SYSTEMS SPECIALIST	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74D81	ASSISTANT ROAD SUPERINTENDENT	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
74G22	SENIOR TREE TRIMMER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72A29	SENIOR BUILDING MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
43B03	WATER RESOURCES TECHNICIAN	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
43L42	VEHICLE INSTALLATION SPECIALIST	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A33	ADMINISTRATIVE SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
68A42	COUNTY PARK RANGER III	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74E80	ASSISTANT BRIDGE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72C26	MECHANIC III	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72C83	FLEET SERVICE WRITER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
74I25	TRAFFIC MAINTENANCE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41A10	ASSISTANT ENGINEER	8	6	Male	7	2	0	4	1	0	0	0
				Female	1	0	0	1	0	0	0	0
72A81	BUILDING MAINTENANCE SUPERVISOR	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C30	MANAGEMENT ANALYST II	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	1	3	0	0	0
68A43	COUNTY PARK RANGER SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14N05	ADMINISTRATIVE OPERATIONS MANAGER	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14A11	PROJECT MANAGER II	6	5	Male	5	1	0	2	2	0	0	0
				Female	1	0	0	1	0	0	0	0
74D83	ROAD SUPERINTENDENT	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74E81	BRIDGE SUPERINTENDENT	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
16G24	GIS ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B12	ACCOUNTANT III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
14A10	PROJECT MANAGER I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74D84	ROAD MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14B32	SENIOR PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14A12	PROJECT MANAGER III	4	3	Male	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41A20	CIVIL ENGINEER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B95	FINANCE MANAGER I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
14H64	FLEET MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74D85	MAINTENANCE MANAGER	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
14K48	CAPITAL IMPROVEMENT MANAGER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41A87	CHIEF OF SURVEYS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41A22	SENIOR CIVIL ENGINEER	3	2	Male	3	1	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
41C17	SENIOR WATER RESOURCES HYDROLOGIST	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14K63	CHIEF OF FACILITIES	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
14K70	CHIEF OF PARKS	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12C23	ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARKS	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

County of Monterey
Workforce Analysis

Snapshot Date: 01/01/2024

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
30D31	CHIEF OF PUBLIC WORKS	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A30	MANAGEMENT SPECIALIST	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		241	152	Male #	169	62	0	94	12	0	0	1
Grand Total %			63.1	Male %	70.1	25.7	0.0	39.0	5.0	0.0	0.0	0.4
				Female #	72	27	2	34	9	0	0	0
				Female%	29.9	11.2	0.8	14.1	3.7	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	4	3	Male	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80E21	OFFICE ASSISTANT II	4	4	Male	2	0	0	1	1	0	0	0
				Female	2	0	0	2	0	0	0	0
80E22	OFFICE ASSISTANT III	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
80I07	CORRECTIONS SPECIALIST	9	9	Male	0	0	0	0	0	0	0	0
				Female	9	0	1	5	3	0	0	0
80I16	SHERIFFS RECORDS SPECIALIST II	13	9	Male	1	0	0	1	0	0	0	0
				Female	12	4	1	5	2	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60S21	CRIME PREVENTION SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
80I15	SHERIFFS RECORDS SPECIALIST I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
80I10	CUSTODY AND CONTROL SPECIALIST	39	33	Male	22	6	0	15	1	0	0	0
				Female	17	0	1	16	0	0	0	0
50S01	FORENSIC AUTOPSY TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
70K92	SHERIFFS CORRECTIONAL COOK II	4	2	Male	4	2	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
34G21	CIVIL PROCESS SERVER	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
70N10	INMATE SERVICES SPECIALIST	5	3	Male	5	2	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
72C25	VEHICLE MAINTENANCE COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80J22	SENIOR ACCOUNT CLERK	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80J21	ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H33	CRIMINAL INTELLIGENCE SPECIALIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
70F80	SENIOR STOREKEEPER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80I06	SHERIFFS PROPERTY TECHNICIAN	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
80I17	SENIOR SHERIFFS RECORDS SPECIALIST	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
80A32	SENIOR SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80I08	SENIOR CORRECTIONS SPECIALIST	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
72A40	SENIOR INMATE SERVICES SPECIALIST	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
36A26	DEPUTY SHERIFF-CORRECTIONS RECRUIT	12	11	Male	10	1	0	9	0	0	0	0
				Female	2	0	0	2	0	0	0	0
34E22	FORENSIC EVIDENCE TECHNICIAN	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
60G54	SHERIFF'S WORK ALTERNATIVE SPECIALIST	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
80J30	ACCOUNTING TECHNICIAN	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
34P31	VEHICLE ABATEMENT ENFORCEMENT OFFICER	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80I20	SHERIFFS RECORDS SUPERVISOR	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
20B11	ACCOUNTANT II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
36A28	DEPUTY SHERIFF RESERVE I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14G02	MANAGEMENT ANALYST I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14B01	PERSONNEL ANALYST	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43G05	DIGITAL FORENSIC INVESTIGATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
36E21	DEPUTY SHERIFF-CORRECTIONS	158	110	Male	132	44	3	80	4	0	0	1
				Female	26	4	0	21	1	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C31	MANAGEMENT ANALYST III	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
36A22	DEPUTY SHERIFF-OPERATIONS	82	49	Male	71	32	1	36	2	0	0	0
				Female	11	1	0	10	0	0	0	0
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
36A23	SHERIFFS SERGEANT	30	17	Male	27	12	1	8	5	1	0	0
				Female	3	1	0	1	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SHERIFF-CORONER

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
60I02	PROGRAM MANAGER II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
36A24	SHERIFFS INVESTIGATIVE SERGEANT	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
54B83	CHIEF PATHOLOGIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
36A82	SHERIFFS COMMANDER	11	6	Male	8	3	0	3	2	0	0	0
				Female	3	2	0	1	0	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		429	295	Male #	298	108	6	165	17	1	0	1
Grand Total %			68.8	Male %	69.5	25.2	1.4	38.5	4.0	0.2	0.0	0.2
				Female #	131	26	3	86	16	0	0	0
				Female%	30.5	6.1	0.7	20.0	3.7	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80E21	OFFICE ASSISTANT II	64	62	Male	8	0	0	7	1	0	0	0
				Female	56	2	1	46	3	0	0	4
70N01	OFFICE MAINTENANCE WORKER	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
80A31	SECRETARY	13	10	Male	1	0	0	0	0	0	0	1
				Female	12	3	1	8	0	0	0	0
60D11	SOCIAL SERVICES AIDE II	57	56	Male	4	0	0	4	0	0	0	0
				Female	53	1	0	52	0	0	0	0
80E22	OFFICE ASSISTANT III	30	27	Male	1	1	0	0	0	0	0	0
				Female	29	2	0	27	0	0	0	0
25E01	ELIGIBILITY SPECIALIST I	34	34	Male	3	0	0	2	0	0	0	1
				Female	31	0	2	28	0	0	0	1
70F21	COURIER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A32	SENIOR SECRETARY	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	4	0	0	0	0
70F23	STOREKEEPER	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
70A21	CUSTODIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
60H01	EMPLOYMENT & TRAINING WORKER I	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
60C01	SOCIAL WORKER I	10	10	Male	2	0	0	2	0	0	0	0
				Female	8	0	1	7	0	0	0	0
60D10	SOCIAL SERVICES AIDE I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
25E21	ELIGIBILITY SPECIALIST II	132	122	Male	11	1	0	9	0	0	0	1
				Female	121	9	1	101	2	1	2	5

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
60U11	MILITARY & VETERANS REPRESENTATIVE II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
80E80	PRINCIPAL OFFICE ASSISTANT	13	10	Male	2	2	0	0	0	0	0	0
				Female	11	1	0	9	1	0	0	0
80E81	SUPERVISING OFFICE ASSISTANT I	18	14	Male	1	1	0	0	0	0	0	0
				Female	17	3	1	13	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	7	7	Male	0	0	0	0	0	0	0	0
				Female	7	0	0	5	2	0	0	0
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	1	2	0	0	0	0
60C22	SOCIAL WORKER III	69	60	Male	15	1	0	14	0	0	0	0
				Female	54	8	3	42	1	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	8	6	Male	2	1	0	1	0	0	0	0
				Female	6	1	1	4	0	0	0	0
60C21	SOCIAL WORKER II	7	7	Male	0	0	0	0	0	0	0	0
				Female	7	0	0	7	0	0	0	0
25E22	ELIGIBILITY SPECIALIST III	79	72	Male	18	2	0	15	0	0	0	1
				Female	61	5	1	52	2	0	0	1
60H11	EMPLOYMENT & TRAINING WORKER II	11	11	Male	3	0	0	3	0	0	0	0
				Female	8	0	0	8	0	0	0	0
14C30	MANAGEMENT ANALYST II	16	9	Male	7	5	0	1	1	0	0	0
				Female	9	2	0	7	0	0	0	0
80J20	ACCOUNTING CLERICAL SUPERVISOR	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B11	ACCOUNTANT II	5	5	Male	0	0	0	0	0	0	0	0
				Female	5	0	0	4	1	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
25E80	ELIGIBILITY SUPERVISOR	33	29	Male	8	2	0	5	1	0	0	0
				Female	25	2	0	22	0	1	0	0
43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	6	5	Male	6	1	0	3	2	0	0	0
				Female	0	0	0	0	0	0	0	0
80E82	SUPERVISING OFFICE ASSISTANT II	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
14H70	STAFF TRAINER II	10	8	Male	1	0	0	1	0	0	0	0
				Female	9	2	0	7	0	0	0	0
60C23	SOCIAL WORKER IV	4	4	Male	2	0	1	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
60U21	MILITARY & VETERANS REPRESENTATIVE III	4	2	Male	3	1	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
60H21	EMPLOYMENT & TRAINING WORKER III	15	15	Male	7	0	0	7	0	0	0	0
				Female	8	0	0	7	1	0	0	0
14B01	PERSONNEL ANALYST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
60C24	SOCIAL WORKER V	27	22	Male	4	0	0	2	2	0	0	0
				Female	23	5	1	16	1	0	0	0
60H32	SUPERVISING STAFF TRAINER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14B21	ASSOCIATE PERSONNEL ANALYST	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SOCIAL SERVICES

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
60H31	EMPLOYMENT & TRAINING SUPERVISOR	7	6	Male	1	1	0	0	0	0	0	0
				Female	6	0	1	5	0	0	0	0
60C81	SOCIAL WORK SUPERVISOR II	20	16	Male	2	1	0	1	0	0	0	0
				Female	18	3	3	12	0	0	0	0
60C80	SOCIAL WORK SUPERVISOR I	9	7	Male	5	1	0	4	0	0	0	0
				Female	4	1	0	3	0	0	0	0
16C87	BUSINESS TECHNOLOGY ANALYST II	4	2	Male	3	1	0	1	1	0	0	0
				Female	1	1	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	15	7	Male	3	2	0	1	0	0	0	0
				Female	12	6	0	6	0	0	0	0
14A30	MANAGEMENT SPECIALIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
16C88	BUSINESS TECHNOLOGY ANALYST III	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B12	ACCOUNTANT III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
14N05	ADMINISTRATIVE OPERATIONS MANAGER	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
60I02	PROGRAM MANAGER II	15	12	Male	1	1	0	0	0	0	0	0
				Female	14	2	2	10	0	0	0	0
20B95	FINANCE MANAGER I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
60X01	COMMUNITY AFFILIATION MANAGER	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
14B32	SENIOR PERSONNEL ANALYST	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: SOCIAL SERVICES

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
16C93	BUSINESS TECHNOLOGY ANALYST IV	2	2	Male	2	0	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0		
16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
20B93	FINANCE MANAGER II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
14B51	DEPARTMENTAL HR MANAGER-MERIT SYSTEMS	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
60I01	DEPUTY DIRECTOR SOCIAL SERVICES	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	2	0	0	0		
20B94	FINANCE MANAGER III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
12C13	ASSISTANT DIRECTOR SOCIAL SERVICES	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		802	700	Male #	147	32	1	100	10	0	0	4	
Grand Total %			87.3	Male %	18.3	4.0	0.1	12.5	1.2	0.0	0.0	0.5	
				Female #	655	70	20	532	17	2	2	12	
				Female%	81.7	8.7	2.5	66.3	2.1	0.2	0.2	1.5	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: TREASURER/TAX COLLECTOR

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
25A30	REVENUE OFFICER I	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80J21	ACCOUNT CLERK	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	6	6	Male	1	0	0	1	0	0	0	0
				Female	5	0	0	5	0	0	0	0
80J22	SENIOR ACCOUNT CLERK	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B40	TREASURY OFFICER I	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
80A33	ADMINISTRATIVE SECRETARY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B41	TREASURY OFFICER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
20B10	ACCOUNTANT I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
25A32	REVENUE OFFICER II	6	6	Male	1	0	0	1	0	0	0	0
				Female	5	0	0	5	0	0	0	0
20B11	ACCOUNTANT II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14C71	ADMINISTRATIVE SERVICES OFFICER	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
14C30	MANAGEMENT ANALYST II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B93	FINANCE MANAGER II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: TREASURER/TAX COLLECTOR

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
16C88	BUSINESS TECHNOLOGY ANALYST III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C31	MANAGEMENT ANALYST III	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
20B96	FINANCE SYSTEMS MANAGER	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B95	FINANCE MANAGER I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
14C47	CHIEF DEPUTY TREASURER-TAX COLLECTOR	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
Grand Total #		37	30	Male #	6	1	0	5	0	0	0	0
Grand Total %			81.1	Male %	16.2	2.7	0.0	13.5	0.0	0.0	0.0	0.0
				Female #	31	6	0	25	0	0	0	0
				Female%	83.8	16.2	0.0	67.6	0.0	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: WATER RESOURCES AGENCY

Job Code	Job Title	Total			Total							
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
74J01	WATER MAINTENANCE WORKER I	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A32	SENIOR SECRETARY	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
43B03	WATER RESOURCES TECHNICIAN	5	4	Male	4	0	0	4	0	0	0	0
				Female	1	1	0	0	0	0	0	0
74J11	WATER MAINTENANCE WORKER II	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
74J21	SENIOR WATER MAINTENANCE WORKER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
41C02	WATER RESOURCES HYDROLOGIST	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
80J30	ACCOUNTING TECHNICIAN	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
74F23	HYDROELECTRIC TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
41C20	WATER RESOURCES BIOLOGIST	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
74J22	ASSISTANT WATER MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14C70	ADMINISTRATIVE SERVICES ASSISTANT	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
74C01	WATER MAINTENANCE SUPERINTENDENT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
20B12	ACCOUNTANT III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2024

Organizational Unit: WATER RESOURCES AGENCY

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
41E21	ASSOCIATE WATER RESOURCES ENGINEER	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
14A30	MANAGEMENT SPECIALIST	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
41E30	SENIOR WATER RESOURCES ENGINEER	3	1	Male	2	2	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
41C17	SENIOR WATER RESOURCES HYDROLOGIST	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
20B94	FINANCE MANAGER III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
12C36	DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		38	16	Male #	23	13	0	9	1	0	0	0	
Grand Total %			42.1	Male %	60.5	34.2	0.0	23.7	2.6	0.0	0.0	0.0	
				Female #	15	9	0	5	1	0	0	0	
				Female%	39.5	23.7	0.0	13.2	2.6	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

County of Monterey
Workforce Analysis Summary

Snapshot Date: 01/01/2024

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
AGRICULTURE COMMISSIONER	71	39	32	51	10	1	25	3	0	0	0	10	0	18	4	0	0	0
ASSESSOR/CLERK/RECORDER	57	16	41	42	9	1	4	2	0	0	0	6	1	33	1	0	0	0
AUDITOR CONTROLLER	46	10	36	32	7	0	1	2	0	0	0	7	0	25	4	0	0	0
BOARD OF SUPERVISORS	11	3	8	8	0	1	2	0	0	0	0	3	0	4	1	0	0	0
CHILD SUPPORT SERVICES	73	18	55	61	3	2	10	3	0	0	0	9	4	42	0	0	0	0
CIVIL RIGHTS OFFICE	4	0	4	4	0	0	0	0	0	0	0	0	0	4	0	0	0	0
CLERK OF THE BOARD	4	2	2	4	0	0	2	0	0	0	0	0	0	2	0	0	0	0
COOPERATIVE EXTENSION SERVICE	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
COUNTY ADMINISTRATIVE OFFICE	54	16	38	35	5	0	11	0	0	0	0	14	1	17	5	0	1	0
COUNTY COUNSEL	39	10	29	14	9	0	1	0	0	0	0	16	0	8	5	0	0	0
DEPARTMENT OF EMERGENCY MANAGEMENT	10	4	6	5	1	1	1	1	0	0	0	4	0	2	0	0	0	0
DISTRICT ATTORNEY	143	50	93	68	36	0	12	2	0	0	0	39	0	45	9	0	0	0
ELECTIONS	15	4	11	14	1	0	2	0	0	0	1	0	0	8	2	0	0	1
EMERGENCY COMMUNICATION	69	23	46	38	11	1	11	0	0	0	0	20	1	24	0	1	0	0
HEALTH	1,014	174	840	830	50	8	91	24	0	0	1	134	8	635	52	5	0	6
HOUSING AND COMMUNITY DEVELOPMENT	87	33	54	50	14	2	14	3	0	0	0	23	0	22	7	2	0	0
HUMAN RESOURCES	36	9	27	28	0	1	8	0	0	0	0	8	1	15	3	0	0	0
INFORMATION TECHNOLOGY	101	70	31	64	28	0	28	12	1	1	0	9	1	12	9	0	0	0
LIBRARY	84	17	67	44	8	0	8	0	0	0	1	32	1	28	6	0	0	0
NATIVIDAD MEDICAL CENTER	1,618	405	1,213	1,196	117	23	171	91	3	0	0	305	31	627	232	8	6	4
PROBATION	260	112	148	218	18	2	82	7	1	1	1	24	3	115	4	1	0	1
PUBLIC DEFENDER	59	24	35	36	14	0	7	2	0	1	0	9	2	22	2	0	0	0
PUBLIC WORKS, FACILITIES & PARKS	241	169	72	152	62	0	94	12	0	0	1	27	2	34	9	0	0	0

County of Monterey
Workforce Analysis Summary

Snapshot Date: 01/01/2024

					Total		Male						Female						
Organizational Unit	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+	
SHERIFF-CORONER	429	298	131	295	108	6	165	17	1	0	1	26	3	86	16	0	0	0	
SOCIAL SERVICES	802	147	655	700	32	1	100	10	0	0	4	70	20	532	17	2	2	12	
TREASURER/TAX COLLECTOR	37	6	31	30	1	0	5	0	0	0	0	6	0	25	0	0	0	0	
WATER RESOURCES AGENCY	38	23	15	16	13	0	9	1	0	0	0	9	0	5	1	0	0	0	
Total (#)		5,406	1,683	3,723	4,036	558	50	864	192	6	3	10	812	79	2,391	389	19	9	24
Total (%)			31.1	68.9	74.7	10.3	0.9	16.0	3.6	0.1	0.1	0.2	15.0	1.5	44.2	7.2	0.4	0.2	0.4

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 01 - MANAGEMENT II

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	12C01	ASSISTANT AGRICULTURAL COMMISSIONER	1	1	0	0	1
1	12A15	ASSISTANT ASSESSOR-VALUATION	1	1	0	1	0
1	12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	0	0	1
1	12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	2	1	1	1	1
1	12C42	ASSISTANT DIRECTOR OF EMERGENCY COMMUNICATIONS	1	0	1	0	1
1	12C37	ASSISTANT DIRECTOR OF HUMAN RESOURCES	2	0	2	1	1
1	12C23	ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARK	1	0	1	1	0
1	12C13	ASSISTANT DIRECTOR SOCIAL SERVICES	1	1	0	1	0
1	12C04	ASSISTANT LIBRARY DIRECTOR	1	0	1	1	0
1	12C11	ASSISTANT PUBLIC DEFENDER	1	1	0	1	0
1	12C14	ASSISTANT REGISTRAR OF VOTERS	1	0	1	0	1
1	12E04	BUREAU CHIEF	5	3	2	1	4
1	12E01	CHIEF ASSISTANT COUNTY ADMINISTRATIVE OFFICER	1	1	0	1	0
1	12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	1	1	0
1	12A03	CHIEF ASSISTANT DISTRICT ATTORNEY	1	1	0	1	0
1	12C43	DEPUTY CHIEF INFORMATION OFFICER	2	2	0	0	2
1	60I01	DEPUTY DIRECTOR SOCIAL SERVICES	3	0	3	1	2
1	12C36	DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY	2	1	1	2	0
1	14A25	EMERGENCY SERVICES MANAGER	1	0	1	1	0
1	14A60	EXECUTIVE MANAGEMENT SPECIALIST	2	1	1	2	0
1	12C29	HOSPITAL ASSISTANT ADMINISTRATOR	2	0	2	1	1
1	14C60	HOSPITAL CHIEF FINANCIAL OFFICER	1	1	0	0	1
1	12C28	HOSPITAL CHIEF NURSING OFFICER	1	0	1	1	0
1	14C48	PUBLIC HEALTH PROGRAM MANAGER II	2	1	1	1	1
1	12E16	WIB EXECUTIVE DIRECTOR	1	1	0	1	0

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 01 - MANAGEMENT II

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
Total (#)			38	18	20	21	17
Total (%)				47.4	52.6	55.3	44.7

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 02 - MANAGEMENT I

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	14K44	ASSISTANT BUREAU CHIEF	3	1	2	3	0
1	12C38	ASSISTANT COUNTY COUNSEL	2	0	2	2	0
1	50C70	ASSISTANT DIRECTOR - PUBLIC HEALTH LABORATORY	1	0	1	1	0
1	12A04	ASSISTANT DISTRICT ATTORNEY	4	2	2	3	1
1	14M05	CANNABIS PROGRAM MANAGER	1	0	1	0	1
1	30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	2	1	1	2	0
1	20B97	CHIEF DEPUTY AUDITOR-CONTROLLER	4	1	3	0	4
1	14C47	CHIEF DEPUTY TREASURER-TAX COLLECTOR	2	0	2	1	1
1	14K63	CHIEF OF FACILITIES	1	0	1	0	1
1	14K52	CHIEF SECURITY OFFICER	1	1	0	1	0
1	14A28	COUNTY COMMUNICATIONS DIRECTOR	1	1	0	1	0
1	14M25	COUNTY HOMELESS SERVICES DIRECTOR	1	0	1	0	1
1	60I10	DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	0	3	2	1
1	14K62	DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	0	0	1
1	14H60	DIRECTOR OF MARKETING AND COMMUNITY RELATIONS	1	0	1	1	0
1	52E20	DIRECTOR OF PUBLIC HEALTH NURSING	1	0	1	1	0
1	50P80	DIRECTOR OF RESPIRATORY CARE SERVICES	1	1	0	0	1
1	50C80	DIRECTOR PUBLIC HEALTH LABORATORY	1	0	1	0	1
1	14M12	ECONOMIC DEVELOPMENT MANAGER	1	1	0	1	0
1	20B93	FINANCE MANAGER II	14	8	6	5	9
1	20B94	FINANCE MANAGER III	5	1	4	1	4
1	20B96	FINANCE SYSTEMS MANAGER	1	1	0	0	1
1	14H64	FLEET MANAGER	1	1	0	1	0
1	14K33	HOSP DIRECTOR OF ENGINEERING AND SAFETY	1	1	0	0	1
1	14K43	HOSPITAL CHIEF INFORMATION OFFICER	1	1	0	1	0
1	20B92	HOSPITAL CONTROLLER	1	0	1	0	1

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 02 - MANAGEMENT I

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	0	0	1
1	14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	0	1	0	1
1	14K67	HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR	1	0	1	1	0
1	43G01	INFORMATION TECHNOLOGY MANAGER	11	7	4	3	8
1	14K31	MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	1	0	1	0
1	14H66	OUTPATIENT SERVICES DIRECTOR	1	0	1	0	1
1	80M05	PATIENT ACCOUNT MANAGER	1	0	1	0	1
1	14C52	PATIENT FINANCIAL SERVICES DIRECTOR	1	0	1	1	0
1	60I02	PROGRAM MANAGER II	16	2	14	4	12
1	14C32	SAFETY OFFICER	1	1	0	1	0
1	41A22	SENIOR CIVIL ENGINEER	4	4	0	1	3
Total (#)			95	39	56	39	56
Total (%)				41.1	58.9	41.1	58.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	20B21	ACCOUNTANT AUDITOR II	1	0	1	0	1
2	20B22	ACCOUNTANT AUDITOR III	7	2	5	3	4
2	20B12	ACCOUNTANT III	18	1	17	5	13
2	14C75	ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY	1	0	1	1	0
2	14N05	ADMINISTRATIVE OPERATIONS MANAGER	7	5	2	4	3
2	14C70	ADMINISTRATIVE SERVICES ASSISTANT	19	2	17	6	13
2	14C71	ADMINISTRATIVE SERVICES OFFICER	2	0	2	2	0
2	30N50	AGRICULTURAL PROGRAMS BIOLOGIST	1	0	1	1	0
2	14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	0	1	0	1
2	14B21	ASSOCIATE PERSONNEL ANALYST	12	1	11	1	11
2	14B62	ASSOCIATE RISK & BENEFITS ANALYST	2	1	1	1	1
2	14K45	AUDITOR APPRAISER MANAGER	1	1	0	0	1
2	28B22	AUDITOR-APPRAISER III	1	0	1	0	1
2	20B24	AUDITOR-CONTROLLER ANALYST I	5	1	4	3	2
2	20B25	AUDITOR-CONTROLLER ANALYST II	3	0	3	0	3
2	14H02	BOARD OF SUPERVISORS POLICY ANALYST	8	2	6	3	5
2	74E81	BRIDGE SUPERINTENDENT	1	1	0	0	1
2	16C88	BUSINESS TECHNOLOGY ANALYST III	5	2	3	4	1
2	16C93	BUSINESS TECHNOLOGY ANALYST IV	4	4	0	1	3
2	14E20	BUYER II	5	1	4	1	4
2	30D25	CHIEF OF BUILDING SERVICES	1	1	0	1	0
2	14K70	CHIEF OF PARKS	1	1	0	0	1
2	14K50	CHIEF OF PLANNING	1	0	1	1	0
2	30D31	CHIEF OF PUBLIC WORKS	1	1	0	0	1
2	60X01	COMMUNITY AFFILIATION MANAGER	2	0	2	0	2
2	14N35	CONTRACTS & PURCHASING OFFICER	1	0	1	0	1

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14B66	DEPARTMENTAL HR MANAGER	2	0	2	2	0
2	14B51	DEPARTMENTAL HR MANAGER-MERIT SYSTEMS	1	0	1	0	1
2	16F40	DEPARTMENTAL INFORMATION SYSTEMS MANAGER I	2	2	0	0	2
2	16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	5	3	2	3	2
2	30N80	DEPUTY AGRICULTURAL COMMISSIONER	8	5	3	5	3
2	14M80	ELECTIONS PROGRAM MANAGER	4	0	4	0	4
2	14M13	EMERGENCY COMMUNICATIONS MANAGER	3	0	3	2	1
2	41G01	EMERGENCY SERVICES PLANNER	5	4	1	2	3
2	14P32	ERP BUSINESS ANALYST	6	5	1	5	1
2	20B95	FINANCE MANAGER I	14	2	12	3	11
2	70K83	FOOD ADMINISTRATOR-PROBATION	1	1	0	1	0
2	16G24	GIS ANALYST II	3	2	1	2	1
2	16G25	GIS ANALYST III	1	1	0	1	0
2	14C36	HOSPITAL DECISION SUPPORT ANALYST	1	0	1	0	1
2	14A80	HOSPITAL DECISION SUPPORT MANAGER	1	1	0	0	1
2	14A70	HOSPITAL REVENUE CYCLE EXAMINER	1	0	1	0	1
2	16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	2	2	0	2	0
2	16C61	HOSPITAL SOFTWARE ANALYST II	5	2	3	1	4
2	16C62	HOSPITAL SOFTWARE ANALYST III	3	1	2	0	3
2	14M22	HOUSING PROGRAM MANAGER	1	1	0	1	0
2	14M61	HUMAN RESOURCES PROGRAM MANAGER	2	0	2	0	2
2	14P20	INFORMATION TECHNOLOGY ARCHITECT	2	2	0	2	0
2	43G03	INFORMATION TECHNOLOGY PROJECT MANAGER II	3	0	3	1	2
2	43G04	INFORMATION TECHNOLOGY PROJECT MANAGER III	5	2	3	3	2
2	16E24	INFORMATION TECHNOLOGY SECURITY ENGINEER II	1	1	0	1	0
2	16E25	INFORMATION TECHNOLOGY SECURITY ENGINEER III	1	0	1	1	0
2	16C54	INFORMATION TECHNOLOGY SYSTEMS ANALYST II	6	4	2	3	3

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	16C55	INFORMATION TECHNOLOGY SYSTEMS ANALYST III	8	8	0	3	5
2	65A31	LIBRARIAN I	4	1	3	3	1
2	65A33	LIBRARIAN II	12	3	9	6	6
2	65A40	LIBRARIAN III	3	1	2	1	2
2	74D85	MAINTENANCE MANAGER	2	2	0	1	1
2	14G02	MANAGEMENT ANALYST I	28	8	20	8	20
2	14C30	MANAGEMENT ANALYST II	74	19	55	26	48
2	14C31	MANAGEMENT ANALYST III	52	14	38	25	27
2	14A30	MANAGEMENT SPECIALIST	15	7	8	10	5
2	14A31	MANAGEMENT SPECIALIST - LIMITED TERM	1	0	1	1	0
2	41N24	NETWORK SERVICES ENGINEER II	5	4	1	2	3
2	41N25	NETWORK SERVICES ENGINEER III	1	1	0	0	1
2	14N06	OPERATIONS MANAGER	2	1	1	1	1
2	14B01	PERSONNEL ANALYST	11	0	11	4	7
2	72A87	PHYSICAL PLANT MANAGER	1	1	0	1	0
2	14A23	PRINCIPAL ADMINISTRATIVE ANALYST	2	0	2	0	2
2	14A10	PROJECT MANAGER I	2	2	0	0	2
2	14A11	PROJECT MANAGER II	6	5	1	1	5
2	14A12	PROJECT MANAGER III	5	5	0	2	3
2	41F31	REDEVELOPMENT/HOUSING PROJECT ANALYST II	1	0	1	0	1
2	14B64	RISK MANAGER	1	1	0	1	0
2	74D84	ROAD MAINTENANCE SUPERINTENDENT	1	1	0	1	0
2	74D83	ROAD SUPERINTENDENT	4	4	0	2	2
2	74K50	SAFETY COORDINATOR/INVESTIGATOR	3	2	1	1	2
2	14A22	SENIOR ADMINISTRATIVE ANALYST	2	0	2	2	0
2	14B49	SENIOR EQUAL OPPORTUNITY ANALYST	2	0	2	0	2

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	14B32	SENIOR PERSONNEL ANALYST	16	3	13	7	9
2	14B63	SENIOR RISK & BENEFITS ANALYST	1	0	1	0	1
2	16C44	SOFTWARE ENGINEER II	6	3	3	2	4
2	16C45	SOFTWARE ENGINEER III	8	7	1	3	5
2	28A80	SUPERVISING APPRAISER	2	2	0	1	1
2	14B28	SUPERVISING PERSONNEL ANALYST	5	2	3	1	4
2	74I25	TRAFFIC MAINTENANCE SUPERINTENDENT	1	1	0	0	1
2	14C87	VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	0	1	0	1
2	74C01	WATER MAINTENANCE SUPERINTENDENT	1	1	0	1	0
2	60G43	WIB EMPLOYMENT PROGRAMS SUPERVISOR	1	0	1	0	1
2	14C85	WORKERS COMPENSATION MANAGER	1	0	1	1	0
Total (#)			491	177	314	197	294
Total (%)				36.0	64.0	40.1	59.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 04 - PROFESSIONALS - ATTORNEYS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	39A47	CHIEF CHILD SUPPORT ATTORNEY	1	0	1	0	1
2	39B25	CHIEF DEPUTY COUNTY COUNSEL	1	0	1	0	1
2	39D32	CHIEF DEPUTY DISTRICT ATTORNEY	1	0	1	1	0
2	39P35	CHIEF DEPUTY PUBLIC DEFENDER	2	1	1	1	1
2	39D36	CHILD SUPPORT ATTORNEY IV	3	1	2	2	1
2	39B21	DEPUTY COUNTY COUNSEL II	1	0	1	0	1
2	39B23	DEPUTY COUNTY COUNSEL IV	15	7	8	14	1
2	39D01	DEPUTY DISTRICT ATTORNEY I	5	2	3	3	2
2	39D11	DEPUTY DISTRICT ATTORNEY II	3	1	2	3	0
2	39D21	DEPUTY DISTRICT ATTORNEY III	5	1	4	3	2
2	39D31	DEPUTY DISTRICT ATTORNEY IV	36	18	18	30	6
2	39P01	DEPUTY PUBLIC DEFENDER I	1	1	0	0	1
2	39P21	DEPUTY PUBLIC DEFENDER III	10	8	2	5	5
2	39P31	DEPUTY PUBLIC DEFENDER IV	18	9	9	14	4
Total (#)			102	49	53	76	26
Total (%)				48.0	52.0	74.5	25.5

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	60B01	PSYCHIATRIC SOCIAL WORKER I	80	13	67	10	70
2	60B21	PSYCHIATRIC SOCIAL WORKER II	55	7	48	22	33
2	60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	23	4	19	8	15
2	60C80	SOCIAL WORK SUPERVISOR I	9	5	4	2	7
2	60C81	SOCIAL WORK SUPERVISOR II	22	2	20	5	17
2	60C23	SOCIAL WORKER IV	4	2	2	0	4
2	60C24	SOCIAL WORKER V	35	4	31	6	29
Total (#)			228	37	191	53	175
Total (%)				16.2	83.8	23.2	76.8

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 06 - PROFESSIONALS - LAND USE

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	41A10	ASSISTANT ENGINEER	10	9	1	3	7
2	41F21	ASSISTANT PLANNER	6	2	4	2	4
2	41F11	ASSOCIATE PLANNER	4	3	1	3	1
2	41E21	ASSOCIATE WATER RESOURCES ENGINEER	2	2	0	1	1
2	41C14	ASSOCIATE WATER RESOURCES HYDROLOGIST	5	3	2	4	1
2	41B21	BUILDING PLANS EXAMINER	4	3	1	2	2
2	14K47	BUILDING SERVICES MANAGER	1	1	0	1	0
2	14K48	CAPITAL IMPROVEMENT MANAGER	1	1	0	1	0
2	41A87	CHIEF OF SURVEYS	1	1	0	1	0
2	41A20	CIVIL ENGINEER	1	1	0	1	0
2	14K46	PERMIT CENTER MANAGER	1	0	1	0	1
2	14K51	PRINCIPAL PLANNER	1	0	1	0	1
2	41F22	SENIOR PLANNER	3	0	3	1	2
2	41E30	SENIOR WATER RESOURCES ENGINEER	3	2	1	2	1
2	41C17	SENIOR WATER RESOURCES HYDROLOGIST	2	1	1	2	0
2	41F23	SUPERVISING PLANNER	1	0	1	1	0
2	41C20	WATER RESOURCES BIOLOGIST	1	0	1	1	0
2	41C02	WATER RESOURCES HYDROLOGIST	6	3	3	4	2
Total (#)			53	32	21	30	23
Total (%)				60.4	39.6	56.6	43.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	14K32	BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	0	0	1
2	14K41	BEHAVIORAL HEALTH SERVICES MANAGER II	14	1	13	10	4
2	50J21	CHRONIC DISEASE PREVENTION COORDINATOR	15	1	14	3	12
2	50D80	CLINICAL LABORATORY MANAGER	1	1	0	0	1
2	50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	0	1	0	1
2	14P10	DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES	1	0	1	1	0
2	70K84	HOSPITAL DIRECTOR OF FOOD SERVICES	1	0	1	0	1
2	14M02	HOSPITAL INTERPRETER SERVICES MANAGER	1	1	0	0	1
2	14M43	HOSPITAL PATIENT SAFETY MANAGER	1	1	0	0	1
2	14K26	MANAGED CARE OPERATIONS MANAGER	1	0	1	1	0
2	14N10	OUTPATIENT SERVICES MANAGER I	5	0	5	0	5
2	14N11	OUTPATIENT SERVICES MANAGER II	4	0	4	0	4
2	50A23	PHARMACY DIRECTOR	1	1	0	1	0
2	14C80	PUBLIC HEALTH PROGRAM MANAGER I	1	0	1	0	1
2	52A84	QUALITY/COMPLIANCE ADMINISTRATOR	2	0	2	2	0
2	50G95	REHABILITATIVE SERVICES MANAGER	1	0	1	1	0
2	52A34	UTILIZATION MANAGEMENT COORDINATOR	2	0	2	0	2
Total (#)			53	7	46	19	34
Total (%)				13.2	86.8	35.8	64.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	60B23	BEHAVIORAL HEALTH UNIT SUPERVISOR	26	2	24	12	14
2	50J11	CHRONIC DISEASE PREVENTION SPECIALIST II	14	1	13	0	14
2	50A25	CLINICAL PHARMACY COORDINATOR	1	0	1	0	1
2	60A21	CLINICAL PSYCHOLOGIST	4	1	3	1	3
2	50Y21	DIETITIAN	7	0	7	3	4
2	50B12	EMERGENCY MEDICAL SERVICES ANALYST	3	2	1	3	0
2	30J84	ENVIRONMENTAL HEALTH SPECIALIST IV	8	4	4	4	4
2	50K18	HEALTH PROGRAM COORDINATOR	3	1	2	2	1
2	50F20	OCCUPATIONAL THERAPIST	10	3	7	7	3
2	50F30	OCCUPATIONAL THERAPIST-PER DIEM	5	0	5	4	1
2	50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDR	5	0	5	3	2
2	60L01	PATIENT RIGHTS ADVOCATE	1	0	1	0	1
2	50A21	PHARMACIST I	12	3	9	5	7
2	50A31	PHARMACIST-PER DIEM	5	2	3	3	2
2	50G11	PHYSICAL THERAPIST	11	5	6	7	4
2	50G21	PHYSICAL THERAPIST-PER DIEM	2	0	2	1	1
2	50G23	PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	2	1	1	1	1
2	50C81	PUBLIC HEALTH CHEMIST	1	0	1	0	1
2	50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	2	1	1	0	2
2	50L22	PUBLIC HEALTH NUTRITIONIST II	3	0	3	2	1
2	50K23	SENIOR HEALTH EDUCATOR	1	0	1	1	0
2	50G25	SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	2	1	1	1	1
2	50G41	SPEECH PATHOLOGIST	3	0	3	2	1
2	50D23	SUPERVISING CLINICAL LABORATORY SCIENTIST	1	0	1	0	1
2	50Y31	SUPERVISING DIETITIAN	1	0	1	1	0
2	50N22	SUPERVISING PUBLIC HEALTH EPIDEMIOLOGIST	2	0	2	0	2

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	50L80	SUPERVISING PUBLIC HEALTH NUTRITIONIST	2	0	2	2	0
2	50P24	SUPERVISING RESPIRATORY CARE PRACTITIONER	1	1	0	0	1
2	50F10	SUPERVISING THERAPIST	2	0	2	1	1
Total (#)			140	28	112	66	74
Total (%)				20.0	80.0	47.1	52.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	54B92	ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM	1	1	0	1	0
2	54B10	CHIEF OB/GYN SURGEON	1	1	0	1	0
2	54B82	CHIEF OF SURGERY	1	1	0	1	0
2	54B83	CHIEF PATHOLOGIST	1	0	1	1	0
2	54B90	CLINIC PHYSICIAN II	7	3	4	1	6
2	54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	1	1	0
2	54B12	CONTRACT PHYSICIAN	92	37	55	51	41
2	52A96	DIRECTOR OF SURGICAL SERVICES	1	1	0	1	0
2	54B04	GENERAL INTERNIST	2	0	2	1	1
2	54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	1	0	1	0
2	54A01	RESIDENT PHYSICIAN I	10	5	5	10	0
2	54A02	RESIDENT PHYSICIAN II	10	3	7	7	3
2	54A03	RESIDENT PHYSICIAN III	10	5	5	3	7
2	50M80	VETERINARIAN	1	0	1	0	1
Total (#)			139	58	81	80	59
Total (%)				41.7	58.3	57.6	42.4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	52A89	ADMIN NURSE/HOUSE SUPV	6	2	4	3	3
2	52A33	CASE MANAGEMENT NURSE	13	2	11	3	10
2	52A21	CLINIC NURSE	4	0	4	0	4
2	52A97	CLINIC NURSE PRACTITIONER	12	1	11	6	6
2	54C03	CLINIC PHYSICIAN ASSISTANT	7	2	5	3	4
2	52A60	CLINICAL NURSE SPECIALIST	4	1	3	3	1
2	14M31	HOSPITAL DIRECTOR OF NURSING EDUCATION	1	0	1	0	1
2	52A98	HOSPITAL NURSE PRACTITIONER	12	2	10	11	1
2	52A50	HOSPITAL QUALITY ASSURANCE NURSE	7	1	6	6	1
2	52A31	INFECTION CONTROL NURSE	2	1	1	1	1
2	52A99	NURSE PRACTITIONER III - PER DIEM	5	1	4	3	2
2	52A88	NURSING SERVICES DIVISION MANAGER	5	1	4	3	2
2	52A92	NURSING SERVICES UNIT MANAGER	1	0	1	1	0
2	52A94	PSYCHIATRIC NURSE PRACTITIONER	1	0	1	1	0
2	54C05	PSYCHIATRIC PHYSICIAN ASSISTANT	1	1	0	1	0
2	52E22	PUBLIC HEALTH NURSE II	17	5	12	4	13
2	52E23	PUBLIC HEALTH NURSE III	2	0	2	1	1
2	50U44	SENIOR CENTRAL STERILE TECHNICIAN	1	0	1	1	0
2	52A22	SENIOR CLINIC NURSE	20	2	18	4	16
2	50U26	SENIOR OBSTETRICAL TECHNICIAN	1	0	1	0	1
2	52A18	STAFF NURSE I	28	5	23	12	16
2	52A19	STAFF NURSE II	369	65	304	99	270
2	52A20	STAFF NURSE III	29	8	21	11	18
2	52A79	STAFF NURSE II-PER DIEM	71	11	60	30	41
2	52A83	SUPERVISING CLINIC NURSE	2	0	2	0	2
2	52A16	SUPERVISING NURSE I	14	3	11	5	9

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	52E80	SUPERVISING PUBLIC HEALTH NURSE	5	0	5	1	4
2	50U32	SURGICAL TECHNICIAN-PER DIEM	1	1	0	0	1
2	14M30	TRAUMA PROGRAM MANAGER	1	0	1	1	0
Total (#)			642	115	527	214	428
Total (%)				17.9	82.1	33.3	66.7

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 11 - LAW ENFORCEMENT II

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	14K60	CHIEF DISTRICT ATTORNEY INVESTIGATOR	1	1	0	1	0
4	68A43	COUNTY PARK RANGER SUPERVISOR	1	1	0	1	0
4	60F23	DEPUTY PROBATION OFFICER III	21	13	8	5	16
4	34A80	DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN	2	2	0	0	2
4	60F87	JUVENILE INSTITUTIONS SUPERVISOR	8	6	2	1	7
4	60F84	PROBATION SERVICES MANAGER	14	10	4	7	7
4	36A82	SHERIFFS COMMANDER	11	8	3	5	6
4	36A24	SHERIFFS INVESTIGATIVE SERGEANT	2	2	0	1	1
4	36A23	SHERIFFS SERGEANT	30	27	3	13	17
Total (#)			90	70	20	34	56
Total (%)				77.8	22.2	37.8	62.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 12 - LAW ENFORCEMENT I

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	68A41	COUNTY PARK RANGER II	3	3	0	2	1
4	68A42	COUNTY PARK RANGER III	2	2	0	2	0
4	60F10	DEPUTY PROBATION OFFICER I	3	2	1	0	3
4	60F22	DEPUTY PROBATION OFFICER II	63	18	45	10	53
4	36A28	DEPUTY SHERIFF RESERVE I	1	1	0	1	0
4	36E21	DEPUTY SHERIFF-CORRECTIONS	158	132	26	48	110
4	36A26	DEPUTY SHERIFF-CORRECTIONS RECRUIT	12	10	2	1	11
4	36A22	DEPUTY SHERIFF-OPERATIONS	82	71	11	33	49
4	34A20	DISTRICT ATTORNEY INVESTIGATOR I	3	1	2	1	2
4	34A22	DISTRICT ATTORNEY INVESTIGATOR III	22	16	6	12	10
4	60F88	JUVENILE INSTITUTIONS OFFICER I	7	4	3	0	7
4	60F89	JUVENILE INSTITUTIONS OFFICER II	50	30	20	6	44
4	60F90	SENIOR JUVENILE INSTITUTIONS OFFICER	13	10	3	2	11
Total (#)			419	300	119	118	301
Total (%)				71.6	28.4	28.2	71.8

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	20B11	ACCOUNTANT II	21	3	18	2	19
5	30N22	AGRICULTURAL INSPECTOR/BIOLOGIST III	20	11	9	4	16
5	50U31	ANESTHESIA TECHNICIAN	3	1	2	2	1
5	28A22	APPRAISER III	5	3	2	3	2
5	28B01	AUDITOR-APPRAISER I	1	0	1	0	1
5	16C86	BUSINESS TECHNOLOGY ANALYST I	2	2	0	0	2
5	16C87	BUSINESS TECHNOLOGY ANALYST II	9	7	2	4	5
5	50R35	CARDIAC SONOGRAPHER	3	3	0	2	1
5	50R36	CARDIAC SONOGRAPHER- PER DIEM	3	1	2	0	3
5	50U43	CENTRAL STERILE TECHNICIAN	9	2	7	0	9
5	25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	1	1	0
5	34G21	CIVIL PROCESS SERVER	2	1	1	0	2
5	60P23	COMMUNITY SERVICE AIDE IV	2	0	2	0	2
5	60S21	CRIME PREVENTION SPECIALIST	1	0	1	1	0
5	14H33	CRIMINAL INTELLIGENCE SPECIALIST	2	0	2	1	1
5	50R25	DIAGNOSTIC IMAGING SUPERVISOR	1	0	1	1	0
5	43G05	DIGITAL FORENSIC INVESTIGATOR	2	0	2	1	1
5	14J21	ELECTIONS SERVICES SPECIALIST II	2	1	1	0	2
5	25E80	ELIGIBILITY SUPERVISOR	33	8	25	4	29
5	60H31	EMPLOYMENT & TRAINING SUPERVISOR	7	1	6	1	6
5	60H21	EMPLOYMENT & TRAINING WORKER III	15	7	8	0	15
5	50U29	ENDOSCOPY TECHNICIAN	4	1	3	1	3
5	43A22	ENGINEERING AIDE III	1	0	1	1	0
5	43A23	ENGINEERING TECHNICIAN	3	2	1	0	3
5	30J31	ENVIRONMENTAL HEALTH SPECIALIST III	14	7	7	4	10
5	50S01	FORENSIC AUTOPSY TECHNICIAN	2	0	2	0	2

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	34E22	FORENSIC EVIDENCE TECHNICIAN	3	0	3	1	2
5	50U22	HEALTH CARE TECHNICIAN	1	0	1	0	1
5	50T22	HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	1	1	0
5	14M33	HOSPITAL MEDICAL INTERPRETATION COORDINATOR	1	1	0	0	1
5	16C60	HOSPITAL SOFTWARE ANALYST I	3	3	0	1	2
5	74F23	HYDROELECTRIC TECHNICIAN	1	1	0	1	0
5	43M35	INFORMATION TECHNOLOGY SUPPORT SPECIALIST	4	4	0	1	3
5	16C53	INFORMATION TECHNOLOGY SYSTEMS ANALYST I	16	15	1	4	12
5	20B31	INTERNAL AUDITOR II	1	0	1	0	1
5	39C01	LEGAL ASSISTANT	4	1	3	1	3
5	80C22	LIBRARY ASSISTANT III	10	1	9	2	8
5	52A02	LICENSED VOCATIONAL NURSE	9	2	7	1	8
5	60U21	MILITARY & VETERANS REPRESENTATIVE III	4	3	1	2	2
5	41N23	NETWORK SERVICES ENGINEER I	3	2	1	2	1
5	50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	0	1	0	1
5	50R43	NUCLEAR MEDICINE TECHNOLOGIST-PER DIEM	2	2	0	0	2
5	50U23	OBSTETRICAL TECHNICIAN	4	2	2	1	3
5	50U52	OBSTETRICAL TECHNICIAN - PER DIEM	2	1	1	0	2
5	50U25	ORTHOPEDIC TECHNICIAN	1	1	0	0	1
5	43C10	PERMIT TECHNICIAN I	3	1	2	1	2
5	43C11	PERMIT TECHNICIAN II	4	2	2	1	3
5	43C12	PERMIT TECHNICIAN III	1	0	1	0	1
5	50U17	PHYSICAL THERAPIST ASSISTANT	6	3	3	2	4
5	34D40	PUBLIC DEFENDER INVESTIGATOR III	3	1	2	0	3
5	43L41	RADIO COMMUNICATIONS ENGINEER	2	2	0	2	0
5	30J81	RECYCLING/RESOURCE RECOVERY SPECIALIST	3	0	3	0	3
5	25A30	REVENUE OFFICER I	2	0	2	0	2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	25A32	REVENUE OFFICER II	6	1	5	0	6
5	14B60	RISK & BENEFITS SPECIALIST-CONFIDENTIAL	1	0	1	0	1
5	50D13	SENIOR CERTIFIED PHLEBOTOMY TECHNICIAN	2	1	1	0	2
5	34G22	SENIOR CIVIL PROCESS SERVER	1	0	1	0	1
5	50D22	SENIOR CLINICAL LABORATORY SCIENTIST	9	3	6	0	9
5	43F80	SENIOR MAP DRAFTING TECHNICIAN	1	1	0	1	0
5	50C23	SENIOR PUBLIC HEALTH MICROBIOLOGIST	2	1	1	1	1
5	50R22	SENIOR RADIOLOGIC TECHNOLOGIST	4	4	0	2	2
5	50P22	SENIOR RESPIRATORY CARE PRACTITIONER	1	1	0	1	0
5	50R32	SENIOR SONOGRAPHER	1	0	1	0	1
5	60C22	SOCIAL WORKER III	122	25	97	10	112
5	16C43	SOFTWARE ENGINEER I	10	8	2	1	9
5	50R31	SONOGRAPHER	7	2	5	3	4
5	50R33	SONOGRAPHER-PER DIEM	5	2	3	3	2
5	14H70	STAFF TRAINER II	10	1	9	2	8
5	25C81	SUPERVISING CHILD SUPPORT OFFICER	2	1	1	1	1
5	60H32	SUPERVISING STAFF TRAINER	1	0	1	1	0
5	50G31	SUPERVISING THERAPIST-MED THER PROG	1	0	1	1	0
5	50U27	SURGICAL TECHNICIAN	12	5	7	3	9
5	50U51	TELEMETRY TECHNICIAN	8	1	7	2	6
5	20B41	TREASURY OFFICER II	1	0	1	0	1
5	60K02	VICTIM ASSISTANCE ADVOCATE	9	0	9	1	8
5	60K03	VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR	1	0	1	0	1
5	43B02	WATER QUALITY SPECIALIST	1	0	1	1	0
5	43B03	WATER RESOURCES TECHNICIAN	7	4	3	2	5
5	30G22	WEIGHTS/MEASURES INSPECTOR III	3	1	2	1	2

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
Total (#)			491	171	320	94	397
Total (%)				34.8	65.2	19.1	80.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	20B10	ACCOUNTANT I	19	2	17	4	15
5	30N40	AGRICULTURAL ASSISTANT I	1	0	1	0	1
5	30N05	AGRICULTURAL ASSISTANT II	12	10	2	2	10
5	30N01	AGRICULTURAL INSPECTOR/BIOLOGIST I	4	2	2	1	3
5	30N20	AGRICULTURAL INSPECTOR/BIOLOGIST II	4	2	2	1	3
5	28A02	APPRAISER I	3	3	0	1	2
5	28A21	APPRAISER II	7	1	6	2	5
5	30D01	BUILDING INSPECTOR I	3	3	0	0	3
5	30D21	BUILDING INSPECTOR II	2	2	0	1	1
5	14E01	BUYER I	4	3	1	0	4
5	25G21	CA CHILDRENS SERVICES CASE WORKER II	2	0	2	0	2
5	50D12	CERTIFIED PHLEBOTOMY TECHNICIAN	34	3	31	9	25
5	25C20	CHILD SUPPORT OFFICER I	6	1	5	0	6
5	25C23	CHILD SUPPORT OFFICER II	30	8	22	3	27
5	25C24	CHILD SUPPORT OFFICER III	8	1	7	1	7
5	50J01	CHRONIC DISEASE PREVENTION SPECIALIST I	22	1	21	0	22
5	50D21	CLINICAL LABORATORY SCIENTIST	13	3	10	0	13
5	50D31	CLINICAL LABORATORY SCIENTIST-PER DIEM	2	1	1	0	2
5	34P26	CODE COMPLIANCE INSPECTOR II	7	4	3	3	4
5	60P21	COMMUNITY SERVICE AIDE II	25	3	22	1	24
5	60P22	COMMUNITY SERVICE AIDE III	6	0	6	0	6
5	43J05	DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	11	8	3	1	10
5	43J04	DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST	9	4	5	2	7
5	34H24	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I	4	3	1	1	3
5	34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	3	0	3	1	2
5	50U30	DIETITIAN AIDE	6	0	6	0	6

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	14H24	EDUCATOR AND VOLUNTEER COORDINATOR	2	0	2	1	1
5	50U50	EEG TECH	2	0	2	1	1
5	25E01	ELIGIBILITY SPECIALIST I	34	3	31	0	34
5	25E21	ELIGIBILITY SPECIALIST II	132	11	121	10	122
5	25E22	ELIGIBILITY SPECIALIST III	79	18	61	7	72
5	60H01	EMPLOYMENT & TRAINING WORKER I	3	1	2	1	2
5	60H11	EMPLOYMENT & TRAINING WORKER II	11	3	8	0	11
5	43A21	ENGINEERING AIDE II	1	1	0	1	0
5	30J11	ENVIRONMENTAL HEALTH SPECIALIST I	2	1	1	0	2
5	30J21	ENVIRONMENTAL HEALTH SPECIALIST II	9	6	3	1	8
5	34X21	GUARD	1	1	0	1	0
5	50K19	HEALTH EDUCATION ASSISTANT	12	0	12	0	12
5	50T03	HEALTH INFORMATION MANAGEMENT CODER II	6	0	6	1	5
5	50R18	INTERVENTIONAL RADIOLOGIC TECHNOLOGIST	4	1	3	2	2
5	50R19	INTERVENTIONAL RADIOLOGIC TECHNOLOGIST - PER DIEM	1	0	1	0	1
5	34G10	INVESTIGATIVE AIDE	5	1	4	3	2
5	50E23	LABORATORY ASSISTANT	3	2	1	0	3
5	80C01	LIBRARY ASSISTANT I	28	5	23	15	13
5	80C21	LIBRARY ASSISTANT II	24	5	19	11	13
5	50D11	MEDICAL LABORATORY TECHNICIAN	2	1	1	0	2
5	50T01	MEDICAL RECORD TECHNICIAN I	1	1	0	0	1
5	60U11	MILITARY & VETERANS REPRESENTATIVE II	2	0	2	0	2
5	68C01	PARK SERVICES AIDE I	6	2	4	4	2
5	68C21	PARK SERVICES AIDE II	10	5	5	7	3
5	68C23	PARK SERVICES AIDE III	4	3	1	2	2
5	65C10	PARKS MUSEUM ASSISTANT	1	0	1	1	0
5	14H03	PERSONNEL TECHNICIAN-CONFIDENTIAL	22	4	18	2	20

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	50U18	PHARMACY TECHNICIAN	15	5	10	1	14
5	50U19	PHYSICAL THERAPIST HELPER	5	4	1	0	5
5	60F02	PROBATION AIDE	19	5	14	1	18
5	34D22	PUBLIC DEFENDER INVESTIGATOR I	1	0	1	0	1
5	34D23	PUBLIC DEFENDER INVESTIGATOR II	2	0	2	0	2
5	52E01	PUBLIC HEALTH LICENSED VOCATIONAL NURSE	10	1	9	0	10
5	50C22	PUBLIC HEALTH MICROBIOLOGIST II	3	0	3	2	1
5	50R21	RADIOLOGIC TECHNOLOGIST	14	6	8	6	8
5	50R23	RADIOLOGIC TECHNOLOGIST-PER DIEM	10	5	5	5	5
5	68C02	RANGE AIDE	1	1	0	0	1
5	50M21	REGISTERED VETERINARY TECHNICIAN	1	0	1	0	1
5	50P21	RESPIRATORY CARE PRACTITIONER	26	9	17	6	20
5	50P31	RESPIRATORY CARE PRACTITIONER-PER DIEM	15	5	10	2	13
5	30D22	SENIOR BUILDING INSPECTOR	1	1	0	1	0
5	34P27	SENIOR CODE COMPLIANCE INSPECTOR	1	0	1	0	1
5	43J09	SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR	17	17	0	4	13
5	50R20	SENIOR INTERVENTIONAL RADIOLOGIC TECHNOLOGIST	1	0	1	0	1
5	50U28	SENIOR PHARMACY TECHNICIAN	2	0	2	0	2
5	60G54	SHERIFF'S WORK ALTERNATIVE SPECIALIST	2	0	2	0	2
5	60D10	SOCIAL SERVICES AIDE I	1	0	1	0	1
5	60D11	SOCIAL SERVICES AIDE II	57	4	53	1	56
5	60C01	SOCIAL WORKER I	10	2	8	0	10
5	60C21	SOCIAL WORKER II	7	0	7	0	7
5	43J15	SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDI	5	3	2	1	4
5	20B40	TREASURY OFFICER I	3	0	3	0	3
5	34P31	VEHICLE ABATEMENT ENFORCEMENT OFFICER	2	0	2	0	2

(+) indicates this job title contains employees who are included from another facility.

County of Monterey
Job Group Analysis

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	43L42	VEHICLE INSTALLATION SPECIALIST	2	2	0	0	2
5	30G20	WEIGHTS/MEASURES INSPECTOR I	1	1	0	0	1
5	30G21	WEIGHTS/MEASURES INSPECTOR II	1	1	0	0	1
5	60G21	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II	3	1	2	1	2
Total (#)			892	216	676	136	756
Total (%)				24.2	75.8	15.2	84.8

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 15 - SKILLED CRAFT II

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	74E80	ASSISTANT BRIDGE SUPERINTENDENT	1	1	0	0	1
7	74D81	ASSISTANT ROAD SUPERINTENDENT	4	4	0	2	2
7	74J22	ASSISTANT WATER MAINTENANCE SUPERINTENDENT	1	1	0	1	0
7	72A81	BUILDING MAINTENANCE SUPERVISOR	3	3	0	2	1
7	72C26	MECHANIC III	2	2	0	2	0
7	72A29	SENIOR BUILDING MAINTENANCE WORKER	2	2	0	1	1
7	70C20	SENIOR GROUNDSKEEPER	1	1	0	0	1
7	74D13	SENIOR ROAD MAINTENANCE WORKER	8	8	0	4	4
7	74J21	SENIOR WATER MAINTENANCE WORKER	1	1	0	1	0
Total (#)			23	23	0	13	10
Total (%)				100.0	0.0	56.5	43.5

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 16 - SKILLED CRAFT I

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	74E11	BRIDGE MAINTENANCE WORKER	2	1	1	1	1
7	72A23	BUILDING MAINTENANCE WORKER	16	16	0	2	14
7	72C19	HOSPITAL MAINTENANCE MECHANIC	8	8	0	2	6
7	72A24	MAINTENANCE PAINTER	2	2	0	1	1
7	72C23	MECHANIC II	10	10	0	2	8
7	72B40	PARKS UTILITIES & WATER SYSTEMS SPECIALIST	3	3	0	2	1
7	74D12	ROAD MAINTENANCE WORKER	14	14	0	5	9
7	72A40	SENIOR INMATE SERVICES SPECIALIST	1	1	0	0	1
7	74I11	TRAFFIC MAINTENANCE WORKER	4	4	0	1	3
7	74J11	WATER MAINTENANCE WORKER II	3	3	0	1	2
Total (#)			63	62	1	17	46
Total (%)				98.4	1.6	27.0	73.0

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 17 - OFFICE CLERICAL II

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80J20	ACCOUNTING CLERICAL SUPERVISOR	5	0	5	1	4
6	80J30	ACCOUNTING TECHNICIAN	53	10	43	7	46
6	80A33	ADMINISTRATIVE SECRETARY	4	0	4	1	3
6	80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	15	1	14	4	11
6	80A90	BOARD OF SUPERVISORS EXECUTIVE ASSISTANT	3	1	2	0	3
6	25C18	CHILD SUPPORT ASSISTANT II	5	1	4	1	4
6	80K25	CLINIC OPERATIONS SUPERVISOR	12	2	10	2	10
6	80S22	EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	6	0	6	3	3
6	80K23	HOSPITAL MEDICAL INTERPRETER	13	4	9	0	13
6	80U14	HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	0	1	0	1
6	80B26	LEGAL SECRETARY III	10	0	10	3	7
6	50U42	MEDICAL ASSISTANT	149	6	143	0	149
6	80E22	OFFICE ASSISTANT III	89	4	85	8	81
6	80J96	PAYROLL TECHNICIAN-CONFIDENTIAL	6	0	6	1	5
6	80E80	PRINCIPAL OFFICE ASSISTANT	39	3	36	6	33
6	80J22	SENIOR ACCOUNT CLERK	23	1	22	6	17
6	70F12	SENIOR FLEET PARTS COORDINATOR	1	1	0	1	0
6	80B99	SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	1	1	0
6	80M03	SENIOR PATIENT FINANCIAL SERVICES SPECIALIST	4	0	4	0	4
6	80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	5	1	4	0	5
6	80J97	SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL	2	0	2	1	1
6	80R23	SENIOR PROPERTY TRANSFER CLERK	1	0	1	0	1
6	80A32	SENIOR SECRETARY	24	1	23	2	22
6	80A34	SENIOR SECRETARY-CONFIDENTIAL	3	0	3	1	2
6	80I17	SENIOR SHERIFFS RECORDS SPECIALIST	4	0	4	1	3
6	70F80	SENIOR STOREKEEPER	4	4	0	0	4

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 17 - OFFICE CLERICAL II

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	80I06	SHERIFFS PROPERTY TECHNICIAN	2	0	2	1	1
6	80I20	SHERIFFS RECORDS SUPERVISOR	4	0	4	2	2
6	80B24	SUPERVISING LEGAL SECRETARY	5	0	5	0	5
6	80E81	SUPERVISING OFFICE ASSISTANT I	21	1	20	5	16
6	80E82	SUPERVISING OFFICE ASSISTANT II	8	1	7	0	8
6	80M04	SUPERVISING PATIENT FINANCIAL SERVICES SPECIALIST	3	0	3	0	3
6	80L04	SUPERVISING PATIENT SERVICES REPRESENTATIVE	9	1	8	0	9
6	80J98	SUPERVISING PAYROLL COORDINATOR-CONFIDENTIAL	1	0	1	0	1
6	70F81	SUPERVISING STOREKEEPER	1	1	0	0	1
6	80E93	SUPERVISING VITAL RECORDS SPECIALIST	1	0	1	0	1
Total (#)			537	44	493	58	479
Total (%)				8.2	91.8	10.8	89.2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 18 - OFFICE CLERICAL I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	80J21	ACCOUNT CLERK	9	1	8	0	9
6	80E83	BOARD OF SUPERVISORS CLERK	2	1	1	0	2
6	80J19	CASHIER	1	0	1	0	1
6	80S01	COMMUNICATIONS DISPATCHER I	17	6	11	6	11
6	80S21	COMMUNICATIONS DISPATCHER II	36	14	22	16	20
6	80I07	CORRECTIONS SPECIALIST	9	0	9	0	9
6	70F21	COURIER	8	7	1	4	4
6	80I10	CUSTODY AND CONTROL SPECIALIST	39	22	17	6	33
6	80G01	DATA ENTRY OPERATOR I	1	0	1	1	0
6	80G21	DATA ENTRY OPERATOR II	1	1	0	0	1
6	70F10	FLEET PARTS COORDINATOR	1	1	0	0	1
6	80U11	HOSPITAL COMMUNICATIONS OPERATOR II	9	4	5	0	9
6	80D23	LEGAL PROCESS CLERK	1	0	1	0	1
6	80B21	LEGAL SECRETARY I	1	0	1	0	1
6	80B22	LEGAL SECRETARY II	33	3	30	4	29
6	80B11	LEGAL TYPIST	6	1	5	1	5
6	80E91	MAINTENANCE INVENTORY & YARD CLERK	1	0	1	0	1
6	80E90	MAINTENANCE YARD CLERK	4	1	3	2	2
6	80K21	MEDICAL UNIT CLERK	43	2	41	3	40
6	80E01	OFFICE ASSISTANT I	8	1	7	2	6
6	80E21	OFFICE ASSISTANT II	123	19	104	8	115
6	80M02	PATIENT FINANCIAL SERVICES SPECIALIST II	41	4	37	1	40
6	80L01	PATIENT SERVICES REPRESENTATIVE I	1	0	1	0	1
6	80L02	PATIENT SERVICES REPRESENTATIVE II	121	12	109	4	117
6	80P22	PHOTOCOPYIST	2	0	2	0	2
6	80R22	PROPERTY TRANSFER CLERK	3	0	3	1	2

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 18 - OFFICE CLERICAL I

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
6	80A30	SECRETARIAL ASSISTANT	1	0	1	0	1
6	80A31	SECRETARY	23	1	22	3	20
6	80I08	SENIOR CORRECTIONS SPECIALIST	2	0	2	1	1
6	80O23	SENIOR MAILROOM CLERK	1	1	0	0	1
6	80I15	SHERIFFS RECORDS SPECIALIST I	1	0	1	0	1
6	80I16	SHERIFFS RECORDS SPECIALIST II	13	1	12	4	9
6	70F23	STOREKEEPER	15	13	2	3	12
6	80U21	TELEPHONE OPERATOR	1	0	1	0	1
Total (#)			578	116	462	70	508
Total (%)				20.1	79.9	12.1	87.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 19 - SERVICE MAINTENANCE II

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
8	34C11	ANIMAL SERVICES SUPERVISOR	2	0	2	0	2
8	70K80	HEAD COOK	3	1	2	0	3
8	72A80	HOSPITAL MAINTENANCE SUPERVISOR	1	1	0	1	0
8	70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	4	3	1	0	4
8	70A13	HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	3	2	1	0	3
8	70N10	INMATE SERVICES SPECIALIST	5	5	0	2	3
8	72B32	PARKS BUILDING & GROUNDS WORKER SUPERVISOR	2	2	0	1	1
8	70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	1	1	0
8	70K25	SENIOR COOK	3	1	2	0	3
8	74G22	SENIOR TREE TRIMMER	1	1	0	0	1
8	70K92	SHERIFFS CORRECTIONAL COOK II	4	4	0	2	2
Total (#)			29	20	9	7	22
Total (%)				69.0	31.0	24.1	75.9

(+) indicates this job title contains employees who are included from another facility.

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2024

Job Group: 20 - SERVICE MAINTENANCE I

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	70B01	ANIMAL CARE TECHNICIAN I	3	0	3	1	2
8	70B03	ANIMAL CARE TECHNICIAN II	4	3	1	1	3
8	34C01	ANIMAL CONTROL OFFICER	5	2	3	3	2
8	50U16	BEHAVIORAL HEALTH AIDE	17	4	13	0	17
8	74E01	BRIDGE MAINTENANCE HELPER	2	2	0	0	2
8	70K23	COOK	11	3	8	0	11
8	70A21	CUSTODIAN	3	2	1	1	2
8	72C83	FLEET SERVICE WRITER	1	0	1	0	1
8	70K21	FOOD SERVICE WORKER II	18	7	11	0	18
8	70C21	GROUNDSKEEPER	5	4	1	2	3
8	70A10	HOSPITAL ENVIRONMENTAL SERVICES AIDE	59	26	33	1	58
8	72C20	MECHANIC I	2	2	0	0	2
8	50U20	NURSING ASSISTANT	144	23	121	11	133
8	70N01	OFFICE MAINTENANCE WORKER	4	3	1	0	4
8	72B31	PARKS BUILDING & GROUNDS WORKER II	8	7	1	3	5
8	70M02	PATIENT TRANSPORTER	7	3	4	2	5
8	68A30	RANGE MASTER	1	1	0	0	1
8	74D02	ROAD MAINTENANCE HELPER	4	4	0	0	4
8	74G21	TREE TRIMMER	2	2	0	1	1
8	72C25	VEHICLE MAINTENANCE COORDINATOR	1	1	0	1	0
8	74J01	WATER MAINTENANCE WORKER I	2	2	0	1	1
Total (#)			303	101	202	28	275
Total (%)				33.3	66.7	9.2	90.8

(+) indicates this job title contains employees who are included from another facility.

Snapshot Date: 01/01/2024

1

County of Monterey
ZIP Code Analysis

Snapshot Date: 01/01/2024

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Monterey, California	4,549	84.16	93.85
Santa Cruz, California	298	5.51	6.15
Total:	4,847	89.68	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Benito, California	220	4.07	0.00
Santa Clara, California	158	2.92	0.00
San Luis Obispo, California	31	0.57	0.00
Merced, California	14	0.26	0.00
Sacramento, California	11	0.20	0.00
Fresno, California	9	0.17	0.00
Stanislaus, California	9	0.17	0.00
Los Angeles, California	8	0.15	0.00
Alameda, California	8	0.15	0.00
San Mateo, California	6	0.11	0.00
Madera, California	5	0.09	0.00
Kern, California	4	0.07	0.00
San Joaquin, California	4	0.07	0.00
San Diego, California	3	0.06	0.00
Riverside, California	3	0.06	0.00
Kings, California	3	0.06	0.00
San Francisco, California	3	0.06	0.00
Contra Costa, California	3	0.06	0.00
Mariposa+Tuolumne, California	3	0.06	0.00
Ada, Idaho	2	0.04	0.00
Orange, California	2	0.04	0.00

County of Monterey
ZIP Code Analysis

Snapshot Date: 01/01/2024

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Barbara, California	2	0.04	0.00
Tulare, California	2	0.04	0.00
Sonoma, California	2	0.04	0.00
Nevada, California	2	0.04	0.00
Shasta, California	2	0.04	0.00
Strafford, New Hampshire	1	0.02	0.00
Caledonia+Essex+Lamoille+Orleans, Vermont	1	0.02	0.00
Hunterdon, New Jersey	1	0.02	0.00
Queens, New York	1	0.02	0.00
Chesapeake (city), Virginia	1	0.02	0.00
Gwinnett, Georgia	1	0.02	0.00
Fulton, Georgia	1	0.02	0.00
Escambia, Florida	1	0.02	0.00
Palm Beach, Florida	1	0.02	0.00
Hillsborough, Florida	1	0.02	0.00
Lee, Florida	1	0.02	0.00
Collier, Florida	1	0.02	0.00
Lake, Florida	1	0.02	0.00
Davidson, Tennessee	1	0.02	0.00
Covington+Forrest+Perry, Mississippi	1	0.02	0.00
Harrison, Mississippi	1	0.02	0.00
Montgomery, Ohio	1	0.02	0.00
St. Joseph, Michigan	1	0.02	0.00
Ottawa, Michigan	1	0.02	0.00
Blue Earth+Nicollet, Minnesota	1	0.02	0.00
Jefferson+Lewis and Clark, Montana	1	0.02	0.00

County of Monterey
ZIP Code Analysis

Snapshot Date: 01/01/2024

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Deer Lodge+Granite+Powell+Ravalli, Montana	1	0.02	0.00
Tulsa, Oklahoma	1	0.02	0.00
East Central Panhandle, Texas	1	0.02	0.00
Davis, Utah	1	0.02	0.00
Summit+Wasatch, Utah	1	0.02	0.00
Pima, Arizona	1	0.02	0.00
Clark, Nevada	1	0.02	0.00
Storey+Washoe, Nevada	1	0.02	0.00
San Bernardino, California	1	0.02	0.00
Ventura, California	1	0.02	0.00
Solano, California	1	0.02	0.00
Marin, California	1	0.02	0.00
El Dorado, California	1	0.02	0.00
Lassen+Plumas+Sierra, California	1	0.02	0.00
Kalawao+Maui, Hawaii	1	0.02	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.02	0.00
Benton, Oregon	1	0.02	0.00
Kitsap, Washington	1	0.02	0.00
Total:	558	10.32	0.00
Included and Excluded Total:	5,405	100.00	100.00

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 01 - MANAGEMENT II

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	49.9	39.0	10.00	5.0	3.9	See Zip Code Analysis
Reasonable	48.2	27.4	70.00	33.8	19.1	National
<u>Internal Factors</u>						
Feeders	62.3	57.1	20.00	12.5	11.4	Feeders
Final Availability (%)			100.00	51.2	34.5	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 02 - MANAGEMENT I

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	43.1	40.3	10.00	4.3	4.0	See Zip Code Analysis
Reasonable	43.9	26.5	60.00	26.3	15.9	National
<u>Internal Factors</u>						
Feeders	63.5	59.9	30.00	19.1	18.0	Feeders
Final Availability (%)			100.00	49.7	37.9	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	54.2	40.9	20.00	10.8	8.2	See Zip Code Analysis
Reasonable	52.2	32.0	30.00	15.7	9.6	National
<u>Internal Factors</u>						
Feeders	67.5	72.4	50.00	33.8	36.2	Feeders
Final Availability (%)			100.00	60.3	54.0	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 04 - PROFESSIONALS - ATTORNEYS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	37.2	18.0	50.00	18.6	9.0	National
<u>Internal Factors</u>						
Feeders	52.0	25.5	50.00	26.0	12.7	Feeders
Final Availability (%)			100.00	44.6	21.8	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	76.5	40.3	80.00	61.2	32.2	National
<u>Internal Factors</u>						
Feeders	77.1	79.8	20.00	15.4	16.0	Feeders
Final Availability (%)			100.00	76.6	48.2	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 06 - PROFESSIONALS - LAND USE

	Raw (%)			Weighted (%)		
FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	42.3	43.1	10.00	4.2	4.3	See Zip Code Analysis
Reasonable	36.4	23.6	60.00	21.8	14.2	National
<u>Internal Factors</u>						
Feeders	52.4	62.1	30.00	15.7	18.6	Feeders
Final Availability (%)			100.00	41.8	37.1	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	59.9	29.7	80.00	47.9	23.7	National
<u>Internal Factors</u>						
Feeders	80.0	52.9	20.00	16.0	10.6	Feeders
Final Availability (%)			100.00	63.9	34.3	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	67.2	29.4	60.00	40.3	17.7	National
<u>Internal Factors</u>						
Feeders	81.9	64.8	40.00	32.8	25.9	Feeders
Final Availability (%)			100.00	73.1	43.6	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	37.0	34.5	100.00	37.0	34.5	National
Final Availability (%)			100.00	37.0	34.5	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	86.6	40.1	50.00	43.3	20.0	See Zip Code Analysis
Reasonable	88.8	29.4	40.00	35.5	11.7	National
<u>Internal Factors</u>						
Feeders	82.1	66.7	10.00	8.2	6.7	Feeders
Final Availability (%)			100.00	87.0	38.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 11 - LAW ENFORCEMENT II

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	23.2	68.6	5.00	1.2	3.4	See Zip Code Analysis
Reasonable	38.6	36.3	15.00	5.8	5.4	National
<u>Internal Factors</u>						
Feeders	25.3	67.0	80.00	20.2	53.6	Feeders
Final Availability (%)			100.00	27.2	62.5	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 12 - LAW ENFORCEMENT I

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	28.5	54.6	40.00	11.4	21.8	See Zip Code Analysis
Reasonable	31.6	34.8	50.00	15.8	17.4	National
<u>Internal Factors</u>						
Feeders	28.4	71.8	10.00	2.8	7.2	Feeders
Final Availability (%)			100.00	30.0	46.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	61.4	55.6	25.00	15.4	13.9	See Zip Code Analysis
Reasonable	64.4	36.5	25.00	16.1	9.1	National
<u>Internal Factors</u>						
Feeders	79.5	86.3	50.00	39.8	43.2	Feeders
Final Availability (%)			100.00	71.2	66.2	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

	Raw (%)		FACTOR	Weighted (%)		
FACTOR	FEMALE	MINORITY	WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	69.7	60.4	25.00	17.4	15.1	See Zip Code Analysis
Reasonable	71.0	37.8	50.00	35.5	18.9	National
<u>Internal Factors</u>						
Feeders	80.2	86.6	25.00	20.1	21.6	Feeders
Final Availability (%)			100.00	72.9	55.7	

County of Monterey
Availability Analysis

Snapshot Date: 01/01/2024

Job Group: 15 - SKILLED CRAFT II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.3	43.7	50.00	2.2	21.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	24.4	79.2	50.00	12.2	39.6	Feeders
Final Availability (%)			100.00	14.3	61.5	

County of Monterey
Availability Analysis

Snapshot Date: 01/01/2024

Job Group: 16 - SKILLED CRAFT I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.0	59.5	80.00	1.6	47.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	34.1	81.9	20.00	6.8	16.4	Feeders
Final Availability (%)			100.00	8.5	64.0	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 17 - OFFICE CLERICAL II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	79.4	61.4	25.00	19.8	15.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	85.9	88.5	75.00	64.4	66.4	Feeders
Final Availability (%)			100.00	84.2	81.8	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 18 - OFFICE CLERICAL I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.5	62.9	90.00	61.6	56.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	79.9	87.9	10.00	8.0	8.8	Feeders
Final Availability (%)			100.00	69.6	65.4	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 19 - SERVICE MAINTENANCE II

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	30.1	74.6	30.00	9.0	22.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	48.9	83.3	70.00	34.2	58.3	Feeders
Final Availability (%)			100.00	43.2	80.7	

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2024

Job Group: 20 - SERVICE MAINTENANCE I

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	56.7	76.0	95.00	53.9	72.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	66.7	90.8	5.00	3.3	4.5	Feeders
Final Availability (%)			100.00	57.2	76.7	

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 01 - MANAGEMENT II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	02 - MANAGEMENT I	15.00	58.9	58.9	41.1	4.2	37.9	16.8	0.0	0.0	0.0	8.8	8.8	6.2	0.6	5.7	2.5	0.0	0.0	0.0
County of Monterey	03 - PROFESSIONALS -	75.00	64.0	59.9	40.1	1.8	46.2	10.4	0.6	0.2	0.6	48.0	44.9	30.1	1.4	34.7	7.8	0.5	0.2	0.5
County of Monterey	04 - PROFESSIONALS -	5.00	52.0	25.5	74.5	0.0	11.8	12.7	0.0	1.0	0.0	2.6	1.3	3.7	0.0	0.6	0.6	0.0	0.0	0.0
County of Monterey	09 - PROFESSIONALS -	5.00	58.3	42.4	57.6	2.2	23.0	15.8	0.0	0.0	1.4	2.9	2.1	2.9	0.1	1.2	0.8	0.0	0.0	0.1
Total:		100.00										62.3	57.1	42.9	2.1	42.1	11.7	0.5	0.2	0.5

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 02 - MANAGEMENT I

		Wght (%)	Raw (%)									Weighted (%)								
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	03 - PROFESSIONALS -	99.00	64.0	59.9	40.1	1.8	46.2	10.4	0.6	0.2	0.6	63.3	59.3	39.7	1.8	45.8	10.3	0.6	0.2	0.6
County of Monterey	11 - LAW ENFORCEMEN	1.00	22.2	62.2	37.8	1.1	47.8	12.2	1.1	0.0	0.0	0.2	0.6	0.4	0.0	0.5	0.1	0.0	0.0	0.0
Total:		100.00										63.5	59.9	40.1	1.8	46.2	10.4	0.6	0.2	0.6

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	03 - PROFESSIONALS -	45.00	64.0	59.9	40.1	1.8	46.2	10.4	0.6	0.2	0.6	28.8	26.9	18.1	0.8	20.8	4.7	0.3	0.1	0.3
County of Monterey	13 - PARAPROFESSIONA	35.00	65.2	80.9	19.1	3.3	65.4	11.2	0.6	0.4	0.0	22.8	28.3	6.7	1.1	22.9	3.9	0.2	0.1	0.0
County of Monterey	14 - PARAPROFESSIONA	15.00	75.8	84.8	15.2	2.6	73.2	6.5	0.4	0.2	1.8	11.4	12.7	2.3	0.4	11.0	1.0	0.1	0.0	0.3
County of Monterey	17 - OFFICE CLERICAL I	5.00	91.8	89.2	10.8	1.3	82.7	4.8	0.4	0.0	0.0	4.6	4.5	0.5	0.1	4.1	0.2	0.0	0.0	0.0
Total:		100.00										67.5	72.4	27.6	2.4	58.8	9.8	0.6	0.3	0.5

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 04 - PROFESSIONALS - ATTORNEYS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	04 - PROFESSIONALS -	100.00	52.0	25.5	74.5	0.0	11.8	12.7	0.0	1.0	0.0	52.0	25.5	74.5	0.0	11.8	12.7	0.0	1.0	0.0
Total:		100.00										52.0	25.5	74.5	0.0	11.8	12.7	0.0	1.0	0.0

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
County of Monterey	05 - PROFESSIONALS -	50.00	83.8	76.8	23.2	4.4	66.7	4.8	0.4	0.0	0.4	41.9	38.4	11.6	2.2	33.3	2.4	0.2	0.0	0.2		
County of Monterey	13 - PARAPROFESSIONA	25.00	65.2	80.9	19.1	3.3	65.4	11.2	0.6	0.4	0.0	16.3	20.2	4.8	0.8	16.3	2.8	0.2	0.1	0.0		
County of Monterey	14 - PARAPROFESSIONA	25.00	75.8	84.8	15.2	2.6	73.2	6.5	0.4	0.2	1.8	18.9	21.2	3.8	0.6	18.3	1.6	0.1	0.1	0.4		
Total:		100.00	77.1										79.8	20.2	3.7	68.0	6.8	0.5	0.2	0.7		

Snapshot Date: 01/01/2024

		Wght (%)	Raw (%)									Weighted (%)								
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	06 - PROFESSIONALS -	50.00	39.6	43.4	56.6	1.9	30.2	9.4	1.9	0.0	0.0	19.8	21.7	28.3	0.9	15.1	4.7	0.9	0.0	0.0
County of Monterey	13 - PARAPROFESSIONA	50.00	65.2	80.9	19.1	3.3	65.4	11.2	0.6	0.4	0.0	32.6	40.4	9.6	1.6	32.7	5.6	0.3	0.2	0.0
Total:		100.00										52.4	62.1	37.9	2.6	47.8	10.3	1.2	0.2	0.0

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	08 - PROFESSIONALS -	100.00	80.0	52.9	47.1	2.1	31.4	17.1	1.4	0.0	0.7	80.0	52.9	47.1	2.1	31.4	17.1	1.4	0.0	0.7
Total:		100.00										80.0	52.9	47.1	2.1	31.4	17.1	1.4	0.0	0.7

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

		Wght (%)	Raw (%)									Weighted (%)								
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	05 - PROFESSIONALS -	50.00	83.8	76.8	23.2	4.4	66.7	4.8	0.4	0.0	0.4	41.9	38.4	11.6	2.2	33.3	2.4	0.2	0.0	0.2
County of Monterey	08 - PROFESSIONALS -	50.00	80.0	52.9	47.1	2.1	31.4	17.1	1.4	0.0	0.7	40.0	26.4	23.6	1.1	15.7	8.6	0.7	0.0	0.4
Total:		100.00	81.9									64.8	35.2	3.3	49.0	11.0	0.9	0.0	0.6	

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	10 - PROFESSIONALS -	100.00	82.1	66.7	33.3	3.9	33.2	29.0	0.2	0.2	0.3	82.1	66.7	33.3	3.9	33.2	29.0	0.2	0.2	0.3
Total:		100.00										82.1	66.7	33.3	3.9	33.2	29.0	0.2	0.2	0.3

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 11 - LAW ENFORCEMENT II

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
County of Monterey	11 - LAW ENFORCEMEN	50.00	22.2	62.2	37.8	1.1	47.8	12.2	1.1	0.0	0.0	11.1	31.1	18.9	0.6	23.9	6.1	0.6	0.0	0.0		
County of Monterey	12 - LAW ENFORCEMEN	50.00	28.4	71.8	28.2	1.4	67.1	2.6	0.2	0.2	0.2	14.2	35.9	14.1	0.7	33.5	1.3	0.1	0.1	0.1		
Total:		100.00	25.3										67.0	33.0	1.3	57.4	7.4	0.7	0.1	0.1		

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 12 - LAW ENFORCEMENT I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	12 - LAW ENFORCEMEN	100.00	28.4	71.8	28.2	1.4	67.1	2.6	0.2	0.2	0.2	28.4	71.8	28.2	1.4	67.1	2.6	0.2	0.2	0.2
Total:		100.00										28.4	71.8	28.2	1.4	67.1	2.6	0.2	0.2	0.2

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	14 - PARAPROFESSIONA	65.00	75.8	84.8	15.2	2.6	73.2	6.5	0.4	0.2	1.8	49.3	55.1	9.9	1.7	47.6	4.2	0.3	0.1	1.2
County of Monterey	17 - OFFICE CLERICAL I	25.00	91.8	89.2	10.8	1.3	82.7	4.8	0.4	0.0	0.0	23.0	22.3	2.7	0.3	20.7	1.2	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	5.00	79.9	87.9	12.1	2.1	78.9	5.4	0.3	0.0	1.2	4.0	4.4	0.6	0.1	3.9	0.3	0.0	0.0	0.1
County of Monterey	20 - SERVICE MAINTENA	5.00	66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3	3.3	4.5	0.5	0.1	3.7	0.7	0.0	0.1	0.0
Total:		100.00										79.5	86.3	13.7	2.2	75.9	6.4	0.4	0.2	1.2

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	14 - PARAPROFESSIONA	50.00	75.8	84.8	15.2	2.6	73.2	6.5	0.4	0.2	1.8	37.9	42.4	7.6	1.3	36.6	3.3	0.2	0.1	0.9
County of Monterey	17 - OFFICE CLERICAL I	20.00	91.8	89.2	10.8	1.3	82.7	4.8	0.4	0.0	0.0	18.4	17.8	2.2	0.3	16.5	1.0	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	30.00	79.9	87.9	12.1	2.1	78.9	5.4	0.3	0.0	1.2	24.0	26.4	3.6	0.6	23.7	1.6	0.1	0.0	0.4
Total:		100.00										80.2	86.6	13.4	2.2	76.8	5.8	0.4	0.1	1.3

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 15 - SKILLED CRAFT II

		Wght (%)	Raw (%)									Weighted (%)								
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	16 - SKILLED CRAFT I	65.00	1.6	73.0	27.0	0.0	68.3	4.8	0.0	0.0	0.0	1.0	47.5	17.5	0.0	44.4	3.1	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	35.00	66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3	23.3	31.8	3.2	0.6	25.9	4.7	0.0	0.5	0.1
Total:		100.00										24.4	79.2	20.8	0.6	70.2	7.8	0.0	0.5	0.1

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 16 - SKILLED CRAFT I

		Wght (%)	Raw (%)									Weighted (%)								
Plan	Feeder		F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	16 - SKILLED CRAFT I	50.00	1.6	73.0	27.0	0.0	68.3	4.8	0.0	0.0	0.0	0.8	36.5	13.5	0.0	34.1	2.4	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3	33.3	45.4	4.6	0.8	37.0	6.8	0.0	0.7	0.2
Total:		100.00										34.1	81.9	18.1	0.8	71.1	9.1	0.0	0.7	0.2

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 17 - OFFICE CLERICAL II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	17 - OFFICE CLERICAL I	50.00	91.8	89.2	10.8	1.3	82.7	4.8	0.4	0.0	0.0	45.9	44.6	5.4	0.7	41.3	2.4	0.2	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	50.00	79.9	87.9	12.1	2.1	78.9	5.4	0.3	0.0	1.2	40.0	43.9	6.1	1.0	39.4	2.7	0.2	0.0	0.6
Total:		100.00										85.9	88.5	11.5	1.7	80.8	5.1	0.4	0.0	0.6

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 18 - OFFICE CLERICAL I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	18 - OFFICE CLERICAL I	100.00	79.9	87.9	12.1	2.1	78.9	5.4	0.3	0.0	1.2	79.9	87.9	12.1	2.1	78.9	5.4	0.3	0.0	1.2
Total:		100.00										79.9	87.9	12.1	2.1	78.9	5.4	0.3	0.0	1.2

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 19 - SERVICE MAINTENANCE II

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	19 - SERVICE MAINTENA	50.00	31.0	75.9	24.1	0.0	48.3	20.7	6.9	0.0	0.0	15.5	37.9	12.1	0.0	24.1	10.3	3.4	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3	33.3	45.4	4.6	0.8	37.0	6.8	0.0	0.7	0.2
Total:		100.00										48.9	83.3	16.7	0.8	61.1	17.1	3.4	0.7	0.2

County of Monterey
Internal Availability

Snapshot Date: 01/01/2024

AAP: County of Monterey
Job Group: 20 - SERVICE MAINTENANCE I

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
County of Monterey	20 - SERVICE MAINTENA	100.00	66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3	66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3
Total:		100.00										66.7	90.8	9.2	1.7	73.9	13.5	0.0	1.3	0.3

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 01 - MANAGEMENT II
Test: Any Difference
Total Employees: 38

	Total	
	FEMALE	MINORITY
Employees (#)	20	17
Employees (%)	52.6	44.7
Availability (%) Goal	51.2	34.5
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 02 - MANAGEMENT I
Test: Any Difference
Total Employees: 95

	Total	
	FEMALE	MINORITY
Employees (#)	56	56
Employees (%)	58.9	58.9
Availability (%) Goal	49.7	37.9
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION
Test: Any Difference
Total Employees: 491

	Total	
	FEMALE	MINORITY
Employees (#)	314	294
Employees (%)	64.0	59.9
Availability (%) Goal	60.3	54.0
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 04 - PROFESSIONALS - ATTORNEYS
Test: Any Difference
Total Employees: 102

	Total	
	FEMALE	MINORITY
Employees (#)	53	26
Employees (%)	52.0	25.5
Availability (%) Goal	44.6	21.8
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES
Test: Any Difference
Total Employees: 228

	Total	
	FEMALE	MINORITY
Employees (#)	191	175
Employees (%)	83.8	76.8
Availability (%) Goal	76.6	48.2
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 06 - PROFESSIONALS - LAND USE
Test: Any Difference
Total Employees: 53

	Total	
	FEMALE	MINORITY
Employees (#)	21	23
Employees (%)	39.6	43.4
Availability (%) Goal	41.8	37.1
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION
Test: Any Difference
Total Employees: 53

	Total	
	FEMALE	MINORITY
Employees (#)	46	34
Employees (%)	86.8	64.2
Availability (%) Goal	63.9	34.3
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY
Test: Any Difference
Total Employees: 140

	Total	
	FEMALE	MINORITY
Employees (#)	112	74
Employees (%)	80.0	52.9
Availability (%) Goal	73.1	43.6
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS
Test: Any Difference
Total Employees: 139

	Total	
	FEMALE	MINORITY
Employees (#)	81	59
Employees (%)	58.3	42.4
Availability (%) Goal	37.0	34.5
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES
Test: Any Difference
Total Employees: 642

	Total	
	FEMALE	MINORITY
Employees (#)	527	428
Employees (%)	82.1	66.7
Availability (%) Goal	87.0	38.4
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	32	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 11 - LAW ENFORCEMENT II
Test: Any Difference
Total Employees: 90

	Total	
	FEMALE	MINORITY
Employees (#)	20	56
Employees (%)	22.2	62.2
Availability (%) Goal	27.2	62.5
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	1

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 12 - LAW ENFORCEMENT I
Test: Any Difference
Total Employees: 419

	Total	
	FEMALE	MINORITY
Employees (#)	119	301
Employees (%)	28.4	71.8
Availability (%) Goal	30.0	46.4
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	7	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II
Test: Any Difference
Total Employees: 491

	Total	
	FEMALE	MINORITY
Employees (#)	320	397
Employees (%)	65.2	80.9
Availability (%) Goal	71.2	66.2
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	30	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I
Test: Any Difference
Total Employees: 892

	Total	
	FEMALE	MINORITY
Employees (#)	676	756
Employees (%)	75.8	84.8
Availability (%) Goal	72.9	55.7
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 15 - SKILLED CRAFT II
Test: Any Difference
Total Employees: 23

	Total	
	FEMALE	MINORITY
Employees (#)	0	10
Employees (%)	0.0	43.5
Availability (%) Goal	14.3	61.5
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	4	5

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 16 - SKILLED CRAFT I
Test: Any Difference
Total Employees: 63

	Total	
	FEMALE	MINORITY
Employees (#)	1	46
Employees (%)	1.6	73.0
Availability (%) Goal	8.5	64.0
Test: Any Difference	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 17 - OFFICE CLERICAL II
Test: Any Difference
Total Employees: 537

	Total	
	FEMALE	MINORITY
Employees (#)	493	479
Employees (%)	91.8	89.2
Availability (%) Goal	84.2	81.8
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 18 - OFFICE CLERICAL I
Test: Any Difference
Total Employees: 578

	Total	
	FEMALE	MINORITY
Employees (#)	462	508
Employees (%)	79.9	87.9
Availability (%) Goal	69.6	65.4
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 19 - SERVICE MAINTENANCE II
Test: Any Difference
Total Employees: 29

	Total	
	FEMALE	MINORITY
Employees (#)	9	22
Employees (%)	31.0	75.9
Availability (%) Goal	43.2	80.7
Test: Any Difference	YES	YES
Add'l Needed to Eliminate Problem Area (#)	4	2

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2024

Job Group: 20 - SERVICE MAINTENANCE I
Test: Any Difference
Total Employees: 303

	Total	
	FEMALE	MINORITY
Employees (#)	202	275
Employees (%)	66.7	90.8
Availability (%) Goal	57.2	76.7
Test: Any Difference	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 01 - MANAGEMENT II

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	2	0	3	1	1	2	0	0	0	4	2	6
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	2	0	2
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	1	3	0	4	2	1	3	0	0	0	6	2	8
Total Minority	0	1	0	1	1	0	1	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	3	4	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	1	2	0	0	0
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	3	4	7	1	0	1
Total Minority	0	0	0	2	1	3	0	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 02 - MANAGEMENT I

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	1	0	9	2	1	3	0	0	0	2	0	2
Afr. Amer.	4	1	0	5	0	0	0	1	0	1	0	0	0
Hispanic	7	5	0	12	1	0	1	0	0	0	1	0	1
Asian	4	4	0	8	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	26	26									
Total	23	12	26	61	3	1	4	1	0	1	3	0	3
Total Minority	15	11	0	26	1	0	1	1	0	1	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	1	1	2	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	1	2	3	0	0	0
Asian	1	0	1	1	0	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	2	3	3	3	6	0	2	2
Total Minority	1	1	2	2	2	4	0	1	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	122	93	0	215	6	14	20	0	0	0	6	10	16
Afr. Amer.	26	14	0	40	1	0	1	0	1	1	0	4	4
Hispanic	139	253	1	393	2	10	12	0	1	1	6	11	17
Asian	90	67	0	157	2	1	3	0	0	0	0	2	2
Nat. Amer.	3	7	0	10	1	0	1	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	1	0	1	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	1	0	1
Unknown (Race)	0	0	312	312									
Total	380	434	313	1127	12	25	37	1	2	3	14	27	41
Total Minority	258	341	1	600	6	11	17	1	2	3	8	17	25

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	5	9	14	8	8	16
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	2	0	2	7	12	19	7	29	36
Asian	1	0	1	1	0	1	0	5	5
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	4	1	5	13	21	34	16	42	58
Total Minority	3	0	3	8	12	20	8	34	42

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	37	28	0	65	8	4	12	1	0	1	5	3	8
Afr. Amer.	4	2	0	6	0	0	0	0	0	0	0	0	0
Hispanic	10	4	0	14	1	0	1	0	0	0	0	2	2
Asian	12	8	2	22	0	3	3	0	0	0	1	0	1
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	32	32									
Total	64	43	34	141	9	7	16	1	0	1	6	5	11
Total Minority	27	15	2	44	1	3	4	0	0	0	1	2	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	4	7	11
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	1	0	1
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	5	9	14
Total Minority	0	0	0	0	0	0	1	2	3

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	8	51	2	61	0	5	5	0	1	1	0	12	12
Afr. Amer.	3	14	0	17	1	3	4	0	2	2	0	3	3
Hispanic	18	92	0	110	3	12	15	1	0	1	1	19	20
Asian	4	5	0	9	0	2	2	0	0	0	1	1	2
Nat. Amer.	1	6	0	7	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	26	26									
Total	34	168	28	230	4	22	26	1	3	4	2	35	37
Total Minority	26	117	0	143	4	17	21	1	2	3	2	23	25

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	2	3	0	0	0	0	4	4
Afr. Amer.	0	0	0	0	0	0	0	3	3
Hispanic	1	5	6	1	3	4	2	9	11
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	7	9	1	3	4	2	16	18
Total Minority	1	5	6	1	3	4	2	12	14

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 06 - PROFESSIONALS - LAND USE

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	38	19	1	58	1	1	2	0	0	0	3	1	4
Afr. Amer.	4	4	0	8	0	0	0	0	0	0	0	0	0
Hispanic	27	29	0	56	1	1	2	0	0	0	1	0	1
Asian	19	8	0	27	0	1	1	0	0	0	1	0	1
Nat. Amer.	3	2	0	5	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	28	28									
Total	91	62	29	182	2	3	5	0	0	0	5	1	6
Total Minority	53	43	0	96	1	2	3	0	0	0	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	2	3	5	3	1	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	4	1	5	0	1	1
Asian	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	4	1	5	6	4	10	3	2	5
Total Minority	3	0	3	4	1	5	0	1	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	22	0	33	0	1	1	0	0	0	0	3	3
Afr. Amer.	5	3	0	8	0	1	1	0	0	0	0	0	0
Hispanic	14	38	1	53	1	2	3	0	0	0	1	0	1
Asian	5	14	0	19	1	2	3	0	0	0	0	1	1
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	132	132									
Total	35	78	133	246	2	6	8	0	0	0	1	4	5
Total Minority	24	56	1	81	2	5	7	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	2	3	0	0	0	0	0	0
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	2	3	1	1	2	0	1	1
Total Minority	1	2	3	1	0	1	0	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	10	46	0	56	2	14	16	1	1	2	4	9	13
Afr. Amer.	6	11	0	17	0	1	1	0	1	1	0	0	0
Hispanic	14	36	0	50	1	4	5	0	0	0	3	6	9
Asian	7	40	0	47	0	3	3	0	0	0	0	5	5
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	72	72									
Total	37	134	72	243	3	22	25	1	2	3	7	20	27
Total Minority	27	88	0	115	1	8	9	0	1	1	3	11	14

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	1	1	2	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	4	6	10	0	1	1
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	5	7	12	0	3	3
Total Minority	0	0	0	4	6	10	0	2	2

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	7	0	13	10	11	21	0	0	0	6	4	10
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	1	1	0	2	2	4	6	0	0	0	3	4	7
Asian	0	0	0	0	1	3	4	0	0	0	0	4	4
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	7	8	0	15	13	18	31	0	0	0	10	12	22
Total Minority	1	1	0	2	3	7	10	0	0	0	4	8	12

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	4	5	9
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	3	5	8
Asian	0	0	0	0	0	0	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	8	11	19
Total Minority	0	0	0	0	0	0	4	6	10

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	63	296	1	360	14	43	57	2	2	4	10	34	44
Afr. Amer.	14	51	0	65	4	6	10	0	0	0	2	1	3
Hispanic	48	217	0	265	6	34	40	0	0	0	4	12	16
Asian	68	212	2	282	9	21	30	0	1	1	1	19	20
Nat. Amer.	0	3	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	36	36									
Total	193	779	39	1011	33	104	137	2	3	5	17	66	83
Total Minority	130	483	2	615	19	61	80	0	1	1	7	32	39

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	3	9	12
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	1	1	2	23	25
Asian	1	0	1	0	1	1	2	11	13
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	0	2	2	7	44	51
Total Minority	1	0	1	0	2	2	4	35	39

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 11 - LAW ENFORCEMENT II

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	5	0	5
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	1	0	1	2	0	2
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	1	0	1	8	0	8
Total Minority	0	0	0	0	0	0	0	1	0	1	3	0	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	4	1	5	1	2	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	2	3	3	2	5
Asian	0	0	0	0	0	0	3	0	3
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	5	3	8	7	4	11
Total Minority	0	0	0	1	2	3	6	2	8

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 12 - LAW ENFORCEMENT I

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	83	26	1	110	5	2	7	0	0	0	7	4	11
Afr. Amer.	30	3	1	34	0	0	0	1	0	1	2	0	2
Hispanic	344	169	2	515	27	8	35	0	1	1	11	4	15
Asian	35	4	0	39	0	0	0	0	0	0	1	0	1
Nat. Amer.	10	2	1	13	1	0	1	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	309	309									
Total	502	204	314	1020	33	10	43	1	1	2	22	8	30
Total Minority	419	178	4	601	28	8	36	1	1	2	15	4	19

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	1	5	0	0	0	3	1	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	3	2	5	3	1	4	20	17	37
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	7	3	10	3	1	4	23	18	41
Total Minority	3	2	5	3	1	4	20	17	37

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	82	93	3	178	4	6	10	0	0	0	4	11	15
Afr. Amer.	21	13	1	35	3	1	4	0	2	2	1	0	1
Hispanic	123	269	2	394	9	20	29	1	3	4	11	25	36
Asian	55	57	0	112	4	1	5	0	0	0	0	5	5
Nat. Amer.	2	8	0	10	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	136	136									
Total	283	440	142	865	20	28	48	1	5	6	17	41	58
Total Minority	201	347	3	551	16	22	38	1	5	6	13	30	43

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	6	12	4	9	13	0	1	1
Afr. Amer.	0	0	0	0	1	1	2	0	2
Hispanic	14	7	21	12	31	43	0	6	6
Asian	0	0	0	2	2	4	1	1	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	20	13	33	18	43	61	3	8	11
Total Minority	14	7	21	14	34	48	3	7	10

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	115	205	5	325	9	18	27	1	0	1	7	15	22
Afr. Amer.	32	38	2	72	3	5	8	1	1	2	1	3	4
Hispanic	392	946	8	1346	33	81	114	4	5	9	19	54	73
Asian	85	102	2	189	3	9	12	0	0	0	3	6	9
Nat. Amer.	5	10	0	15	0	2	2	0	0	0	0	2	2
NHOPI	0	1	0	1	0	1	1	0	0	0	0	1	1
Two or More	1	3	0	4	1	3	4	0	0	0	1	2	3
Unknown (Race)	0	0	504	504									
Total	630	1305	521	2456	49	119	168	6	6	12	31	83	114
Total Minority	515	1100	12	1627	40	101	141	5	6	11	24	68	92

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	9	14	0	2	2	2	4	6
Afr. Amer.	0	1	1	0	1	1	0	1	1
Hispanic	10	33	43	5	12	17	12	44	56
Asian	2	2	4	0	1	1	2	1	3
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	1	1
Two or More	0	0	0	0	1	1	2	1	3
Total	17	45	62	5	17	22	18	52	70
Total Minority	12	36	48	5	15	20	16	48	64

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 15 - SKILLED CRAFT II

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	0	0	6	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	17	1	0	18	1	0	1	0	0	0	1	0	1
Asian	2	0	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	26	1	0	27	1	0	1	0	0	0	1	0	1
Total Minority	20	1	0	21	1	0	1	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	0	2	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	1	0	1	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	3	0	3	3	0	3
Total Minority	1	0	1	1	0	1	1	0	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 16 - SKILLED CRAFT I

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	18	0	0	18	1	0	1	0	0	0	0	0	0
Afr. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
Hispanic	120	1	0	121	6	0	6	1	0	1	4	0	4
Asian	12	0	0	12	0	0	0	0	0	0	1	0	1
Nat. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	67	67									
Total	156	1	67	224	7	0	7	1	0	1	5	0	5
Total Minority	138	1	0	139	6	0	6	1	0	1	5	0	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	3	0	3	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	0	3	3	0	3	1	0	1
Total Minority	1	0	1	3	0	3	1	0	1

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 17 - OFFICE CLERICAL II

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	41	115	0	156	0	3	3	0	1	1	1	9	10
Afr. Amer.	10	20	1	31	1	0	1	0	1	1	1	0	1
Hispanic	100	575	0	675	6	46	52	1	7	8	5	25	30
Asian	24	31	0	55	2	2	4	0	0	0	0	3	3
Nat. Amer.	0	16	0	16	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	1	1	0	0	0
Unknown (Race)	0	0	232	232									
Total	175	757	233	1165	9	51	60	1	10	11	7	37	44
Total Minority	134	642	1	777	9	48	57	1	9	10	6	28	34

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	5	5	3	3	6	1	3	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	3	15	18	0	26	26	2	24	26
Asian	0	0	0	0	3	3	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	20	23	3	32	35	3	29	32
Total Minority	3	15	18	0	29	29	2	26	28

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 18 - OFFICE CLERICAL I

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	111	354	3	468	3	17	20	0	3	3	3	15	18
Afr. Amer.	45	72	5	122	1	0	1	0	1	1	1	0	1
Hispanic	460	1,811	5	2276	12	92	104	2	12	14	5	54	59
Asian	58	88	0	146	3	1	4	0	0	0	1	4	5
Nat. Amer.	9	25	2	36	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	4	4	0	1	1	0	2	2
Unknown (Race)	0	0	708	708									
Total	683	2350	723	3756	19	114	133	2	17	19	10	75	85
Total Minority	572	1996	12	2580	16	97	113	2	14	16	7	60	67

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	4	7	0	0	0	0	1	1
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	4	35	39	2	2	4	1	10	11
Asian	0	5	5	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	1	1	0	0	0	0	0	0
Total	7	46	53	2	2	4	1	11	12
Total Minority	4	42	46	2	2	4	1	10	11

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 19 - SERVICE MAINTENANCE II

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	0	3	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	5	1	0	6	1	0	1	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	5	4	0	9	1	0	1	0	0	0	1	0	1
Total Minority	5	1	0	6	1	0	1	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	0	0	0
Total Minority	0	0	0	0	1	1	0	0	0

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2024

Job Group: 20 - SERVICE MAINTENANCE I

Transaction Dates: 01/01/2023 To 12/31/2023

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	72	69	0	141	7	3	10	1	0	1	6	5	11
Afr. Amer.	33	25	0	58	5	1	6	0	1	1	4	3	7
Hispanic	520	567	1	1088	22	56	78	5	8	13	11	38	49
Asian	44	45	0	89	2	1	3	0	0	0	4	0	4
Nat. Amer.	15	7	0	22	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	375	375									
Total	684	713	376	1773	36	62	98	6	9	15	25	46	71
Total Minority	612	644	1	1257	29	59	88	5	9	14	19	41	60

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	3	1	4	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	2	5	0	0	0	0	0	0
Total Minority	3	1	4	0	0	0	0	0	0

County of Monterey
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 01/01/2024

Category	1/1/24
Job Openings	1,423
Jobs Filled	1,422
Applicants for all jobs	23,215
Applicants who self-identified as Protected Veterans	350
Applicants Hired	1,170
Protected Veterans Hired	8
Hiring Benchmark**	5.4
Overall protected veterans hired (%)	0.7

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

County of Monterey
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 01/01/2024

Category	1/1/24		
Job Openings	1,423		
Jobs Filled	1,422		
Applicants for all jobs	23,215		
Applicants who self-identified as individual(s) with Disability	1,243		
Applicants Hired	1,170		
Individual(s) with Disability Hired	27		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	2.5		
Job Group	EE #	EE IWD #	EE IWD %
01 - MANAGEMENT II	38	1	2.6
02 - MANAGEMENT I	95	5	5.3
03 - PROFESSIONALS - ADMINISTRATION	491	28	5.7
04 - PROFESSIONALS - ATTORNEYS	102	4	3.9
05 - PROFESSIONALS - HUMAN SERVICES	228	10	4.4
06 - PROFESSIONALS - LAND USE	53	1	1.9
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	53	0	0.0
08 - PROFESSIONALS - HEALTH, ANCILLARY	140	1	0.7
09 - PROFESSIONALS - HEALTH, DOCTORS	139	0	0.0
10 - PROFESSIONALS - HEALTH, NURSES	642	5	0.8
11 - LAW ENFORCEMENT II	90	3	3.3
12 - LAW ENFORCEMENT I	419	4	1.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

County of Monterey
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 01/01/2024

Category	1/1/24		
Job Openings	1,423		
Jobs Filled	1,422		
Applicants for all jobs	23,215		
Applicants who self-identified as individual(s) with Disability	1,243		
Applicants Hired	1,170		
Individual(s) with Disability Hired	27		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	2.5		
Job Group	EE #	EE IWD #	EE IWD %
13 - PARAPROFESSIONAL - TECHNICIANS II	491	14	2.9
14 - PARAPROFESSIONAL - TECHNICIANS I	892	25	2.8
15 - SKILLED CRAFT II	23	0	0.0
16 - SKILLED CRAFT I	63	1	1.6
17 - OFFICE CLERICAL II	537	18	3.4
18 - OFFICE CLERICAL I	578	16	2.8
19 - SERVICE MAINTENANCE II	29	0	0.0
20 - SERVICE MAINTENANCE I	303	1	0.3

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.