

County of Monterey

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 01 - MANAGEMENT II

Test: Any Difference

Total Employees: 29

	Total	
	FEMALE	MINORITY
Employees (#)	11	5
Employees (%)	37.9	17.2
Availability (%) Goal	48.4	27.9
Test: Any Difference	YES	YES
Add'l Needed to Reach Availability (#)	4	4

County of Monterey

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 02 - MANAGEMENT I

Test: Any Difference

Total Employees: 69

	FEMALE		MINORITY	
	Total			
Employees (#)	32		27	
Employees (%)	46.4		39.1	
Availability (%) Goal	49.2		27.9	
Test: Any Difference	YES		NO	
Add'l Needed to Reach Availability (#)	2		0	

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Test: Any Difference

Total Employees: 340

	FEMALE		MINORITY	
	Total			
Employees (#)	213		147	
Employees (%)	62.6		43.2	
Availability (%) Goal	58.9		45.6	
Test: Any Difference	NO		YES	
Add'l Needed to Reach Availability (#)	0		8	

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Test: Any Difference

Total Employees: 87

Total			
	FEMALE	MINORITY	
Employees (#)	46	17	
Employees (%)	52.9	19.5	
Availability (%) Goal	43.2	16.9	
Test: Any Difference	NO	NO	
Add'l Needed to Reach Availability (#)	0	0	

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Test: Any Difference

Total Employees: 168

		Total	
		FEMALE	MINORITY
Employees (#)		137	76
Employees (%)		81.5	45.2
Availability (%) Goal		78.5	41.8
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 06 - PROFESSIONALS - LAND USE

Test: Any Difference

Total Employees: 51

	FEMALE		MINORITY	
	Total	Total	Total	Total
Employees (#)	15	20	29.4	39.2
Employees (%)	29.4	39.2	37.4	27.6
Availability (%) Goal	37.4	27.6	37.4	27.6
Test: Any Difference	YES	NO	YES	NO
Add'l Needed to Reach Availability (#)	5	0	5	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 07 - PROFESSIONALS - HEALTH ADMINISTRATION

Test: Any Difference

Total Employees: 30

		Total	
		FEMALE	MINORITY
Employees (#)		21	12
Employees (%)		70.0	40.0
Availability (%) Goal		60.8	27.2
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Test: Any Difference

Total Employees: 98

		Total	
		FEMALE	MINORITY
Employees (#)		81	36
Employees (%)		82.7	36.7
Availability (%) Goal		71.6	31.7
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Test: Any Difference

Total Employees: 98

		Total	
		FEMALE	MINORITY
Employees (#)		45	50
Employees (%)		45.9	51.0
Availability (%) Goal		33.9	30.5
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Test: Any Difference

Total Employees: 328

		Total	
		FEMALE	MINORITY
Employees (#)		289	195
Employees (%)		88.1	59.5
Availability (%) Goal		88.5	37.6
Test: Any Difference		YES	NO
Add'l Needed to Reach Availability (#)		2	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 11 - LAW ENFORCEMENT II

Test: Any Difference

Total Employees: 102

	Total	
	FEMALE	MINORITY
Employees (#)	31	38
Employees (%)	30.4	37.3
Availability (%) Goal	31.6	44.4
Test: Any Difference	YES	YES
Add'l Needed to Reach Availability (#)	2	8

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 12 - LAW ENFORCEMENT I

Test: Any Difference

Total Employees: 418

		Total	
		FEMALE	MINORITY
Employees (#)		116	231
Employees (%)		27.8	55.3
Availability (%) Goal		35.5	41.4
Test: Any Difference		YES	NO
Add'l Needed to Reach Availability (#)		33	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Test: Any Difference

Total Employees: 341

		Total	
		FEMALE	MINORITY
Employees (#)		219	223
Employees (%)		64.2	65.4
Availability (%) Goal		69.7	56.0
Test: Any Difference		YES	NO
Add'l Needed to Reach Availability (#)		19	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Test: Any Difference

Total Employees: 705

		Total	
		FEMALE	MINORITY
Employees (#)		515	508
Employees (%)		73.0	72.1
Availability (%) Goal		70.3	49.7
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 15 - SKILLED CRAFT II

Test: Any Difference

Total Employees: 24

	Total	
	FEMALE	MINORITY
Employees (#)	2	10
Employees (%)	8.3	41.7
Availability (%) Goal	15.4	60.9
Test: Any Difference	YES	YES
Add'l Needed to Reach Availability (#)	2	5

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 16 - SKILLED CRAFT I

Test: Any Difference

Total Employees: 67

		Total	
		FEMALE	MINORITY
Employees (#)		0	48
Employees (%)		0.0	71.6
Availability (%) Goal		9.7	60.5
Test: Any Difference		YES	NO
Add'l Needed to Reach Availability (#)		7	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 17 - OFFICE CLERICAL II

Test: Any Difference

Total Employees: 411

		Total	
		FEMALE	MINORITY
Employees (#)		365	312
Employees (%)		88.8	75.9
Availability (%) Goal		86.8	72.3
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0

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Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 18 - OFFICE CLERICAL I

Test: Any Difference

Total Employees: 516

Total			
	FEMALE		MINORITY
Employees (#)	440		408
Employees (%)	85.3		79.1
Availability (%) Goal	81.2		58.1
Test: Any Difference	NO		NO
Add'l Needed to Reach Availability (#)	0		0

County of Monterey

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 19 - SERVICE MAINTENANCE II

Test: Any Difference

Total Employees: 26

		Total	
		FEMALE	MINORITY
Employees (#)		11	21
Employees (%)		42.3	80.8
Availability (%) Goal		48.7	75.7
Test: Any Difference		YES	NO
Add'l Needed to Reach Availability (#)		2	0

County of Monterey

Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2013

Job Group: 20 - SERVICE MAINTENANCE I

Test: Any Difference

Total Employees: 187

		Total	
		FEMALE	MINORITY
Employees (#)		123	159
Employees (%)		65.8	85.0
Availability (%) Goal		45.5	75.4
Test: Any Difference		NO	NO
Add'l Needed to Reach Availability (#)		0	0