

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 01 - MANAGEMENT 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	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

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 02 - MANAGEMENT I

	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	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	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	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	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 (%)										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	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

	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>																							
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 (%)										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>																							
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

	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	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		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		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		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 (%)										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>																							
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

	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>																							
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

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

	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>																							
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

	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	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

	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	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 (%)										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	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 (%)										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	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 (%)										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	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 (%)										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	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	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	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	

County of Monterey

Snapshot Date: 01/01/2018

Availability Analysis

Job Group: 16 - SKILLED CRAFT I

	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	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	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	Feeders	
Final Availability (%)												100.00	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 (%)										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	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 (%)										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	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 (%)										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	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	