

County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Agriculture Commissioner

Job Code		JobTitle	Total		Total											
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+			
30N40		AGRICULT ASST I	1	1	Male	Female	1	0	0	1	0	0	0			
80G01		DATA ENTRY OPERATOR I	1	1	Male	Female	1	0	0	1	0	0	0			
80E21		OFFICE ASST II	1	1	Male	Female	0	0	0	0	0	0	0			
80J21		ACCOUNT CLERK	1	1	Male	Female	0	0	0	0	0	0	0			
30N01		AGRICULTURAL INSPECTOR/BIOLOGIST I	7	3	Male	Female	4	2	0	2	0	0	0			
80J22		SR ACCNT CLERK	1	1	Male	Female	3	2	0	1	0	0	0			
14H03		PRSNL TECH-CNF	1	1	Male	Female	0	0	0	0	0	0	0			
80J30		ACCNTNG TECH	1	1	Male	Female	1	0	0	0	0	0	0			
30N20		AGRICULTURAL INSPECTOR/BIOLOGIST II	7	6	Male	Female	4	1	0	3	0	0	0			
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	Female	3	0	0	1	2	0	0			
30N22		AG INSP/BLG III	15	9	Male	Female	10	4	1	3	2	0	0			
30G22		WEIGHTS/MEASURES INSPECTOR III	4	3	Male	Female	5	2	0	1	2	0	0			
14B21		ASC PRSNLANLST	1	1	Male	Female	0	0	0	0	0	0	0			

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County of Monterey

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Workforce Analysis

Organizational Unit: Agriculture Commissioner

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
30N50	STAFF BIOLOGIST	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
30N80	DEPUTY AG COM	4	0	Male Female	3 1	0 0	0 0	0 0	0 0	0 0	0 0
43J15	SUPVG DISC	1	1	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0
14C31	MA III	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
16G25	GIS ANALYST III	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
20B95	FINANCE MANAGER I	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0
30N81	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	3	2	Male Female	2 1	0 0	1 0	1 0	0 0	0 0	0 0
Grand Total #		54	33	Male #	30	2	12	4	0	0	0
Grand Total %			61.1	Male %	55.6	3.7	22.2	7.4	0.0	0.0	0.0
				Female #	24	2	9	4	0	0	0
				Female%	44.4	3.7	16.7	7.4	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Assessor/Clerk/Recorder

Job Code		JobTitle	EMP		MIN	Total									
						Male	Female	EMP	W	AA	H	A	NA	PI	2+
80E21		OFFICE ASST II	7		6			2	0	0	2	0	0	0	0
								5	1	0	4	0	0	0	0
80R22		PRPTY TRN CLRK	3		2	Male		0	0	0	0	0	0	0	0
						Female		3	1	0	2	0	0	0	0
80R11		ASSESSMENT CLERK	1		1	Male		1	0	1	0	0	0	0	0
						Female		0	0	0	0	0	0	0	0
80E22		OFFICE ASST III	8		6	Male		0	0	0	0	0	0	0	0
						Female		8	2	0	6	0	0	0	0
28A02		APPRAISER I	5		4	Male		2	1	0	1	0	0	0	0
						Female		3	0	1	2	0	0	0	0
43J04		DEPT IS SPEC	1		1	Male		1	0	0	1	0	0	0	0
						Female		0	0	0	0	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
80R23		SR PRY TRN CLRK	2		2	Male		0	0	0	0	0	0	0	0
						Female		2	0	0	2	0	0	0	0
80E81		SUPVG OA I	1		0	Male		0	0	0	0	0	0	0	0
						Female		1	1	0	0	0	0	0	0
28A21		APPRAISER II	5		3	Male		4	2	0	1	1	0	0	0
						Female		1	0	0	1	0	0	0	0
14H03		PRSNL TECH-CNF	1		1	Male		0	0	0	0	0	0	0	0
						Female		1	0	0	1	0	0	0	0
80E82		SUPVG OA 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

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Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Assessor/Clerk/Recorder

Job Code		JobTitle	Total		Total									
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
80E92		RECORDER SERVICES SUPERVISOR	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	
28B21		AUDITOR-APPRAISER II	3	1	Male	0	0	0	0	0	0	0	0	
					Female	3	2	0	1	0	0	0	0	
28A22		APPRAISER III	5	4	Male	4	1	0	3	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
14G02		MANAGEMENT ANALYST I	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	0	1	0	0	0	
14C71		ADMINISTRATIVE SERVICES OFFICER	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
28B22		AUDITOR-APPRAISER III	1	1	Male	1	0	0	0	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
14B32		SR PRSNL ANLST	1	0	Male	0	0	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
28A80		SUPERVISING APPRAISER	2	0	Male	2	2	0	0	0	0	0	0	
					Female	0	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	
14K45		AUDITOR APPRAISER MANAGER	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
16F40		DPT IS MGR I	1	1	Male	0	0	0	0	0	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	

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Workforce Analysis

Organizational Unit: Assessor/Clerk/Recorder

Job Code		JobTitle		Total									
		EMP		MIN	EMP		W	AA	H	A	NA	PI	2+
12A05		1		1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
12A15		1		1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
Grand Total #		60	43		Male #	20	9	1	8	2	0	0	0
Grand Total %			71.7		Male %	33.3	15.0	1.7	13.3	3.3	0.0	0.0	0.0
					Female #	40	8	1	30	1	0	0	0
					Female%	66.7	13.3	1.7	50.0	1.7	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Auditor Controller

Job Code		JobTitle	Total		Total									
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
80J22		SR ACCNT CLERK	4	4	Male	0	0	0	0	0	0	0	0	
80J21		ACCOUNT CLERK	1	1	Female	4	0	0	4	0	0	0	0	
					Male	0	0	0	0	0	0	0		
80J96		PAYROLL TECHNICIAN	8	6	Female	1	0	0	1	0	0	0	0	
					Male	0	0	0	0	0	0	0		
80J30		ACCNTNG TECH	2	2	Female	8	2	0	6	0	0	0	0	
					Male	1	0	1	0	0	0	0		
80J97		SENIOR PAYROLL TECHNICIAN	2	2	Female	1	0	1	0	0	0	0	0	
					Male	0	0	0	0	0	0	0		
80J80		ACCOUNTS PAYABLE SUPERVISOR	1	1	Female	2	0	2	0	0	0	0	0	
					Male	1	0	1	0	0	0	0		
80J98		SUPERVISING PAYROLL COORDINATOR-CONFIDENTIAL	1	0	Female	0	0	0	0	0	0	0	0	
					Male	0	0	0	0	0	0	0		
20B21		ACCOUNTANT AUDITOR II	1	1	Female	1	1	0	0	0	0	0	0	
					Male	0	0	0	0	0	0	0		
20B31		INTERNAL AUDITOR II	1	0	Female	1	0	0	0	0	0	0	0	
					Male	0	0	0	0	0	0	0		
20B22		ACCT AUDITR III	5	3	Female	4	1	0	1	2	0	0	0	
					Male	1	1	0	0	0	0	0		
14C70		ADMIN SVS ASST	1	1	Female	1	0	0	0	0	0	0	0	
					Male	0	0	0	0	0	0	0		
16C45		SOFTWARE PA III	4	2	Female	3	1	0	0	2	0	0	0	
					Male	1	1	0	0	0	0	0		
14P32		ERP BSNSS ANLST	8	3	Female	4	3	0	1	0	0	0	0	
					Male	4	2	0	1	1	0	0		

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Workforce Analysis

Organizational Unit: Auditor Controller

Job Code		Job Title	Total		Total								
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
20B24		AUDITOR-CONTROLLER ANALYST I	6	5	Male	1	0	0	1	0	0	0	0
					Female	5	1	0	2	2	0	0	0
16D25		DATABASE ADMINISTRATOR III	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
14A30		MNGMNT SPEC	2	2	Male	0	0	0	0	0	0	0	0
					Female	2	0	1	1	0	0	0	0
20B25		AUDITOR-CONTROLLER ANALYST II	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
20B97		CHIEF DPTY A-C	3	1	Male	2	1	0	1	0	0	0	0
					Female	1	1	0	0	0	0	0	0
12A02		ASSISTANT AUDITOR-CONTROLLER	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	0	0	0	1	0	0	0
Grand Total #			53	36	Male #	12	7	1	4	0	0	0	0
Grand Total %				67.9	Male %	22.6	13.2	1.9	7.5	0.0	0.0	0.0	0.0
					Female #	41	10	1	21	9	0	0	0
					Female%	77.4	18.9	1.9	39.6	17.0	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Board of Supervisors

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
80A90	BOS ADMIN ASST	5	3	0	0	0	0	0	0	0	0
				Male							
				Female							
14H02	BOS AIDE	4	3	1	0	0	1	0	0	0	0
				Male							
				Female							
14H10	PRNCPL BOS AIDE	5	2	2	1	0	1	0	0	0	0
				Male							
				Female							
Grand Total #		14	8	3	1	0	2	0	0	0	0
Grand Total %			57.1	21.4	7.1	0.0	14.3	0.0	0.0	0.0	0.0
				Male #							
				Male %							
				Female #							
				Female %							
					5	0	5	1	0	0	0
					35.7	0.0	35.7	7.1	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Child Support Services

Job Code		JobTitle		Total		Total						
		EMP	MIN			W	AA	H	A	NA	PI	2+
80D23		3	2	Male Female	0 3	0 1	0 1	0 1	0 0	0 0	0 0	0 0
34G21		2	2	Male Female	0 2	0 0	0 0	0 2	0 0	0 0	0 0	0 0
25C20		3	3	Male Female	1 2	0 0	0 0	1 2	0 0	0 0	0 0	0 0
25C23		36	26	Male Female	9 27	3 7	2 2	4 17	0 0	0 1	0 0	0 0
80J30		4	0	Male Female	1 3	1 3	0 0	0 0	0 0	0 0	0 0	0 0
80E21		2	2	Male Female	0 2	0 0	0 0	0 2	0 0	0 0	0 0	0 0
70F21		1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0	0 0
80J21		3	3	Male Female	1 2	0 0	0 0	0 2	0 0	0 0	0 0	0 0
25C18		6	5	Male Female	1 5	0 1	0 0	1 4	0 0	0 0	0 0	0 0
34G22		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
80J22		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
80J20		1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	0 0
80E80		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0

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County of Monterey

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Workforce Analysis

Organizational Unit: Child Support Services

Job Code		JobTitle	Total		Total								
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
25C24		CHLD SPT OF III	6	3	Male Female	1 5	0 3	0 0	1 2	0 0	0 0	0 0	0
80B22		LEGAL SECRETARY	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0	0
80A33		ADMINISTRATIVE SECRETARY	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0
39D33		CHILD SUPPORT ATTORNEY I	1	1	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	1 0	0
20B11		ACCOUNTANT II	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0
25C81		SUPERVISING CHILD SUPPORT OFFICER	5	4	Male Female	1 4	0 1	0 1	1 2	0 0	0 0	0 0	0
25C82		CHILD SUPPORT PERFORMANCE SPECIALIST	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0
14G02		MANAGEMENT ANALYST I	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0
20B95		FINANCE MANAGER I	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0
14C30		MA II	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	0
14C31		MA III	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0
16F40		DPT IS MGR I	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0	0
14K62		DEPUTY DIRECTOR CHILD SUPPORT SERVICES	1	1	Male Female	1 0	0 0	1 0	0 0	0 0	0 0	0 0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Child Support Services

Job Code		JobTitle		Total											
				EMP		MIN	EMP		W	AA	H	A	NA	PI	2+
39D36			CHLD SPTATY IV	2	0	Male	0	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0	0
39A47		1	CHIEF CHILD SUPPORT ATTORNEY	1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	1	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Clerk of the Board

Job Code		JobTitle	Total												
			EMP		MIN			EMP	W	AA	H	A	NA	PI	2+
80A32		SENIOR SECRETARY	1	1	Male	Female	1	0	0	0	0	1	0	0	0
80E83		BOARD OF SUPERVISORS CLERK	2	1	Male	Female	0	0	0	0	0	0	0	0	0
14G02		MANAGEMENT ANALYST I	1	0	Male	Female	0	0	0	0	0	0	0	0	0
							1	1	0	0	0	0	0	0	0
			Grand Total #		4	2	Male #	1	0	0	0	1	0	0	0
			Grand Total %			50.0	Male %	25.0	0.0	0.0	0.0	25.0	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

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Cooperative Extension Service

Job Code		JobTitle		Total									
		Total		EMP	MIN								
						EMP	W	AA	H	A	NA	PI	2+
80A31		SECRETARY		1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0
14C70		ADMIN SVS ASST		1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0
Grand Total #		2		1	Male #	0	0	0	0	0	0	0	0
Grand Total %		50.0		Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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County of Monterey

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Workforce Analysis

Organizational Unit: County Administrative Office

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
70M01	SHUTTLE DRIVER	2	2	Male Female	1 1	0 0	0 1	1 0	0 0	0 0	0 0
70F79	WAREHOUSE WRKR	2	2	Male Female	2 0	0 0	2 0	0 0	0 0	0 0	0 0
72C20	MECHANIC I	1	1	Male Female	1 0	0 0	1 0	0 0	0 0	0 0	0 0
80G21	DATA ENTRY OPERATOR II	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0
80J30	ACCNTHG TECH	3	3	Male Female	0 3	0 0	0 1	0 1	0 0	0 0	0 0
60G21	WIB EP REP II	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0
70F80	SENIOR STOREKEEPER	1	1	Male Female	1 0	0 0	1 0	0 0	0 0	0 0	0 0
72C26	MECHANIC III	2	0	Male Female	2 0	2 0	0 0	0 0	0 0	0 0	0 0
72C23	MECHANIC II	9	9	Male Female	9 0	0 0	4 0	5 0	0 0	0 0	0 0
14E20	BUYER II	3	1	Male Female	0 3	0 2	0 1	0 0	0 0	0 0	0 0
80A32	SENIOR SECRETARY	2	1	Male Female	0 2	0 1	0 1	0 0	0 0	0 0	0 0
70F82	SUPERVISING WAREHOUSE WORKER	1	1	Male Female	1 0	0 0	1 0	0 0	0 0	0 0	0 0
72C83	FLEET SVC WRTR	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0

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Workforce Analysis

Organizational Unit: County Administrative Office

Job Code	JobTitle	Total		Total									
		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	2	2	2	Female	0	0	0	0	0	0	0	0
60G33	WIB EMPLOYMENT PROGRAMS REPRESENTATIVE III	1	1	1	Male	0	0	0	0	0	0	0	0
41G01	EMER SRVCS PLNR	3	2	2	Male	1	1	0	0	0	0	0	0
14C30	MA II	3	3	3	Male	1	0	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	1	0	0	Male	0	0	0	0	0	0	0	0
80A97	EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER	1	1	1	Male	0	0	0	0	0	0	0	0
14C31	MA III	6	3	3	Male	2	1	0	1	0	0	0	0
43J09	SR DISC	1	1	1	Male	1	0	0	1	0	0	0	0
68B02	SPECIAL EVENTS MANAGER	1	0	0	Male	0	0	0	0	0	0	0	0
14A22	SENIOR ADMINISTRATIVE ANALYST	4	4	4	Male	1	0	0	1	0	0	0	0
20B95	FINANCE MANAGER I	2	1	1	Male	1	0	0	1	0	0	0	0
14A25	EMERGENCY SERVICES MANAGER	1	1	1	Male	1	0	0	1	0	0	0	0
12E16	WIB EXECUTIVE DIRECTOR	1	0	0	Male	1	1	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: County Administrative Office

Job Code		JobTitle		Total		Total						
		EMP	MIN			W	AA	H	A	NA	PI	2+
14N35	CONTRACTS & PURCHASING OFFICER	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
14A24	COUNTY BUDGET DIRECTOR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12E03	ASSISTANT COUNTY ADMINISTRATIVE OFFICER	3	1	Male	3	2	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0
Grand Total # Grand Total %		61	43	Male #	31	9	1	15	6	0	0	0
				Male %	50.8	14.8	1.6	24.6	9.8	0.0	0.0	0.0
				Female #	30	9	1	14	5	0	0	1
				Female%	49.2	14.8	1.6	23.0	8.2	0.0	0.0	1.6

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: County Counsel

Job Code		JobTitle	Total		Total								
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
80B98		LEGAL SECRETARY-CONFIDENTIAL	7	4	Male Female	0 7	0 3	0 0	0 3	0 1	0 0	0 0	0 0
14G02		MANAGEMENT ANALYST I	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
80B99		SENIOR LEGAL SECRETARY-CONFIDENTIAL	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
14B61		RISK & BENEFITS ANALYST	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
74K50		PUBLIC WORKS SAFETY COORDINATOR/INVESTIGATOR	2	1	Male Female	1 1	0 1	0 0	1 0	0 0	0 0	0 0	0 0
39B21		DEPUTY COUNTY COUNSEL II	2	0	Male Female	1 1	1 1	0 0	0 0	0 0	0 0	0 0	0 0
14C30		MA II	2	1	Male Female	0 2	0 1	0 0	0 1	0 0	0 0	0 0	0 0
20B95		FINANCE MANAGER I	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
14C32		SAFETY OFFICER	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
39B22		DEPUTY COUNTY COUNSEL III	3	0	Male Female	2 1	2 1	0 0	0 0	0 0	0 0	0 0	0 0
14B64		PRINCIPAL RISK & BENEFITS ANALYST	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0	0 0
39B23		DPTY CO CNSL IV	12	4	Male Female	6 6	5 3	0 0	1 1	0 2	0 0	0 0	0 0
39B25		SR DPTY CO CNSL	2	0	Male Female	0 2	0 2	0 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: County Counsel

Job Code	JobTitle	Total		Total							
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	0	Male	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0
	Grand Total # Grand Total %	37	11 29.7	Male #	12	0	2	0	0	0	0
				Male %	32.4	0.0	5.4	0.0	0.0	0.0	0.0
				Female #	25	0	6	3	0	0	0
				Female%	67.6	0.0	16.2	8.1	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: District Attorney

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
80B11		LEGAL TYPIST		6	5	Male	Female	1	0	0	1	0	0	0	0
80E21		OFFICE ASST II		1	1	Male	Female	0	0	0	0	0	0	0	0
80B22		LEGAL SECRETARY		28	19	Male	Female	1	0	0	1	0	0	0	0
34G10		INVSTGTV AIDE		5	2	Male	Female	3	2	0	1	0	0	0	0
39C01		LEGAL ASSISTANT		3	2	Male	Female	2	0	0	1	0	1	0	0
80B24		SUPERVISING LEGAL SECRETARY		2	2	Male	Female	0	0	0	0	0	0	0	0
60K02		VICTIM ASSISTANCE ADVOCATE		6	5	Male	Female	0	0	0	0	0	0	0	0
20B10		ACCOUNTANT I		2	1	Male	Female	1	1	0	0	0	0	0	0
60K03		VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR		1	1	Male	Female	0	0	0	0	0	0	0	0
14G02		MANAGEMENT ANALYST I		1	0	Male	Female	0	0	0	0	0	0	0	0
39D11		DPTY DAATTY II		5	1	Male	Female	1	1	0	0	0	0	0	0
34A20		DA INVSTGTR I		5	2	Male	Female	3	2	0	1	0	0	0	0
43G05		DGTL FRENESC INV		1	0	Male	Female	0	0	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: District Attorney

Job Code		JobTitle	Total		Total							
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
14C75		ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
14C87		VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
39D21		DEPUTY DISTRICT ATTORNEY III	4	0	Male Female	2 2	0 0	0 0	0 0	0 0	0 0	0 0
34A22		DA INVSTGTR III	21	8	Male Female	14 7	0 0	5 2	1 0	0 0	0 0	0 0
20B93		FINANCE MANAGER II	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
39D31		DPTY DA ATTY IV	37	6	Male Female	15 22	0 1	0 3	0 2	0 0	0 0	0 0
34A80		SUPERVISING DISTRICT ATTORNEY INVESTIGATOR	2	0	Male Female	1 1	0 0	0 0	0 0	0 0	0 0	0 0
39D32		MANGNG DPTY DA	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
12A04		ASST DA	3	0	Male Female	1 2	0 0	0 0	0 0	0 0	0 0	0 0
12A03		CHIEF ASSISTANT DISTRICT ATTORNEY	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
Grand Total #			138	55	Male #	48	0	10	1	1	0	0
Grand Total %				39.9	Male %	34.8	0.0	7.2	0.7	0.7	0.0	0.0
					Female #	90	1	37	5	0	0	0
					Female%	65.2	0.7	26.8	3.6	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Economic Development

Job Code		JobTitle	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80E22		OFFICE ASST III	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0		
80A32		SENIOR SECRETARY	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0		
60G21		WIB EP REP II	11	8	Male Female	6 5	2 1	0 3	1 1	0 0	0 0	0 0		
60G33		WIB EMPLOYMENT PROGRAMS REPRESENTATIVE III	4	4	Male Female	1 3	0 0	1 3	0 0	0 0	0 0	0 0		
41F30		REDEVELOPMENT/HOUSING PROJECT ANALYST I	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0		
14C70		ADMIN SVS ASST	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0		
60G43		WIB EP SUPV	2	2	Male Female	0 2	0 0	0 2	0 0	0 0	0 0	0 0		
14C30		MA II	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0		
41F31		REDEVELOPMENT/HOUSING PROJECT ANALYST II	2	1	Male Female	2 0	1 0	1 0	0 0	0 0	0 0	0 0		
14C31		MA III	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0		
Grand Total # Grand Total %			25	19 76.0	Male #	9	3	0	5	1	0	0		
					Male %	36.0	12.0	0.0	20.0	4.0	0.0	0.0		
					Female #	16	3	0	11	2	0	0	0	
					Female%	64.0	12.0	0.0	44.0	8.0	0.0	0.0		

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Elections

Job Code		JobTitle	EMP		MIN	Total								
						EMP	W	AA	H	A	NA	PI	2+	
14J21		ELECTIONS SERVICES SPECIALIST II	2	2		1	0	0	1	0	0	0	0	
						Female	1	0	0	0	1	0	0	
14M80		ELECTIONS PROGRAM MANAGER	5	5		0	0	0	0	0	0	0	0	
						Female	5	0	0	4	1	0	0	
14C30		MA II	1	0		0	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0	0	
43J09		SR DISC	1	0		1	1	0	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	
16C87		BUSINESS TECHNOLOGY ANALYST II	1	0		1	1	0	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	
12C14		ASSISTANT REGISTRAR OF VOTERS	1	1		0	0	0	0	0	0	0	0	
						Female	1	0	0	1	0	0	0	
Grand Total #			11	8		3	2	0	1	0	0	0	0	
Grand Total %				72.7		27.3	18.2	0.0	9.1	0.0	0.0	0.0	0.0	
						8	1	0	5	2	0	0	0	
						72.7	9.1	0.0	45.5	18.2	0.0	0.0	0.0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Emergency Communication

Job Code		JobTitle	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
80S01		COMM DSPTCHR I	11	4	Male Female 4 7	3 4	0 0	1 3	0 0	0 0	0 0	0 0		
80S21		COMM DSPTCHR II	35	20	Male Female 14 21	6 9	0 1	8 9	0 1	0 1	0 0	0 0		
14C70		ADMIN SVS ASST	1	0	Male Female 0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0		
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male Female 0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0		
80S22		EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR	10	3	Male Female 1 9	1 6	0 0	0 3	0 0	0 0	0 0	0 0		
14C30		MA II	1	1	Male Female 0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0		
43J09		SR DISC	1	0	Male Female 1 0	1 0	0 0	0 0	0 0	0 0	0 0	0 0		
80S26		EMERGENCY COMMUNICATIONS OPERATIONS SUPERVISOR	1	1	Male Female 0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0		
14C31		MA III	2	0	Male Female 0 2	0 2	0 0	0 0	0 0	0 0	0 0	0 0		
12C42		EMERGENCY COMMUNICATIONS OPERATIONS MANAGER	1	1	Male Female 0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0		
Grand Total # Grand Total %			64	30	Male # Male % Female # Female%	20 31.3 44 68.8	11 17.2 23 35.9	0 0.0 1 1.6	9 14.1 18 28.1	0 0.0 1 1.6	0 0.0 1 0.0	0 0.0 0 0.0		

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Equal Opportunity Office

Job Code		JobTitle		Total							
		EMP	MIN								
				EMP	W	AA	H	A	NA	PI	2+
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Male	0	0	0	0	0	0	0
			Female	1	0	0	1	0	0	0	0
14B46	EQUAL OPPORTUNITY ANALYST	1	1	Male	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
			Female	1	0	0	1	0	0	0	0
Grand Total #		3	3	Male #	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
				Female #	3	0	0	3	0	0	0
				Female%	100.0	0.0	100.0	0.0	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
50U16		BEH HLTH AIDE		25	23	Male	8	1	0	0	7	0	0	0	0
						Female	17	1	0	0	16	0	0	0	0
70B01		ANIMAL CARE TECHNICIAN I		4	3	Male	2	1	0	0	1	0	0	0	0
						Female	2	0	0	0	1	1	0	0	0
80E01		OFFICE ASSISTANT I		2	1	Male	1	0	0	0	1	0	0	0	0
						Female	1	1	0	0	0	0	0	0	0
50U42		MEDICAL ASST		142	141	Male	10	0	0	0	10	0	0	0	0
						Female	132	1	0	0	130	0	1	0	0
80E21		OFFICE ASST II		6	4	Male	0	0	0	0	0	0	0	0	0
						Female	6	2	0	0	4	0	0	0	0
60B21		PSYCH SW II		60	32	Male	12	6	0	0	6	0	0	0	0
						Female	48	22	3	3	20	2	1	0	0
80L01		PTNT SVS REP I		1	1	Male	0	0	0	0	0	0	0	0	0
						Female	1	0	0	0	1	0	0	0	0
80M02		PTNT ACT REP II		16	14	Male	1	0	0	0	0	1	0	0	0
						Female	15	2	0	0	12	1	0	0	0
80L02		PTNT SVS REP II		45	44	Male	3	0	1	1	2	0	0	0	0
						Female	42	1	0	0	41	0	0	0	0
52E01		PUBLIC HEALTH LICENSED VOCATIONAL NURSE		8	8	Male	0	0	0	0	0	0	0	0	0
						Female	8	0	0	0	8	0	0	0	0
80J21		ACCOUNT CLERK		1	0	Male	1	1	0	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0	0
50L22		PUBLIC HEALTH NUTRITIONIST II		3	1	Male	0	0	0	0	0	0	0	0	0
						Female	3	2	0	0	0	1	0	0	0
80J22		SR ACCNT CLERK		6	5	Male	2	0	0	0	2	0	0	0	0
						Female	4	1	0	0	3	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle	Total		Total									
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
60P22		COM SVC AID III	3	3	Male	0	0	0	0	0	0	0	0	
					Female	3	0	0	3	0	0	0	0	
80E22		OFFICE ASST III	19	18	Male	2	0	0	2	0	0	0	0	
					Female	17	1	0	16	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	
60C01		SOCIAL WORKER I	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
50E23		LABORATORY ASSISTANT	2	2	Male	0	0	0	0	0	0	0	0	
					Female	2	0	0	0	2	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	
25G21		CA CHILDRENS SERVICES CASE WORKER II	5	4	Male	0	0	0	0	0	0	0	0	
					Female	5	1	0	4	0	0	0	0	
30J01		ENVIRONMENTAL HEALTH TECHNICIAN	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
43J04		DEPT IS SPEC	7	7	Male	2	0	0	2	0	0	0	0	
					Female	5	0	0	4	1	0	0	0	
70B03		ANIMAL CARE TECHNICIAN II	3	0	Male	2	2	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
30J11		ENV HLTH SPEC I	6	6	Male	3	0	0	1	2	0	0	0	
					Female	3	0	0	2	1	0	0	0	
80J30		ACCNTHG TECH	7	6	Male	2	1	0	1	0	0	0	0	
					Female	5	0	0	4	1	0	0	0	
34C01		ANML CNTRL OFC	2	0	Male	0	0	0	0	0	0	0	0	
					Female	2	2	0	0	0	0	0	0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code	JobTitle	Total		Total									
		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
60A21	CLNCL PSYCHLGST	11	3	Male	Female	4	3	0	1	0	0	0	0
14G02	MANAGEMENT ANALYST I	3	0	Male	Female	0	0	0	0	0	0	0	0
80A31	SECRETARY	2	2	Male	Female	0	0	0	0	0	0	0	0
80A32	SENIOR SECRETARY	3	1	Male	Female	0	0	0	0	0	0	0	0
50T01	MEDICAL RECORD TECHNICIAN I	1	1	Male	Female	1	0	0	0	1	0	0	0
60B01	PSYCH SW I	103	70	Male	Female	14	3	0	11	0	0	0	0
50J01	CD PRV SPC I	25	25	Male	Female	1	0	0	1	0	0	0	0
80E80	PRNCPL OA	3	3	Male	Female	0	0	0	0	0	0	0	0
50K19	HEALTH EDUCATION ASSISTANT	5	5	Male	Female	0	0	0	0	0	0	0	0
60C22	SOCIAL WRKR III	32	31	Male	Female	10	0	2	8	0	0	0	0
14H03	PRSNL TECH-CNF	3	2	Male	Female	2	1	0	1	0	0	0	0
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	1	1	Male	Female	1	0	0	1	0	0	0	0
50F23	OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	1	Male	Female	2	2	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle	Total		Total							
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
34C02		SENIOR ANIMAL CONTROL OFFICER	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0
70B04		SENIOR ANIMAL CARE TECHNICIAN	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
80K25		CLNC OPS SUPV	4	4	Male Female	0 4	0 0	0 4	0 0	0 0	0 0	0 0
72A23		BLDG MNT WRKR	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
34H34		DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II	5	1	Male Female	2 3	0 0	0 0	1 0	0 0	0 0	0 0
80E81		SUPVG OA I	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0
50J11		CD PRV SPC II	10	10	Male Female	1 9	0 2	0 7	1 0	0 0	0 0	0 0
60V11		BEHAVIORAL HEALTH GROUP COUNSELOR II	2	2	Male Female	0 2	0 0	0 2	0 0	0 0	0 0	0 0
80M04		SUPERVISING PATIENT ACCOUNT REPRESENTATIVE	2	2	Male Female	0 2	0 0	0 2	0 0	0 0	0 0	0 0
80K20		CLINIC OFFICE SUPERVISOR	2	2	Male Female	0 2	0 0	0 2	0 0	0 0	0 0	0 0
30J21		ENV HLTH SPC II	9	3	Male Female	5 4	3 0	2 1	0 0	0 0	0 0	0 0
20B11		ACCOUNTANT II	6	6	Male Female	2 4	0 0	1 3	1 1	0 0	0 0	0 0
80E82		SUPVG OA II	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
20B10		ACCOUNTANT I		3	2	Male	Female	1	1	0	0	0	0	0	0
50ND1		PUBLIC HEALTH EPIDEMIOLOGIST I		1	1	Male	Female	0	0	0	0	0	0	0	0
80L04		SPVG PT SVS REP		3	3	Male	Female	0	0	0	0	0	0	0	0
80E93		SUPERVISING VITAL RECORDS SPECIALIST		1	1	Male	Female	0	0	0	0	0	0	0	0
30J81		RECYCLING/RESOURCE RECOVERY SPECIALIST		1	1	Male	Female	0	0	0	0	0	0	0	0
43J05		DEPT IS COORD		5	4	Male	Female	2	1	0	1	0	0	0	0
50J21		CD PRV COORD		9	8	Male	Female	3	1	0	2	0	0	0	0
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL		1	0	Male	Female	0	0	0	0	0	0	0	0
14B21		ASC PRSNL ANLST		4	3	Male	Female	2	0	0	2	0	0	0	0
14C30		MA II		11	5	Male	Female	3	3	0	0	0	0	0	0
14N10		OUTPATIENT SERVICES MANAGER I		4	4	Male	Female	1	0	0	1	0	0	0	0
30J31		ENVIRONMENTAL HEALTH SPECIALIST III		11	4	Male	Female	5	3	0	2	0	0	0	0
60B25		SENIOR PSYCHIATRIC SOCIAL WORKER		12	7	Male	Female	1	1	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle	Total		Total									
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
60B23		BH UNIT SPVSR	23	6	Male Female	4 19	3 14	0 0	1 2	0 2	0 1	0 0	0 0	
50K23		SENIOR HEALTH EDUCATOR	2	0	Male Female	0 2	0 2	0 0	0 0	0 0	0 0	0 0	0 0	
50C22		PUBLIC HEALTH MICROBIOLOGIST II	2	0	Male Female	0 2	0 2	0 0	0 0	0 0	0 0	0 0	0 0	
20B12		ACCOUNTANT III	4	3	Male Female	1 3	0 1	0 0	1 2	0 0	0 0	0 0	0 0	
50G23		PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	4	0	Male Female	0 4	0 4	0 0	0 0	0 0	0 0	0 0	0 0	
50K22		HEALTH EDUCATOR	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0	
60C24		SOCIAL WRKR V	2	2	Male Female	0 2	0 0	0 1	0 1	0 0	0 0	0 0	0 0	
52A21		CLINIC NURSE	8	6	Male Female	2 6	0 2	0 0	1 1	1 3	0 0	0 0	0 0	
43B02		WATER QUALITY SPECIALIST	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0	
16C86		BUSINESS TECHNOLOGY ANALYST I	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	0 0	
43J09		SR DISC	1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0	0 0	
52E22		PB HLTH NRS II	6	3	Male Female	0 6	0 3	0 1	0 0	0 2	0 0	0 0	0 0	
50F20		OCCUPATIONAL THERAPIST	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle	Total		Total								
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
50L80		SUPERVISING PUBLIC HEALTH NUTRITIONIST	3	1	Male Female	0 3	0 2	0 0	0 0	0 1	0 0	0 0	0 0
50C81		PUBLIC HEALTH CHEMIST	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0 0
14N11		OUTPT SV MGR II	4	4	Male Female	0 4	0 0	0 0	0 4	0 0	0 0	0 0	0 0
50K18		HEALTH PROGRAM COORDINATOR	4	0	Male Female	1 3	1 3	0 0	0 0	0 0	0 0	0 0	0 0
14C31		MA III	8	4	Male Female	0 8	0 4	0 0	0 3	0 1	0 0	0 0	0 0
50N11		PUBLIC HEALTH EPIDEMIOLOGIST II	3	1	Male Female	2 1	2 0	0 0	0 0	0 1	0 0	0 0	0 0
50G25		SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN	2	2	Male Female	1 1	0 0	0 0	0 0	1 1	0 0	0 0	0 0
50B12		EMERGENCY MEDICAL SERVICES ANALYST	4	0	Male Female	3 1	3 1	0 0	0 0	0 0	0 0	0 0	0 0
14B32		SR PRSNLANLST	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
14K41		B-HLT SVC MR II	10	4	Male Female	3 7	1 5	0 1	1 1	1 0	0 0	0 0	0 0
30J84		ENV HLTH SPC IV	7	2	Male Female	1 6	1 4	0 0	0 1	0 1	0 0	0 0	0 0
43J15		SUPVG DISC	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0 0
16C93		BUSINESS TECHNOLOGY ANALYST IV	2	0	Male Female	2 0	2 0	0 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle	Total		Total							
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
16C88		BUSINESS TECHNOLOGY ANALYST III	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
14K32		BEHAVIORAL HEALTH SERVICES MANAGER I	3	1	Male Female	0 3	0 0	0 1	0 0	0 0	0 0	0 0
20B95		FINANCE MANAGER I	2	2	Male Female	1 1	0 0	1 0	0 1	0 0	0 0	0 0
14C80		PUBLIC HEALTH PROGRAM MANAGER I	2	1	Male Female	0 2	0 1	0 1	0 0	0 0	0 0	0 0
14N06		OPERATIONS MNGR	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
52A22		SR CLINIC NURSE	7	5	Male Female	1 6	0 0	0 5	0 0	0 0	0 0	0 0
52E23		PUBLIC HEALTH NURSE III	3	2	Male Female	0 3	0 0	0 2	0 0	0 0	0 0	0 0
20B93		FINANCE MANAGER II	3	2	Male Female	1 2	0 0	0 1	0 1	0 0	0 0	0 0
50G31		SUPERVISING THERAPIST-MED THER PROG	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
52E80		SPVG PB HLT NRS	5	3	Male Female	0 5	0 3	0 0	0 0	0 0	0 0	0 0
14K61		ENVIRONMENTAL HEALTH PROGRAM MANAGER	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0
16F41		DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0
14C48		PBLC HLTH PM II	2	0	Male Female	0 2	0 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Job Code		JobTitle	Total		Total							
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
14B66		DEPARTMENTAL HR MANAGER	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
52A97		NURSE PRACTITIONER II	5	1	Male Female	0 5	0 4	0 0	0 1	0 0	0 0	0 0
50C80		DIRECTOR PUBLIC HEALTH LABORATORY	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0
12E04		BUREAU CHIEF	5	3	Male Female	4 1	1 1	0 0	3 0	0 0	0 0	0 0
60I10		DEPUTY DIRECTOR BEHAVIORAL HEALTH	3	2	Male Female	1 2	1 0	0 0	0 2	0 0	0 0	0 0
14K44		ASST BUREAU CHF	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0
14H66		OUTPATIENT SERVICES DIRECTOR	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0
52A98		NRS PRCTTNR III	4	2	Male Female	1 3	0 2	0 0	1 1	0 0	0 0	0 0
54C03		PHYSICIAN ASST	8	4	Male Female	4 4	1 3	1 0	2 1	0 0	0 0	0 0
54B04		GENERAL INTERNIST	2	1	Male Female	0 2	0 1	0 0	0 1	0 0	0 0	0 0
54B90		CLINIC PHYSICIAN II	5	4	Male Female	2 3	1 0	0 0	1 2	0 0	0 0	0 0
54B13		CLINIC SERVICES MEDICAL DIRECTOR	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Health

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
Grand Total # Grand Total %		860	627	Male #	57	4	81	13	0	0	0
			72.9	Male %	6.6	0.5	9.4	1.5	0.0	0.0	0.0
				Female #	176	18	456	50	5	0	0
				Female%	20.5	2.1	53.0	5.8	0.6	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Human Resources

Job Code		JobTitle		Total		Total						
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
80E23		1	1	Male Female	0	0	0	0	0	0	0	
14H03		6	5	Male Female	1	0	0	1	0	0	0	
80J30		1	1	Male Female	0	0	0	0	0	0	0	
14C70		1	1	Male Female	0	0	0	0	0	0	0	
14B60		1	1	Male Female	0	0	0	0	0	0	0	
14G02		2	2	Male Female	0	0	0	0	0	0	0	
14B61		2	1	Male Female	0	0	0	0	0	0	0	
14B01		1	1	Male Female	0	0	0	0	0	0	0	
20B93		1	1	Male Female	0	0	0	0	0	0	0	
14C31		1	1	Male Female	0	0	0	0	0	0	0	
14B21		4	3	Male Female	0	0	0	0	0	0	0	
14B32		3	2	Male Female	0	0	0	0	0	0	0	
14M61		5	3	Male Female	1	1	0	0	0	0	0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Human Resources

Job Code		JobTitle		Total		Total									
12C37		ASST DIR HR		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
				1	0										
						Male	0	0	0	0	0	0	0		
						Female	1	1	0	0	0	0	0		
						Male #	4	1	2	0	0	0	0		
						Male %	13.3	3.3	6.7	0.0	0.0	0.0	0.0		
						Female #	26	6	13	4	0	0	0		
						Female%	86.7	20.0	43.3	13.3	0.0	0.0	0.0		
		Grand Total #	30	23											
		Grand Total %		76.7											

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Information Technology

Job Code		JobTitle	EMP		MIN		Total									
80E21		OFFICE ASST II	1		1		Male	Female	0	0	0	0	0	0	0	0
80E80		PRNCPL OA	1		1		Male	Female	0	0	0	0	0	0	0	0
43L20		COMMUNICATIONS TECHNICIAN I	1		1		Male	Female	1	0	0	1	0	0	0	0
70F80		SENIOR STOREKEEPER	1		1		Male	Female	1	0	0	1	0	0	0	0
80J30		ACCNTNG TECH	3		1		Male	Female	1	0	0	0	1	0	0	0
43N25		DATA CENTER OPERATIONS TECHNICIAN II	3		2		Male	Female	1	0	0	0	0	1	0	0
43N26		DATA CENTER OPERATIONS TECHNICIAN III	1		0		Male	Female	1	1	0	0	0	0	0	0
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1		1		Male	Female	0	0	0	0	0	0	0	0
41N23		NETWORK SYSTEMS ENGINEER I	2		2		Male	Female	2	0	0	2	0	0	0	0
16C53		SYSTEMS PROGRAMMER ANALYST I	3		1		Male	Female	3	2	0	1	0	0	0	0
43L23		TELECOMMUNICATIONS SPECIALIST II	1		0		Male	Female	1	1	0	0	0	0	0	0
16D23		DATABASE ADMINISTRATOR I	1		1		Male	Female	1	0	1	0	0	0	0	0
16C44		SOFTWARE PROGRAMMER ANALYST II	5		4		Male	Female	3	0	0	2	1	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Information Technology

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
16C43	SOFTWARE PROGRAMMER ANALYST I	1	1	1	Male	0	0	1	0	0	0
43L18	COMMUNICATIONS TECHNICIAN III	4	1	4	Female	0	0	0	0	0	0
43L21	COMMUNICATIONS TECHNICIAN II	2	1	2	Male	3	0	0	1	0	0
43G02	IT PM ANLST I	1	1	1	Female	0	0	0	0	0	0
14C30	MA II	1	0	1	Male	0	0	0	0	0	0
43G03	IT PM ANLST II	1	1	1	Female	1	0	0	0	0	0
43L25	TELECOM TECH II	1	1	1	Male	0	1	0	0	0	0
41N24	NTWK SY ENG II	3	1	3	Female	0	0	0	0	0	0
16C54	SYSTEMS PA II	12	6	10	Male	5	1	3	1	0	0
43N80	DATA CENTER OPERATIONS SUPERVISOR	1	0	2	Female	1	0	0	1	0	0
43L28	TELECOMMUNICATIONS TECHNICIAN III	1	1	1	Male	1	0	0	0	0	0
20B12	ACCOUNTANT III	1	1	0	Female	0	0	0	0	0	0
43M35	IT SPPT TCH III	3	1	3	Male	2	0	0	1	0	0
				0	Female	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Information Technology

Job Code		JobTitle	EMP		MIN		Total								
								EMP	W	AA	H	A	NA	PI	2+
41N25		NETWORK SYSTEMS ENGINEER III	2		0	Male Female	2 0		2 0	0 0	0 0	0 0	0 0	0 0	0 0
43L36		TELECOM SPC IV	1		0	Male Female	1 0		1 0	0 0	0 0	0 0	0 0	0 0	0 0
16G24		GIS ANALYST II	1		0	Male Female	1 0		1 0	0 0	0 0	0 0	0 0	0 0	0 0
16C45		SOFTWARE PA III	8		4	Male Female	7 1		3 1	1 0	2 0	1 0	0 0	0 0	0 0
43G04		IT PM ANLST III	3		3	Male Female	1 2		0 0	0 0	1 1	0 1	0 0	0 0	0 0
14C31		MA III	1		1	Male Female	0 1		0 0	0 0	0 1	0 0	0 0	0 0	0 0
16E25		SECURITY ANALYST III	1		0	Male Female	0 1		0 0	0 0	0 0	0 0	0 0	0 0	0 0
16G25		GIS ANALYST III	1		0	Male Female	1 0		1 0	0 0	0 0	0 0	0 0	0 0	0 0
16C55		SYSTEMS PROGRAMMER ANALYST III	7		3	Male Female	6 1		3 1	0 0	1 0	2 0	0 0	0 0	0 0
43G01		IT MANAGER	4		1	Male Female	4 0		3 0	0 0	1 0	0 0	0 0	0 0	0 0
16D25		DATABASE ADMINISTRATOR III	1		1	Male Female	1 0		0 0	0 0	0 0	1 0	0 0	0 0	0 0
20B93		FINANCE MANAGER II	1		0	Male Female	0 1		0 0	0 0	0 0	0 0	0 0	0 0	0 0
16C23		IT SUPERVISOR	1		0	Male Female	1 0		1 0	0 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Information Technology

Job Code		JobTitle	EMP		MIN	Total									
						EMP	W	AA	H	A	NA	PI	2+		
16C89		INFORMATION TECHNOLOGY BUSINESS MANAGER	2	1		Male Female	1 0	0 0	0 0	0 1	0 0	0 0	0		
14K52		CHIEF SECURITY AND PRIVACY OFFICER	1	0		Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0		
14K21		DIV MGR	3	2		Male Female	3 0	0 0	0 0	2 0	0 0	0 0	0		
12E18		DIRECTOR OF INFORMATION TECHNOLOGY	1	0		Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0		
Grand Total # Grand Total %			95	48		Male #	73	5	18	10	3	0	0		
				Male %		76.8	5.3	18.9	10.5	3.2	0.0	0.0			
				Female #		22	0	8	4	0	0	0			
				Female%		23.2	0.0	8.4	4.2	0.0	0.0	0.0			

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Library

Job Code		JobTitle		EMP		MIN	Total									
							EMP	W	AA	H	A	NA	PI	2+		
80C21		LIBRARY ASST II		24	13		6	2	0	4	0	0	0	0		
							Female	18	0	9	0	0	0	0		
80C01		LIBRARY ASST I		11	6		0	0	0	0	0	0	0	0		
							Female	11	1	4	1	0	0	0		
65A31		LIBRARIAN		2	0		0	0	0	0	0	0	0	0		
							Female	2	0	0	0	0	0	0		
80J21		ACCOUNT CLERK		1	1		0	0	0	0	0	0	0	0		
							Female	1	0	1	0	0	0	0		
80J22		SR ACCNT CLERK		1	0		0	0	0	0	0	0	0	0		
							Female	1	0	0	0	0	0	0		
80C22		LIBRARY ASST III		8	6		0	0	0	0	0	0	0	0		
							Female	8	0	4	2	0	0	0		
65A33		LIBRARIAN II		10	3		5	3	0	2	0	0	0	0		
							Female	5	4	1	0	0	0	0		
43J04		DEPT IS SPEC		1	0		0	0	0	0	0	0	0	0		
							Female	1	0	0	0	0	0	0		
14C70		ADMIN SVS ASST		1	1		0	0	0	0	0	0	0	0		
							Female	1	0	0	1	0	0	0		
65A85		MANAGING LIBRARIAN		2	1		0	0	0	0	0	0	0	0		
							Female	2	1	0	1	0	0	0		
65A40		LIBRARIAN III		2	0		0	0	0	0	0	0	0	0		
							Female	2	0	0	0	0	0	0		
12C04		ASST LIBRY DIR		1	0		0	0	0	0	0	0	0	0		
							Female	1	1	0	0	0	0	0		

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Library

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
Grand Total # Grand Total %		64	31	11	5	0	6	0	0	0	0
			48.4	17.2	7.8	0.0	9.4	0.0	0.0	0.0	0.0
				53	28	1	19	5	0	0	0
				82.8	43.8	1.6	29.7	7.8	0.0	0.0	0.0
				Male #							
				Male %							
				Female #							
				Female%							

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle		Total		Total						
		EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
50U20		82	72	Male	15	2	1	6	6	0	0	0
	NURSING ASST			Female	67	8	4	41	14	0	0	0
70A10		60	57	Male	21	1	1	15	4	0	0	0
	HOSP ENV SVC AD			Female	39	2	0	32	5	0	0	0
80L02		42	40	Male	5	0	0	5	0	0	0	0
	PTNT SVS REP II			Female	37	2	0	35	0	0	0	0
60P22		1	1	Male	0	0	0	0	0	0	0	0
	COM SVC AID III			Female	1	0	0	1	0	0	0	0
80K21		23	21	Male	3	1	0	2	0	0	0	0
	MED UNIT CLRK			Female	20	1	0	18	1	0	0	0
50D12		18	13	Male	4	0	2	2	0	0	0	0
	CLNC LAB AST			Female	14	5	1	5	2	1	0	0
80E22		14	11	Male	0	0	0	0	0	0	0	0
	OFFICE ASST III			Female	14	3	0	9	2	0	0	0
80K23		4	4	Male	1	0	0	1	0	0	0	0
	MEDICAL INTERPRETER			Female	3	0	0	3	0	0	0	0
50U18		12	10	Male	3	0	0	2	1	0	0	0
	PHARMACY TECHNICIAN			Female	9	2	1	6	0	0	0	0
52A19		330	223	Male	47	16	0	8	23	0	0	0
	STAFF NURSE II			Female	283	91	6	86	99	1	0	0
80E21		15	14	Male	4	0	1	3	0	0	0	0
	OFFICE ASST II			Female	11	1	1	9	0	0	0	0
70K21		16	16	Male	6	0	0	4	2	0	0	0
	FOOD SVC WKR II			Female	10	0	0	9	1	0	0	0
80U10		2	2	Male	0	0	0	0	0	0	0	0
	HOSPITAL COMMUNICATIONS OPERATOR I			Female	2	0	0	2	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
52A02		LVN		8	7	Male Female	2 6	0 1	0 0	0 0	1 4	1 1	0 0	0 0	0 0
50U43		CNTRL STRL TECH		7	7	Male Female	2 5	0 0	0 0	0 0	0 4	1 1	1 0	0 0	0 0
50Y21		DIETITIAN		5	3	Male Female	0 5	0 2	0 0	0 0	0 1	0 2	0 0	0 0	0 0
50R21		RADIOLOGIC TECH		26	10	Male Female	12 14	7 9	0 1	0 1	4 3	1 0	0 1	0 0	0 0
70F23		STOREKEEPER		8	7	Male Female	7 1	1 0	1 0	0 0	4 1	1 0	0 0	0 0	0 0
70M02		PNT TRANSPORTER		5	4	Male Female	3 2	0 1	0 0	0 0	2 1	1 0	0 0	0 0	0 0
80M02		PTNT ACT REP II		28	27	Male Female	1 27	0 1	0 0	0 0	1 26	0 0	0 0	0 0	0 0
50U51		TELEMETRY TECH		5	4	Male Female	0 5	0 1	0 0	0 0	0 4	0 0	0 0	0 0	0 0
50U22		HEALTH CARE TECHNICIAN		5	5	Male Female	3 2	0 0	1 0	1 0	2 1	0 1	0 0	0 0	0 0
50U19		PHYSICAL THERAPIST HELPER		3	3	Male Female	2 1	0 0	0 0	0 0	2 1	0 0	0 0	0 0	0 0
50U30		DIETITIAN AIDE		5	5	Male Female	0 5	0 0	0 0	0 0	0 2	0 3	0 0	0 0	0 0
70K25		SENIOR COOK		3	3	Male Female	0 3	0 0	0 1	0 1	0 2	0 0	0 0	0 0	0 0
70K23		COOK		2	2	Male Female	1 1	0 0	0 0	0 0	0 1	1 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle	Total		Total									
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
70N01		OFFICE MNT WRKR	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0		
50U23		OBSTETRICAL TEC	6	5	Male Female	0 6	0 1	0 1	0 4	0 0	0 0	0 0		
80G21		DATA ENTRY OPERATOR II	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0		
80J30		ACCNTHG TECH	3	3	Male Female	1 2	0 0	0 0	1 1	0 0	0 0	0 0		
80E80		PRNCPL OA	6	6	Male Female	1 5	0 0	0 1	1 3	0 0	0 1	0 0		
52A18		STAFF NURSE I	23	13	Male Female	6 17	2 8	0 0	3 6	1 3	0 0	0 0		
70F21		COURIER	1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0		
70C21		GROUNDKEEPER	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0		
14H03		PRSNL TECH-CNF	6	3	Male Female	0 6	0 3	0 0	0 3	0 0	0 0	0 0		
50P21		CARDIO TECH II	19	14	Male Female	6 13	1 4	0 0	5 7	0 2	0 0	0 0		
54A01		RES PHYSICN I	12	3	Male Female	7 5	5 4	0 0	0 1	2 0	0 0	0 0		
50U27		SURG TECH	11	3	Male Female	4 7	2 6	0 0	2 0	0 1	0 0	0 0		
80A32		SENIOR SECRETARY	5	4	Male Female	0 5	0 1	0 0	0 3	0 1	0 0	0 0		

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code	JobTitle	Total		Total									
		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
80J22	SR ACCNT CLERK	2	2	Male	Female	0	0	0	0	0	0	0	0
72A24	MAINTENANCE PAINTER	2	1	Male	Female	2	1	0	1	0	0	0	0
70F80	SENIOR STOREKEEPER	1	1	Male	Female	1	0	0	0	0	0	0	0
50D11	MED LAB TECHN	1	1	Male	Female	0	0	0	0	0	0	0	0
72C19	HOSP MNT MCHNC	7	4	Male	Female	6	3	0	3	0	0	0	0
70A12	HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE	2	2	Male	Female	2	0	0	1	1	0	0	0
80L04	SPVG PT SVS REP	3	3	Male	Female	0	0	0	0	0	0	0	0
80U11	HOSPITAL COMMUNICATIONS OPERATOR II	5	5	Male	Female	2	0	0	2	0	0	0	0
50D21	CLNC LAB SCNTST	12	10	Male	Female	4	0	0	2	2	0	0	0
80L03	SENIOR PATIENT SERVICES REPRESENTATIVE	1	1	Male	Female	0	0	0	0	0	0	0	0
14E01	BUYER I	3	3	Male	Female	0	0	0	0	0	0	0	0
54A02	RESIDENT PHYSICIAN II	8	1	Male	Female	6	5	0	1	0	0	0	0
70K80	HEAD COOK	2	2	Male	Female	1	0	0	0	1	0	0	0

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County of Monterey

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Organizational Unit: Natividad Medical Center

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			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
43J05		DEPT IS COORD	1	1	Male	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0
14E20		BUYER II	1	1	Male	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0
50U28		SENIOR PHARMACY TECHNICIAN	1	1	Male	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0
80M03		SENIOR PATIENT ACCOUNT REPRESENTATIVE	2	2	Male	0	0	0	0	0	0	0
					Female	2	0	2	0	0	0	0
80E81		SUPVG OA I	1	1	Male	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0
50U25		ORTHOPEDIC TECHNICIAN	1	1	Male	1	0	1	0	0	0	0
					Female	0	0	0	0	0	0	0
70A13		HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE	2	2	Male	2	0	1	1	0	0	0
					Female	0	0	0	0	0	0	0
50D13		SENIOR CLINICAL LABORATORY ASSISTANT	2	2	Male	1	0	0	1	0	0	0
					Female	1	0	1	0	0	0	0
16C61		HOSPITAL SOFTWARE ANALYST II	8	7	Male	2	0	0	2	0	0	0
					Female	6	1	0	5	0	0	0
80U14		HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR	1	1	Male	0	0	0	0	0	0	0
					Female	1	0	1	0	0	0	0
54A03		RES PHYSICN III	12	9	Male	4	1	0	0	3	0	0
					Female	8	2	1	3	2	0	0
80A33		ADMINISTRATIVE SECRETARY	3	2	Male	0	0	0	0	0	0	0
					Female	3	1	0	2	0	0	0
50G41		SPEECH PATHLGST	3	1	Male	0	0	0	0	0	0	0
					Female	3	2	0	1	0	0	0

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			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+			
14G02		MANAGEMENT ANALYST I	5	3	Male	1	0	0	1	0	0	0	0			
					Female	4	2	0	1	1	0	0	0			
72A80		HOSPITAL MAINTENANCE SUPERVISOR	1	1	Male	1	0	0	1	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
80J20		ACNTG CLRCL SUP	1	1	Male	0	0	0	0	0	0	0	0			
					Female	1	0	0	1	0	0	0	0			
52A33		CASE MGMT NRS	15	9	Male	1	0	0	1	0	0	0	0			
					Female	14	6	3	3	2	0	0	0			
80E82		SUPVG OA II	2	2	Male	1	0	1	0	0	0	0	0			
					Female	1	0	1	0	0	0	0	0			
16C53		SYSTEMS PROGRAMMER ANALYST I	1	1	Male	1	0	0	1	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
50U26		SR OBSTRCL TECH	1	1	Male	0	0	0	0	0	0	0	0			
					Female	1	0	0	0	1	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			
60C23		SOCIAL WRKR IV	1	0	Male	0	0	0	0	0	0	0	0			
					Female	1	1	0	0	0	0	0	0			
50T03		HIM CODER II	4	3	Male	0	0	0	0	0	0	0	0			
					Female	4	1	0	3	0	0	0	0			
50F20		OCCUPATIONAL THERAPIST	8	5	Male	4	1	0	2	1	0	0	0			
					Female	4	2	1	0	0	1	0	0			
50G11		PHYSICAL THERAPIST	10	2	Male	4	4	0	0	0	0	0	0			
					Female	6	4	0	0	1	1	0	0			
16C60		HOSP SW ANL I	1	0	Male	0	0	0	0	0	0	0	0			
					Female	1	1	0	0	0	0	0	0			

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Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle	Total		Total									
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
50U44		SR CTR STRL TEC	1	1	Male	1	0	0	1	0	0	0	0	
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	Female	0	0	0	0	0	0	0	0	
80K25					Male	0	0	0	0	0	0	0	0	
80K25		CLNC OPS SUPV	1	1	Female	1	0	0	1	0	0	0	0	
14B01					Male	0	0	0	0	0	0	0	0	
14B01		PERSONNEL ANALYST	2	1	Female	1	0	0	1	0	0	0	0	
50Y31					Male	0	0	0	0	0	0	0	0	
50Y31		SUPVG DIETITIAN	1	0	Female	2	1	1	0	0	0	0	0	
20B12					Male	0	0	0	0	0	0	0	0	
20B12		ACCOUNTANT III	2	2	Female	1	0	1	1	0	0	0	0	
50U50					Male	1	0	0	0	0	0	0	0	
50U50		EEG TECH	1	1	Female	1	0	1	0	0	0	0	0	
52A50					Male	0	0	0	0	0	0	0	0	
52A50		HOSP QLASR NRS	6	2	Female	6	4	0	1	1	0	0	0	
14C70					Male	0	0	0	0	0	0	0	0	
14C70		ADMIN SVS ASST	2	2	Female	2	0	0	1	1	0	0	0	
50U17					Male	1	0	0	0	1	0	0	0	
50U17		PHYSICAL THERAPIST ASSISTANT	2	2	Female	1	0	0	1	0	0	0	0	
60C24					Male	0	0	0	0	0	0	0	0	
60C24		SOCIAL WRKR V	5	5	Female	5	0	1	4	0	0	0	0	
14A10					Male	0	0	0	0	0	0	0	0	
14A10		PRJCT MANAGER I	1	0	Female	1	1	0	0	0	0	0	0	
43M40					Male	4	1	1	1	0	1	0	0	
43M40		HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN	4	3	Female	0	0	0	0	0	0	0	0	

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Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle	Total		Total								
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
14A70		HOSPITAL REVENUE CYCLE EXAMINER	2	1	Male Female	0 2	0 1	0 0	0 1	0 0	0 0	0 0	0 0
50T22		HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
72A87		PHYSICAL PLANT MANAGER	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0	0 0
41K01		HOSPITAL NETWORK & SYSTEMS ENGINEER	3	0	Male Female	3 0	3 0	0 0	0 0	0 0	0 0	0 0	0 0
14C30		MA II	2	2	Male Female	2 0	0 0	0 0	2 0	0 0	0 0	0 0	0 0
65A22		MEDICAL LIBRARIAN	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
50R22		SR RAD TECH	4	1	Male Female	1 3	0 3	0 0	1 0	0 0	0 0	0 0	0 0
14C36		HOSPITAL DECISION SUPPORT ANALYST	1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
52A20		STAFF NURSE III	23	17	Male Female	6 17	2 4	0 3	1 4	3 6	0 0	0 0	0 0
50A21		PHARMACIST I	10	8	Male Female	2 8	1 1	0 1	0 1	1 5	0 0	0 0	0 0
14M02		HSP INT SRV MGR	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	0 0
52A22		SR CLINIC NURSE	7	6	Male Female	0 7	0 1	0 0	0 4	0 2	0 0	0 0	0 0
14B21		ASC PRSNLANLST	1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0	0 0

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			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
50R31		SONOGRAPHER	7	3	Male Female	3 4	1 3	0 0	1 0	1 1	0 0	0 0	0
14A12		PRJCT MNGR III	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0	0
43G04		IT PM ANLST III	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0	0
14B32		SR PRSNL ANLST	1	1	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0
14C31		MA III	2	0	Male Female	0 2	0 2	0 0	0 0	0 0	0 0	0 0	0
14N30		HOSPITAL PATIENT ADMITTING MANAGER	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0
52A89		ADM NRS/HS SPVS	5	1	Male Female	2 3	2 2	0 0	0 0	0 0	0 0	0 0	0
50P22		SENIOR CARDIOPULMONARY TECHNICIAN	2	1	Male Female	2 0	1 0	0 0	0 0	1 0	0 0	0 0	0
14A80		HOSPITAL DECISION SUPPORT MANAGER	1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0	0
52A16		SUPERVISING NURSE I	15	7	Male Female	3 12	1 7	0 0	0 0	0 2	2 3	0 0	0
70K84		HOSPITAL DIRECTOR OF FOOD SERVICES	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0
50R25		DIAGNOSTIC IMAGING SUPERVISOR	2	0	Male Female	1 1	1 1	0 0	0 0	0 0	0 0	0 0	0
14K32		BEHAVIORAL HEALTH SERVICES MANAGER I	1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0	0

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		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
14N11	OUTPT SV MGR II	1	1	1	Female	0	0	0	0	0	0	0	0
50D22	SR CLNC LB SCNT	9	7	Male	Female	0	0	0	0	0	0	0	0
14B28	SUPERVISING PERSONNEL ANALYST	1	0	Male	Female	0	0	0	0	7	0	0	0
14K26	MANAGED CARE OPERATIONS MANAGER	1	0	Male	Female	1	1	0	0	0	0	0	0
16E50	HOSPITAL SECURITY & DATABASE ADMINISTRATOR	1	0	Male	Female	1	1	0	0	0	0	0	0
20B91	CHIEF HOSPITAL ACCOUNTANT	1	1	Male	Female	0	0	0	1	0	0	0	0
52A97	NURSE PRACTITIONER II	2	0	Male	Female	0	0	0	0	0	0	0	0
50T41	DIRECTOR OF HEALTH INFORMATION MANAGEMENT	1	1	Male	Female	0	0	0	0	0	0	0	0
54C03	PHYSICIAN ASST	1	0	Male	Female	1	1	0	0	0	0	0	0
50F10	SUPVG THERPST	1	0	Male	Female	0	0	0	0	0	0	0	0
43G01	IT MANAGER	3	1	Male	Female	2	2	0	0	0	0	0	0
14N31	HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES	1	1	Male	Female	1	0	0	1	0	0	0	0
50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	0	Male	Female	0	0	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle	Total		Total								
			EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
52A83		SUPERVISING CLINIC NURSE	2	1	Male Female	0 2	0 1	0 0	0 1	0 0	0 0	0 0	0 0
50R32		SENIOR SONOGRAPHER	1	1	Male Female	0 1	0 0	0 0	0 0	0 0	0 1	0 0	0 0
50G95		REHABILITATIVE SERVICES MANAGER	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
50D23		SUPERVISING CLINICAL LABORATORY SCIENTIST	1	1	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0
14M32		HOSPITAL RISK ASSESSEMENT & COMPLIANCE OFFICER	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
52A34		UTILIZATION MANAGEMENT COORDINATOR	1	1	Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0 0
52A40		HOSPITAL NURSE AUDITOR	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
14M31		HOSPITAL DIRECTOR OF NURSING EDUCATION	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
52A60		CLINICAL NURSE SPECIALIST	3	1	Male Female	1 2	0 2	0 0	0 0	0 0	1 0	0 0	0 0
52A31		INFECTION CONTROL NURSE	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0	0 0
14K31		MANAGER OF DIAGNOSTIC IMAGING SERVICES	1	1	Male Female	1 0	0 0	0 0	0 0	1 0	0 0	0 0	0 0
20B92		HOSPITAL CONTROLLER	1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0
50P80		DIRECTOR OF CARDIOPULMONARY SERVICES	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
14C52		PATIENT FINANCIAL SERVICES DIRECTOR		1	0	Male	Female	1	1	0	0	0	0	0	0
52A98		NRS PRCTTNR III		8	0	Male	Female	2	2	0	0	0	0	0	0
52A17		SUPERVISING NURSE II		1	0	Male	Female	0	0	0	0	0	0	0	0
14K33		HOSP DIRECTOR OF ENGINEERING AND SAFETY		1	0	Male	Female	1	1	0	0	0	0	0	0
50A25		CLINICAL PHARMACY COORDINATOR		1	1	Male	Female	0	0	0	0	0	0	0	0
52A88		NURSING SERVICES DIVISION MANAGER		4	2	Male	Female	0	0	0	0	0	0	0	0
52A92		NURSING SERVICES UNIT MANAGER		1	0	Male	Female	0	0	0	0	0	0	0	0
52A96		DIRECTOR OF SURGICAL SERVICES		1	0	Male	Female	0	0	0	0	0	0	0	0
14K35		NMC HUMAN RESOURCES ADMINISTOR		1	1	Male	Female	0	0	0	0	0	0	0	0
50A23		PHARMACY DIRECTOR		1	0	Male	Female	1	1	0	0	0	0	0	0
12E04		BUREAU CHIEF		1	0	Male	Female	0	0	0	0	0	0	0	0
54B92		ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM		1	0	Male	Female	1	1	0	0	0	0	0	0
54B83		CHIEF PATHOLOGIST		1	0	Male	Female	1	1	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Natividad Medical Center

Job Code		JobTitle		Total							
		EMP	MIN								
				EMP	W	AA	H	A	NA	PI	2+
12C29	NMC ASSISTANT ADMINISTRATOR	2	0	Male	0	0	0	0	0	0	0
			Female	2	2	0	0	0	0	0	0
54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	0	Male	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	0	0	0	0	0	0
			Female	0	0	0	0	0	0	0	0
54B82	CHIEF OF SURGERY	1	0	Male	1	0	0	0	0	0	0
			Female	0	0	0	0	0	0	0	0
Grand Total #		1,158	825	Male #	277	11	114	65	3	0	0
Grand Total %			71.2	Male %	23.9	0.9	9.8	5.6	0.3	0.0	0.0
				Female #	881	33	403	187	9	0	0
				Female%	76.1	2.8	34.8	16.1	0.8	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Probation

Job Code		JobTitle		Total		Total						
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
70K25		6	6	Male Female	4 2	0 0	1 1	3 0	0 0	0 1	0 0	
60F02		16	14	Male Female	5 11	1 1	0 0	4 10	0 0	0 0	0 0	
80E21		16	13	Male Female	3 13	0 3	0 0	2 9	1 1	0 0	0 0	
70L01		1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	
80A30		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	
80E22		7	7	Male Female	0 7	0 0	0 1	0 5	0 1	0 0	0 0	
80W21		1	0	Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	
80J22		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	
60F88		6	5	Male Female	3 3	0 1	0 0	3 2	0 0	0 0	0 0	
80E82		2	2	Male Female	0 2	0 0	0 0	0 1	0 0	0 0	0 0	
80A32		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	
60F10		8	8	Male Female	5 3	0 0	0 0	4 3	1 0	0 0	0 0	
60F89		55	47	Male Female	37 18	6 2	3 1	26 15	2 0	0 0	0 0	

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County of Monterey

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Workforce Analysis

Organizational Unit: Probation

Job Code	JobTitle	Total		Total									
		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
80J30	ACCNTHG TECH	4	4	1	Female	4	0	0	0	0	0	0	0
70K80	HEAD COOK	1	1	1	Male	1	0	1	0	0	0	0	0
72A23	BLDG MINT WRKR	1	1	1	Male	1	0	0	0	0	0	0	0
20B10	ACCOUNTANT I	2	1	1	Male	0	0	0	0	0	0	0	0
60K02	VICTIM ASSISTANCE ADVOCATE	2	2	2	Male	0	0	0	0	0	0	0	0
14H03	PRSNL TECH-CNF	1	0	1	Male	0	0	0	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	1	1	Male	0	0	0	0	0	0	0	0
43J05	DEPT IS COORD	1	1	1	Male	1	0	0	1	0	0	0	0
14B61	RISK & BENEFITS ANALYST	1	1	1	Male	0	0	0	0	0	0	0	0
70K83	FOOD ADMINISTRATOR-PROBATION	1	0	1	Male	1	1	0	0	0	0	0	0
20B11	ACCOUNTANT II	1	1	1	Male	0	0	0	0	0	0	0	0
43J09	SR DISC	2	0	2	Male	2	2	0	0	0	0	0	0
60F22	PROBTN OFFC II	64	48	23	Male	41	6	1	14	1	1	0	0
					Female		10	2	26	3	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Probation

Job Code		JobTitle	Total		Total							
			EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
20B12		ACCOUNTANT III	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
60F90		SENIOR JUVINILE INSTITUTIONS OFFICER	12	10	Male Female	8 4	0 0	6 3	1 0	0 0	0 0	0 0
60F23		PROBTN OFFC III	19	15	Male Female	9 10	0 0	7 6	2 0	0 0	0 0	0 0
60F87		JUV INS SUPV	9	6	Male Female	8 1	0 0	4 1	1 0	0 0	0 0	0 0
16C87		BUSINESS TECHNOLOGY ANALYST II	1	1	Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0
14C30		MA II	2	1	Male Female	0 2	0 0	0 1	0 0	0 0	0 0	0 0
14C31		MA III	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
60F84		PROBTN SVCS MGR	15	7	Male Female	11 4	6 2	4 2	0 0	1 0	0 0	0 0
60I02		PRGRM MNGR II	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0
16F40		DPT IS MGR I	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
20B93		FINANCE MANAGER II	1	1	Male Female	0 1	0 0	0 1	0 0	0 0	0 0	0 0
60F85		PROBATION DIVISION MANAGER	4	1	Male Female	2 2	1 2	1 0	0 0	0 0	0 0	0 0
12C35		ASSISTANT CHIEF PROBATION OFFICER	1	0	Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

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Workforce Analysis

Organizational Unit: Probation

Job Code	JobTitle	Total		Total							
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
Grand Total # Grand Total %		271	209	Male #	29	7	80	10	2	0	0
			77.1	Male %	10.7	2.6	29.5	3.7	0.7	0.0	0.0
				Female #	33	6	97	6	1	0	0
				Female %	12.2	2.2	35.8	2.2	0.4	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Public Defender

Job Code		JobTitle	EMP		MIN		Total								
								EMP	W	AA	H	A	NA	PI	2+
80J21		ACCOUNT CLERK	1		1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
80B22		LEGAL SECRETARY	8		8		Male Female	0 8	0 0	0 0	0 8	0 0	0 0	0 0	0 0
80E21		OFFICE ASST II	1		1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1		1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
80B23		SENIOR LEGAL SECRETARY	1		1		Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0 0
20B10		ACCOUNTANT I	1		1		Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0
80B24		SUPERVISING LEGAL SECRETARY	1		1		Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0
14G02		MANAGEMENT ANALYST I	2		2		Male Female	0 2	0 0	0 1	0 1	0 0	0 0	0 0	0 0
34D23		PD INVSTGTR II	4		4		Male Female	3 1	0 0	0 0	3 1	0 0	0 0	0 0	0 0
34D22		PUBLIC DEFENDER INVESTIGATOR I	1		1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0
39P01		DEPUTY PUBLIC DEFENDER I	3		2		Male Female	1 2	1 0	0 0	0 0	0 2	0 0	0 0	0 0
34D40		PUBLIC DEFENDER INVESTIGATOR III	1		1		Male Female	1 0	0 0	1 0	0 0	0 0	0 0	0 0	0 0
20B95		FINANCE MANAGER I	1		1		Male Female	0 1	0 0	0 0	0 0	0 1	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Public Defender

Job Code		JobTitle		Total		Total						
		EMP	MIN			W	AA	H	A	NA	PI	2+
39P11	DEPUTY PUBLIC DEFENDER II	5	0	Male	2	2	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
39P21	DPTY PD III	6	3	Male	5	3	0	1	1	0	0	0
				Female	1	0	0	0	1	0	0	0
34D80	SUPERVISING PUBLIC DEFENDER INVESTIGATOR	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
39P31	DPTY PD IV	10	2	Male	4	3	0	0	1	0	0	0
				Female	6	5	0	1	0	0	0	0
39P35	CHIEF DPTY PD	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total # Grand Total %		51	30	Male #	18	11	1	4	2	0	0	0
			58.8	Male %	35.3	21.6	2.0	7.8	3.9	0.0	0.0	0.0
				Female #	33	10	1	17	5	0	0	0
				Female%	64.7	19.6	2.0	33.3	9.8	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Resource Management Agency

Job Code		JobTitle	Total		Total											
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+			
80O22		MAILROOM CLERK	1	1	Male	0	0	0	0	0	0	0	0			
					Female	1	0	0	0	1	0	0	0			
80E01		OFFICE ASSISTANT I	3	2	Male	0	0	0	0	0	0	0	0			
					Female	3	1	0	1	1	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			
80E21		OFFICE ASST II	16	10	Male	0	0	0	0	0	0	0	0			
					Female	16	6	0	8	2	0	0	0			
68C21		PARK SERVICES AIDE II	1	0	Male	0	0	0	0	0	0	0	0			
					Female	1	1	0	0	0	0	0	0			
80A31		SECRETARY	6	5	Male	0	0	0	0	0	0	0	0			
					Female	6	1	1	3	1	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			
80J22		SR ACCNT CLERK	2	1	Male	0	0	0	0	0	0	0	0			
					Female	2	1	0	1	0	0	0	0			
72A23		BLDG MNT WRKR	12	11	Male	12	1	0	8	3	0	0	0			
					Female	0	0	0	0	0	0	0	0			
74D02		ROAD MAINT HLP	1	0	Male	1	1	0	0	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
70C21		GROUNDSKEEPER	4	3	Male	2	1	0	0	1	0	0	0			
					Female	2	0	0	2	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			
80J21		ACCOUNT CLERK	2	1	Male	0	0	0	0	0	0	0	0			
					Female	2	1	0	1	0	0	0	0			

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County of Monterey

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Workforce Analysis

Organizational Unit: Resource Management Agency

Job Code		JobTitle		EMP		MIN	Total									
							EMP	W	AA	H	A	NA	PI	2+		
43C10		PERMIT TECH I		3	2	Male	2	1	0	0	1	0	0	0		
70ND1		OFFICE MNT WRKR		2	2	Female	1	0	0	1	0	0	0	0		
80E22		OFFICE ASST III		1	0	Male	2	0	0	1	1	0	0	0		
72B31		PARKS BUILDING & GROUNDS WORKER II		6	5	Female	0	0	0	0	0	0	0	0		
80A33		ADMINISTRATIVE SECRETARY		4	2	Male	6	1	0	5	0	0	0	0		
80O23		SENIOR MAILROOM CLERK		1	1	Female	0	0	0	0	0	0	0	0		
80E80		PRNCPL OA		2	0	Male	0	0	0	0	0	0	0	0		
65C10		PARKS MUSEUM ASSISTANT		1	0	Female	4	2	0	1	1	0	0	0		
34X21		GUARD		2	2	Male	1	0	0	0	1	0	0	0		
74D12		ROAD MAINTENANCE WORKER		17	10	Female	0	0	0	0	0	0	0	0		
74E11		BRIDGE MAINTENANCE WORKER		4	3	Male	17	7	0	9	1	0	0	0		
74I11		TRAFFIC MAINTENANCE WORKER		4	4	Female	0	0	0	0	0	0	0	0		
80A32		SENIOR SECRETARY		3	2	Male	4	1	0	3	0	0	0	0		
						Female	0	0	0	0	0	0	0	0		
						Male	4	0	0	4	0	0	0	0		
						Female	0	0	0	0	0	0	0	0		
						Male	0	0	0	0	0	0	0	0		
						Female	3	1	1	0	1	0	0	0		

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			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+			
72B32		PARKS BUILDING & GROUNDS WORKER SUPERVISOR	2	1	Male	2	1	0	1	0	0	0	0			
74G21		TREE TRIMMER	2	2	Female	0	0	0	0	0	0	0	0			
					Male	2	0	0	2	0	0	0	0			
70C20		SENIOR GROUNDSKEEPER	1	0	Female	0	0	0	0	0	0	0	0			
					Male	1	1	0	0	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
80J30		ACCNTNG TECH	3	2	Male	1	0	0	1	0	0	0	0			
					Female	2	1	0	1	0	0	0	0			
43B03		WATER RESOURCES TECHNICIAN	3	3	Male	1	0	0	1	0	0	0	0			
					Female	2	0	0	2	0	0	0	0			
80E81		SUPVG OA I	1	0	Male	0	0	0	0	0	0	0	0			
					Female	1	1	0	0	0	0	0	0			
14H03		PRSNL TECH-CNF	1	1	Male	0	0	0	0	0	0	0	0			
					Female	1	0	0	1	0	0	0	0			
41F21		ASST PLANNER	2	2	Male	0	0	0	0	0	0	0	0			
					Female	2	0	0	1	0	1	0	0			
74D13		SENIOR ROAD MAINTENANCE WORKER	8	5	Male	8	3	0	5	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
74E31		SENIOR BRIDGE MAINTENANCE WORKER	1	1	Male	1	0	0	1	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
74H24		SANITATION WORKER	1	1	Male	1	0	0	1	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
68A41		CNTY PRK RGR II	4	1	Male	4	3	1	0	0	0	0	0			
					Female	0	0	0	0	0	0	0	0			
14G02		MANAGEMENT ANALYST I	4	3	Male	1	0	0	1	0	0	0	0			
					Female	3	1	0	0	1	1	0	0			

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Workforce Analysis

Organizational Unit: Resource Management Agency

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			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	
20B10		ACCOUNTANT I	2	1	Male	0	0	0	0	0	0	0	0	
					Female	2	1	0	1	0	0	0	0	
43A22		ENGINEERING AIDE III	2	2	Male	1	0	0	0	1	0	0	0	
					Female	1	0	0	1	0	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	
30D01		BUILDING INSPECTOR I	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
14B21		ASC PRSNLANLST	2	0	Male	0	0	0	0	0	0	0	0	
					Female	2	2	0	0	0	0	0	0	
34P26		CODE ENFORCEMENT OFFICER II	3	2	Male	2	1	0	1	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
41F11		ASSOC PLANNER	6	4	Male	1	1	0	0	0	0	0	0	
					Female	5	1	0	2	2	0	0	0	
43C11		PERMIT TECH II	5	4	Male	1	0	0	1	0	0	0	0	
					Female	4	1	0	3	0	0	0	0	
74D81		ASSISTANT ROAD SUPERINTENDENT	4	1	Male	4	3	0	0	0	1	0	0	
					Female	0	0	0	0	0	0	0	0	
70C80		GROUPS SUPERVISOR	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
14C70		ADMIN SVS ASST	1	1	Male	0	0	0	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
41B21		BLDG PLNS EXMR	5	2	Male	4	2	0	1	1	0	0	0	
					Female	1	1	0	0	0	0	0	0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Resource Management Agency

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
14C30		MA II		3	1	1	Male	1	1	0	0	0	0	0	0
							Female	2	1	0	1	0	0	0	0
43J05		DEPT IS COORD		1	0	1	Male	1	1	0	0	0	0	0	0
							Female	0	0	0	0	0	0	0	0
16C86		BUSINESS TECHNOLOGY ANALYST I		1	0	1	Male	1	1	0	0	0	0	0	0
							Female	0	0	0	0	0	0	0	0
16G23		GIS ANALYST I		1	1	1	Male	0	0	0	0	0	0	0	0
							Female	1	0	0	1	0	0	0	0
43A23		ENGINEERING TECHNICIAN		7	7	7	Male	7	0	0	4	3	0	0	0
							Female	0	0	0	0	0	0	0	0
72A81		BUILDING MAINTENANCE SUPERVISOR		3	1	3	Male	3	2	0	1	0	0	0	0
							Female	0	0	0	0	0	0	0	0
30D21		BLDG INSPCTR II		5	2	5	Male	5	3	1	0	0	0	1	0
							Female	0	0	0	0	0	0	0	0
72B41		SENIOR PARKS UTILITIES & WATER SYSTEMS SPECIALIST		1	0	1	Male	1	1	0	0	0	0	0	0
							Female	0	0	0	0	0	0	0	0
74D83		ROAD SUPERINTENDENT		3	1	3	Male	3	2	0	1	0	0	0	0
							Female	0	0	0	0	0	0	0	0
14C31		MA III		3	1	3	Male	0	0	0	0	0	0	0	0
							Female	3	2	0	1	0	0	0	0
20B12		ACCOUNTANT III		1	1	1	Male	0	0	0	0	0	0	0	0
							Female	1	0	0	1	0	0	0	0
74E81		BRIDGE SUPERINTENDENT		1	1	1	Male	1	0	0	1	0	0	0	0
							Female	0	0	0	0	0	0	0	0
74I25		TRAFFIC MAINTENANCE SUPERINTENDENT		1	1	1	Male	1	0	0	1	0	0	0	0
							Female	0	0	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Resource Management Agency

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
41A10		ASSISTANT ENGINEER		6	4	Male	Female	5	1	0	2	2	0	0	0
74K50		PUBLIC WORKS SAFETY COORDINATOR/INVESTIGATOR		1	1	Male	Female	1	0	0	1	0	0	0	0
41C02		WATER RESOURCES HYDROLOGIST		1	0	Male	Female	1	1	0	0	0	0	0	0
30D22		SENIOR BUILDING INSPECTOR		1	0	Male	Female	0	0	0	0	0	0	0	0
41F85		PARKS PLANNING MANAGER		1	0	Male	Female	1	1	0	0	0	0	0	0
16C87		BUSINESS TECHNOLOGY ANALYST II		1	0	Male	Female	1	1	0	0	0	0	0	0
14N05		ADMINISTRATIVE OPERATIONS MANAGER		1	0	Male	Female	0	0	0	0	0	0	0	0
20B95		FINANCE MANAGER I		2	1	Male	Female	0	0	0	0	0	0	0	0
74D84		ROAD MAINTENANCE SUPERINTENDENT		1	0	Male	Female	1	1	0	0	0	0	0	0
41F22		SENIOR PLANNER		3	0	Male	Female	2	2	0	0	0	0	0	0
14K51		RMA SRVS MNGR		4	1	Male	Female	2	2	0	0	0	0	0	0
14C74		REAL PROPERTY SPECIALIST		2	1	Male	Female	2	1	0	1	0	0	0	0
14A11		PRJCT MNGR II		3	1	Male	Female	2	2	0	0	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Resource Management Agency

Job Code		JobTitle	Total		Total											
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+			
30D24		BUILDING INSPECTOR SUPERVISOR	1	0	Male	Female	1	1	0	0	0	0	0			
14A12		PRJCT MNGR III	2	1	Male	Female	1	0	0	1	0	0	0			
20B93		FINANCE MANAGER II	1	1	Male	Female	0	0	0	0	0	0	0			
41A20		CIVIL ENGINEER	4	2	Male	Female	4	2	0	0	1	0	0			
74D85		MAINTENANCE MANAGER	2	1	Male	Female	2	1	0	1	0	0	0			
16F41		DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	1	Male	Female	1	0	0	0	1	0	0			
41C17		SENIOR WATER RESOURCES HYDROLOGIST	1	0	Male	Female	1	1	0	0	0	0	0			
41A87		CHIEF OF SURVEYS	1	0	Male	Female	1	1	0	0	0	0	0			
41A85		TRAFFIC ENGINEER	1	1	Male	Female	1	0	0	0	1	0	0			
14K50		CHIEF PLANNING	1	1	Male	Female	0	0	0	0	0	0	0			
41A22		SENIOR CIVIL ENGINEER	1	1	Male	Female	1	0	0	0	1	0	0			
30D31		CHF PW FCLTIES	1	1	Male	Female	1	0	0	1	0	0	0			
30D25		CHIEF BLDNG SRV	1	1	Male	Female	1	0	0	0	0	0	1			

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Resource Management Agency

Total		Total									
Job Code	JobTitle	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
11A32	DPTY DIR ADM SV	1	0	0	0	0	0	0	0	0	0
				Male	0						0
				Female	1	0	0	0	0	0	0
11A23	DPTY DIR LU CD	1	0	0	1	0	0	0	0	0	0
				Male	1						0
				Female	0	0	0	0	0	0	0
11A27	RESOURCE MANAGEMENT AGENCY DIRECTOR	1	0	0	1	0	0	0	0	0	0
				Male	1						0
				Female	0	0	0	0	0	0	0
Grand Total #		254	149	156	65	2	66	19	2	1	1
Grand Total %			58.7	61.4	25.6	0.8	26.0	7.5	0.8	0.4	0.4
				Female #	40	4	41	11	2	0	0
				Female%	15.7	1.6	16.1	4.3	0.8	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Sheriff-Coroner

Job Code		JobTitle	Total		Total									
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
80I15		SHERIFFS RECORDS SPECIALIST I	5	1	Male	1	1	0	0	0	0	0	0	
					Female	4	3	0	1	0	0	0	0	
80I16		SH RCRD SPC II	12	10	Male	0	0	0	0	0	0	0	0	
					Female	12	2	1	6	3	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	
70N10		INMATE SERVICES SPECIALIST	5	3	Male	4	2	0	2	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
80I07		CORRECTIONS SPECIALIST	13	9	Male	1	0	0	1	0	0	0	0	
					Female	12	4	1	4	3	0	0	0	
70K92		SHERIFFS CORRECTIONAL COOK II	6	2	Male	5	4	1	0	0	0	0	0	
					Female	1	0	0	1	0	0	0	0	
80E22		OFFICE ASST III	3	3	Male	1	0	0	1	0	0	0	0	
					Female	2	0	0	0	2	0	0	0	
80I10		CUST CONTR SPEC	25	17	Male	15	7	0	8	0	0	0	0	
					Female	10	1	1	8	0	0	0	0	
80I01		SENIOR CIVIL CLERK	2	2	Male	0	0	0	0	0	0	0	0	
					Female	2	0	0	2	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	
72C25		VEHICLE MAINTENANCE COORDINATOR	1	0	Male	1	1	0	0	0	0	0	0	
					Female	0	0	0	0	0	0	0	0	
80J22		SR ACCNT CLERK	1	0	Male	0	0	0	0	0	0	0	0	
					Female	1	1	0	0	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	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Sheriff-Coroner

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
80J20		ACNTG CLRLCL SUP		2	2	Male	1	0	0	0	1	0	0	0	0
80A32		SENIOR SECRETARY		1	1	Female	1	0	0	0	1	0	0	0	0
80H25		MEDICAL TRANSCRIPTIONIST II		1	0	Male	0	0	0	0	0	0	0	0	0
60S21		CRIME PRVNT SPC		1	0	Female	1	0	0	0	0	1	0	0	0
80J30		ACCNTHG TECH		3	3	Male	0	0	0	0	0	0	0	0	0
72A40		SENIOR INMATE SERVICES SPECIALIST		1	1	Female	3	0	0	0	2	1	0	0	0
80I17		SENIOR SHERIFFS RECORDS SPECIALIST		4	2	Male	1	0	0	0	1	0	0	0	0
80I20		SHERIFFS RECORDS SUPERVISOR		4	3	Female	0	0	0	0	0	0	0	0	0
60G32		WORK FURLOUGH PROGRAM ASSISTANT		4	4	Male	4	1	1	1	2	0	0	0	0
34E22		FORENSIC EVIDENCE TECHNICIAN		2	1	Female	1	0	0	0	1	0	0	0	0
80A34		SENIOR SECRETARY-CONFIDENTIAL		1	1	Male	0	0	0	0	0	0	0	0	0
80I08		SENIOR CORRECTIONS SPECIALIST		2	2	Female	1	0	0	0	1	0	0	0	0
36A26		DPTY SHRFF-RCRT		7	7	Male	0	0	0	0	0	0	0	0	0
						Female	2	0	0	0	2	0	0	0	0
							3	0	0	0	3	0	0	0	0
							4	0	0	0	3	0	1	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Sheriff-Coroner

Job Code	JobTitle	Total		Total									
		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
50S01	FRNSC ATPSY TCH	1	0	0	0	0	0	0	0	0	0	0	0
14H33	CRIMINAL INTELLIGENCE SPECIALIST	2	1	1	0	0	0	0	0	0	0	0	0
80A99	ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	0	0	0	0	0	0	0	0	0	0
43J09	SR DISC	4	1	3	0	0	0	0	0	0	0	0	0
20B12	ACCOUNTANT III	1	0	0	0	0	0	0	0	0	0	0	0
36A22	DPTY SHRFF-OPS	84	35	74	0	0	46	2	20	5	1	0	0
36E21	DPTY SHRFF-CRR	168	102	140	0	0	59	7	65	9	0	0	0
34P31	VHCLABT ENF OF	2	2	0	0	0	0	0	0	0	0	0	0
14C70	ADMIN SVS ASST	1	1	0	0	0	0	0	0	0	0	0	0
14C30	MA II	1	0	0	0	0	0	0	0	0	0	0	0
14C31	MA III	2	0	1	0	1	1	0	0	0	0	0	0
34E30	SUPERVISING FORENSIC EVIDENCE TECHNICIAN	1	0	1	0	0	1	0	0	0	0	0	0
36A23	SHRFFS SRGNT	33	13	23	0	0	13	1	6	2	1	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Sheriff-Coroner

Job Code		JobTitle		Total		Total						
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
20B93		1	1	Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	
16F41	DEPARTMENTAL INFORMATION SYSTEMS MANAGER II	1	0	Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0	
36A24	SHERIFFS INVESTIGATIVE SERGEANT	4	0	Male Female	4 0	0 0	0 0	0 0	0 0	0 0	0 0	
36A82	SHRFFS COMMNDR	11	4	Male Female	10 1	1 0	2 0	1 0	0 0	0 0	0 0	
36A81	SHERIFFS CAPTAIN	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0	
12A10	CHIEF DEPUTY SHERIFF	2	1	Male Female	2 0	0 0	1 0	0 0	0 0	0 0	0 0	
12A13	UNDERSHERIFF	1	0	Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0	
		Grand Total #		238	151	12	114	18	2	0	0	
		Grand Total %		55.1	35.0	2.8	26.4	4.2	0.5	0.0	0.0	
				Female #	43	4	69	18	1	0	0	
				Female%	10.0	0.9	16.0	4.2	0.2	0.0	0.0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Social Services

Job Code		JobTitle		Total		Total							
		EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
60D10		5	5			Male Female	0 0	0 0	0 5	0 0	0 0	0 0	0 0
80E21		80	68			Male Female	13 67	1 3	0 49	2 4	0 0	0 0	0 0
60D11		69	68			Male Female	9 60	0 1	0 59	0 0	0 0	0 0	0 0
80E22		32	28			Male Female	3 29	2 2	1 24	0 2	0 0	0 0	0 0
70F21		1	1			Male Female	1 0	0 0	0 0	0 0	0 0	0 0	0 0
25E01		26	26			Male Female	1 25	0 0	0 25	0 0	0 0	0 0	0 0
70A21		1	0			Male Female	1 0	1 0	0 0	0 0	0 0	0 0	0 0
80A31		12	8			Male Female	1 11	0 4	0 1	0 5	0 1	0 0	0 0
80E80		16	13			Male Female	2 14	1 2	0 11	0 1	0 0	0 0	0 0
25E21		131	116			Male Female	26 105	2 13	0 1	23 85	1 5	0 1	0 0
80E81		17	14			Male Female	2 15	1 2	0 12	0 0	0 0	0 0	0 0
60C21		10	8			Male Female	1 9	0 2	0 7	0 0	0 0	0 0	0 0
60C01		12	10			Male Female	1 11	0 2	1 8	0 0	0 0	0 0	0 0

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County of Monterey

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Workforce Analysis

Organizational Unit: Social Services

Job Code		JobTitle		EMP		MIN	Total		Total							
									EMP	W	AA	H	A	NA	PI	2+
80J22		SR ACCNT CLERK		2	2		Male	Female	0	0	0	0	0	0	0	0
70F79		WAREHOUSE WRKR		2	1		Male	Female	2	0	0	2	0	0	0	0
70N01		OFFICE MNT WRKR		1	1		Male	Female	2	1	0	1	0	0	0	0
25E22		EW III		80	68		Male	Female	0	0	0	0	0	0	0	0
60H11		E&T WORKER II		20	18		Male	Female	16	3	0	12	1	0	0	0
80J30		ACCNTNG TECH		3	3		Male	Female	64	9	0	52	3	0	0	0
60U11		MILITARY & VETERANS REPRESENTATIVE II		3	2		Male	Female	4	1	0	3	0	0	0	0
60C22		SOCIAL WRKR III		53	43		Male	Female	16	1	1	13	1	0	0	0
60H21		EMPLOYMENT & TRAINING WORKER III		17	17		Male	Female	0	0	0	0	0	0	0	0
80E82		SUPVG OA II		1	1		Male	Female	3	0	0	0	3	0	0	0
80A32		SENIOR SECRETARY		4	2		Male	Female	8	0	1	7	0	0	0	0
80E98		PRINCIPAL CLERK-CONFIDENTIAL		3	3		Male	Female	9	0	0	9	0	0	0	0
70F82		SUPERVISING WAREHOUSE WORKER		1	1		Male	Female	0	0	0	0	0	0	0	0
							Male	Female	0	0	0	1	0	0	0	0
							Male	Female	1	0	0	1	1	0	0	0
							Male	Female	3	0	1	1	1	0	0	0
							Male	Female	1	0	0	1	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0
							Male	Female	4	2	0	2	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0
							Male	Female	3	0	1	1	1	0	0	0
							Male	Female	1	0	0	1	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0
							Male	Female	4	2	0	2	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0
							Male	Female	3	0	1	1	1	0	0	0
							Male	Female	1	0	0	1	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0
							Male	Female	1	0	0	1	0	0	0	0
							Male	Female	0	0	0	0	0	0	0	0

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County of Monterey

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Workforce Analysis

Organizational Unit: Social Services

Job Code		JobTitle	Total		Total									
			EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
80J20		ACNTG CLRLCL SUP	2	0	Male	0	0	0	0	0	0	0	0	
					Female	2	2	0	0	0	0	0	0	
60C23		SOCIAL WRKR IV	8	4	Male	4	1	0	2	1	0	0	0	
					Female	4	3	0	1	0	0	0	0	
25E80		ELIGIBILITY SUP	36	25	Male	7	4	0	3	0	0	0	0	
					Female	29	7	1	19	1	1	0	0	
43J05		DEPT IS COORD	4	2	Male	2	1	0	1	0	0	0	0	
					Female	2	1	0	1	0	0	0	0	
14H03		PRSNL TECH-CNF	3	2	Male	0	0	0	0	0	0	0	0	
					Female	3	1	0	2	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	
80A99		ADMINISTRATIVE SECRETARY-CONFIDENTIAL	1	0	Male	0	0	0	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
14H69		STAFF TRAINER I	3	3	Male	0	0	0	0	0	0	0	0	
					Female	3	0	0	3	0	0	0	0	
60U21		MILITARY & VETERANS REPRESENTATIVE III	2	1	Male	1	0	1	0	0	0	0	0	
					Female	1	1	0	0	0	0	0	0	
20B11		ACCOUNTANT II	4	3	Male	1	1	0	0	0	0	0	0	
					Female	3	0	0	2	1	0	0	0	
60C24		SOCIAL WRKR V	33	22	Male	6	2	0	1	3	0	0	0	
					Female	27	9	2	15	1	0	0	0	
43J09		SR DISC	5	4	Male	5	1	0	3	1	0	0	0	
					Female	0	0	0	0	0	0	0	0	
60C80		SOCIAL WORK SUPERVISOR I	8	4	Male	2	0	0	2	0	0	0	0	
					Female	6	4	0	2	0	0	0	0	

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Social Services

Job Code		JobTitle	EMP		MIN		Total						
							W	AA	H	A	NA	PI	2+
14B21		ASC PRSNLANLST	1		1	Male	0	0	0	0	0	0	0
60H31		E&T SUPERVISOR	7		6	Male	1	0	0	0	0	0	0
						Female	6	0	1	5	0	0	0
14C70		ADMIN SVS ASST	8		6	Male	2	1	1	0	0	0	0
						Female	6	1	1	4	0	0	0
60C81		SW SPVSR II	18		9	Male	1	1	0	0	0	0	0
						Female	17	8	2	6	1	0	0
14C30		MA II	17		11	Male	3	1	0	0	2	0	0
						Female	14	5	3	5	1	0	0
14H70		STAFF TRAINER II	8		5	Male	1	0	0	1	0	0	0
						Female	7	3	1	3	0	0	0
43J15		SUPVG DISC	2		1	Male	1	0	0	1	0	0	0
						Female	1	1	0	0	0	0	0
14C31		MA III	12		4	Male	5	4	0	0	1	0	0
						Female	7	4	2	1	0	0	0
60H32		SUPERVISING STAFF TRAINER	1		0	Male	1	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0
16C88		BUSINESS TECHNOLOGY ANALYST III	1		1	Male	1	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0
14C71		ADMINISTRATIVE SERVICES OFFICER	1		1	Male	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0
16C87		BUSINESS TECHNOLOGY ANALYST II	3		1	Male	2	1	0	0	1	0	0
						Female	1	1	0	0	0	0	0
60I02		PRGRM MNGR II	12		7	Male	1	0	0	1	0	0	0
						Female	11	5	1	5	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Social Services

Job Code		JobTitle		EMP		MIN		EMP		W		AA		H		A		NA		PI		2+	
				Total				Total															
14B32		SR PRSNL ANLST		1	1	Male	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
60X01		COMMUNITY AFFILIATION MANAGER		1	1	Male	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
52E22		PB HLTH NRS II		2	0	Male	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
60U20		MILITARY & VETERAN AFFAIRS OFFICER		1	0	Male	Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14N05		ADMINISTRATIVE OPERATIONS MANAGER		1	1	Male	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20B93		FINANCE MANAGER II		2	0	Male	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16F41		DEPARTMENTAL INFORMATION SYSTEMS MANAGER II		1	0	Male	Female	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
60I01		DEPUTY DIRECTOR SOCIAL SERVICES		5	4	Male	Female	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
14B66		DEPARTMENTAL HR MANAGER		1	0	Male	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total #				818	658	Male #	Female #	161	40	4	103	4	14	0	0	0	0	0	0	0	0	0	0
Grand Total %					80.4	Male %	Female %	19.7	4.9	0.5	12.6	0.5	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
						Female #	Female %	657	120	30	475	30	30	2	0	0	0	0	0	0	0	0	0
						Female %	Female %	80.3	14.7	3.7	58.1	3.7	3.7	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Treasurer/Tax Collector

Job Code		JobTitle		EMP		MIN	Total									
							EMP	W	AA	H	A	NA	PI	2+		
80J21		ACCOUNT CLERK		7	7		Male Female	1 6	0 0	0 0	1 6	0 0	0 0	0 0	0 0	0 0
25A32		REVNU OFFCR II		8	8		Male Female	0 8	0 0	0 0	0 8	0 0	0 0	0 0	0 0	0 0
80J22		SR ACCNT CLERK		1	1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0	0 0
80J30		ACCNTHG TECH		4	4		Male Female	2 2	0 0	0 0	2 2	0 0	0 0	0 0	0 0	0 0
20B10		ACCOUNTANT I		1	1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0	0 0
80J20		ACNTG CLRCL SUP		1	1		Male Female	0 1	0 0	0 0	0 1	0 0	0 0	0 0	0 0	0 0
14C70		ADMIN SVS ASST		1	1		Male Female	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
20B11		ACCOUNTANT II		2	1		Male Female	0 2	0 1	0 0	0 1	0 0	0 0	0 0	0 0	0 0
25A33		SUPERVISING REVENUE OFFICER		1	1		Male Female	1 0	0 0	0 0	1 0	0 0	0 0	0 0	0 0	0 0
20B41		TREASURY OFFICER II		3	3		Male Female	0 3	0 0	0 0	0 3	0 0	0 0	0 0	0 0	0 0
14C31		MA III		3	1		Male Female	1 2	1 1	0 0	0 1	0 0	0 0	0 0	0 0	0 0
20B12		ACCOUNTANT III		1	0		Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0
14C71		ADMINISTRATIVE SERVICES OFFICER		1	0		Male Female	0 1	0 1	0 0	0 0	0 0	0 0	0 0	0 0	0 0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Treasurer/Tax Collector

Job Code		JobTitle		Total		Total									
				EMP	MIN			EMP	W	AA	H	A	NA	PI	2+
16C87		BUSINESS TECHNOLOGY ANALYST II		1	0	Male	Female	1	1	0	0	0	0	0	0
20B95		FINANCE MANAGER I		2	1	Male	Female	0	0	0	0	0	0	0	0
20B93		FINANCE MANAGER II		1	1	Male	Female	2	1	0	0	1	0	0	0
20B96		FINANCE SYSTEMS MANAGER		1	0	Male	Female	0	0	0	0	0	0	0	0
14C45		TREASURY MANAGER		1	0	Male	Female	1	0	0	0	0	0	0	0
12A24		ASSISTANT TREASURER-TAX COLLECTOR		1	0	Male	Female	0	0	0	0	0	0	0	0
Grand Total #				41	31	Male #	Female #	7	3	0	4	0	0	0	0
Grand Total %					75.6	Male %	Female %	17.1	7.3	0.0	9.8	0.0	0.0	0.0	0.0
						Female #	Female %	34	7	0	25	2	0	0	0
								82.9	17.1	0.0	61.0	4.9	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Water Resources Agency

Job Code	JobTitle	Total		Total									
		EMP	MIN	Male	Female	EMP	W	AA	H	A	NA	PI	2+
80J22	SR ACCNT CLERK	1	1	1 Male	Female	0	0	0	0	0	0	0	0
74J11	WATER MAINTENANCE WORKER II	2	1	1 Male	Female	2	1	0	1	0	0	0	0
74J01	WATER MAINTENANCE WORKER I	1	1	1 Male	Female	0	0	0	0	0	0	0	0
43A21	ENGINEERING AIDE II	1	1	1 Male	Female	1	0	0	1	0	0	0	0
80A34	SENIOR SECRETARY-CONFIDENTIAL	1	0	1 Male	Female	0	0	0	0	0	0	0	0
43B03	WATER RESOURCES TECHNICIAN	3	0	3 Male	Female	3	3	0	0	0	0	0	0
74F23	HYDROELECTRIC TECHNICIAN	1	0	1 Male	Female	0	0	0	0	0	0	0	0
74C01	WATER MAINTENANCE SUPERINTENDENT	1	0	1 Male	Female	1	1	0	0	0	0	0	0
74J22	AST WTR MNT SPT	1	0	1 Male	Female	0	0	0	0	0	0	0	0
14C70	ADMIN SVS ASST	1	1	1 Male	Female	0	0	0	0	0	0	0	0
20B12	ACCOUNTANT III	1	1	1 Male	Female	1	0	0	0	1	0	0	0
41C02	WATER RESOURCES HYDROLOGIST	4	1	3 Male	Female	3	2	0	1	0	0	0	0
41E11	WATER RESOURCES ENGINEER	2	2	2 Male	Female	1	0	0	1	0	0	0	0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis

Organizational Unit: Water Resources Agency

Job Code		JobTitle	EMP		MIN	Total							
						EMP	W	AA	H	A	NA	PI	2+
41E21		ASSOCIATE WATER RESOURCES ENGINEER	2		0	Male Female	1 1	0 0	0 0	0 0	0 0	0 0	0 0
41C14		ASSOCIATE WATER RESOURCES HYDROLOGIST	3		1	Male Female	1 2	0 2	1 0	0 0	0 0	0 0	0 0
41C17		SENIOR WATER RESOURCES HYDROLOGIST	2		0	Male Female	1 1	0 0	0 0	0 0	0 0	0 0	0 0
41E30		SENIOR WATER RESOURCES ENGINEER	2		1	Male Female	2 0	1 0	1 0	0 0	0 0	0 0	0 0
12C36		DPY GN MGR-WRA	2		1	Male Female	1 1	0 0	0 1	0 0	0 0	0 0	0 0
Grand Total #			31	12	19	13	0	6	0	0	0	0	0
Grand Total %				38.7	61.3	41.9	0.0	19.4	0.0	0.0	0.0	0.0	0.0
					12	6	0	5	1	0	0	0	0
					38.7	19.4	0.0	16.1	3.2	0.0	0.0	0.0	0.0

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County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis Summary

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	54	30	24	33	12	2	12	4	0	0	0	9	2	9	4	0	0	0
Assessor/Clerk/Recorder	60	20	40	43	9	1	8	2	0	0	0	8	1	30	1	0	0	0
Auditor Controller	53	12	41	36	7	1	4	0	0	0	0	10	1	21	9	0	0	0
Board of Supervisors	14	3	11	8	1	0	2	0	0	0	0	5	0	5	1	0	0	0
Child Support Services	89	21	68	64	5	3	10	1	1	1	0	20	5	40	2	1	0	0
Clerk of the Board	4	1	3	2	0	0	0	1	0	0	0	2	0	1	0	0	0	0
Cooperative Extension Service	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
County Administrative Office	61	31	30	43	9	1	15	6	0	0	0	9	1	14	5	0	0	1
County Counsel	37	12	25	11	10	0	2	0	0	0	0	16	0	6	3	0	0	0
District Attorney	138	48	90	55	36	0	10	1	1	0	0	47	1	37	5	0	0	0
Economic Development	25	9	16	19	3	0	5	1	0	0	0	3	0	11	2	0	0	0
Elections	11	3	8	8	2	0	1	0	0	0	0	1	0	5	2	0	0	0
Emergency Communication	64	20	44	30	11	0	9	0	0	0	0	23	1	18	1	1	0	0
Equal Opportunity Office	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
Health	860	155	705	627	57	4	81	13	0	0	0	176	18	456	50	5	0	0
Human Resources	30	4	26	23	1	1	2	0	0	0	0	6	3	13	4	0	0	0
Information Technology	95	73	22	48	37	5	18	10	3	0	0	10	0	8	4	0	0	0
Library	64	11	53	31	5	0	6	0	0	0	0	28	1	19	5	0	0	0
Natividad Medical Center	1,158	277	881	825	84	11	114	65	3	0	0	249	33	403	187	9	0	0
Probation	271	128	143	209	29	7	80	10	2	0	0	33	6	97	6	1	0	0
Public Defender	51	18	33	30	11	1	4	2	0	0	0	10	1	17	5	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Resource Management Agency	254	156	98	149	65	2	66	19	2	1	1	40	4	41	11	2	0	0
Sheriff-Coroner	432	297	135	238	151	12	114	18	2	0	0	43	4	69	18	1	0	0
Social Services	818	161	657	658	40	4	103	14	0	0	0	120	30	475	30	2	0	0
Treasurer/Tax Collector	41	7	34	31	3	0	4	0	0	0	0	7	0	25	2	0	0	0
Water Resources Agency	31	19	12	12	13	0	6	0	0	0	0	6	0	5	1	0	0	0
Total (#)	4,720	1,516	3,204	3,237	601	55	676	167	14	2	1	882	112	1,829	358	22	0	1
Total (%)		32.1	67.9	68.6	12.7	1.2	14.3	3.5	0.3	0.0	0.0	18.7	2.4	38.8	7.6	0.5	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 01 - MANAGEMENT II

EEO

Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	2+
1	12A15	ASSISTANT ASSESSOR-VALUATION	1	0	1	1	0	0	1	0	0
1	12A02	ASSISTANT AUDITOR-CONTROLLER	1	0	1	1	0	0	0	1	0
1	12C35	ASSISTANT CHIEF PROBATION OFFICER	1	1	0	0	1	0	0	0	0
1	12E03	ASSISTANT COUNTY ADMINISTRATIVE OF	3	3	0	1	2	0	1	0	0
1	12A05	ASSISTANT COUNTY CLERK-RECORDER	1	0	1	1	0	0	1	0	0
1	12C14	ASSISTANT REGISTRAR OF VOTERS	1	0	1	1	0	0	1	0	0
1	12A24	ASSISTANT TREASURER-TAX COLLECTO	1	0	1	0	1	0	0	0	0
1	12C37	ASST DIR HR	1	0	1	0	1	0	0	0	0
1	12E04	BUREAU CHIEF	6	4	2	3	3	0	3	0	0
1	12C39	CHIEF ASSISTANT COUNTY COUNSEL	1	1	0	0	1	0	0	0	0
1	12A03	CHIEF ASSISTANT DISTRICT ATTORNEY	1	1	0	0	1	0	0	0	0
1	60I01	DEPUTY DIRECTOR SOCIAL SERVICES	5	1	4	4	1	1	3	0	0
1	12E18	DIRECTOR OF INFORMATION TECHNOLO	1	1	0	0	1	0	0	0	0
1	11A32	DPTY DIR ADM SV	1	0	1	0	1	0	0	0	0
1	11A23	DPTY DIR LU CD	1	1	0	0	1	0	0	0	0
1	12C36	DPY GN MGR-WRA	2	1	1	1	1	0	1	0	0
2	12C42	EMERGENCY COMMUNICATIONS OPERA	1	0	1	1	0	0	1	0	0
1	14A25	EMERGENCY SERVICES MANAGER	1	1	0	1	0	0	1	0	0
1	54B70	HOSPITAL CHIEF MEDICAL OFFICER	1	1	0	0	1	0	0	0	0
1	12C29	NMC ASSISTANT ADMINISTRATOR	2	0	2	0	2	0	0	0	0
1	14C48	PBLC HLTH PM II	2	0	2	0	2	0	0	0	0
1	11A27	RESOURCE MANAGEMENT AGENCY DIRE	1	1	0	0	1	0	0	0	0
1	12A13	UNDERSHERIFF	1	1	0	0	1	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 01 - MANAGEMENT II

EEO

EEO													
Job Group: 01 - MANAGEMENT II		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	12E16	WIB EXECUTIVE DIRECTOR	1	1	0	0	1	0	0	0	0	0	0
Total (#) Total (%)			38 50.0	19 50.0	19 50.0	15 39.5	23 60.5	1 2.6	13 34.2	1 2.6	0 0.0	0 0.0	0 0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 02 - MANAGEMENT I

EEO		Total												
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	
1	14K44	ASST BUREAU CHF	1	0	1	0	1	0	0	0	0	0	0	
1	12A04	ASST DA	3	1	2	0	3	0	0	0	0	0	0	
1	12C04	ASST LIBRY DIR	1	0	1	0	1	0	0	0	0	0	0	
1	30N81	CHIEF DEPUTY AGRICULTURAL COMMIS	3	2	1	2	1	0	1	1	0	0	0	
1	12A10	CHIEF DEPUTY SHERIFF	2	2	0	1	1	0	1	0	0	0	0	
2	20B97	CHIEF DPTY A-C	3	2	1	1	2	0	1	0	0	0	0	
1	14K52	CHIEF SECURITY AND PRIVACY OFFICER	1	1	0	0	1	0	0	0	0	0	0	
1	60I10	DEPUTY DIRECTOR BEHAVIORAL HEALT	3	1	2	2	1	0	2	0	0	0	0	
1	14K62	DEPUTY DIRECTOR CHILD SUPPORT SE	1	1	0	1	0	1	0	0	0	0	0	
1	50P80	DIRECTOR OF CARDIOPULMONARY SER	1	1	0	1	0	0	1	0	0	0	0	
1	50C80	DIRECTOR PUBLIC HEALTH LABORATOR	1	0	1	1	0	0	0	1	0	0	0	
1	14K21	DIV MGR	3	3	0	2	1	0	0	2	0	0	0	
2	20B93	FINANCE MANAGER II	12	3	9	7	5	0	5	2	0	0	0	
2	20B96	FINANCE SYSTEMS MANAGER	1	1	0	0	1	0	0	0	0	0	0	
1	14K33	HOSP DIRECTOR OF ENGINEERING AND	1	1	0	0	1	0	0	0	0	0	0	
2	20B92	HOSPITAL CONTROLLER	1	0	1	0	1	0	0	0	0	0	0	
1	14N31	HOSPITAL DIRECTOR OF ENVIRONMENT	1	1	0	1	0	0	1	0	0	0	0	
2	14N30	HOSPITAL PATIENT ADMITTING MANAGER	1	0	1	1	0	0	1	0	0	0	0	
2	43G01	IT MANAGER	7	6	1	2	5	0	2	0	0	0	0	
2	14K31	MANAGER OF DIAGNOSTIC IMAGING SER	1	1	0	1	0	0	0	1	0	0	0	
2	60U20	MILITARY & VETERAN AFFAIRS OFFICER	1	1	0	0	1	0	0	0	0	0	0	
1	14H66	OUTPATIENT SERVICES DIRECTOR	1	0	1	1	0	0	0	1	0	0	0	
2	14C52	PATIENT FINANCIAL SERVICES DIRECTO	1	1	0	0	1	0	0	0	0	0	0	

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 02 - MANAGEMENT I

EEO

EEO													
Job Group.		02 - MANAGEMENT I											
Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	60I02	PRGRM MNGR II	13	1	12	7	6	1	6	0	0	0	0
2	14C32	SAFETY OFFICER	1	0	1	1	0	0	1	0	0	0	0
1	41A22	SENIOR CIVIL ENGINEER	1	1	0	1	0	0	0	1	0	0	0
2	14C45	TREASURY MANAGER	1	0	1	0	1	0	0	0	0	0	0
Total (#)			67	31	36	33	34	2	22	9	0	0	0
Total (%)				46.3	53.7	49.3	50.7	3.0	32.8	13.4	0.0	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Total											
EEO Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	2+
2	20B21	ACCOUNTANT AUDITOR II	1	0	1	1	0	0	1	0	0
2	20B12	ACCOUNTANT III	12	2	10	8	4	1	6	1	0
2	20B22	ACCT AUDITR III	5	1	4	3	2	0	1	2	0
2	14C70	ADMIN SVS ASST	20	2	18	15	5	2	9	4	0
2	14C75	ADMINISTRATIVE ASSISTANT TO DISTRICT	1	0	1	0	1	0	0	0	0
2	14N05	ADMINISTRATIVE OPERATIONS MANAGER	2	0	2	1	1	1	0	0	0
2	14C71	ADMINISTRATIVE SERVICES OFFICER	3	0	3	2	1	0	2	0	0
2	14B21	ASC PRSNL ANLST	13	3	10	9	4	1	5	3	0
2	14B47	ASSOCIATE EQUAL OPPORTUNITY ANALYST	1	0	1	1	0	0	1	0	0
2	14K45	AUDITOR APPRAISER MANAGER	1	1	0	0	1	0	0	0	0
2	28B21	AUDITOR-APPRAISER II	3	0	3	1	2	0	1	0	0
2	28B22	AUDITOR-APPRAISER III	1	1	0	1	0	0	0	1	0
2	20B24	AUDITOR-CONTROLLER ANALYST I	6	1	5	5	1	0	3	2	0
2	20B25	AUDITOR-CONTROLLER ANALYST II	1	0	1	1	0	0	0	1	0
2	14H02	BOS AIDE	4	1	3	3	1	0	2	1	0
1	74E81	BRIDGE SUPERINTENDENT	1	1	0	1	0	0	1	0	0
5	16C88	BUSINESS TECHNOLOGY ANALYST III	2	1	1	1	1	0	0	1	0
2	16C93	BUSINESS TECHNOLOGY ANALYST IV	2	2	0	0	2	0	0	0	0
2	14E20	BUYER II	4	0	4	2	2	0	2	0	0
2	20B91	CHIEF HOSPITAL ACCOUNTANT	1	1	0	1	0	0	1	0	0
2	60X01	COMMUNITY AFFILIATION MANAGER	1	0	1	1	0	0	1	0	0
2	14N35	CONTRACTS & PURCHASING OFFICER	1	1	0	0	1	0	0	0	0
2	14A24	COUNTY BUDGET DIRECTOR	1	1	0	0	1	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

EEO

Job Group. 03 - 1 ROT ESSIONALS - ADMINISTRATION													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	16D25	DATABASE ADMINISTRATOR III	2	2	0	1	1	0	0	1	0	0	0
1	14B66	DEPARTMENTAL HR MANAGER	2	0	2	0	2	0	0	0	0	0	0
2	16F41	DEPARTMENTAL INFORMATION SYSTEMS	5	3	2	2	3	0	0	2	0	0	0
1	30N80	DEPUTY AG COM	4	3	1	0	4	0	0	0	0	0	0
2	39B21	DEPUTY COUNTY COUNSEL II	2	1	1	0	2	0	0	0	0	0	0
2	39B22	DEPUTY COUNTY COUNSEL III	3	2	1	0	3	0	0	0	0	0	0
2	16F40	DPT IS MGR I	3	2	1	1	2	0	1	0	0	0	0
2	39B23	DPTY CO CNSL IV	12	6	6	4	8	0	2	2	0	0	0
2	14M80	ELECTIONS PROGRAM MANAGER	5	0	5	5	0	0	4	1	0	0	0
2	41G01	EMER SRVCS PLNR	3	1	2	2	1	0	1	0	0	0	1
2	14B46	EQUAL OPPORTUNITY ANALYST	1	0	1	1	0	0	1	0	0	0	0
2	14P32	ERP BSNSS ANLST	8	4	4	3	5	0	2	1	0	0	0
2	20B95	FINANCE MANAGER I	13	2	11	9	4	0	4	5	0	0	0
1	70K83	FOOD ADMINISTRATOR-PROBATION	1	1	0	0	1	0	0	0	0	0	0
2	16G24	GIS ANALYST II	1	1	0	0	1	0	0	0	0	0	0
2	16G25	GIS ANALYST III	2	2	0	0	2	0	0	0	0	0	0
2	14C36	HOSPITAL DECISION SUPPORT ANALYST	1	0	1	1	0	0	1	0	0	0	0
2	14A80	HOSPITAL DECISION SUPPORT MANAGE	1	1	0	1	0	0	1	0	0	0	0
2	41K01	HOSPITAL NETWORK & SYSTEMS ENGIN	3	3	0	0	3	0	0	0	0	0	0
2	14A70	HOSPITAL REVENUE CYCLE EXAMINER	2	0	2	1	1	0	1	0	0	0	0
2	16E50	HOSPITAL SECURITY & DATABASE ADMIN	1	1	0	0	1	0	0	0	0	0	0
2	16C61	HOSPITAL SOFTWARE ANALYST II	8	2	6	7	1	0	7	0	0	0	0
2	14M61	HR PROGRAM MGR	5	1	4	3	2	2	1	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

EEO

Job Group. 03 - PROFESSIONALS - ADMINISTRATION													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	14M02	HSP INT SRV MGR	1	1	0	1	0	0	1	0	0	0	0
2	16C89	INFORMATION TECHNOLOGY BUSINESS	2	1	1	1	1	0	0	1	0	0	0
2	43G03	IT PM ANLST II	1	1	0	1	0	0	1	0	0	0	0
2	43G04	IT PM ANLST III	4	2	2	3	1	0	2	1	0	0	0
2	16C23	IT SUPERVISOR	1	1	0	0	1	0	0	0	0	0	0
2	65A31	LIBRARIAN	2	0	2	0	2	0	0	0	0	0	0
2	65A33	LIBRARIAN II	10	5	5	3	7	0	3	0	0	0	0
2	65A40	LIBRARIAN III	2	0	2	0	2	0	0	0	0	0	0
2	14C30	MA II	46	11	35	27	19	4	16	7	0	0	0
2	14C31	MA III	44	10	34	15	29	3	9	3	0	0	0
1	74D85	MAINTENANCE MANAGER	2	2	0	1	1	0	1	0	0	0	0
2	14G02	MANAGEMENT ANALYST I	22	2	20	12	10	1	7	3	1	0	0
2	65A85	MANAGING LIBRARIAN	2	0	2	1	1	0	0	1	0	0	0
2	65A22	MEDICAL LIBRARIAN	1	0	1	0	1	0	0	0	0	0	0
2	14A30	MNGMNT SPEC	2	0	2	2	0	1	1	0	0	0	0
2	41N25	NETWORK SYSTEMS ENGINEER III	2	2	0	0	2	0	0	0	0	0	0
2	14K35	NMC HUMAN RESOURCES ADMINISTRATOR	1	0	1	1	0	1	0	0	0	0	0
2	41N24	NTWK SY ENG II	3	3	0	1	2	0	0	0	1	0	0
3	50U23	OBSTETRICAL TEC	6	0	6	5	1	1	4	0	0	0	0
2	14N06	OPERATIONS MNGR	1	1	0	0	1	0	0	0	0	0	0
3	50U25	ORTHOPEDIC TECHNICIAN	1	1	0	1	0	1	0	0	0	0	0
2	41F85	PARKS PLANNING MANAGER	1	1	0	0	1	0	0	0	0	0	0
2	14B01	PERSONNEL ANALYST	4	0	4	3	1	1	1	1	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Total											
EEO Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	2+
1	72A87	PHYSICAL PLANT MANAGER	1	1	0	0	1	0	0	0	0
2	14B64	PRINCIPAL RISK & BENEFITS ANALYST	1	1	0	0	1	0	0	0	0
2	14A10	PRJCT MANAGER I	1	0	1	0	1	0	0	0	0
2	14A11	PRJCT MNGR II	3	2	1	1	2	1	0	0	0
2	14A12	PRJCT MNGR III	3	2	1	1	2	0	1	0	0
2	14H10	PRNCPL BOS AIDE	5	2	3	2	3	0	2	0	0
2	74K50	PUBLIC WORKS SAFETY COORDINATOR	3	2	1	2	1	0	2	0	0
2	14C74	REAL PROPERTY SPECIALIST	2	2	0	1	1	0	1	0	0
2	41F30	REDEVELOPMENT/HOUSING PROJECT A	1	0	1	1	0	0	1	0	0
2	41F31	REDEVELOPMENT/HOUSING PROJECT A	2	2	0	1	1	0	1	0	0
2	14B61	RISK & BENEFITS ANALYST	4	0	4	2	2	0	2	0	0
1	74D84	ROAD MAINTENANCE SUPERINTENDENT	1	1	0	0	1	0	0	0	0
1	74D83	ROAD SUPERINTENDENT	3	3	0	1	2	0	1	0	0
2	16E25	SECURITY ANALYST III	1	0	1	0	1	0	0	0	0
2	14A22	SENIOR ADMINISTRATIVE ANALYST	4	1	3	4	0	0	4	0	0
2	16C45	SOFTWARE PA III	12	8	4	6	6	1	2	3	0
2	16C44	SOFTWARE PROGRAMMER ANALYST II	5	3	2	4	1	0	2	2	0
2	68B02	SPECIAL EVENTS MANAGER	1	0	1	0	1	0	0	0	0
2	14B32	SR PRSNL ANLST	7	0	7	5	2	1	4	0	0
2	30N50	STAFF BIOLOGIST	1	0	1	0	1	0	0	0	0
2	28A80	SUPERVISING APPRAISER	2	2	0	0	2	0	0	0	0
2	14B28	SUPERVISING PERSONNEL ANALYST	1	0	1	0	1	0	0	0	0
2	16C54	SYSTEMS PA II	12	10	2	6	6	1	3	2	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

EEO

Job Group: 03 - PROFESSIONALS - ADMINISTRATION													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	16C55	SYSTEMS PROGRAMMER ANALYST III	7	6	1	3	4	0	1	2	0	0	0
2	43L36	TELECOM SPC IV	1	1	0	0	1	0	0	0	0	0	0
2	74I25	TRAFFIC MAINTENANCE SUPERINTENDE	1	1	0	1	0	0	1	0	0	0	0
2	14C87	VICTIM/WITNESS ASSISTANCE PROGRAM	1	0	1	0	1	0	0	0	0	0	0
1	74C01	WATER MAINTENANCE SUPERINTENDEN	1	1	0	0	1	0	0	0	0	0	0
2	60G43	WIB EP SUPV	2	0	2	2	0	0	2	0	0	0	0
Total (#)			425	152	273	219	206	24	138	54	2	0	1
Total (%)				35.8	64.2	51.5	48.5	5.6	32.5	12.7	0.5	0.0	0.2

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 04 - PROFESSIONALS - ATTORNEYS

EEO

Job Group. 04 - 1 ROTATIONALS - ATTORNEYS

Total														
EEO	Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2		39A47	CHIEF CHILD SUPPORT ATTORNEY	1	0	1	1	0	0	1	0	0	0	0
2		39D33	CHILD SUPPORT ATTORNEY I	1	1	0	1	0	0	0	0	0	1	0
2		39D36	CHLD SPT ATY IV	2	0	2	0	2	0	0	0	0	0	0
2		39D21	DEPUTY DISTRICT ATTORNEY III	4	2	2	0	4	0	0	0	0	0	0
2		39P01	DEPUTY PUBLIC DEFENDER I	3	1	2	2	1	0	0	2	0	0	0
2		39P11	DEPUTY PUBLIC DEFENDER II	5	2	3	0	5	0	0	0	0	0	0
2		39D11	DPTY DAATTY II	5	1	4	1	4	0	1	0	0	0	0
2		39D31	DPTY DAATTY IV	37	15	22	6	31	1	3	2	0	0	0
2		39P21	DPTY PD III	6	5	1	3	3	0	1	2	0	0	0
2		39P31	DPTY PD IV	10	4	6	2	8	0	1	1	0	0	0
2		39D32	MANGNG DPTY DA	1	1	0	0	1	0	0	0	0	0	0
2		39B25	SR DPTY CO CNSL	2	0	2	0	2	0	0	0	0	0	0
Total (#)				77	32	45	16	61	1	7	7	0	1	0
Total (%)					41.6	58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

EEO

Job Group. 03 - PROGRAM ESSENTIALS - HUMAN SERVICES

EEO													
Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	60V11	BEHAVIORAL HEALTH GROUP COUNSEL	2	0	2	2	0	0	2	0	0	0	0
2	60B01	PSYCH SW I	103	14	89	70	33	4	60	6	0	0	0
2	60B21	PSYCH SW II	60	12	48	32	28	3	26	2	1	0	0
2	60B25	SENIOR PSYCHIATRIC SOCIAL WORKER	12	1	11	7	5	0	5	2	0	0	0
2	60C80	SOCIAL WORK SUPERVISOR I	8	2	6	4	4	0	4	0	0	0	0
2	60C23	SOCIAL WRKR IV	9	4	5	4	5	0	3	1	0	0	0
2	60C24	SOCIAL WRKR V	40	6	34	29	11	4	21	4	0	0	0
2	60C81	SW SPVSR II	18	1	17	9	9	2	6	1	0	0	0
Total (#)			252	40	212	157	95	13	127	16	1	0	0
Total (%)				15.9	84.1	62.3	37.7	5.2	50.4	6.3	0.4	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 06 - PROFESSIONALS - LAND USE

EEO		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	41A10	ASSISTANT ENGINEER	6	5	1	4	2	0	2	2	0	0	0
2	41F11	ASSOC PLANNER	6	1	5	4	2	0	2	2	0	0	0
2	41E21	ASSOCIATE WATER RESOURCES ENGIN	2	1	1	0	2	0	0	0	0	0	0
2	41C14	ASSOCIATE WATER RESOURCES HYDRO	3	1	2	1	2	0	1	0	0	0	0
2	41F21	ASST PLANNER	2	0	2	2	0	0	1	0	1	0	0
2	41B21	BLDG PLNS EXMR	5	4	1	2	3	0	1	1	0	0	0
2	30D31	CHF PW FCLTIES	1	1	0	1	0	0	1	0	0	0	0
2	30D25	CHIEF BLDNG SRV	1	1	0	1	0	0	0	0	0	0	1
2	41A87	CHIEF OF SURVEYS	1	1	0	0	1	0	0	0	0	0	0
2	14K50	CHIEF PLANNING	1	0	1	1	0	1	0	0	0	0	0
2	41A20	CIVIL ENGINEER	4	4	0	2	2	0	0	1	1	0	0
2	14K51	RMA SRVS MNGR	4	2	2	1	3	0	1	0	0	0	0
2	41F22	SENIOR PLANNER	3	2	1	0	3	0	0	0	0	0	0
2	41E30	SENIOR WATER RESOURCES ENGINEER	2	2	0	1	1	0	1	0	0	0	0
2	41C17	SENIOR WATER RESOURCES HYDROLO	3	2	1	0	3	0	0	0	0	0	0
2	41A85	TRAFFIC ENGINEER	1	1	0	1	0	0	0	1	0	0	0
2	41E11	WATER RESOURCES ENGINEER	2	1	1	2	0	0	2	0	0	0	0
2	41C02	WATER RESOURCES HYDROLOGIST	5	4	1	1	4	0	1	0	0	0	0
Total (#)			52	33	19	24	28	1	13	7	2	0	1
Total (%)				63.5	36.5	46.2	53.8	1.9	25.0	13.5	3.8	0.0	1.9

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

EEO

Job Group: 07 - PROFESSIONAL - HEALTH & ADMINISTRATION													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	14K41	B-HLT SVC MR II	10	3	7	4	6	1	2	1	0	0	0
2	14K32	BEHAVIORAL HEALTH SERVICES MANAGE	4	1	3	2	2	0	2	0	0	0	0
2	50J21	CD PRV COORD	9	3	6	8	1	0	8	0	0	0	0
2	50T41	DIRECTOR OF HEALTH INFORMATION MA	1	0	1	1	0	1	0	0	0	0	0
2	14K61	ENVIRONMENTAL HEALTH PROGRAM MA	1	1	0	1	0	0	0	1	0	0	0
2	70K84	HOSPITAL DIRECTOR OF FOOD SERVICE	1	0	1	0	1	0	0	0	0	0	0
2	14M32	HOSPITAL RISK ASSESSMENT & COM	1	0	1	0	1	0	0	0	0	0	0
1	14K26	MANAGED CARE OPERATIONS MANAGER	1	0	1	0	1	0	0	0	0	0	0
2	14N10	OUTPATIENT SERVICES MANAGER I	4	1	3	4	0	0	3	1	0	0	0
2	14N11	OUTPT SV MGR II	5	0	5	5	0	0	5	0	0	0	0
2	50A23	PHARMACY DIRECTOR	1	1	0	0	1	0	0	0	0	0	0
2	14C80	PUBLIC HEALTH PROGRAM MANAGER I	2	0	2	1	1	0	1	0	0	0	0
2	50G95	REHABILITATIVE SERVICES MANAGER	1	0	1	0	1	0	0	0	0	0	0
2	52A34	UTILIZATION MANAGEMENT COORDINATO	1	0	1	1	0	0	0	1	0	0	0
Total (#)			42	10	32	27	15	2	21	4	0	0	0
Total (%)				23.8	76.2	64.3	35.7	4.8	50.0	9.5	0.0	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

EEO

Job Group: 00 - PROFESSIONALS - HEALTH, AND RELATED													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
2	60B23	BH UNIT SPVSR	23	4	19	6	17	0	3	2	1	0	0
2	50J11	CD PRV SPC II	10	1	9	10	0	2	7	1	0	0	0
2	50A25	CLINICAL PHARMACY COORDINATOR	1	0	1	1	0	0	0	1	0	0	0
2	60A21	CLNCL PSYCHLGST	11	4	7	3	8	0	2	1	0	0	0
2	50Y21	DIETITIAN	5	0	5	3	2	0	1	2	0	0	0
2	50B12	EMERGENCY MEDICAL SERVICES ANALY	4	3	1	0	4	0	0	0	0	0	0
2	30J84	ENV HLTH SPC IV	7	1	6	2	5	0	1	1	0	0	0
2	50K22	HEALTH EDUCATOR	1	0	1	0	1	0	0	0	0	0	0
2	50K18	HEALTH PROGRAM COORDINATOR	4	1	3	0	4	0	0	0	0	0	0
2	50F20	OCCUPATIONAL THERAPIST	9	4	5	5	4	1	2	1	1	0	0
2	50F23	OCCUPATIONAL THERAPIST-PHYSICALLY	4	2	2	1	3	0	1	0	0	0	0
2	50A21	PHARMACIST I	10	2	8	8	2	1	1	6	0	0	0
2	50G11	PHYSICAL THERAPIST	10	4	6	2	8	0	0	1	1	0	0
2	50G23	PHYSICAL THERAPIST-PHYSICALLY HAN	4	0	4	0	4	0	0	0	0	0	0
2	50C81	PUBLIC HEALTH CHEMIST	1	0	1	1	0	0	0	1	0	0	0
2	50N01	PUBLIC HEALTH EPIDEMIOLOGIST I	1	0	1	1	0	0	0	1	0	0	0
2	50N11	PUBLIC HEALTH EPIDEMIOLOGIST II	3	2	1	1	2	0	0	1	0	0	0
2	50L22	PUBLIC HEALTH NUTRITIONIST II	3	0	3	1	2	0	0	1	0	0	0
2	50K23	SENIOR HEALTH EDUCATOR	2	0	2	0	2	0	0	0	0	0	0
2	50G25	SENIOR THERAPIST-PHYSICALLY HANDI	2	1	1	2	0	0	0	2	0	0	0
2	50G41	SPEECH PATHLGST	3	0	3	1	2	0	1	0	0	0	0
2	52A83	SUPERVISING CLINIC NURSE	2	0	2	1	1	0	1	0	0	0	0
2	50D23	SUPERVISING CLINICAL LABORATORY S	1	0	1	1	0	0	0	1	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

EEO

Job Group: 00 - PROFESSIONALS - HEALTH, AND RELATED			Total											
EEO	Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
	2	50L80	SUPERVISING PUBLIC HEALTH NUTRITIO	3	0	3	1	2	0	0	1	0	0	0
	2	50Y31	SUPVGV DIETITIAN	1	0	1	0	1	0	0	0	0	0	0
	Total (#)			125	29	96	51	74	4	20	24	3	0	0
	Total (%)				23.2	76.8	40.8	59.2	3.2	16.0	19.2	2.4	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

EEO

Job Group. 03 - 11 NOT ESSENTIALS - 11 HEALTH, DOCTORS

Total													
EEO Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1	54B92	ASSISTANT DIRECTOR FAMILY PRACTICE	1	1	0	0	1	0	0	0	0	0	0
2	54B10	CHIEF OB/GYN SURGEON	1	1	0	0	1	0	0	0	0	0	0
2	54B82	CHIEF OF SURGERY	1	1	0	0	1	0	0	0	0	0	0
2	54B83	CHIEF PATHOLOGIST	1	1	0	0	1	0	0	0	0	0	0
2	54B90	CLINIC PHYSICIAN II	5	2	3	4	1	0	3	1	0	0	0
2	54B13	CLINIC SERVICES MEDICAL DIRECTOR	1	0	1	0	1	0	0	0	0	0	0
2	52A96	DIRECTOR OF SURGICAL SERVICES	1	0	1	0	1	0	0	0	0	0	0
2	54B04	GENERAL INTERNIST	2	0	2	1	1	0	0	1	0	0	0
2	54A01	RES PHYSICN I	12	7	5	3	9	0	1	2	0	0	0
2	54A03	RES PHYSICN III	12	4	8	9	3	1	3	5	0	0	0
2	54A02	RESIDENT PHYSICIAN II	8	6	2	1	7	0	1	0	0	0	0
Total (#)			45	23	22	18	27	1	8	9	0	0	0
Total (%)				51.1	48.9	40.0	60.0	2.2	17.8	20.0	0.0	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

EEO

Total															
Job Group: EEO			Job Title		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
Cat	Job Code														
2	52A89		ADM NRS/HS SPVS	5	2	3	1	4	0	0	0	1	0	0	0
2	52A33		CASE MGMNT NRS	15	1	14	9	6	3	4		2	0	0	0
2	52A21		CLINIC NURSE	8	2	6	6	2	0	2	2	4	0	0	0
2	52A60		CLINICAL NURSE SPECIALIST	3	1	2	1	2	0	0	0	0	1	0	0
2	52A50		HOSP QL ASR NRS	6	0	6	2	4	0	0	1	1	0	0	0
2	14M31		HOSPITAL DIRECTOR OF NURSING EDU	1	0	1	0	1	0	0	0	0	0	0	0
2	52A40		HOSPITAL NURSE AUDITOR	1	0	1	0	1	0	0	0	0	0	0	0
2	52A31		INFECTION CONTROL NURSE	1	1	0	0	1	0	0	0	0	0	0	0
2	52A98		NRS PRCTTNR III	12	3	9	2	10	0	0	1	1	0	0	0
2	52A97		NURSE PRACTITIONER II	7	0	7	1	6	0	0	0	1	0	0	0
2	52A88		NURSING SERVICES DIVISION MANAGER	4	0	4	2	2	1	1	1	0	0	0	0
2	52A92		NURSING SERVICES UNIT MANAGER	1	0	1	0	1	0	0	0	0	0	0	0
2	52E22		PB HLTH NRS II	8	0	8	3	5	1	0	0	2	0	0	0
2	54C03		PHYSICIAN ASST	9	5	4	4	5	1	3	0	0	0	0	0
2	52E23		PUBLIC HEALTH NURSE III	3	0	3	2	1	0	2	0	0	0	0	0
2	52E80		SPVG PB HLT NRS	5	0	5	3	2	3	0	0	0	0	0	0
2	52A22		SR CLINIC NURSE	14	1	13	11	3	0	9	2	0	0	0	0
2	52A18		STAFF NURSE I	23	6	17	13	10	0	9	4	0	0	0	0
2	52A19		STAFF NURSE II	330	47	283	223	107	6	94	122	1	0	0	0
2	52A20		STAFF NURSE III	23	6	17	17	6	3	5	9	0	0	0	0
2	52A16		SUPERVISING NURSE I	15	3	12	7	8	0	2	5	0	0	0	0
2	52A17		SUPERVISING NURSE II	1	0	1	0	1	0	0	0	0	0	0	0
2	50F10		SUPVG THERPST	1	0	1	0	1	0	0	0	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

EEO

Job Group. 15 PROFESSIONAL HEALTH, NURSES													
EEO		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
Total (#)			496	78	418	307	189	18	133	154	2	0	0
Total (%)				15.7	84.3	61.9	38.1	3.6	26.8	31.0	0.4	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 11 - LAW ENFORCEMENT II

EEO

Job Group. 11 - LAW ENFORCEMENT II

EEO													
Cat			Job Code		Job Title		Total						
2		39P35											
2		60F87											
1		60F85											
2		60F23											
2		60F84											
2		36A81											
3		36A24											
2		36A82											
3		36A23											
2		34A80											

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 12 - LAW ENFORCEMENT I

EEO

Job Group. 12 - LAW ENFORCEMENT I

Total														
EEO	Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
4		68A41	CNTY PRK RGR II	4	4	0	1	3	1	0	0	0	0	0
4		68A42	COUNTY PARK RANGER III	2	2	0	0	2	0	0	0	0	0	0
4		34A20	DA INVSTGTR I	5	3	2	2	3	0	2	0	0	0	0
4		34A22	DA INVSTGTR III	21	14	7	8	13	0	7	1	0	0	0
4		36E21	DPTY SHRFF-CRR	168	140	28	102	66	7	84	11	0	0	0
4		36A22	DPTY SHRFF-OPS	84	74	10	35	49	2	26	6	1	0	0
4		36A26	DPTY SHRFF-RCRT	7	3	4	7	0	0	6	0	1	0	0
2		60F88	JUV INS OFFC I	6	3	3	5	1	0	5	0	0	0	0
2		60F89	JUV INS OFFC II	55	37	18	47	8	4	41	2	0	0	0
2		60F10	PROBTN OFFC I	8	5	3	8	0	0	7	1	0	0	0
2		60F22	PROBTN OFFC II	64	23	41	48	16	3	40	4	1	0	0
2		60F90	SENIOR JUVINILE INSTITUTIONS OFFICE	12	8	4	10	2	0	9	1	0	0	0
Total (#)				436	316	120	273	163	17	227	26	3	0	0
Total (%)					72.5	27.5	62.6	37.4	3.9	52.1	6.0	0.7	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	20B11	ACCOUNTANT II	14	3	11	12	2	0	9	3	0	0	0
3	30N22	AG INSP/BLG III	15	10	5	9	6	1	4	4	0	0	0
3	28A22	APPRAISER III	5	4	1	4	1	0	4	0	0	0	0
3	30D24	BUILDING INSPECTOR SUPERVISOR	1	1	0	0	1	0	0	0	0	0	0
5	16C86	BUSINESS TECHNOLOGY ANALYST I	2	2	0	1	1	0	1	0	0	0	0
5	16C87	BUSINESS TECHNOLOGY ANALYST II	7	6	1	2	5	0	0	2	0	0	0
5	25C82	CHILD SUPPORT PERFORMANCE SPECI	1	0	1	0	1	0	0	0	0	0	0
5	34G21	CIVIL PROCESS SERVER	3	1	2	3	0	0	2	1	0	0	0
3	50U43	CNTRL STRL TECH	7	2	5	7	0	0	4	2	1	0	0
3	43L18	COMMUNICATIONS TECHNICIAN III	4	4	0	1	3	0	0	0	1	0	0
5	60P23	COMMUNITY SERVICE AIDE IV	2	0	2	2	0	0	2	0	0	0	0
5	60S21	CRIME PRVNT SPC	1	0	1	0	1	0	0	0	0	0	0
5	14H33	CRIMINAL INTELLIGENCE SPECIALIST	2	0	2	1	1	0	1	0	0	0	0
3	43N80	DATA CENTER OPERATIONS SUPERVISO	1	1	0	0	1	0	0	0	0	0	0
3	43N26	DATA CENTER OPERATIONS TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
5	16D23	DATABASE ADMINISTRATOR I	1	1	0	1	0	1	0	0	0	0	0
5	43G05	DGTL FRENCH INV	1	0	1	0	1	0	0	0	0	0	0
3	50R25	DIAGNOSTIC IMAGING SUPERVISOR	2	1	1	0	2	0	0	0	0	0	0
5	60H31	E&T SUPERVISOR	7	1	6	6	1	1	5	0	0	0	0
5	14J21	ELECTIONS SERVICES SPECIALIST II	2	1	1	2	0	0	1	1	0	0	0
5	25E80	ELIGIBILITY SUP	36	7	29	25	11	1	22	1	1	0	0
5	60H21	EMPLOYMENT & TRAINING WORKER III	17	8	9	17	0	1	16	0	0	0	0
3	43A22	ENGINEERING AIDE III	2	1	1	2	0	0	1	1	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO

Job Group: 13-1 PARALEGAL, LEGISLATIVE & TECHNICALS II													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
3	43A23	ENGINEERING TECHNICIAN	7	7	0	7	0	0	4	3	0	0	0
3	30J31	ENVIRONMENTAL HEALTH SPECIALIST III	11	5	6	4	7	1	3	0	0	0	0
3	34E22	FORENSIC EVIDENCE TECHNICIAN	2	1	1	1	1	0	1	0	0	0	0
3	50S01	FRNSC ATPSY TCH	1	0	1	0	1	0	0	0	0	0	0
5	16G23	GIS ANALYST I	1	0	1	1	0	0	1	0	0	0	0
3	50U22	HEALTH CARE TECHNICIAN	5	3	2	5	0	1	3	1	0	0	0
5	50T22	HEALTH INFORMATION MANAGEMENT CO	1	0	1	0	1	0	0	0	0	0	0
5	16C60	HOSP SW ANL I	1	0	1	0	1	0	0	0	0	0	0
3	74F23	HYDROELECTRIC TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
5	20B31	INTERNAL AUDITOR II	1	0	1	0	1	0	0	0	0	0	0
5	43G02	IT PM ANLST I	1	0	1	1	0	0	1	0	0	0	0
3	43M35	IT SPPT TCH III	3	3	0	1	2	0	0	1	0	0	0
6	39C01	LEGAL ASSISTANT	3	2	1	2	1	0	1	0	1	0	0
5	80C22	LIBRARY ASST III	8	0	8	6	2	0	4	2	0	0	0
3	52A02	LVN	8	2	6	7	1	0	5	2	0	0	0
5	60U21	MILITARY & VETERANS REPRESENTATIVE	2	1	1	1	1	1	0	0	0	0	0
5	41N23	NETWORK SYSTEMS ENGINEER I	2	2	0	2	0	0	2	0	0	0	0
3	50R41	NUCLEAR MEDICINE TECHNOLOGIST	1	0	1	0	1	0	0	0	0	0	0
3	43C10	PERMIT TECH I	3	2	1	2	1	0	1	1	0	0	0
3	43C11	PERMIT TECH II	5	1	4	4	1	0	4	0	0	0	0
5	50U17	PHYSICAL THERAPIST ASSISTANT	2	1	1	2	0	0	1	1	0	0	0
5	34D40	PUBLIC DEFENDER INVESTIGATOR III	1	1	0	1	0	1	0	0	0	0	0
3	30J81	RECYCLING/RESOURCE RECOVERY SP	1	0	1	1	0	0	1	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	25A32	REVNUE OFFCR II	8	0	8	8	0	0	8	0	0	0	0
5	14B60	RISK & BENEFITS SPECIALIST-CONFIDEN	1	0	1	1	0	0	1	0	0	0	0
3	50P22	SENIOR CARDIOPULMONARY TECHNICIA	2	2	0	1	1	0	1	0	0	0	0
5	34G22	SENIOR CIVIL PROCESS SERVER	1	0	1	1	0	0	1	0	0	0	0
5	50D13	SENIOR CLINICAL LABORATORY ASSISTA	2	1	1	2	0	0	2	0	0	0	0
3	43F80	SENIOR MAP DRAFTING TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
3	50R32	SENIOR SONOGRAPHER	1	0	1	1	0	0	0	0	1	0	0
5	60C22	SOCIAL WRKR III	85	25	60	74	11	5	64	4	1	0	0
5	16C43	SOFTWARE PROGRAMMER ANALYST I	1	1	0	1	0	0	1	0	0	0	0
3	50R31	SONOGRAPHER	7	3	4	3	4	0	1	2	0	0	0
3	50D22	SR CLNC LB SCNT	9	0	9	7	2	0	0	7	0	0	0
3	50U44	SR CTR STRL TEC	1	1	0	1	0	0	1	0	0	0	0
3	50U26	SR OBSTRCL TECH	1	0	1	1	0	0	0	1	0	0	0
3	50R22	SR RAD TECH	4	1	3	1	3	0	1	0	0	0	0
5	14H69	STAFF TRAINER I	3	0	3	3	0	0	3	0	0	0	0
5	14H70	STAFF TRAINER II	8	1	7	5	3	1	4	0	0	0	0
5	25C81	SUPERVISING CHILD SUPPORT OFFICER	5	1	4	4	1	1	3	0	0	0	0
3	34E30	SUPERVISING FORENSIC EVIDENCE TEC	1	1	0	0	1	0	0	0	0	0	0
5	34D80	SUPERVISING PUBLIC DEFENDER INVES	1	0	1	0	1	0	0	0	0	0	0
5	25A33	SUPERVISING REVENUE OFFICER	1	1	0	1	0	0	1	0	0	0	0
5	60H32	SUPERVISING STAFF TRAINER	1	1	0	0	1	0	0	0	0	0	0
5	50G31	SUPERVISING THERAPIST-MED THER PR	1	0	1	0	1	0	0	0	0	0	0
3	50U27	SURG TECH	11	4	7	3	8	0	2	1	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

EEO

Job Group: 13 - PARANORMAL & TECHNICIANS II

Total													
EEO Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	16C53	SYSTEMS PROGRAMMER ANALYST I	4	4	0	2	2	0	2	0	0	0	0
3	43L23	TELECOMMUNICATIONS SPECIALIST II	1	1	0	0	1	0	0	0	0	0	0
3	43L28	TELECOMMUNICATIONS TECHNICIAN III	1	1	0	1	0	1	0	0	0	0	0
5	20B41	TREASURY OFFICER II	3	0	3	3	0	0	3	0	0	0	0
5	60K02	VICTIM ASSISTANCE ADVOCATE	8	0	8	7	1	0	7	0	0	0	0
5	60K03	VICTIM/WITNESS ASSISTANCE PROGRAM	1	0	1	1	0	0	1	0	0	0	0
3	43B02	WATER QUALITY SPECIALIST	1	0	1	0	1	0	0	0	0	0	0
3	43B03	WATER RESOURCES TECHNICIAN	6	4	2	3	3	0	3	0	0	0	0
3	30G22	WEIGHTS/MEASURES INSPECTOR III	4	3	1	3	1	0	2	1	0	0	0
5	60G33	WIB EMPLOYMENT PROGRAMS REPRES	5	1	4	5	0	0	5	0	0	0	0
Total (#)			395	145	250	286	109	17	221	42	6	0	0
Total (%)				36.7	63.3	72.4	27.6	4.3	55.9	10.6	1.5	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Job Group. 14 - 1 PARAVOL NOT ESSENTIAL - TECHNICIANS I													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	20B10	ACCOUNTANT I	12	2	10	8	4	0	7	1	0	0	0
5	30N40	AGRICULT ASST I	1	1	0	1	0	0	1	0	0	0	0
5	30N01	AGRICULTURAL INSPECTOR/BIOLOGIST	7	4	3	3	4	0	3	0	0	0	0
3	30N20	AGRICULTURAL INSPECTOR/BIOLOGIST	7	4	3	6	1	0	4	2	0	0	0
5	28A02	APPRAISER I	5	2	3	4	1	1	3	0	0	0	0
3	28A21	APPRAISER II	5	4	1	3	2	0	2	1	0	0	0
3	30D21	BLDG INSPCTR II	5	5	0	2	3	1	0	0	0	1	0
3	30D01	BUILDING INSPECTOR I	1	0	1	1	0	0	1	0	0	0	0
5	14E01	BUYER I	3	0	3	3	0	0	2	1	0	0	0
5	25G21	CA CHILDRENS SERVICES CASE WORKE	5	0	5	4	1	0	4	0	0	0	0
3	50P21	CARDIO TECH II	19	6	13	14	5	0	12	2	0	0	0
5	50J01	CD PRV SPC I	25	1	24	25	0	0	23	2	0	0	0
5	25C20	CHILD SUPPORT OFFICER I	3	1	2	3	0	0	3	0	0	0	0
5	25C24	CHLD SPT OF III	6	1	5	3	3	0	3	0	0	0	0
5	25C23	CHLD SPT OFC II	36	9	27	26	10	4	21	0	1	0	0
3	50D12	CLNC LAB AST	18	4	14	13	5	3	7	2	1	0	0
3	50D21	CLNC LAB SCNTST	12	4	8	10	2	0	2	8	0	0	0
3	34P26	CODE ENFORCEMENT OFFICER II	3	2	1	2	1	0	2	0	0	0	0
5	60P22	COM SVC AID III	4	0	4	4	0	0	4	0	0	0	0
3	43L20	COMMUNICATIONS TECHNICIAN I	1	1	0	1	0	0	1	0	0	0	0
3	43L21	COMMUNICATIONS TECHNICIAN II	2	2	0	1	1	0	1	0	0	0	0
3	43N25	DATA CENTER OPERATIONS TECHNICIAN	3	1	2	2	1	0	1	0	1	0	0
5	43J05	DEPT IS COORD	12	7	5	8	4	0	7	1	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Job Group: 14 - PARANORMAL ESSENTIAL - TECHNICIANS I													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	43J04	DEPT IS SPEC	9	3	6	8	1	0	7	1	0	0	0
3	34H34	DEPUTY PUBLIC ADMINISTRATOR/GUARD	5	2	3	1	4	0	0	1	0	0	0
5	50U30	DIETITIAN AIDE	5	0	5	5	0	0	2	3	0	0	0
5	60H11	E&T WORKER II	20	4	16	18	2	1	16	1	0	0	0
3	50U50	EEG TECH	1	0	1	1	0	0	0	1	0	0	0
3	43A21	ENGINEERING AIDE II	1	0	1	1	0	0	1	0	0	0	0
3	30J21	ENV HLTH SPC II	9	5	4	3	6	0	3	0	0	0	0
5	30J11	ENV HLTH SPEC I	6	3	3	6	0	0	3	3	0	0	0
5	30J01	ENVIRONMENTAL HEALTH TECHNICIAN	1	1	0	0	1	0	0	0	0	0	0
5	25E01	EW I	26	1	25	26	0	0	26	0	0	0	0
5	25E21	EW II	131	26	105	116	15	1	108	6	1	0	0
5	25E22	EW III	80	16	64	68	12	0	64	4	0	0	0
4	34X21	GUARD	2	2	0	2	0	0	2	0	0	0	0
5	50K19	HEALTH EDUCATION ASSISTANT	8	0	8	8	0	0	8	0	0	0	0
3	50T03	HIM CODER II	4	0	4	3	1	0	3	0	0	0	0
3	43M40	HOSPITAL INFORMATION SYSTEMS SUPP	4	4	0	3	1	1	1	0	1	0	0
5	34G10	INVSTGTV AIDE	5	3	2	2	3	0	2	0	0	0	0
3	50E23	LABORATORY ASSISTANT	2	0	2	2	0	0	0	2	0	0	0
5	80C01	LIBRARY ASST I	11	0	11	6	5	1	4	1	0	0	0
5	80C21	LIBRARY ASST II	24	6	18	13	11	0	13	0	0	0	0
3	50D11	MED LAB TECHN	1	0	1	1	0	0	0	0	1	0	0
5	50T01	MEDICAL RECORD TECHNICIAN I	1	1	0	1	0	0	0	1	0	0	0
5	60U11	MILITARY & VETERANS REPRESENTATIVE	3	3	0	2	1	0	2	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Job Group: 14 - PARKS, RECREATION & TECHNICAL SERVICES													
EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	68C21	PARK SERVICES AIDE II	1	0	1	0	1	0	0	0	0	0	0
5	65C10	PARKS MUSEUM ASSISTANT	1	0	1	0	1	0	0	0	0	0	0
5	34D23	PD INVSTGTR II	4	3	1	4	0	0	4	0	0	0	0
3	50U18	PHARMACY TECHNICIAN	12	3	9	10	2	1	8	1	0	0	0
5	50U19	PHYSICAL THERAPIST HELPER	3	2	1	3	0	0	3	0	0	0	0
5	60F02	PROBATION AIDE	16	5	11	14	2	0	14	0	0	0	0
5	14H03	PRSNL TECH-CNF	22	3	19	15	7	2	11	2	0	0	0
5	34D22	PUBLIC DEFENDER INVESTIGATOR I	1	0	1	1	0	0	1	0	0	0	0
3	52E01	PUBLIC HEALTH LICENSED VOCATIONAL	8	0	8	8	0	0	8	0	0	0	0
3	50C22	PUBLIC HEALTH MICROBIOLOGIST II	2	0	2	0	2	0	0	0	0	0	0
3	50R21	RADIOLOGIC TECH	26	12	14	10	16	1	7	1	1	0	0
5	60D11	SCL SVC AIDE II	69	9	60	68	1	0	68	0	0	0	0
3	30D22	SENIOR BUILDING INSPECTOR	1	1	0	0	1	0	0	0	0	0	0
3	50U28	SENIOR PHARMACY TECHNICIAN	1	0	1	1	0	0	1	0	0	0	0
5	60D10	SOCIAL SERVICES AIDE I	5	0	5	5	0	0	5	0	0	0	0
5	60C01	SOCIAL WORKER I	13	1	12	11	2	1	10	0	0	0	0
5	60C21	SOCIAL WRKR II	10	1	9	8	2	0	8	0	0	0	0
5	43J09	SR DISC	15	14	1	7	8	0	5	2	0	0	0
5	43J15	SUPVG DISC	4	2	2	3	1	1	1	1	0	0	0
3	43L25	TELECOM TECH II	1	1	0	1	0	1	0	0	0	0	0
3	50U51	TELEMETRY TECH	5	0	5	4	1	0	4	0	0	0	0
3	34P31	VHCL ABT ENF OF	2	0	2	2	0	0	1	1	0	0	0
5	60G21	WIB EP REP II	12	6	6	8	4	0	6	2	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

Total													
Job Group: EEO		Total											
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
5	60G32	WORK FURLOUGH PROGRAM ASSISTANT	4	1	3	4	0	0	3	1	0	0	0
Total (#)			792	205	587	630	162	20	547	55	7	1	0
Total (%)				25.9	74.1	79.5	20.5	2.5	69.1	6.9	0.9	0.1	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 15 - SKILLED CRAFT II

EEO

Total														
Job Group. 13 - SKILLED GRADE III			Total											
EEO	Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	74D81		ASSISTANT ROAD SUPERINTENDENT	4	4	0	1	3	0	0	0	1	0	0
7	74J22		AST WTR MNT SPT	1	1	0	0	1	0	0	0	0	0	0
7	72A81		BUILDING MAINTENANCE SUPERVISOR	3	3	0	1	2	0	1	0	0	0	0
7	72C26		MECHANIC III	2	2	0	0	2	0	0	0	0	0	0
7	74E31		SENIOR BRIDGE MAINTENANCE WORKE	1	1	0	1	0	0	1	0	0	0	0
8	70C20		SENIOR GROUNDSKEEPER	1	1	0	0	1	0	0	0	0	0	0
7	72B41		SENIOR PARKS UTILITIES & WATER SYST	1	1	0	0	1	0	0	0	0	0	0
7	74D13		SENIOR ROAD MAINTENANCE WORKER	8	8	0	5	3	0	5	0	0	0	0
Total (#)				21	21	0	8	13	0	7	0	1	0	0
Total (%)				100.0	0.0	0.0	38.1	61.9	0.0	33.3	0.0	4.8	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 16 - SKILLED CRAFT I

EEO

Total														
Job Group. 10 - SKILLED GRADE 11														
EEO	Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
7	72A23		BLDG MNT WRKR	14	14	0	12	2	1	8	3	0	0	0
7	74E11		BRIDGE MAINTENANCE WORKER	4	4	0	3	1	0	3	0	0	0	0
7	72C19		HOSP MNT MCHNC	7	6	1	4	3	0	3	1	0	0	0
7	72A24		MAINTENANCE PAINTER	2	2	0	1	1	0	1	0	0	0	0
7	72C23		MECHANIC II	9	9	0	9	0	0	4	5	0	0	0
7	74D12		ROAD MAINTENANCE WORKER	17	17	0	10	7	0	9	1	0	0	0
7	72A40		SENIOR INMATE SERVICES SPECIALIST	1	1	0	1	0	0	1	0	0	0	0
7	74I11		TRAFFIC MAINTENANCE WORKER	4	4	0	4	0	0	4	0	0	0	0
7	74J11		WATER MAINTENANCE WORKER II	2	2	0	1	1	0	1	0	0	0	0
Total (#)				60	59	1	45	15	1	34	10	0	0	0
Total (%)					98.3	1.7	75.0	25.0	1.7	56.7	16.7	0.0	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 17 - OFFICE CLERICAL II

EEO

Job Group: 17 - OFFICE CLERICAL II

Total													
EEO Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
6	80J30	ACCNTHG TECH	41	9	32	33	8	2	23	8	0	0	0
6	80J80	ACCOUNTS PAYABLE SUPERVISOR	1	1	0	1	0	1	0	0	0	0	0
6	80J20	ACNTG CLRCL SUP	7	2	5	5	2	0	5	0	0	0	0
6	80A33	ADMINISTRATIVE SECRETARY	8	0	8	5	3	0	3	2	0	0	0
6	80A99	ADMINISTRATIVE SECRETARY-CONFIDEN	12	0	12	7	5	0	6	1	0	0	0
6	80A90	BOS ADMIN ASST	5	0	5	3	2	0	3	0	0	0	0
6	25C18	CHILD SUPPORT ASSISTANT	6	1	5	5	1	0	5	0	0	0	0
6	80K20	CLINIC OFFICE SUPERVISOR	2	0	2	2	0	0	2	0	0	0	0
6	80K25	CLNC OPS SUPV	5	0	5	5	0	0	5	0	0	0	0
6	80S26	EMERGENCY COMMUNICATIONS OPERA	1	0	1	1	0	0	1	0	0	0	0
6	80S22	EMERGENCY COMMUNICATIONS SHIFT S	10	1	9	3	7	0	3	0	0	0	0
5	80A97	EXECUTIVE ASSISTANT TO ADMINISTRATI	1	0	1	1	0	0	1	0	0	0	0
6	80U14	HOSPITAL SUPERVISING COMMUNICATIO	1	0	1	1	0	0	1	0	0	0	0
8	50U42	MEDICAL ASST	142	10	132	141	1	0	140	0	1	0	0
6	80K23	MEDICAL INTERPRETER	4	1	3	4	0	0	4	0	0	0	0
6	80H25	MEDICAL TRANSCRIPTIONIST II	1	0	1	0	1	0	0	0	0	0	0
6	80E22	OFFICE ASST III	85	6	79	74	11	3	64	7	0	0	0
6	80J96	PAYROLL TECHNICIAN	8	0	8	6	2	0	6	0	0	0	0
6	80E98	PRINCIPAL CLERK-CONFIDENTIAL	3	0	3	3	0	1	1	1	0	0	0
6	80E80	PRNCPL OA	29	3	26	24	5	1	21	1	1	0	0
6	80E92	RECORDER SERVICES SUPERVISOR	1	0	1	1	0	0	1	0	0	0	0
6	80I01	SENIOR CIVIL CLERK	2	0	2	2	0	0	2	0	0	0	0
6	80B23	SENIOR LEGAL SECRETARY	1	0	1	1	0	0	0	1	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 17 - OFFICE CLERICAL II

EEO

Total													
Job Group: EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
6	80B99	SENIOR LEGAL SECRETARY-CONFIDIDE	1	0	1	0	1	0	0	0	0	0	0
6	80M03	SENIOR PATIENT ACCOUNT REPRESENT	2	0	2	2	0	0	2	0	0	0	0
6	80L03	SENIOR PATIENT SERVICES REPRESENT	2	1	1	2	0	0	2	0	0	0	0
6	80J97	SENIOR PAYROLL TECHNICIAN	2	0	2	2	0	0	2	0	0	0	0
6	80A32	SENIOR SECRETARY	21	1	20	14	7	1	9	4	0	0	0
6	80A34	SENIOR SECRETARY-CONFIDENTIAL	2	0	2	1	1	0	1	0	0	0	0
6	80I17	SENIOR SHERIFFS RECORDS SPECIALIS	4	0	4	2	2	0	1	1	0	0	0
6	70F80	SENIOR STOREKEEPER	4	4	0	4	0	1	3	0	0	0	0
6	80I06	SHERIFFS PROPERTY TECHNICIAN	2	0	2	1	1	0	1	0	0	0	0
6	80I20	SHERIFFS RECORDS SUPERVISOR	4	0	4	3	1	1	2	0	0	0	0
6	80L04	SPVG PT SVS REP	6	0	6	6	0	0	6	0	0	0	0
6	80J22	SR ACCNT CLERK	23	2	21	19	4	0	17	1	1	0	0
6	80E23	SR CLERK-CNF	1	0	1	1	0	0	1	0	0	0	0
6	80R23	SR PRY TRN CLRK	2	0	2	2	0	0	2	0	0	0	0
6	80B24	SUPERVISING LEGAL SECRETARY	3	0	3	3	0	0	3	0	0	0	0
6	80M04	SUPERVISING PATIENT ACCOUNT REPRE	2	0	2	2	0	0	2	0	0	0	0
6	80J98	SUPERVISING PAYROLL COORDINATOR-	1	0	1	0	1	0	0	0	0	0	0
6	80E93	SUPERVISING VITAL RECORDS SPECIAL	1	0	1	1	0	0	1	0	0	0	0
6	70F82	SUPERVISING WAREHOUSE WORKER	2	2	0	2	0	0	2	0	0	0	0
6	80E81	SUPVG OA I	21	2	19	16	5	1	15	0	0	0	0
6	80E82	SUPVG OA II	7	1	6	6	1	2	3	1	0	0	0
Total (#)			489	47	442	417	72	14	372	28	3	0	0
Total (%)				9.6	90.4	85.3	14.7	2.9	76.1	5.7	0.6	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 18 - OFFICE CLERICAL I

EEO

Total															
Job Group: EEO			Job Title		EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
Cat	Job Code														
6	80J21	ACCOUNT CLERK	17	3	14	15	2	0	14	0	1	0	0	0	0
6	80R11	ASSESSMENT CLERK	1	1	0	1	0	1	0	1	0	0	0	0	0
6	80E83	BOARD OF SUPERVISORS CLERK	2	0	2	1	1	0	1	0	1	0	0	0	0
6	80S01	COMM DSPTCHR I	11	4	7	4	7	0	4	0	4	0	0	0	0
6	80S21	COMM DSPTCHR II	35	14	21	20	15	1	17	1	1	0	0	0	0
6	80I07	CORRECTIONS SPECIALIST	13	1	12	9	4	1	5	3	0	0	0	0	0
6	70F21	COURIER	7	6	1	4	3	0	2	2	0	0	0	0	0
6	80I10	CUST CONTR SPEC	25	15	10	17	8	1	16	0	0	0	0	0	0
6	80G01	DATA ENTRY OPERATOR I	1	1	0	1	0	0	1	0	1	0	0	0	0
6	80G21	DATA ENTRY OPERATOR II	2	0	2	2	0	0	2	0	2	0	0	0	0
6	80U10	HOSPITAL COMMUNICATIONS OPERATOR	2	0	2	2	0	0	2	0	2	0	0	0	0
6	80U11	HOSPITAL COMMUNICATIONS OPERATOR	5	2	3	5	0	0	5	0	5	0	0	0	0
6	80D23	LEGAL PROCESS CLERK	3	0	3	2	1	1	1	0	1	0	0	0	0
6	80B22	LEGAL SECRETARY	37	1	36	28	9	1	24	3	0	0	0	0	0
6	80B98	LEGAL SECRETARY-CONFIDENTIAL	7	0	7	4	3	0	3	1	0	0	0	0	0
6	80B11	LEGAL TYPIST	6	1	5	5	1	0	5	0	5	0	0	0	0
6	80O22	MAILROOM CLERK	1	0	1	1	0	0	0	1	0	0	0	0	0
6	80E91	MAINTENANCE INVENTORY & YARD CLER	1	0	1	1	0	0	1	0	1	0	0	0	0
6	80E90	MAINTENANCE YARD CLERK	4	1	3	2	2	0	2	0	2	0	0	0	0
6	80K21	MED UNIT CLERK	23	3	20	21	2	0	20	1	0	0	0	0	0
6	80E01	OFFICE ASSISTANT I	5	1	4	3	2	0	2	1	0	0	0	0	0
6	80E21	OFFICE ASST II	146	22	124	121	25	5	106	10	0	0	0	0	0
6	80P22	PHOTOCOPYIST	2	0	2	2	0	0	2	0	2	0	0	0	0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 18 - OFFICE CLERICAL I

EEO

Total													
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
6	80R22	PRPTY TRN CLRK	3	0	3	2	1	0	2	0	0	0	0
6	80M02	PTNT ACT REP II	44	2	42	41	3	0	39	2	0	0	0
6	80L01	PTNT SVS REP I	1	0	1	1	0	0	1	0	0	0	0
6	80L02	PTNT SVS REP II	87	8	79	84	3	1	83	0	0	0	0
6	80A30	SECRETARIAL ASSISTANT	1	0	1	1	0	0	1	0	0	0	0
6	80A31	SECRETARY	21	1	20	16	5	3	11	2	0	0	0
6	80I08	SENIOR CORRECTIONS SPECIALIST	2	0	2	2	0	0	2	0	0	0	0
6	80O23	SENIOR MAILROOM CLERK	1	1	0	1	0	0	0	1	0	0	0
6	80I16	SH RCRD SPC II	12	0	12	10	2	1	6	3	0	0	0
6	80I15	SHERIFFS RECORDS SPECIALIST I	5	1	4	1	4	0	1	0	0	0	0
6	70M01	SHUTTLE DRIVER	2	1	1	2	0	0	1	1	0	0	0
6	70F23	STOREKEEPER	8	7	1	7	1	1	5	1	0	0	0
6	80U21	TELEPHONE OPERATOR	1	0	1	1	0	0	1	0	0	0	0
6	70F79	WAREHOUSE WRKR	4	4	0	3	1	0	3	0	0	0	0
6	80W21	WORD PROCESSOR	1	0	1	0	1	0	0	0	0	0	0
Total (#)			549	101	448	443	106	17	391	33	2	0	0
Total (%)				18.4	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 19 - SERVICE MAINTENANCE II

EEO

Job Group. 13 - SERVICE MAINTENANCE II

Total													
EEO Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
8	70C80	GROUNDS SUPERVISOR	1	1	0	0	1	0	0	0	0	0	0
8	70K80	HEAD COOK	3	2	1	3	0	1	1	1	0	0	0
2	72A80	HOSPITAL MAINTENANCE SUPERVISOR	1	1	0	1	0	0	1	0	0	0	0
8	70A12	HOSPITAL SENIOR ENVIRONMENTAL SER	2	2	0	2	0	0	1	1	0	0	0
8	70A13	HOSPITAL SUPERVISING ENVIRONMENT	2	2	0	2	0	1	1	0	0	0	0
8	70N10	INMATE SERVICES SPECIALIST	5	4	1	3	2	0	3	0	0	0	0
8	72B32	PARKS BUILDING & GROUNDS WORKER	2	2	0	1	1	0	1	0	0	0	0
8	70B04	SENIOR ANIMAL CARE TECHNICIAN	1	0	1	0	1	0	0	0	0	0	0
8	34C02	SENIOR ANIMAL CONTROL OFFICER	1	0	1	1	0	0	0	0	1	0	0
8	70K25	SENIOR COOK	9	4	5	9	0	3	5	0	1	0	0
8	74G22	SENIOR TREE TRIMMER	1	1	0	1	0	0	1	0	0	0	0
8	70K92	SHERIFFS CORRECTIONAL COOK II	6	5	1	2	4	1	1	0	0	0	0
Total (#)			34	24	10	25	9	6	15	2	2	0	0
Total (%)				70.6	29.4	73.5	26.5	17.6	44.1	5.9	5.9	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis

Job Group: 20 - SERVICE MAINTENANCE I

EEO			Total										
Cat	Job Code	Job Title	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
8	70B01	ANIMAL CARE TECHNICIAN I	4	2	2	3	1	0	2	1	0	0	0
8	70B03	ANIMAL CARE TECHNICIAN II	3	2	1	0	3	0	0	0	0	0	0
8	34C01	ANML CNTRL OFC	2	0	2	0	2	0	0	0	0	0	0
8	50U16	BEH HLTH AIDE	25	8	17	23	2	0	23	0	0	0	0
8	70K23	COOK	2	1	1	2	0	0	1	1	0	0	0
8	70A21	CUSTODIAN	1	1	0	0	1	0	0	0	0	0	0
8	72C83	FLEET SVC WRTR	1	0	1	1	0	0	1	0	0	0	0
8	70K21	FOOD SVC WKR II	16	6	10	16	0	0	13	3	0	0	0
8	70C21	GROUNDSKEEPER	5	3	2	4	1	0	3	1	0	0	0
8	70A10	HOSP ENV SVC AD	60	21	39	57	3	1	47	9	0	0	0
8	70L01	LAUNDRY WORKER I	1	1	0	1	0	0	1	0	0	0	0
8	72C20	MECHANIC I	1	1	0	1	0	0	1	0	0	0	0
8	50U20	NURSING ASST	82	15	67	72	10	5	47	20	0	0	0
8	70N01	OFFICE MNT WRKR	4	4	0	4	0	0	3	1	0	0	0
8	72B31	PARKS BUILDING & GROUNDS WORKER	6	6	0	5	1	0	5	0	0	0	0
8	70M02	PNT TRANSPORTER	5	3	2	4	1	0	3	1	0	0	0
8	74D02	ROAD MAINT HLPR	1	1	0	0	1	0	0	0	0	0	0
8	74H24	SANITATION WORKER	1	1	0	1	0	0	1	0	0	0	0
8	74G21	TREE TRIMMER	2	2	0	2	0	0	2	0	0	0	0
8	72C25	VEHICLE MAINTENANCE COORDINATOR	1	1	0	0	1	0	0	0	0	0	0
8	74J01	WATER MAINTENANCE WORKER I	1	1	0	1	0	0	1	0	0	0	0
Total (#)			224	80	144	197	27	6	154	37	0	0	0
Total (%)				35.7	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0

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

County of Monterey

Snapshot Date: 01/01/2018

Job Group Analysis Summary

Job Group	EMP	Total									
		M	F	MIN	W	AA	H	A	NA	PI	2+
01 - MANAGEMENT II	38	19	19	15	23	1	13	1	0	0	0
02 - MANAGEMENT I	67	31	36	33	34	2	22	9	0	0	0
03 - PROFESSIONALS - ADMINISTRATION	425	152	273	219	206	24	138	54	2	0	1
04 - PROFESSIONALS - ATTORNEYS	77	32	45	16	61	1	7	7	0	1	0
05 - PROFESSIONALS - HUMAN SERVICES	252	40	212	157	95	13	127	16	1	0	0
06 - PROFESSIONALS - LAND USE	52	33	19	24	28	1	13	7	2	0	1
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	42	10	32	27	15	2	21	4	0	0	0
08 - PROFESSIONALS - HEALTH, ANCILLARY	125	29	96	51	74	4	20	24	3	0	0
09 - PROFESSIONALS - HEALTH, DOCTORS	45	23	22	18	27	1	8	9	0	0	0
10 - PROFESSIONALS - HEALTH, NURSES	496	78	418	307	189	18	133	154	2	0	0
11 - LAW ENFORCEMENT II	101	71	30	46	55	2	35	7	2	0	0
12 - LAW ENFORCEMENT I	436	316	120	273	163	17	227	26	3	0	0
13 - PARAPROFESSIONAL - TECHNICIANS II	395	145	250	286	109	17	221	42	6	0	0
14 - PARAPROFESSIONAL - TECHNICIANS I	792	205	587	630	162	20	547	55	7	1	0
15 - SKILLED CRAFT II	21	21	0	8	13	0	7	0	1	0	0
16 - SKILLED CRAFT I	60	59	1	45	15	1	34	10	0	0	0
17 - OFFICE CLERICAL II	489	47	442	417	72	14	372	28	3	0	0
18 - OFFICE CLERICAL I	549	101	448	443	106	17	391	33	2	0	0
19 - SERVICE MAINTENANCE II	34	24	10	25	9	6	15	2	2	0	0
20 - SERVICE MAINTENANCE I	224	80	144	197	27	6	154	37	0	0	0
Total (#)		1,516	3,204	3,237	1,483	167	2,505	525	36	2	2
Total (%)		32.1	67.9	68.6	31.4	3.5	53.1	11.1	0.8	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Monterey, California	4,075	86.35	94.13
Santa Cruz, California	254	5.38	5.87

Total:

4,329	91.74	100.00
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Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Benito, California	148	3.14	0.00
Santa Clara, California	131	2.78	0.00
San Luis Obispo, California	26	0.55	0.00
Merced, California	11	0.23	0.00
Sacramento, California	6	0.13	0.00
Stanislaus, California	6	0.13	0.00
Alameda, California	6	0.13	0.00
Contra Costa, California	6	0.13	0.00
Orange, California	4	0.08	0.00
Los Angeles, California	4	0.08	0.00
Fresno, California	4	0.08	0.00
Riverside, California	3	0.06	0.00
San Francisco, California	3	0.06	0.00
Allegheny, Pennsylvania	2	0.04	0.00
Santa Barbara, California	2	0.04	0.00
Madera, California	2	0.04	0.00
Kern, California	2	0.04	0.00
Tulare, California	2	0.04	0.00
San Mateo, California	2	0.04	0.00

County of Monterey

ZIP Code Analysis

Snapshot Date: 01/01/2018

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Joaquin, California	1	0.02	0.00
Lee, Alabama	1	0.02	0.00
Clallam+Jefferson, Washington	1	0.02	0.00
San Diego, California	1	0.02	0.00
Forrest, Mississippi	1	0.02	0.00
El Dorado, California	1	0.02	0.00
Solano, California	1	0.02	0.00
Lassen+Plumas+Sierra, California	1	0.02	0.00
Napa, California	1	0.02	0.00
Sonoma, California	1	0.02	0.00
Placer, California	1	0.02	0.00
Shasta, California	1	0.02	0.00
Sandoval, New Mexico	1	0.02	0.00
Mariposa+Tuolumne, California	1	0.02	0.00
Maricopa, Arizona	1	0.02	0.00
Apache, Arizona	1	0.02	0.00
Pima+Santa Cruz, Arizona	1	0.02	0.00
Butte, California	1	0.02	0.00
Suffolk, New York	1	0.02	0.00
Christian, Missouri	1	0.02	0.00
Total:	390	8.26	0.00
Included and Excluded Total:	4,719	100.00	100.00

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 01 - MANAGEMENT II

Raw (%)												Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	52.0	48.0	36.0	64.0	1.8	23.5	5.8	0.6	1.0	3.2	10.00	5.2	4.8	3.6	6.4	0.2	2.4	0.6	0.1	0.1	0.3	See Zip Code Analysis	
Reasonable	51.0	49.0	24.4	75.6	9.7	8.1	4.6	0.5	0.1	1.4	70.00	35.7	34.3	17.1	52.9	6.8	5.7	3.2	0.4	0.1	1.0	National	
<u>Internal Factors</u>																							
Feeders	38.4	61.6	49.1	50.9	4.9	30.6	13.0	0.4	0.1	0.2	20.00	7.7	12.3	9.8	10.2	1.0	6.1	2.6	0.1	0.0	0.0	Feeders	
Final Availability (%)												100.00	48.5	51.5	30.5	69.5	7.9	14.1	6.4	0.5	0.2	1.3	

County of Monterey

Availability Analysis

Snapshot Date: 01/01/2018

Job Group: 02 - MANAGEMENT I

Raw (%)													Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Local	55.1	44.9	36.3	63.7	3.4	19.5	6.2	1.0	1.2	4.9	10.00		5.5	4.5	3.6	6.4	0.3	2.0	0.6	0.1	0.1	0.5	0.5	See Zip Code Analysis
Reasonable	56.6	43.4	22.2	77.8	7.6	7.4	5.5	0.4	0.1	1.2	60.00		34.0	26.0	13.3	46.7	4.6	4.4	3.3	0.2	0.1	0.7	0.7	National
<u>Internal Factors</u>																								
Feeders	36.1	63.9	51.5	48.5	5.6	32.5	12.6	0.5	0.0	0.2	30.00		10.8	19.2	15.4	14.6	1.7	9.7	3.8	0.1	0.0	0.1	0.1	Feeders
Final Availability (%) 100.00													50.3	49.7	32.4	67.6	6.6	16.1	7.7	0.5	0.2	1.3		

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Raw (%)												Weighted (%)											
FACTOR	Fctr						Fctr						Fctr										
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	41.0	59.0	36.3	63.7	1.5	20.7	8.3	0.3	0.6	4.9	20.00	8.2	11.8	7.3	12.7	0.3	4.1	1.7	0.1	0.1	1.0	See Zip Code Analysis	
Reasonable	47.1	52.9	27.3	72.7	9.4	7.9	7.9	0.5	0.1	1.5	30.00	14.1	15.9	8.2	21.8	2.8	2.4	2.4	0.1	0.0	0.5	National	
<u>Internal Factors</u>																							
Feeders	33.3	66.7	64.7	35.3	4.6	48.4	10.8	0.9	0.0	0.1	50.00	16.7	33.3	32.4	17.6	2.3	24.2	5.4	0.5	0.0	0.1	Feeders	
Final Availability (%)												100.00	39.0	61.0	47.8	52.2	5.4	30.7	9.4	0.6	0.1	1.5	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 04 - PROFESSIONALS - ATTORNEYS

FACTOR	Raw (%)										Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Reasonable	66.6	33.4	14.3	85.7	4.6	4.6	3.6	0.3	0.0	1.2	50.00	33.3	16.7	7.1	42.9	2.3	2.3	1.8	0.1	0.0	0.6	National	
<u>Internal Factors</u>																							
Feeders	41.6	58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0	50.00	20.8	29.2	10.4	39.6	0.6	4.5	4.5	0.0	0.6	0.0	Feeders	
Final Availability (%) 100.00												54.1	45.9	17.5	82.5	3.0	6.8	6.3	0.1	0.7	0.6		

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Raw (%)												Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Reasonable	20.6	79.4	38.0	62.0	21.9	11.0	2.7	0.7	0.1	1.6	80.00	16.4	63.6	30.4	49.6	17.5	8.8	2.1	0.6	0.1	1.3	National	
<u>Internal Factors</u>																							
Feeders	23.6	76.4	69.1	30.9	4.3	56.5	7.6	0.8	0.0	0.0	20.00	4.7	15.3	13.8	6.2	0.9	11.3	1.5	0.2	0.0	0.0	Feeders	
Final Availability (%) 100.00												21.2	78.8	44.3	55.7	18.4	20.1	3.6	0.7	0.1	1.3		

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 06 - PROFESSIONALS - LAND USE

FACTOR	Raw (%)										Weighted (%)										Fctr		
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI		2+	SOURCE
<u>External Factors</u>																							
Local	50.0	50.0	8.4	91.6	0.6	2.9	4.6	0.0	0.0	0.3	10.00	5.0	5.0	0.8	9.2	0.1	0.3	0.5	0.0	0.0	0.0	0.0	See Zip Code Analysis
Reasonable	69.1	30.9	19.5	80.5	6.1	5.4	6.1	0.4	0.1	1.4	60.00	41.5	18.5	11.7	48.3	3.7	3.2	3.6	0.3	0.0	0.8	0.8	National
<u>Internal Factors</u>																							
Feeders	50.1	49.9	59.3	40.7	3.1	40.5	12.0	2.7	0.0	1.0	30.00	15.0	15.0	17.8	12.2	0.9	12.1	3.6	0.8	0.0	0.3	0.3	Feeders
Final Availability (%)											100.00	61.5	38.5	30.3	69.7	4.6	15.7	7.7	1.1	0.0	1.2		

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Raw (%)												Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Reasonable	44.6	55.4	24.7	75.3	10.4	7.6	4.6	0.6	0.1	1.5	80.00	35.7	44.3	19.8	60.2	8.3	6.1	3.7	0.5	0.1	1.2	National	
<u>Internal Factors</u>																							
Feeders	23.2	76.8	40.8	59.2	3.2	16.0	19.2	2.4	0.0	0.0	20.00	4.6	15.4	8.2	11.8	0.6	3.2	3.8	0.5	0.0	0.0	Feeders	
Final Availability (%)												100.00	40.3	59.7	28.0	72.0	9.0	9.3	7.5	0.9	0.1	1.2	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

FACTOR	Raw (%)										Weighted (%)												
	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Reasonable	34.8	65.2	24.4	75.6	8.8	6.6	7.0	0.5	0.1	1.4	60.00	20.9	39.1	14.6	45.4	5.3	4.0	4.2	0.3	0.0	0.8	National	
<u>Internal Factors</u>																							
Feeders	19.5	80.5	51.6	48.4	4.2	33.2	12.8	1.4	0.0	0.0	40.00	7.8	32.2	20.6	19.4	1.7	13.3	5.1	0.6	0.0	0.0	Feeders	
Final Availability (%) 100.00												28.7	71.3	35.3	64.7	7.0	17.3	9.3	0.9	0.0	0.8		

County of Monterey

Availability Analysis

Snapshot Date: 01/01/2018

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Raw (%)												Weighted (%)											
FACTOR		M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																							
Reasonable		66.8	33.2	30.9	69.1	5.1	5.9	18.2	0.2	0.0	1.5	100.00	66.8	33.2	30.9	69.1	5.1	5.9	18.2	0.2	0.0	1.5	National
Final Availability (%) 100.00													66.8	33.2	30.9	69.1	5.1	5.9	18.2	0.2	0.0	1.5	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

FACTOR	Raw (%)										Weighted (%)										Fctr	
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI		2+
<u>External Factors</u>																						
Local	13.2	86.8	43.7	56.3	0.8	16.5	20.8	0.0	0.8	4.7	50.00	6.6	43.4	21.8	28.2	0.4	8.3	10.4	0.0	0.4	2.4	See Zip Code Analysis
Reasonable	9.0	91.0	24.7	75.3	10.0	5.0	7.9	0.4	0.1	1.2	40.00	3.6	36.4	9.9	30.1	4.0	2.0	3.2	0.2	0.0	0.5	National
<u>Internal Factors</u>																						
Feeders	15.7	84.3	61.9	38.1	3.6	26.8	31.0	0.4	0.0	0.0	10.00	1.6	8.4	6.2	3.8	0.4	2.7	3.1	0.0	0.0	0.0	Feeders
Final Availability (%)											100.00	11.8	88.2	37.9	62.1	4.8	12.9	16.7	0.2	0.4	2.8	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 11 - LAW ENFORCEMENT II

FACTOR	Raw (%)										Weighted (%)										Fctr	
	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI		2+
<u>External Factors</u>																						
Local	50.3	49.7	44.6	55.4	1.9	27.6	11.4	0.0	0.0	3.7	5.00	2.5	2.5	2.2	2.8	0.1	1.4	0.6	0.0	0.0	0.2	See Zip Code Analysis
Reasonable	64.1	35.9	30.4	69.6	16.4	9.9	1.5	0.7	0.2	1.6	15.00	9.6	5.4	4.6	10.4	2.5	1.5	0.2	0.1	0.0	0.2	National
<u>Internal Factors</u>																						
Feeders	71.4	28.6	54.1	45.9	2.9	43.4	6.4	1.3	0.0	0.0	80.00	57.1	22.9	43.3	36.7	2.4	34.7	5.2	1.1	0.0	0.0	Feeders
Final Availability (%)											100.00	69.2	30.8	50.0	50.0	4.9	37.6	6.0	1.2	0.0	0.4	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 12 - LAW ENFORCEMENT I

Raw (%)													Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE		
<u>External Factors</u>																								
Local	64.3	35.7	48.7	51.3	4.1	37.1	6.5	0.3	0.0	0.6	40.00	25.7	14.3	19.5	20.5	1.6	14.9	2.6	0.1	0.0	0.2	See Zip Code Analysis		
Reasonable	67.5	32.5	31.7	68.3	15.3	11.8	2.1	0.7	0.2	1.6	50.00	33.7	16.3	15.9	34.1	7.6	5.9	1.1	0.3	0.1	0.8	National		
<u>Internal Factors</u>																								
Feeders	72.5	27.5	62.6	37.4	3.9	52.1	6.0	0.7	0.0	0.0	10.00	7.2	2.8	6.3	3.7	0.4	5.2	0.6	0.1	0.0	0.0	Feeders		
Final Availability (%)													100.00	66.7	33.3	41.6	58.4	9.7	26.0	4.3	0.5	0.1	1.1	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Raw (%)												Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	35.6	64.4	46.2	53.8	3.9	33.0	6.9	0.2	0.1	2.1	25.00	8.9	16.1	11.6	13.4	1.0	8.3	1.7	0.1	0.0	0.5	See Zip Code Analysis	
Reasonable	35.4	64.6	33.6	66.4	15.4	10.6	5.1	0.7	0.1	1.6	25.00	8.9	16.1	8.4	16.6	3.9	2.7	1.3	0.2	0.0	0.4	National	
<u>Internal Factors</u>																							
Feeders	21.9	78.1	81.5	18.5	2.6	70.9	7.1	0.7	0.1	0.0	50.00	11.0	39.0	40.7	9.3	1.3	35.5	3.5	0.4	0.0	0.0	Feeders	
Final Availability (%)												100.00	28.7	71.3	60.7	39.3	6.2	46.4	6.5	0.6	0.1	0.9	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Raw (%)													Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Local	33.6	66.4	49.4	50.6	2.5	37.7	8.3	0.2	0.1	0.6	25.00		8.4	16.6	12.4	12.6	0.6	9.4	2.1	0.0	0.0	0.2	See Zip Code Analysis	
Reasonable	30.5	69.5	37.9	62.1	16.5	13.1	5.7	0.9	0.1	1.6	50.00		15.3	34.7	19.0	31.0	8.2	6.6	2.8	0.5	0.1	0.8	National	
<u>Internal Factors</u>																								
Feeders	20.4	79.6	81.0	19.0	2.8	71.1	6.4	0.7	0.1	0.0	25.00		5.1	19.9	20.3	4.7	0.7	17.8	1.6	0.2	0.0	0.0	Feeders	
Final Availability (%)													100.00	28.7	71.3	51.6	48.4	9.6	33.8	6.5	0.7	0.1	1.0	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 15 - SKILLED CRAFT II

Raw (%)												Weighted (%)												
FACTOR		M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																								
Local		97.1	2.9	40.1	59.9	0.0	33.4	6.5	0.0	0.1	0.0	50.00	48.5	1.5	20.0	30.0	0.0	16.7	3.3	0.0	0.0	0.0	0.0	See Zip Code Analysis
<u>Internal Factors</u>																								
Feeders		76.4	23.6	79.5	20.5	2.0	60.9	16.6	0.0	0.0	0.0	50.00	38.2	11.8	39.8	10.2	1.0	30.4	8.3	0.0	0.0	0.0	0.0	Feeders
Final Availability (%) 100.00													86.8	13.2	59.8	40.2	1.0	47.1	11.6	0.0	0.0	0.0	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 16 - SKILLED CRAFT I

Raw (%)												Weighted (%)											
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE	
<u>External Factors</u>																							
Local	97.2	2.8	55.1	44.9	0.5	47.2	6.3	0.3	0.6	0.2	80.00	77.7	2.3	44.1	35.9	0.4	37.8	5.0	0.3	0.5	0.2	See Zip Code Analysis	
<u>Internal Factors</u>																							
Feeders	67.0	33.0	81.5	18.5	2.2	62.7	16.6	0.0	0.0	0.0	20.00	13.4	6.6	16.3	3.7	0.4	12.5	3.3	0.0	0.0	0.0	Feeders	
Final Availability (%) 100.00												91.2	8.8	60.4	39.6	0.8	50.3	8.3	0.3	0.5	0.2		

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 17 - OFFICE CLERICAL II

		Raw (%)										Fctr					Weighted (%)									
FACTOR		M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE			
<u>External Factors</u>																										
Local		12.6	87.4	61.8	38.2	1.6	50.3	7.6	0.2	0.5	1.6	25.00	3.2	21.8	15.5	9.5	0.4	12.6	1.9	0.0	0.1	0.4	0.4	See Zip Code Analysis		
<u>Internal Factors</u>																										
Feeders		14.0	86.0	83.0	17.0	3.0	73.6	5.9	0.5	0.0	0.0	75.00	10.5	64.5	62.2	12.8	2.2	55.2	4.4	0.4	0.0	0.0	0.0	Feeders		
		Final Availability (%)											13.7	86.3	77.7	22.3	2.6	67.8	6.3	0.4	0.1	0.4				

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 18 - OFFICE CLERICAL I

Raw (%)														Weighted (%)										
FACTOR	M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	Fctr		M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																								
Local	20.5	79.5	54.2	45.8	1.2	42.8	6.7	0.3	0.4	2.9	90.00			18.5	71.5	48.8	41.2	1.0	38.5	6.0	0.2	0.3	2.6	See Zip Code Analysis
<u>Internal Factors</u>																								
Feeders	18.4	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0	10.00			1.8	8.2	8.1	1.9	0.3	7.1	0.6	0.0	0.0	0.0	Feeders
Final Availability (%) 100.00														20.3	79.7	56.8	43.2	1.4	45.6	6.6	0.3	0.3	2.6	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 19 - SERVICE MAINTENANCE II

Raw (%)													Weighted (%)										
FACTOR		M	F	MIN	W	AA	H	A	NA	PI	2+	Fctr	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																							
Local		66.9	33.1	61.0	39.0	2.2	50.4	4.0	0.5	0.4	3.4	30.00	20.1	9.9	18.3	11.7	0.7	15.1	1.2	0.2	0.1	1.0	See Zip Code Analysis
<u>Internal Factors</u>																							
Feeders		53.2	46.8	80.7	19.3	10.2	56.4	11.2	2.9	0.0	0.0	70.00	37.2	32.8	56.5	13.5	7.1	39.5	7.8	2.1	0.0	0.0	Feeders
Final Availability (%) 100.00													57.3	42.7	74.8	25.2	7.8	54.6	9.1	2.2	0.1	1.0	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 20 - SERVICE MAINTENANCE I

Raw (%)													Weighted (%)										
FACTOR		Fctr																					
		M	F	MIN	W	AA	H	A	NA	PI	2+	Wght	M	F	MIN	W	AA	H	A	NA	PI	2+	SOURCE
<u>External Factors</u>																							
Local		54.6	45.4	73.4	26.6	5.2	54.1	9.9	0.4	1.3	2.6	95.00	51.8	43.2	69.8	25.2	4.9	51.4	9.4	0.4	1.2	2.5	See Zip Code Analysis
<u>Internal Factors</u>																							
Feeders		35.7	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0	5.00	1.8	3.2	4.4	0.6	0.1	3.4	0.8	0.0	0.0	0.0	Feeders
		Final Availability (%) 100.00											53.6	46.4	74.2	25.8	5.0	54.8	10.2	0.4	1.2	2.5	

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	53.7	49.3	50.7	3.0	32.8	13.4	0.0	0.0	0.0	8.1	7.4	7.6	0.4	4.9	2.0	0.0	0.0	0.0
County of Monterey		03 - PROFESSIONALS -	75.00	64.2	51.5	48.5	5.6	32.5	12.7	0.5	0.0	0.2	48.2	38.6	36.4	4.2	24.4	9.5	0.4	0.0	0.2
County of Monterey		04 - PROFESSIONALS -	5.00	58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0	2.9	1.0	4.0	0.1	0.5	0.5	0.0	0.1	0.0
County of Monterey		09 - PROFESSIONALS -	5.00	48.9	40.0	60.0	2.2	17.8	20.0	0.0	0.0	0.0	2.4	2.0	3.0	0.1	0.9	1.0	0.0	0.0	0.0
Total:			100.00										61.6	49.1	50.9	4.9	30.6	13.0	0.4	0.1	0.2

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

AAP: County of Monterey
Job Group: 02 - MANAGEMENT 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	03 - PROFESSIONALS -	99.00	64.2	51.5	48.5	5.6	32.5	12.7	0.5	0.0	0.2	63.6	51.0	48.0	5.6	32.1	12.6	0.5	0.0	0.2
County of Monterey	11 - LAW ENFORCEMEN	1.00	29.7	45.5	54.5	2.0	34.7	6.9	2.0	0.0	0.0	0.3	0.5	0.5	0.0	0.3	0.1	0.0	0.0	0.0
Total:		100.00										63.9	51.5	48.5	5.6	32.5	12.6	0.5	0.0	0.2

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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

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	64.2	51.5	48.5	5.6	32.5	12.7	0.5	0.0	0.2	28.9	23.2	21.8	2.5	14.6	5.7	0.2	0.0	0.1	
County of Monterey	13 - PARAPROFESSIONA	35.00	63.3	72.4	27.6	4.3	55.9	10.6	1.5	0.0	0.0	22.2	25.3	9.7	1.5	19.6	3.7	0.5	0.0	0.0	
County of Monterey	14 - PARAPROFESSIONA	15.00	74.1	79.5	20.5	2.5	69.1	6.9	0.9	0.1	0.0	11.1	11.9	3.1	0.4	10.4	1.0	0.1	0.0	0.0	
County of Monterey	17 - OFFICE CLERICAL I	5.00	90.4	85.3	14.7	2.9	76.1	5.7	0.6	0.0	0.0	4.5	4.3	0.7	0.1	3.8	0.3	0.0	0.0	0.0	
Total:		100.00										66.7	64.7	35.3	4.6	48.4	10.8	0.9	0.0	0.1	

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0	58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0		
Total:		100.00											58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0	

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	84.1	62.3	37.7	5.2	50.4	6.3	0.4	0.0	0.0	42.1	31.2	18.8	2.6	25.2	3.2	0.2	0.0	0.0		
County of Monterey	13 - PARAPROFESSIONA	25.00	63.3	72.4	27.6	4.3	55.9	10.6	1.5	0.0	0.0	15.8	18.1	6.9	1.1	14.0	2.7	0.4	0.0	0.0		
County of Monterey	14 - PARAPROFESSIONA	25.00	74.1	79.5	20.5	2.5	69.1	6.9	0.9	0.1	0.0	18.5	19.9	5.1	0.6	17.3	1.7	0.2	0.0	0.0		
Total:		100.00										76.4	69.1	30.9	4.3	56.5	7.6	0.8	0.0	0.0		

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

AAP: County of Monterey
Job Group: 06 - PROFESSIONALS - LAND USE

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	06 - PROFESSIONALS -	50.00	36.5	46.2	53.8	1.9	25.0	13.5	3.8	0.0	1.9	18.3	23.1	26.9	1.0	12.5	6.7	1.9	0.0	1.0
County of Monterey	13 - PARAPROFESSIONA	50.00	63.3	72.4	27.6	4.3	55.9	10.6	1.5	0.0	0.0	31.6	36.2	13.8	2.2	28.0	5.3	0.8	0.0	0.0
Total:		100.00										49.9	59.3	40.7	3.1	40.5	12.0	2.7	0.0	1.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	76.8	40.8	59.2	3.2	16.0	19.2	2.4	0.0	0.0	76.8	40.8	59.2	3.2	16.0	19.2	2.4	0.0	0.0
Total:		100.00									76.8 40.8 59.2 3.2 16.0 19.2 2.4 0.0 0.0									

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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

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	84.1	62.3	37.7	5.2	50.4	6.3	0.4	0.0	0.0	42.1	31.2	18.8	2.6	25.2	3.2	0.2	0.0	0.0
County of Monterey	08 - PROFESSIONALS -	50.00	76.8	40.8	59.2	3.2	16.0	19.2	2.4	0.0	0.0	38.4	20.4	29.6	1.6	8.0	9.6	1.2	0.0	0.0
Total:		100.00										80.5	51.6	48.4	4.2	33.2	12.8	1.4	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	84.3	61.9	38.1	3.6	26.8	31.0	0.4	0.0	0.0	84.3	61.9	38.1	3.6	26.8	31.0	0.4	0.0	0.0
	Total:	100.00									84.3	61.9	38.1	3.6	26.8	31.0	0.4	0.0	0.0	

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

AAP: County of Monterey
Job Group: 11 - LAW ENFORCEMENT 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	11 - LAW ENFORCEMENT	50.00	29.7	45.5	54.5	2.0	34.7	6.9	0.0	0.0	14.9	22.8	27.2	1.0	17.3	3.5	1.0	0.0	0.0																																							
County of Monterey	12 - LAW ENFORCEMENT	50.00	27.5	62.6	37.4	3.9	52.1	6.0	0.0	0.0	13.8	31.3	18.7	1.9	26.0	3.0	0.3	0.0	0.0																																							
Total:		100.00									28.6								45.9								43.4								6.4								1.3								0.0							

Snapshot Date: 01/01/2018

Plan	Feeder	Wght (%)	Raw (%)							Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI
County of Monterey	12 - LAW ENFORCEMENT	100.00	27.5	62.6	37.4	3.9	52.1	6.0	0.7	0.0	27.5	62.6	37.4	3.9	52.1	6.0	0.7	0.0	0.0
	Total:	100.00									27.5	62.6	37.4	3.9	52.1	6.0	0.7	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	74.1	79.5	20.5	2.5	69.1	6.9	0.9	0.1	0.0	48.2	51.7	13.3	1.6	44.9	4.5	0.6	0.1	0.0
County of Monterey	17 - OFFICE CLERICAL I	25.00	90.4	85.3	14.7	2.9	76.1	5.7	0.6	0.0	0.0	22.6	21.3	3.7	0.7	19.0	1.4	0.2	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	5.00	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0	4.1	4.0	1.0	0.2	3.6	0.3	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	5.00	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0	3.2	4.4	0.6	0.1	3.4	0.8	0.0	0.0	0.0
Total:		100.00										78.1	81.5	18.5	2.6	70.9	7.1	0.7	0.1	0.0

Snapshot Date: 01/01/2018

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	74.1	79.5	20.5	2.5	69.1	6.9	0.9	0.1	0.0	37.1	39.8	10.2	1.3	34.5	3.5	0.4	0.1	0.0
County of Monterey	17 - OFFICE CLERICAL I	20.00	90.4	85.3	14.7	2.9	76.1	5.7	0.6	0.0	0.0	18.1	17.1	2.9	0.6	15.2	1.1	0.1	0.0	0.0
County of Monterey	18 - OFFICE CLERICAL I	30.00	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0	24.5	24.2	5.8	0.9	21.4	1.8	0.1	0.0	0.0
Total:		100.00										79.6	81.0	19.0	2.8	71.1	6.4	0.7	0.1	0.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

AAP: County of Monterey
Job Group: 15 - SKILLED CRAFT 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	16 - SKILLED CRAFT I	65.00	1.7	75.0	25.0	1.7	56.7	16.7	0.0	0.0	0.0	1.1	48.8	16.3	1.1	36.8	10.8	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	35.00	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0	22.5	30.8	4.2	0.9	24.1	5.8	0.0	0.0	0.0
Total:		100.00										23.6	79.5	20.5	2.0	60.9	16.6	0.0	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

AAP: County of Monterey
Job Group: 16 - SKILLED CRAFT 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	16 - SKILLED CRAFT I	50.00	1.7	75.0	25.0	1.7	56.7	16.7	0.0	0.0	0.0	0.8	37.5	12.5	0.8	28.3	8.3	0.0	0.0	0.0
County of Monterey	20 - SERVICE MAINTENA	50.00	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0	32.1	44.0	6.0	1.3	34.4	8.3	0.0	0.0	0.0
Total:		100.00										33.0	81.5	18.5	2.2	62.7	16.6	0.0	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	90.4	85.3	14.7	2.9	76.1	5.7	0.6	0.0	0.0	45.2	42.6	7.4	1.4	38.0	2.9	0.3	0.0	0.0						
County of Monterey	18 - OFFICE CLERICAL I	50.00	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0	40.8	40.3	9.7	1.5	35.6	3.0	0.2	0.0	0.0						
Total:		100.00									86.0								83.0	17.0	3.0	73.6	5.9	0.5	0.0	0.0

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0
	Total:	100.00									81.6 80.7 19.3 3.1 71.2 6.0 0.4 0.0 0.0									

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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	29.4	73.5	26.5	17.6	44.1	5.9	5.9	0.0	0.0	14.7	36.8	13.2	8.8	22.1	2.9	2.9	0.0	0.0		
County of Monterey	20 - SERVICE MAINTENA	50.00	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0	32.1	44.0	6.0	1.3	34.4	8.3	0.0	0.0	0.0		
Total:		100.00											46.8	80.7	19.3	10.2	56.4	11.2	2.9	0.0	0.0	

County of Monterey

Snapshot Date: 01/01/2018

Internal Availability

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
County of Monterey	20 - SERVICE MAINTENA	100.00	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0
Total:		100.00									64.3 87.9 12.1 2.7 68.8 16.5 0.0 0.0 0.0								

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 01 - MANAGEMENT II

Test: Any Difference

Total Employees: 38

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	19	19	15	23	1	13	1	0	0	0
Employees (%)	50.0	50.0	39.5	60.5	2.6	34.2	2.6	0.0	0.0	0.0
Availability (%) Goal	48.5	51.5	30.5	69.5	7.9	14.1	6.4	0.5	0.2	1.3
Test: Any Difference	NO	YES	NO	YES	YES	NO	YES	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	0	1	0	4	3	0	2	1	1	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 02 - MANAGEMENT I

Test: Any Difference

Total Employees: 67

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	31	36	33	34	2	22	9	0	0	0
Employees (%)	46.3	53.7	49.3	50.7	3.0	32.8	13.4	0.0	0.0	0.0
Availability (%) Goal	50.3	49.7	32.4	67.6	6.6	16.1	7.7	0.5	0.2	1.3
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	0	0	12	3	0	0	1	1	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Test: Any Difference

Total Employees: 425

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	152	273	219	206	24	138	54	2	0	1
Employees (%)	35.8	64.2	51.5	48.5	5.6	32.5	12.7	0.5	0.0	0.2
Availability (%) Goal	39.0	61.0	47.8	52.2	5.4	30.7	9.4	0.6	0.1	1.5
Test: Any Difference	YES	NO	NO	YES	NO	NO	NO	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	14	0	0	16	0	0	0	1	1	6

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Test: Any Difference

Total Employees: 77

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	32	45	16	61	1	7	7	0	1	0
Employees (%)	41.6	58.4	20.8	79.2	1.3	9.1	9.1	0.0	1.3	0.0
Availability (%) Goal	54.1	45.9	17.5	82.5	3.0	6.8	6.3	0.1	0.7	0.6
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	YES	NO	YES
Add'l Needed to Eliminate Problem Area (#)	10	0	0	3	2	0	0	1	0	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Test: Any Difference

Total Employees: 252

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	40	212	157	95	13	127	16	1	0	0
Employees (%)	15.9	84.1	62.3	37.7	5.2	50.4	6.3	0.4	0.0	0.0
Availability (%) Goal	21.2	78.8	44.3	55.7	18.4	20.1	3.6	0.7	0.1	1.3
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	14	0	0	46	34	0	0	1	1	4

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 06 - PROFESSIONALS - LAND USE

Test: Any Difference

Total Employees: 52

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	33	19	24	28	1	13	7	2	0	1
Employees (%)	63.5	36.5	46.2	53.8	1.9	25.0	13.5	3.8	0.0	1.9
Availability (%) Goal	61.5	38.5	30.3	69.7	4.6	15.7	7.7	1.1	0.0	1.2
Test: Any Difference	NO	YES	NO	YES	YES	NO	NO	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	2	0	9	2	0	0	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Test: Any Difference

Total Employees: 42

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	10	32	27	15	2	21	4	0	0	0
Employees (%)	23.8	76.2	64.3	35.7	4.8	50.0	9.5	0.0	0.0	0.0
Availability (%) Goal	40.3	59.7	28.0	72.0	9.0	9.3	7.5	0.9	0.1	1.2
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	7	0	0	16	2	0	0	1	1	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Test: Any Difference

Total Employees: 125

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	29	96	51	74	4	20	24	3	0	0
Employees (%)	23.2	76.8	40.8	59.2	3.2	16.0	19.2	2.4	0.0	0.0
Availability (%) Goal	28.7	71.3	35.3	64.7	7.0	17.3	9.3	0.9	0.0	0.8
Test: Any Difference	YES	NO	NO	YES	YES	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	7	0	0	7	5	2	0	0	0	2

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Test: Any Difference

Total Employees: 45

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	23	22	18	27	1	8	9	0	0	0
Employees (%)	51.1	48.9	40.0	60.0	2.2	17.8	20.0	0.0	0.0	0.0
Availability (%) Goal	66.8	33.2	30.9	69.1	5.1	5.9	18.2	0.2	0.0	1.5
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	YES	NO	YES
Add'l Needed to Eliminate Problem Area (#)	8	0	0	5	2	0	0	1	0	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Test: Any Difference

Total Employees: 496

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	78	418	307	189	18	133	154	2	0	0
Employees (%)	15.7	84.3	61.9	38.1	3.6	26.8	31.0	0.4	0.0	0.0
Availability (%) Goal	11.8	88.2	37.9	62.1	4.8	12.9	16.7	0.2	0.4	2.8
Test: Any Difference	NO	YES	NO	YES	YES	NO	NO	NO	YES	YES
Add'l Needed to Eliminate Problem Area (#)	0	20	0	120	6	0	0	0	3	15

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 11 - LAW ENFORCEMENT II

Test: Any Difference

Total Employees: 101

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	71	30	46	55	2	35	7	2	0	0
Employees (%)	70.3	29.7	45.5	54.5	2.0	34.7	6.9	2.0	0.0	0.0
Availability (%) Goal	69.2	30.8	50.0	50.0	4.9	37.6	6.0	1.2	0.0	0.4
Test: Any Difference	NO	YES	YES	NO	YES	YES	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	2	5	0	3	3	0	0	0	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 12 - LAW ENFORCEMENT I

Test: Any Difference

Total Employees: 436

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	316	120	273	163	17	227	26	3	0	0
Employees (%)	72.5	27.5	62.6	37.4	3.9	52.1	6.0	0.7	0.0	0.0
Availability (%) Goal	66.7	33.3	41.6	58.4	9.7	26.0	4.3	0.5	0.1	1.1
Test: Any Difference	NO	YES	NO	YES	YES	NO	NO	NO	YES	YES
Add'l Needed to Eliminate Problem Area (#)	0	26	0	92	26	0	0	0	1	5

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Test: Any Difference

Total Employees: 395

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	145	250	286	109	17	221	42	6	0	0
Employees (%)	36.7	63.3	72.4	27.6	4.3	55.9	10.6	1.5	0.0	0.0
Availability (%) Goal	28.7	71.3	60.7	39.3	6.2	46.4	6.5	0.6	0.1	0.9
Test: Any Difference	NO	YES	NO	YES	YES	NO	NO	NO	YES	YES
Add'l Needed to Eliminate Problem Area (#)	0	32	0	47	8	0	0	0	1	4

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Test: Any Difference

Total Employees: 792

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	205	587	630	162	20	547	55	7	1	0
Employees (%)	25.9	74.1	79.5	20.5	2.5	69.1	6.9	0.9	0.1	0.0
Availability (%) Goal	28.7	71.3	51.6	48.4	9.6	33.8	6.5	0.7	0.1	1.0
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	NO	NO	YES
Add'l Needed to Eliminate Problem Area (#)	23	0	0	222	56	0	0	0	0	8

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 15 - SKILLED CRAFT II

Test: Any Difference

Total Employees: 21

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	21	0	8	13	0	7	0	1	0	0
Employees (%)	100.0	0.0	38.1	61.9	0.0	33.3	0.0	4.8	0.0	0.0
Availability (%) Goal	86.8	13.2	59.8	40.2	1.0	47.1	11.6	0.0	0.0	0.0
Test: Any Difference	NO	YES	YES	NO	YES	YES	YES	NO	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	3	5	0	1	3	3	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 16 - SKILLED CRAFT I

Test: Any Difference

Total Employees: 60

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	59	1	45	15		34	10	0	0	0
Employees (%)	98.3	1.7	75.0	25.0	1.7	56.7	16.7	0.0	0.0	0.0
Availability (%) Goal	91.2	8.8	60.4	39.6	0.8	50.3	8.3	0.3	0.5	0.2
Test: Any Difference	NO	YES	NO	YES	NO	NO	NO	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	0	5	0	9	0	0	0	1	1	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 17 - OFFICE CLERICAL II

Test: Any Difference

Total Employees: 489

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	47	442	417	72	14	372	28	3	0	0
Employees (%)	9.6	90.4	85.3	14.7	2.9	76.1	5.7	0.6	0.0	0.0
Availability (%) Goal	13.7	86.3	77.7	22.3	2.6	67.8	6.3	0.4	0.1	0.4
Test: Any Difference	YES	NO	NO	YES	NO	NO	YES	NO	YES	YES
Add'l Needed to Eliminate Problem Area (#)	20	0	0	38	0	0	3	0	1	3

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 18 - OFFICE CLERICAL I

Test: Any Difference

Total Employees: 549

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	101	448	443	106	17	391	33	2	0	0
Employees (%)	18.4	81.6	80.7	19.3	3.1	71.2	6.0	0.4	0.0	0.0
Availability (%) Goal	20.3	79.7	56.8	43.2	1.4	45.6	6.6	0.3	0.3	2.6
Test: Any Difference	YES	NO	NO	YES	NO	NO	YES	NO	YES	YES
Add'l Needed to Eliminate Problem Area (#)	11	0	0	131	0	0	4	0	2	15

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 19 - SERVICE MAINTENANCE II

Test: Any Difference

Total Employees: 34

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	24	10	25	9	6	15	2	2	0	0
Employees (%)	70.6	29.4	73.5	26.5	17.6	44.1	5.9	5.9	0.0	0.0
Availability (%) Goal	57.3	42.7	74.8	25.2	7.8	54.6	9.1	2.2	0.1	1.0
Test: Any Difference	NO	YES	YES	NO	NO	YES	YES	NO	YES	YES
Add'l Needed to Eliminate Problem Area (#)	0	5	1	0	0	4	2	0	1	1

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 20 - SERVICE MAINTENANCE I

Test: Any Difference

Total Employees: 224

Total										
	Males	Females	Total Min.	White	Afr. Amer.	Hispanic	Asian	Nat. Amer.	NHOPI	Two +
Employees (#)	80	144	197	27	6	154	37	0	0	0
Employees (%)	35.7	64.3	87.9	12.1	2.7	68.8	16.5	0.0	0.0	0.0
Availability (%) Goal	53.6	46.4	74.2	25.8	5.0	54.8	10.2	0.4	1.2	2.5
Test: Any Difference	YES	NO	NO	YES	YES	NO	NO	YES	YES	YES
Add'l Needed to Eliminate Problem Area (#)	41	0	0	31	6	0	0	1	3	6

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 01 - MANAGEMENT II

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	35	12	0	47	2	0	2	0	0	0	4	1
Afr. Amer.	5	2	0	7	0	0	0	0	0	0	0	0
Hispanic	15	2	0	17	1	0	1	0	0	0	0	0
Asian	25	0	0	25	0	0	0	0	0	0	0	0
Nat. Amer.	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
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	80	16	0	96	3	0	3	0	0	0	4	1
Total Minority	45	4	0	49	1	0	1	0	0	0	0	0

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	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	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 02 - MANAGEMENT I

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	124	57	0	181	4	0	4	1	0	1	4	1
Afr. Amer.	11	12	0	23	0	0	0	0	0	0	0	0
Hispanic	39	32	0	71	2	0	2	0	1	1	1	0
Asian	50	21	0	71	1	1	2	1	0	1	0	0
Nat. Amer.	5	2	0	7	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	229	124	0	353	7	1	8	2	1	3	5	1
Total Minority	105	67	0	172	3	1	4	1	1	2	1	0

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	1	0	1	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	1	2	3	0	0	0
Total Minority	0	0	0	1	1	2	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	591	382	0	973	12	12	24	1	2	3	10	17
Afr. Amer.	59	59	0	118	2	0	2	0	0	0	2	4
Hispanic	343	437	0	780	6	3	9	0	0	0	3	4
Asian	205	149	0	354	0	4	4	0	1	1	1	0
Nat. Amer.	28	17	0	45	1	0	1	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	2	2								
Total	1226	1044	2	2272	21	20	41	1	3	4	16	25
Total Minority	635	662	0	1297	9	8	17	0	1	1	6	8

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	3	3	4	4	8
Afr. Amer.	1	0	1	0	1	1	0	1	1
Hispanic	0	0	0	2	7	9	2	5	7
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	1	2	2	11	13	6	10	16
Total Minority	1	0	1	2	8	10	2	6	8

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	142	73	1	216	7	5	12	0	0	0	4	5
Afr. Amer.	15	8	0	23	0	0	0	0	0	0	0	0
Hispanic	21	18	0	39	1	1	2	0	0	0	1	2
Asian	33	15	0	48	0	2	2	0	0	0	0	1
Nat. Amer.	3	3	0	6	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	214	117	1	332	9	8	17	0	0	0	5	8
Total Minority	72	44	0	116	2	3	5	0	0	0	1	3

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	1	3	0	0	0	4	5	9
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	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	1	3	0	0	0	4	6	10
Total Minority	0	0	0	0	0	0	0	1	1

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	29	70	0	99	3	9	12	1	0	1	5	15
Afr. Amer.	2	22	0	24	0	2	2	0	0	0	0	3
Hispanic	22	86	0	108	3	13	16	0	1	1	2	7
Asian	3	29	0	32	1	1	2	0	0	0	0	1
Nat. Amer.	0	8	0	8	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	56	215	0	271	7	25	32	1	1	2	7	26
Total Minority	27	145	0	172	4	16	20	0	1	1	2	11

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	2	3	5
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	1	2	3	1	1	1	1	9	10
Asian	0	1	1	0	0	0	0	3	3
Nat. Amer.	0	1	1	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	5	6	1	1	1	3	17	20
Total Minority	1	4	5	1	1	1	1	14	15

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 06 - PROFESSIONALS - LAND USE

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	40	21	0	61	1	2	3	0	0	0	3	3
Afr. Amer.	5	1	0	6	0	0	0	0	0	0	0	0
Hispanic	35	11	0	46	0	1	1	0	0	0	1	0
Asian	21	11	0	32	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	0	1	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	103	44	0	147	2	3	5	0	0	0	4	3
Total Minority	63	23	0	86	1	1	2	0	0	0	1	0

	Promotions From			Promotions Into			Promotions Within		
	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	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	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	17	50	0	67	0	0	0	0	0	0	0	3
Afr. Amer.	8	18	0	26	0	0	0	0	0	0	0	0
Hispanic	14	58	0	72	0	1	1	0	0	0	1	3
Asian	13	25	0	38	1	0	1	0	0	0	0	0
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	52	152	0	204	1	1	2	0	0	0	1	6
Total Minority	35	102	0	137	1	1	2	0	0	0	1	3

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	3	3	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	1	1	0	0	0
Asian	0	0	0	0	1	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	1	1	0	5	5	1	0	1
Total Minority	0	1	1	0	2	2	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	50	91	0	141	3	8	11	0	0	0	3	8
Afr. Amer.	10	10	0	20	0	0	0	0	0	0	0	1
Hispanic	26	50	0	76	2	3	5	0	0	0	0	3
Asian	37	65	0	102	1	1	2	0	0	0	1	0
Nat. Amer.	2	2	0	4	0	2	2	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	125	218	0	343	6	14	20	0	0	0	4	12
Total Minority	75	127	0	202	3	6	9	0	0	0	1	4

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	3	3	0	1	1	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	0	0	0	0	2	2	0	0	0
Nat. Amer.	0	0	0	0	1	1	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	4	4	1	6	7	0	1	1
Total Minority	0	1	1	1	5	6	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	2	6	0	8	6	8	14	0	0	0	6	6
Afr. Amer.	0	0	0	0	0	0	0	0	1	1	0	0
Hispanic	0	1	0	1	1	2	3	0	0	0	3	0
Asian	1	1	0	2	1	1	2	0	0	0	1	2
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	3	9	0	12	8	11	19	0	1	1	10	8
Total Minority	1	3	0	4	2	3	5	0	1	1	4	2

	Promotions From			Promotions Into			Promotions Within		
	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	0	0	0	2	2
Asian	0	0	0	0	0	0	2	1	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	0	0	0	2	3	5
Total Minority	0	0	0	0	0	0	2	3	5

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	67	381	0	448	8	29	37	5	3	8	4	31
Afr. Amer.	3	56	0	59	0	4	4	0	1	1	0	1
Hispanic	46	189	0	235	4	13	17	0	2	2	0	7
Asian	74	220	0	294	1	9	10	1	0	1	5	12
Nat. Amer.	1	12	0	13	0	1	1	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	191	858	0	1049	13	56	69	6	6	12	9	51
Total Minority	124	477	0	601	5	27	32	1	3	4	5	20

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	2	6	8
Afr. Amer.	0	0	0	0	0	0	0	2	2
Hispanic	0	0	0	0	0	0	0	7	7
Asian	0	0	0	0	0	0	1	5	6
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	3	20	23
Total Minority	0	0	0	0	0	0	1	14	15

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 11 - LAW ENFORCEMENT II

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	23	15	0	38	0	0	0	0	0	0	5	2
Afr. Amer.	6	0	0	6	0	0	0	0	0	0	0	1
Hispanic	18	16	0	34	0	0	0	0	0	0	1	0
Asian	6	2	0	8	0	0	0	0	0	0	1	1
Nat. Amer.	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
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	53	33	0	86	0	0	0	0	0	0	7	4
Total Minority	30	18	0	48	0	0	0	0	0	0	2	2

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	1	3	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	4	1	5	0	1	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	0	0	0	6	2	8	0	2	2
Total Minority	0	0	0	4	1	5	0	1	1

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 12 - LAW ENFORCEMENT I

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	241	46	0	287	12	3	15	1	1	2	10	1
Afr. Amer.	70	22	0	92	2	1	3	1	0	1	0	3
Hispanic	607	302	3	912	20	6	26	5	0	5	6	4
Asian	76	24	0	100	1	0	1	0	0	0	2	0
Nat. Amer.	9	8	0	17	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	0	0								
Total	1003	402	3	1408	35	10	45	7	1	8	18	8
Total Minority	762	356	3	1121	23	7	30	6	0	6	8	7

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	5	1	6
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	4	1	5	3	3	6	7	7	14
Asian	0	0	0	0	0	0	2	0	2
Nat. Amer.	0	0	0	0	1	1	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	3	4	7	15	8	23
Total Minority	4	1	5	3	4	7	10	7	17

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	213	233	0	446	0	4	4	0	1	1	1	7
Afr. Amer.	42	56	0	98	1	1	2	0	0	0	1	0
Hispanic	207	388	0	595	3	4	7	1	0	1	1	8
Asian	142	96	0	238	0	1	1	0	0	0	3	2
Nat. Amer.	5	7	0	12	1	0	1	0	0	0	0	0
NHOPI	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
Unknown (Race)	1	0	0	1								
Total	610	780	0	1390	5	10	15	1	1	2	6	17
Total Minority	396	547	0	943	5	6	11	1	0	1	5	10

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	4	1	5	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	8	9	1	9	10	0	2	2
Asian	0	1	1	1	3	4	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	11	12	6	13	19	0	3	3
Total Minority	1	9	10	2	12	14	0	2	2

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	202	171	0	373	3	8	11	1	2	3	6	17
Afr. Amer.	48	48	0	96	0	0	0	0	2	2	1	1
Hispanic	274	478	0	752	9	38	47	1	10	11	11	17
Asian	89	87	0	176	5	3	8	3	0	3	2	5
Nat. Amer.	11	7	0	18	0	1	1	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	624	791	0	1415	18	50	68	5	14	19	20	40
Total Minority	422	620	0	1042	15	42	57	4	12	16	14	23

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	1	4	0	0	0	2	2	4
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	3	10	13	0	6	6	10	26	36
Asian	1	2	3	0	1	1	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	7	14	21	0	7	7	12	30	42
Total Minority	4	13	17	0	7	7	10	28	38

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 15 - SKILLED CRAFT II

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	11	0	0	11	1	0	1	0	0	0	1	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0
Hispanic	21	0	0	21	0	0	0	0	0	0	1	0
Asian	9	0	0	9	0	0	0	0	0	0	0	0
Nat. Amer.	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
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	42	0	0	42	1	0	1	0	0	0	2	0
Total Minority	31	0	0	31	0	0	0	0	0	0	1	0

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	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	0	0	0	1	0	1	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 16 - SKILLED CRAFT I

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	16	0	0	16	1	0	1	0	0	0	2	0
Afr. Amer.	4	0	0	4	1	0	1	1	0	1	0	0
Hispanic	39	0	0	39	4	0	4	0	0	0	4	0
Asian	13	0	0	13	0	0	0	0	0	0	0	0
Nat. Amer.	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
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	72	0	0	72	6	0	6	1	0	1	6	0
Total Minority	56	0	0	56	5	0	5	1	0	1	4	0

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1	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	0	1	2	0	2	0	0	0
Total Minority	0	0	0	2	0	2	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 17 - OFFICE CLERICAL II

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	51	98	0	149	1	3	4	0	0	0	1	12
Afr. Amer.	5	14	0	19	0	0	0	0	0	0	2	0
Hispanic	91	677	0	768	2	26	28	0	10	10	0	12
Asian	13	39	0	52	0	0	0	0	0	0	0	0
Nat. Amer.	1	9	0	10	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	1	1								
Total	161	837	1	999	3	29	32	0	10	10	3	24
Total Minority	110	739	0	849	2	26	28	0	10	10	2	12

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	2	2	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	1	4	5	0	11	11	3	3	6
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	5	6	0	13	13	3	5	8
Total Minority	1	4	5	0	11	11	3	4	7

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 18 - OFFICE CLERICAL I

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	259	433	0	692	4	13	17	0	1	1	3	10
Afr. Amer.	68	92	0	160	0	1	1	0	0	0	2	1
Hispanic	683	1,978	0	2661	6	48	54	2	7	9	5	26
Asian	85	193	0	278	0	2	2	0	0	0	0	3
Nat. Amer.	11	49	0	60	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	0	0	2	2								
Total	1106	2745	2	3853	10	64	74	2	8	10	10	40
Total Minority	847	2312	0	3159	6	51	57	2	7	9	7	30

	Promotions From			Promotions Into			Promotions Within		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	2	3	0	0	0	2	7	9
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	2	15	17	1	1	2	2	16	18
Asian	0	3	3	0	0	0	0	0	0
Nat. Amer.	0	1	1	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	22	25	1	1	2	4	23	27
Total Minority	2	20	22	1	1	2	2	16	18

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 19 - SERVICE MAINTENANCE II

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	2	0	0	2	1	0	1	0	0	0	0	0
Afr. Amer.	2	1	0	3	0	0	0	0	0	0	0	0
Hispanic	10	17	0	27	0	1	1	0	0	0	0	0
Asian	5	0	0	5	0	0	0	0	0	0	0	0
Nat. Amer.	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
Two or More	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0								
Total	19	18	0	37	1	1	2	0	0	0	0	0
Total Minority	17	18	0	35	0	1	1	0	0	0	0	0

	Promotions From			Promotions Into			Promotions Within		
	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	1	1	0	0	0
Hispanic	0	0	0	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	0	0	0	1	1	2	0	0	0
Total Minority	0	0	0	1	1	2	0	0	0

County of Monterey

Snapshot Date: 01/01/2018

Personnel Transactions Summary

Job Group: 20 - SERVICE MAINTENANCE I

Transaction Dates: 01/01/2017 To 12/31/2017

	Applicants			Hires			Terminations (I)			Terminations (V)		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females
White	69	164	0	233	2	0	2	1	1	2	2	2
Afr. Amer.	28	30	0	58	0	0	0	0	0	0	1	0
Hispanic	302	621	0	923	8	13	21	2	1	3	4	17
Asian	65	110	0	175	1	3	4	0	0	0	1	0
Nat. Amer.	5	17	0	22	0	0	0	0	0	0	0	0
NHOPI	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
Unknown (Race)	1	1	2	4								
Total	470	943	2	1415	11	16	27	3	2	5	8	19
Total Minority	400	778	0	1178	9	16	25	2	1	3	6	17

	Promotions From			Promotions Into			Promotions Within		
	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	1	2	3	0	1	1	1	0	1
Asian	2	0	2	0	0	0	1	0	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	3	2	5	0	1	1	2	0	2
Total Minority	3	2	5	0	1	1	2	0	2

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

Current Snapshot Date: 01/01/2018

Category	1/1/18
Job Openings	843
Jobs Filled	761
Applicants for all jobs	15,796
Applicants who self-identified as Protected Veterans	0
Applicants Hired	486
Protected Veterans Hired	8
Hiring Benchmark**	6.7
Overall protected veterans hired (%)	1.6

* 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: 01/01/2018

Category	1/1/18		
Job Openings	843		
Jobs Filled	761		
Applicants for all jobs	15,796		
Applicants who self-identified as individual(s) with Disability	630		
Applicants Hired	486		
Individual(s) with Disability Hired	0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	4.4		
Job Group	EE #	EE IWD #	EE IWD %
01 - MANAGEMENT II	38	2	5.3
02 - MANAGEMENT I	67	2	3.0
03 - PROFESSIONALS - ADMINISTRATION	425	49	11.5
04 - PROFESSIONALS - ATTORNEYS	77	3	3.9
05 - PROFESSIONALS - HUMAN SERVICES	252	12	4.8
06 - PROFESSIONALS - LAND USE	52	2	3.8
07 - PROFESSIONALS - HEALTH, ADMINISTRATION	42	1	2.4
08 - PROFESSIONALS - HEALTH, ANCILLARY	125	2	1.6
09 - PROFESSIONALS - HEALTH, DOCTORS	45	0	0.0
10 - PROFESSIONALS - HEALTH, NURSES	496	10	2.0
11 - LAW ENFORCEMENT II	101	4	4.0
12 - LAW ENFORCEMENT I	436	8	1.8

* 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: 01/01/2018

Category	1/1/18		
Job Openings	843		
Jobs Filled	761		
Applicants for all jobs	15,796		
Applicants who self-identified as individual(s) with Disability	630		
Applicants Hired	486		
Individual(s) with Disability Hired	0		
Nationwide utilization goal for qualified individuals with disabilities (%) **			
Total incumbency of individuals with disabilities (%)	4.4		
Job Group	EE #	EE IWD #	EE IWD %
13 - PARAPROFESSIONAL - TECHNICIANS II	395	19	4.8
14 - PARAPROFESSIONAL - TECHNICIANS I	792	30	3.8
15 - SKILLED CRAFT II	21	0	0.0
16 - SKILLED CRAFT I	60	3	5.0
17 - OFFICE CLERICAL II	489	30	6.1
18 - OFFICE CLERICAL I	549	24	4.4
19 - SERVICE MAINTENANCE II	34	0	0.0
20 - SERVICE MAINTENANCE I	224	8	3.6

* 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.