

EQUAL EMPLOYMENT OPPORTUNITY PLAN

for

COUNTY OF MONTEREY
168 West Alisal Street, 3rd Floor
Salinas, CA 93901



JANUARY 1, 2022 – DECEMBER 31, 2023

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

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(Not for distribution except on a need-to-know basis within Monterey County)

This Equal Employment Opportunity Plan contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979). Copies of this Equal Employment Opportunity Plan and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government holds them totally confidential and not release copies to any persons whatsoever. Monterey County considers this Equal Employment Opportunity Plan to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-60.4(d) that portions of this Equal Employment Opportunity Plan be kept confidential.

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

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INTRODUCTION TO PARTS I AND II

BACKGROUND

The County of Monterey is committed to provide equal employment and promotional opportunities to all County employees and applicants for employment. The County of Monterey believes in treating all people with respect and dignity. We strive to foster a supportive working environment that celebrates the diverse county in which we live and serve. The purpose of the Equal Opportunity Plan (EOP) is to commit to a program that makes equal employment opportunity a reality for all employees, qualified applicants, and residents accessing our services.

The EOP is part of the framework for the County of Monterey policy of nondiscrimination. The EOP is a coordinated program of policies, practices, procedures, and initiatives to ensure equal employment opportunity principles are ingrained in our recruitment, retention, selection, and advancement practices. These practices are applied without regard to race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical conditions, genetic information, ancestry, marital status, age, sexual orientation, veteran status, service in the military, or any other characteristic protected by State and Federal law.

Monterey County is a federal government supply and service contractor subject to the equal opportunity requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, §4212. Because Monterey County has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare written Equal Opportunity Plan for people of color and women. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment from future contracts and subcontracts.

Equal Employment Opportunity is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Equal Employment Opportunity goes beyond the simple termination of a discriminatory practice.

A prerequisite to the development of a satisfactory Equal Employment Opportunity Plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a numeric disparity between incumbency and availability of people of color or women, an adequate Equal Employment Opportunity Plan details specific Equal Employment Opportunity steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For people of color and women, such steps include the development of hiring and promotion goals to mitigate the disparity between incumbency and availability. It is toward this end that we developed this Equal Employment Opportunity Plan.

APPLICABLE EQUAL EMPLOYMENT OPPORTUNITY LAWS AND REGULATIONS

Monterey County's Equal Opportunity Plan for people of color and women has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Equal Opportunity Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

PROTECTED GROUPS

Coverage under Equal Employment Opportunity laws and regulations applies to:

Women and people of color who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos/Latinx, Asians, Native Hawaiians or Pacific Islanders, American Indians or Alaskan Natives, and two or more races.

Federal and State law, as well as County policy, also prohibit discrimination against individuals with disabilities.

An individual with a disability: (1) a person who has a physical or mental impairment that substantially limits one or more of their major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

REPORTING PERIOD

This Equal Employment Opportunity Plan is designed to cover the following reporting period: January 1, 2022, through December 31, 2023.

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FOR

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**EQUAL EMPLOYMENT OPPORTUNITY PLAN
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CHAPTER 1: COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

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

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

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



Charles J. McKee

County Administrative Officer

May 3, 2022



Juan P. Rodriguez
Civil Rights Officer

May 3, 2022

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CHAPTER 2: ORGANIZATIONAL PROFILE

Workforce Analysis/Lines of Progression

The County of Monterey conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated January 1, 2022.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, the lower threshold of the salary range is provided, as well as the EEO Category to which the title is assigned. For each job title, the County of Monterey identified the total number of employees, the number of male and female employees, the total number of employees of color, the male and female employees of color, the total number of White, Black/African American, Latino/Latinx/Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and Two or More Race employees, and the male and female employees within each of these race/ethnic groups.

Monterey County carefully analyzed the workforce analysis to identify problem areas needing correction, such as concentrations or segregation of people of color or women by organizational unit, job, pay, or EEO Category. Problems, if any, are identified in Chapter 9: Identification of Problem Areas; programs to correct the identified problems are identified in Chapter 10: Action-Oriented Programs.

Lines of Progression

Developed in conjunction with the workforce analysis is information on the County of Monterey's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments that employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis* for each organizational unit.

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CHAPTER 3: JOB GROUP ANALYSIS

Although the workforce analysis was conducted individually for every job title, after it was completed, the job titles were grouped for the comparison of incumbency to availability. There were several reasons for grouping jobs.

Many job titles are similar in content such that handling them individually in the Equal Employment Opportunity Plan is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability.

For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical.

Many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Listed below are the guidelines that were followed in developing the job groups for which disparities between incumbency and availability were identified.

Job Grouping Guidelines

1. The content of the jobs included in a group must be similar. Similar content refers to job responsibilities and requisite skills required.
2. The wage or salary rate for the jobs included in a group must be similar. Pay rates should be considered in conjunction with job content. Large apparent differences in pay, when associated with differences in job title and/or location within an organization, suggest an unacceptable job grouping.
3. Job titles placed in a job group should be similar in opportunity. Opportunity refers to the ability to take advantage of training, transfers, promotions, mobility to desirable situations, and other employment benefits. Ideally, each job within a job group should have opportunities similar to other job titles within the same job group.
4. The groups should not include jobs with clearly different representation patterns. For example, jobs predominately filled with males should not be combined in the

same group with jobs predominately filled with females.

5. Many job groups, if appropriately constructed, should cut across departmental or organizational units, but not across EEO Categories.
6. Employers with over 150 employees should not use EEO occupational categories as the only job groups in an Equal Employment Opportunity Plan. EEO categories are generally much too broad for proper availability analysis purposes. However, jobs placed in a group should generally belong to the same EEO Category.
7. Employers with less than 150 employers may use EEO categories as the only job groups.
8. The size of the employer's workforce is a major factor in determining how well the criteria above can be met in creating job groups.
 - A. Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.
9. Although the County of Monterey recognizes that it is not possible to adhere to every guideline above when creating job groups, we nevertheless did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which people of color or women are concentrated with jobs in which they are underrepresented).

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CHAPTER 4: PLACEMENT OF INCUMBENTS IN JOB GROUPS

Each job group appears on a Job Group Analysis with a job group code and name. The report lists each job title in the job group. For each job title, the analysis provides the following information: EEO-4 reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of January 1, 2022.

See the *Job Group Analysis* for the listing of the job titles and the associated race and gender headcounts per job group.

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CHAPTER 5: DETERMINING AVAILABILITY

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Monterey County for a given job group in the relevant labor market during the life of the Equal Employment Opportunity Plan. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Monterey County's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the job group analysis) and identify problem areas or areas of deficiency.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2020 Census of Population.
 - a. Local labor area: An employee residence zip code analysis was conducted to identify the local labor areas. *See Zip Code Analysis.*
 - b. Reasonable labor area: National.
2. Internal Factor: The percentage of people of color or women among those promotable, transferable, and trainable within the contractor's organization. *See the Feeder Job Group report.*

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for people of color in the aggregate.

See the *Availability Analysis* for the availability breakdown for each job group.

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CHAPTER 6: COMPARING INCUMBENCY TO AVAILABILITY

Once final availability estimates were made for each job group, Monterey County compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of January 1, 2022, and that group's final availability.

See the *Comparison of Incumbency to Availability and Placement Goals* reports for the results per job group.

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CHAPTER 7: PLACEMENT GOALS

Monterey County established an annual percentage placement goal whenever it found that people of color or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or people of color, as appropriate for that job group. These goals consider the availability of basically qualified persons in the relevant labor area. They also consider anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified people of color and female applicants and through implementation of our action-oriented programs (*see Chapter 10*). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Monterey County hire a specified number of people of color or women.

A goal is a guidepost against which Monterey County, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Monterey County's workforce. By setting realistic goals, Monterey County should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified people of color and female applicants.

See the *Comparison of Incumbency to Availability and Placement Goals* reports for the results per job group.

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CHAPTER 8: DESIGNATION OF RESPONSIBILITY

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

Board of Supervisors:

The Board of Supervisors bears the responsibility to ensure that the County of Monterey is compliant with all Federal and State laws and regulations mandating equal employment opportunity and nondiscrimination.

The Board's role includes the following:

1. Adoption of the Equal Opportunity Plan on a County-wide basis.
2. Designate the Civil Rights Officer and County Administrative Officer the responsibility for overseeing, administering, implementing, and monitoring the County of Monterey's EOP, and ensure that the Civil Rights Officer is identified in writing by name and job title.
3. Give the Civil Rights Officer the necessary authority and budgetary support and staffing to successfully implement the adopted EOP.
4. Pursuant to County of Monterey policies, hold all officials, elected and appointed, accountable for the actions of their managers, supervisors, staff, and agents.
5. Ensure that the County of Monterey adheres to the stated policy of equal employment opportunity by monitoring the application of equal employment opportunity policies.
6. Ensure County of Monterey staff participation and completion of mandatory Civil Rights Office trainings.

Civil Rights Officer:

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

1. Provide direction to County of Monterey employees, as necessary, to carry out all actions required to meet the County of Monterey's equal employment opportunity goals and commitments.
2. Reviewing the County of Monterey's personnel policies to ensure they are consistent with the equal opportunity laws and the County of Monterey's Equal Opportunity Plan (EOP).
3. Review, report on, and update Monterey County's EOP at least once every two years.
4. Design and effectively implement the EOP.
5. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action, and determine the degree to which goals and objectives have been met.

Policies

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

Employee Resource Groups

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

Equal Opportunity

11. Ensure that departmental EOPs are updated and submitted annually to the Civil Rights Office and to the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC).
12. Audit a minimum of three oral examinations or interviews per quarter to ensure equal employment opportunity is afforded to applicants for employment.
13. Develop and share with departments tools to conduct inclusive interviews with potential applicants.
14. All County recruitments must show every effort was made to include at least one (1) person of color and one (1) woman on each part of the recruitment process. Underutilized recruitments must include at least one (1) person of color and one (1) woman in each part of the recruitment process.
15. In partnerships with Human Resources Department (HRD), identify underutilization in job groups and establish procedures, goals, and objectives to achieve adequate parity.
16. Keep management informed of the latest developments in the equal employment opportunity area.
17. Provide guidance to department heads, managers, and supervisors in taking proper action to prevent employees from being discriminated or harassed in any way, through one-on-one contact, training, and/or corrective action.
18. Analyze and produce report of current workforce data.

Diversity and Cultural Competency

19. Work to develop a Diversity, Equity, and Inclusion survey and capture data around gender, race, disability, and sexual orientation of County of Monterey employees.
20. Work to develop a process for submitting ADA related inquiries for employees and the public and develop an ADA audit process.
21. Develop cultural competence-based interview questions for prospective applicants and commissioners.
22. Include cultural competency training materials and resources for all County employees through the mandated Civil Rights Training.

Equal Opportunity and Civil Rights Advisory Commission:

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

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

The specific duties of the EOCRAC include the following:

1. Review and provide recommendations on equal employment opportunity (EEO) programs and EEO-related trainings and activities.
2. Review County of Monterey recruitment, testing, selection, and promotion procedures and recommend changes when deemed necessary.
3. Hold meetings with department heads and employee and community groups to achieve full implementation of the EOP.
4. In coordination with the Civil Rights Officer, help with the preparation and delivery of an annual report to the Board of Supervisors.
5. Review departmental EOPs and advise departments on best practices for attracting and retaining women and people of color in the County of Monterey workforce.

Military & Veterans Affairs Office:

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

The specific duties of the MVAO include the following:

1. Collaborate with HRD and CRO on efforts to establish and update military and veterans' hiring preference.
2. Disseminate job opportunities to transitioning/exiting military members from the Presidio of Monterey and Naval Support Activity.
3. Distribute job opportunities and County employment information to local Reserve Unites, Army, National Guard, and Coast Guard.

County Administrative Officer:

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

The CAO's specific duties include the following:

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

Human Resources Department:

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

In addition, the Director of HRD is responsible for coordinating and implementing County of Monterey programs and policies which impact the EOP, which include the following:

1. Develop and implement recruitment, selection, promotion, transfer, and layoff programs which address the County of Monterey's equal opportunity policies and needs.
2. Evaluate recruitment and examination methodology to ensure the applied criteria is job-related, defensible, and free from adverse impact towards women, people of color, protected veterans, and individuals with a disability.
3. Monitor County of Monterey recruitments and selection efforts to ensure compliance with the EOP.
4. Coordinate with the Civil Rights Officer to ensure compliance with EOP procedures and objectives.
5. Coordinate employee development programs designed to increase employee job skills and career opportunities and ensure that employees seeking career counseling are referred appropriately.

6. Collaborate with the Civil Rights Officer and all HRD staff, including decentralized staff, to help departments in arriving at solutions to equal employment opportunity issues.
7. Address adverse impact implications in the hiring process by providing training on selection process, policy, the proper use of disposition codes for applicants, and consistent application of selection criteria.
8. Monitor hiring decisions, as necessary.
9. In collaboration with the Civil Rights Office, develop and provide implicit bias training to all persons involved in the recruitment, hiring, and selection process.
10. Review all job descriptions and specification to ensure they are free of discriminatory provisions and artificial barriers and that all requirements are job-related, realistic, and that they reflect the actual work requirements of the essential job duties.
11. Provide updates and status reports on HRD policies and procedures to the Equal Opportunity and Civil Rights Advisory Commission.
12. Provide to the Civil Rights Office the prior year's applicant data from NEOGOV, or any other employment application software used by the County of Monterey, by January 31st of every year.
13. Ensure that HRD staff search and send job flyers to organizations in the Talent Acquisition Database for recruitments where women and people of color are underutilized.
14. Collaborate with the Civil Rights Office to update and maintain the Talent Acquisition Database (TAD).

Department Heads:

Department heads – elected and appointed – are the appointing authorities within the County of Monterey who are responsible for all personnel actions within their departments.

Department heads may delegate authority to unit managers or supervisors to make employment and promotion decisions, but the ultimate responsibility and authority remains with the department head.

Additionally, department heads are responsible for the following:

1. All actions taken by departmental managers and supervisors and for ensuring their compliance with the provisions of the EOP, the County of Monterey's equal opportunity and nondiscrimination policies, and completion of mandatory Civil Rights Office training.

2. Submit, annually, to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission (EOCRAC) their Department's EOP outlining the effectiveness of their equal employment opportunity efforts. The Department must use the format disseminated by the Civil Rights Office.
3. Every two years present their Department's EOP to the EOCRAC.
4. Coordinate and monitor employee training programs designed to increase employee job skills and career opportunities within their own departments and ensure, as feasible, that all employees have equal access to job-related developmental programs and on-the-job training.
5. Provide opportunities for managers, supervisors, and employees to attend County of Monterey-sponsored equal employment opportunity training.
6. Support manager, supervisor, and employee leadership development by allowing their participation in Employee Resource Groups (ERGs), when feasible.
7. Ensure that managers, supervisors, and other employees in their departments understand and comply with the County of Monterey's equal opportunity and related policies.
8. Make a good faith effort to achieve a diverse workforce utilizing the most recent EOP data by monitoring and ensuring that their assigned Human Resources Department professionals follow equal opportunity and related policies so that recruitment, exam, and selection processes promote diversity and attempt to eliminate adverse impact.
9. Take positive measures to provide equal employment opportunity within their departments.
10. Within their area of expertise, identify professional, educational, and community organizations to recruit women, people of color, protected veterans, and individuals with disabilities, for the County of Monterey's Talent Acquisition Database (TAD), and communicate that information to the Civil Rights Office and the Human Resource Department.

Managers and Supervisors:

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

These shared responsibilities include the following:

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

Employees:

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

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CHAPTER 9: IDENTIFICATION OF PROBLEM AREAS

In addition to comparing incumbency to availability within job groups, Monterey County has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations) as well as by organizational unit. Monterey County will continue to monitor and update these studies during each EOP year.

In each case where potential problem areas have been identified, the County of Monterey will implement, as appropriate, equal employment opportunity measures that are consistent with any of the action-oriented programs described in Chapter 10 of this EOP.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of people of color and female distribution within each organizational unit was accomplished by a thorough investigation of the Workforce Analysis. *See the Workforce Analysis* by organizational unit.

An analysis of people of color and female utilization within each job group was accomplished by a thorough investigation of the Comparison of Incumbency to Availability reports. *See the Comparison of Incumbency to Availability* reports for each job group.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Information on applicants, hires, promotions, and terminations will be collected and analyzed by job group. The Human Resources Department has enterprise software that will ensure complete and accurate tracking of personnel activity to facilitate analysis of selection disparities.

An analysis of selection disparities in personnel activity between men/women and Whites or Caucasians/people of color was accomplished by a thorough examination of transaction data. In order to avoid meaningless results, Impact Ratio Analyses were conducted only if there are at least 5+ transactions that occurred in a job group. *See the Personnel Transaction Reports* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the mean salaries for men *versus* women, and Whites/Caucasians *versus* people of color in each job title. Mean tenure within the organization was also considered as a moderating factor.

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

CHAPTER 10: ACTION-ORIENTED PROGRAMS

Monterey County tailors action-oriented programs during each equal opportunity plan development year and all County departments each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs for the underutilization of women and people of color are listed below. These Action-Oriented Programs will be carried-out throughout the year. The Civil Rights Officer / Equal Opportunity Officer, with the help of the department heads, supervisors, and managers will be responsible in ensuring that the following are implemented.

Recruitment:

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

A. SELECTION PROCESS

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

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

B. RECRUITMENT PROCEDURES

1. HRD will work to ensure that recruitments and examination processes are defensible and free from adverse impact.
2. Monterey County will place job opportunity announcements on its website, CalJobs, the County of Monterey's social media accounts, and post in appropriate locations throughout its offices, and will utilize the Talent Acquisition Database (TAD) to disseminate announcements.
3. Monterey County will inform local and regional educational and vocational institutions of current job opportunities.
4. The Military & Veterans Affairs Office (MVAO) will inform the Presidio of Monterey and Naval Support Activity transitioning/exiting military members of current job opportunities.
5. The MVAO will distribute job opportunities and County employment information to local reserve units, Army, National Guard, and Coast Guard.
6. The Civil Rights Office will inform applicable commissions and committees of current job opportunities.
7. If there is underutilization, HRD personnel will use TAD to target outreach to the identified underutilized groups.
8. Monterey County will continue to strengthen relationships to encourage applicant referrals with the following organizations: groups that represent people of color, women, and people with disabilities, community action groups, state employment agencies, professional organizations, educational institutions, and recruitment agencies. All interested groups will be added to the TAD for future recruitments. Monterey County will make every effort to give these agencies a reasonable amount of time to locate and refer applicants before closing the recruitment.
9. Job-related applications, advertisements, and newsletters will always carry the Equal Employment Opportunity clause, as required by Federal law.

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

C. PROMOTIONAL OPPORTUNITIES AND TRAINING

1. HRD will ensure the development of a succession plan that will focus on retention and promotion of women, people of color, veterans, and individuals with disabilities. The program will include leadership training, opportunities to

participate in cross-functional project assignments, mentoring, and trainings and workshops to prepare employees for future leadership positions within the County of Monterey.

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

13. Provide educational courses that will aid employees in obtaining mobility through promotions.

D. SEPARATIONS

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

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR PEOPLE OF COLOR AND WOMEN

CHAPTER 11: INTERNAL AUDIT AND REPORTING

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

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

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

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

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

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

goals and objectives, as well as the annual department equal opportunity plans, be reviewed or revised in accordance with priorities set by the Board of Supervisors. The Board shall consider the fiscal implications of any such action.

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AGRICULTURE COMMISSIONER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|----|----|---|---|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 30N40 | AGRICULTURAL ASSISTANT I | 5 | 4 | Male | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80G01 | DATA ENTRY OPERATOR I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80G21 | DATA ENTRY OPERATOR II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30N05 | AGRICULTURAL ASSISTANT II | 10 | 9 | Male | 8 | 1 | 0 | 7 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 30G20 | WEIGHTS/MEASURES INSPECTOR I | 3 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 30N01 | AGRICULTURAL INSPECTOR/BIOLOGIST I | 3 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80E22 | OFFICE ASSISTANT III | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80J22 | SENIOR ACCOUNT CLERK | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30N22 | AGRICULTURAL INSPECTOR/BIOLOGIST III | 24 | 16 | Male | 14 | 4 | 0 | 8 | 2 | 0 | 0 | 0 |
| | | | | Female | 10 | 4 | 0 | 3 | 3 | 0 | 0 | 0 |
| 30N20 | AGRICULTURAL INSPECTOR/BIOLOGIST II | 3 | 2 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14B01 | PERSONNEL ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

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

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AGRICULTURE COMMISSIONER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|---|-----------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B95 | FINANCE MANAGER I | 2 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 30G22 | WEIGHTS/MEASURES INSPECTOR III | 2 | 2 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 30N80 | DEPUTY AGRICULTURAL COMMISSIONER | 8 | 3 | Male | 5 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | |
| | | | | Female | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 30N50 | AGRICULTURAL PROGRAMS BIOLOGIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43J15 | SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C31 | MANAGEMENT ANALYST III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 16G25 | GIS ANALYST III | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 30N81 | CHIEF DEPUTY AGRICULTURAL COMMISSIONER | 3 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 12C01 | ASSISTANT AGRICULTURAL COMMISSIONER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Grand Total # | | 78 | 52 | Male # | 46 | 14 | 1 | 26 | 4 | 0 | 0 | 1 | |
| Grand Total % | | | 66.7 | Male % | 59.0 | 17.9 | 1.3 | 33.3 | 5.1 | 0.0 | 0.0 | 1.3 | |
| | | | | Female # | 32 | 12 | 0 | 16 | 4 | 0 | 0 | 0 | |
| | | | | Female% | 41.0 | 15.4 | 0.0 | 20.5 | 5.1 | 0.0 | 0.0 | 0.0 | |

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

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80E21 | OFFICE ASSISTANT II | 8 | 6 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 7 | 2 | 0 | 5 | 0 | 0 | 0 | 0 | |
| 80R22 | PROPERTY TRANSFER CLERK | 4 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 28A02 | APPRAISER I | 9 | 7 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | |
| 28B01 | AUDITOR-APPRAISER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 8 | 6 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 2 | 0 | 6 | 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 | |
| 80P22 | PHOTOCOPYIST | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 43F21 | MAP DRAFTING TECHNICIAN | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80R23 | SENIOR PROPERTY TRANSFER CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E81 | SUPERVISING OFFICE ASSISTANT I | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 28A21 | APPRAISER II | 4 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | |
| 14A30 | MANAGEMENT SPECIALIST | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 16C86 | BUSINESS TECHNOLOGY ANALYST I | 2 | 2 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B10 | ACCOUNTANT I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E92 | RECORDER SERVICES SUPERVISOR | 1 | 1 | Male | 0 | 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 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E82 | SUPERVISING OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 28B21 | AUDITOR-APPRAISER II | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 28A22 | APPRAISER III | 3 | 1 | Male | 2 | 2 | 0 | 0 | 0 | 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 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 28B22 | AUDITOR-APPRAISER III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 28A80 | SUPERVISING APPRAISER | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B32 | SENIOR PERSONNEL ANALYST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K45 | AUDITOR APPRAISER MANAGER | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 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 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 16F41 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ASSESSOR/CLERK/RECORDER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|----------------------|-------|------|-----------------|------|------|-----|------|-----|-----|-----|-----|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| | Grand Total # | 64 | 45 | Male # | 17 | 9 | 1 | 5 | 2 | 0 | 0 | 0 |
| | Grand Total % | | 70.3 | Male % | 26.6 | 14.1 | 1.6 | 7.8 | 3.1 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 47 | 10 | 1 | 35 | 1 | 0 | 0 | 0 |
| | | | | Female% | 73.4 | 15.6 | 1.6 | 54.7 | 1.6 | 0.0 | 0.0 | 0.0 |

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

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AUDITOR CONTROLLER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80J82 | SENIOR ACCOUNT CLERK-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J22 | SENIOR ACCOUNT CLERK | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 80J21 | ACCOUNT CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J96 | PAYROLL TECHNICIAN-CONFIDENTIAL | 5 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 14P32 | ERP BUSINESS ANALYST | 5 | 2 | Male | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 80J30 | ACCOUNTING TECHNICIAN | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B32 | SENIOR PERSONNEL ANALYST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80J97 | SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 80J80 | ACCOUNTS PAYABLE SUPERVISOR | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B31 | INTERNAL AUDITOR II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B24 | AUDITOR-CONTROLLER ANALYST I | 5 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | |
| 20B22 | ACCOUNTANT AUDITOR III | 4 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 20B25 | AUDITOR-CONTROLLER ANALYST II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 20B97 | CHIEF DEPUTY AUDITOR-CONTROLLER | 3 | 2 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |

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

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: AUDITOR CONTROLLER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|----------------------|-------|------|-----------------|------|------|-----|------|------|-----|-----|-----|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| | Grand Total # | 35 | 23 | Male # | 8 | 5 | 1 | 1 | 1 | 0 | 0 | 0 |
| | Grand Total % | | 65.7 | Male % | 22.9 | 14.3 | 2.9 | 2.9 | 2.9 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 27 | 7 | 0 | 16 | 4 | 0 | 0 | 0 |
| | | | | Female% | 77.1 | 20.0 | 0.0 | 45.7 | 11.4 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: BOARD OF SUPERVISORS

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|--|-------|------|-----------------|-------|------|-----|------|-----|-----|-----|-----|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 80A90 | BOARD OF SUPERVISORS EXECUTIVE ASSISTANT | 5 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 |
| Grand Total # | | 5 | 2 | Male # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 40.0 | Male % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female% | 100.0 | 60.0 | 0.0 | 40.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CHILD SUPPORT SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|--------------------------------|-------|-----|--------|----|----|---|----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 80J21 | ACCOUNT CLERK | 3 | 2 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 34G21 | CIVIL PROCESS SERVER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25C23 | CHILD SUPPORT OFFICER II | 39 | 35 | Male | 10 | 1 | 2 | 6 | 1 | 0 | 0 | 0 |
| | | | | Female | 29 | 3 | 2 | 24 | 0 | 0 | 0 | 0 |
| 70F21 | COURIER | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E21 | OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80J22 | SENIOR ACCOUNT CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 34G22 | SENIOR CIVIL PROCESS SERVER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 25C18 | CHILD SUPPORT ASSISTANT II | 4 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| 80D23 | LEGAL PROCESS CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80E80 | PRINCIPAL OFFICE ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 25C24 | CHILD SUPPORT OFFICER III | 8 | 6 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 2 | 0 | 5 | 0 | 0 | 0 | 0 |
| 80B22 | LEGAL SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80J20 | ACCOUNTING CLERICAL SUPERVISOR | 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
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CHILD SUPPORT SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|-----------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B11 | ACCOUNTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 25C81 | SUPERVISING CHILD SUPPORT OFFICER | 5 | 4 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | |
| 25C82 | CHILD SUPPORT PERFORMANCE SPECIALIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B95 | FINANCE MANAGER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 14K62 | DEPUTY DIRECTOR CHILD SUPPORT SERVICES | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 39D35 | CHILD SUPPORT ATTORNEY III | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 39D36 | CHILD SUPPORT ATTORNEY IV | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 39A47 | CHIEF CHILD SUPPORT ATTORNEY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| Grand Total # | | 78 | 64 | Male # | 20 | 3 | 2 | 11 | 4 | 0 | 0 | 0 | |
| Grand Total % | | | 82.1 | Male % | 25.6 | 3.8 | 2.6 | 14.1 | 5.1 | 0.0 | 0.0 | 0.0 | |
| | | | | Female # | 58 | 11 | 5 | 41 | 1 | 0 | 0 | 0 | |
| | | | | Female% | 74.4 | 14.1 | 6.4 | 52.6 | 1.3 | 0.0 | 0.0 | 0.0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CIVIL RIGHTS OFFICE

| Job Code | Job Title | Total | | 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 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 14B47 | ASSOCIATE EQUAL OPPORTUNITY ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 14B49 | SENIOR EQUAL OPPORTUNTY ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 3 | 3 | Male # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 100.0 | Male % | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female% | 100.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: CLERK OF THE BOARD

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|----------------------------|----------|--------------|-----------------|-------------|------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 80E83 | BOARD OF SUPERVISORS CLERK | 3 | 3 | Male | 2 | 0 | 0 | 2 | 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 | 1 | 0 | 0 | 0 | 0 |
| Grand Total # | | 4 | 4 | Male # | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 100.0 | Male % | 50.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female% | 50.0 | 0.0 | 0.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COOPERATIVE EXTENSION SERVICE

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|-----------------------------------|----------|------------|----------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 30N05 | AGRICULTURAL ASSISTANT II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 3 | 0 | Male # | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 0.0 | Male % | 33.3 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female% | 66.7 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80Q22 | MAILROOM CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 68C02 | RANGE AIDE | 1 | 1 | Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80A30 | SECRETARIAL ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80E01 | OFFICE ASSISTANT I | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70F23 | STOREKEEPER | 5 | 5 | Male | 4 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 70F21 | COURIER | 5 | 2 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 41F30 | REDEVELOPMENT/HOUSING PROJECT ANALYST I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 |
| 41G01 | EMERGENCY SERVICES PLANNER | 5 | 3 | Male | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80E21 | OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 72C20 | MECHANIC I | 2 | 2 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J22 | SENIOR ACCOUNT CLERK | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| 70F10 | FLEET PARTS COORDINATOR | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14E01 | BUYER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|---|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 70F80 | SENIOR STOREKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 68A30 | RANGE MASTER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 72C23 | MECHANIC II | 10 | 8 | Male | 10 | 2 | 0 | 5 | 3 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80Q23 | SENIOR MAILROOM CLERK | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80A32 | SENIOR SECRETARY | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | |
| 43L20 | COMMUNICATIONS TECHNICIAN I | 2 | 2 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80J30 | ACCOUNTING TECHNICIAN | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 14G02 | MANAGEMENT ANALYST I | 3 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | |
| 70F81 | SUPERVISING STOREKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60G21 | WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II | 3 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | |
| 20B10 | ACCOUNTANT I | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 1 | 1 | 1 | 0 | 0 | |
| 72C26 | MECHANIC III | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14E20 | BUYER II | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | |
| 43C11 | PERMIT TECHNICIAN II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14A31 | MANAGEMENT SPECIALIST - LIMITED TERM | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 72C83 | FLEET SERVICE WRITER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 60G43 | WIB EMPLOYMENT PROGRAMS SUPERVISOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C30 | MANAGEMENT ANALYST II | 9 | 6 | Male | 5 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 80A97 | EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 14A22 | SENIOR ADMINISTRATIVE ANALYST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C31 | MANAGEMENT ANALYST III | 7 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 4 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 20B95 | FINANCE MANAGER I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14N35 | CONTRACTS & PURCHASING OFFICER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60I02 | PROGRAM MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14H64 | FLEET MANAGER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A23 | PRINCIPAL ADMINISTRATIVE ANALYST | 4 | 4 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY ADMINISTRATIVE OFFICE

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|---|------------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 14M12 | ECONOMIC DEVELOPMENT MANAGER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12E16 | WIB EXECUTIVE DIRECTOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A25 | EMERGENCY SERVICES MANAGER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A24 | COUNTY BUDGET DIRECTOR | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A30 | MANAGEMENT SPECIALIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12E03 | ASSISTANT COUNTY ADMINISTRATIVE OFFICER | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 103 | 72 | Male # | 54 | 15 | 0 | 33 | 4 | 1 | 0 | 1 |
| Grand Total % | | | 69.9 | Male % | 52.4 | 14.6 | 0.0 | 32.0 | 3.9 | 1.0 | 0.0 | 1.0 |
| | | | | Female # | 49 | 16 | 2 | 22 | 9 | 0 | 0 | 0 |
| | | | | Female% | 47.6 | 15.5 | 1.9 | 21.4 | 8.7 | 0.0 | 0.0 | 0.0 |

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

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY COUNSEL

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|-------------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80E21 | OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 39B23 | DEPUTY COUNTY COUNSEL IV | 13 | 2 | Male | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 7 | 5 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 80B99 | SENIOR LEGAL SECRETARY-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80B26 | LEGAL SECRETARY III | 8 | 6 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 2 | 0 | 5 | 1 | 0 | 0 | 0 | |
| 80A34 | SENIOR SECRETARY-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14G02 | MANAGEMENT ANALYST I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 74K50 | SAFETY COORDINATOR/INVESTIGATOR | 3 | 2 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C31 | MANAGEMENT ANALYST III | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 20B95 | FINANCE MANAGER I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C32 | SAFETY OFFICER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C85 | WORKERS COMPENSATION MANAGER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B64 | PRINCIPAL RISK MANAGEMENT ANALYST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 39B22 | DEPUTY COUNTY COUNSEL III | 3 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: COUNTY COUNSEL

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|--------------------------------|-----------|-------------|----------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 39B25 | CHIEF DEPUTY COUNTY COUNSEL | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| 12C39 | CHIEF ASSISTANT COUNTY COUNSEL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 42 | 15 | Male # | 10 | 8 | 0 | 2 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 35.7 | Male % | 23.8 | 19.0 | 0.0 | 4.8 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 32 | 19 | 0 | 9 | 4 | 0 | 0 | 0 |
| | | | | Female% | 76.2 | 45.2 | 0.0 | 21.4 | 9.5 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: DISTRICT ATTORNEY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B12 | ACCOUNTANT III | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 34G10 | INVESTIGATIVE AIDE | 4 | 3 | Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 80B22 | LEGAL SECRETARY | 27 | 22 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 27 | 5 | 0 | 16 | 4 | 0 | 0 | 2 | |
| 80B11 | LEGAL TYPIST | 6 | 5 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 1 | 0 | 4 | 0 | 0 | 0 | | |
| 20B10 | ACCOUNTANT I | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| 60K02 | VICTIM ASSISTANCE ADVOCATE | 8 | 7 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 1 | 0 | 7 | 0 | 0 | 0 | | |
| 39C01 | LEGAL ASSISTANT | 4 | 3 | Male | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | | |
| 60K03 | VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 80B24 | SUPERVISING LEGAL SECRETARY | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | | |
| 39D01 | DEPUTY DISTRICT ATTORNEY I | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 39D31 | DEPUTY DISTRICT ATTORNEY IV | 40 | 5 | Male | 19 | 18 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 21 | 17 | 0 | 2 | 2 | 0 | 0 | | |
| 34A20 | DISTRICT ATTORNEY INVESTIGATOR I | 3 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | | |
| 39D11 | DEPUTY DISTRICT ATTORNEY II | 6 | 3 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 2 | 0 | 2 | 1 | 0 | 0 | | |
| 43G05 | DIGITAL FORENSIC INVESTIGATOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: DISTRICT ATTORNEY

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|--|------------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C75 | ADMINISTRATIVE ASSISTANT TO DISTRCT ATTORNEY | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C87 | VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 34A22 | DISTRICT ATTORNEY INVESTIGATOR III | 20 | 7 | Male | 14 | 9 | 0 | 5 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 4 | 0 | 2 | 0 | 0 | 0 | 0 |
| 39D21 | DEPUTY DISTRICT ATTORNEY III | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B93 | FINANCE MANAGER II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 34A80 | DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN | 2 | 2 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14K60 | CHIEF DISTRICT ATTORNEY INVESTIGATOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12A04 | ASSISTANT DISTRICT ATTORNEY | 3 | 1 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Grand Total # | | 141 | 66 | Male # | 46 | 34 | 0 | 8 | 2 | 1 | 0 | 1 |
| Grand Total % | | | 46.8 | Male % | 32.6 | 24.1 | 0.0 | 5.7 | 1.4 | 0.7 | 0.0 | 0.7 |
| | | | | Female # | 95 | 41 | 0 | 45 | 7 | 0 | 0 | 2 |
| | | | | Female% | 67.4 | 29.1 | 0.0 | 31.9 | 5.0 | 0.0 | 0.0 | 1.4 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: ELECTIONS

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|-----------|-------------|-----------------|-------------|-------------|------------|-------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80E01 | OFFICE ASSISTANT I | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 |
| 70F21 | COURIER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E21 | OFFICE ASSISTANT II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14M80 | ELECTIONS PROGRAM MANAGER | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 |
| 14J21 | ELECTIONS SERVICES SPECIALIST II | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 2 | 1 | Male | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C30 | MANAGEMENT ANALYST II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12C14 | ASSISTANT REGISTRAR OF VOTERS | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 16C87 | BUSINESS TECHNOLOGY ANALYST II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 17 | 14 | Male # | 6 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 1 |
| Grand Total % | | | 82.4 | Male % | 35.3 | 11.8 | 0.0 | 17.6 | 0.0 | 0.0 | 0.0 | 0.0 | 5.9 |
| | | | | Female # | 11 | 1 | 0 | 7 | 2 | 0 | 0 | 0 | 1 |
| | | | | Female% | 64.7 | 5.9 | 0.0 | 41.2 | 11.8 | 0.0 | 0.0 | 0.0 | 5.9 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: EMERGENCY COMMUNICATION

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|---|-----------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 80S01 | COMMUNICATIONS DISPATCHER I | 10 | 5 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 8 | 3 | 0 | 5 | 0 | 0 | 0 | 0 |
| 80S21 | COMMUNICATIONS DISPATCHER II | 39 | 20 | Male | 15 | 8 | 0 | 7 | 0 | 0 | 0 | 0 |
| | | | | Female | 24 | 11 | 1 | 10 | 1 | 1 | 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 |
| 80S22 | EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR | 9 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 9 | 5 | 0 | 3 | 1 | 0 | 0 | 0 |
| 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C31 | MANAGEMENT ANALYST III | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| 20B93 | FINANCE MANAGER II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12C42 | EMERGENCY COMMUNICATIONS OPERATIONS MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Grand Total # | | 65 | 31 | Male # | 19 | 12 | 0 | 7 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 47.7 | Male % | 29.2 | 18.5 | 0.0 | 10.8 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 46 | 22 | 1 | 20 | 2 | 1 | 0 | 0 |
| | | | | Female% | 70.8 | 33.8 | 1.5 | 30.8 | 3.1 | 1.5 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---|-------|-----|--------|-----|----|---|-----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 52A93 | SEXUAL ASSAULT FORENSIC EXAMINER-PER DIEM | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 52A22 | SENIOR CLINIC NURSE | 7 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 2 | 0 | 5 | 0 | 0 | 0 | 0 |
| 50U16 | BEHAVIORAL HEALTH AIDE | 17 | 16 | Male | 5 | 1 | 0 | 4 | 0 | 0 | 0 | 0 |
| | | | | Female | 12 | 0 | 0 | 12 | 0 | 0 | 0 | 0 |
| 80E22 | OFFICE ASSISTANT III | 24 | 23 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 23 | 1 | 0 | 22 | 0 | 0 | 0 | 0 |
| 60P23 | COMMUNITY SERVICE AIDE IV | 4 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| 50U42 | MEDICAL ASSISTANT | 141 | 140 | Male | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| | | | | Female | 135 | 1 | 0 | 134 | 0 | 0 | 0 | 0 |
| 60B01 | PSYCHIATRIC SOCIAL WORKER I | 87 | 73 | Male | 11 | 3 | 0 | 8 | 0 | 0 | 0 | 0 |
| | | | | Female | 76 | 11 | 3 | 58 | 2 | 1 | 0 | 1 |
| 80L02 | PATIENT SERVICES REPRESENTATIVE II | 62 | 61 | Male | 5 | 0 | 1 | 4 | 0 | 0 | 0 | 0 |
| | | | | Female | 57 | 1 | 0 | 56 | 0 | 0 | 0 | 0 |
| 50E23 | LABORATORY ASSISTANT | 6 | 5 | Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | | | Female | 5 | 1 | 0 | 2 | 1 | 0 | 0 | 1 |
| 80M02 | PATIENT ACCOUNT REPRESENTATIVE II | 16 | 15 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 16 | 1 | 0 | 15 | 0 | 0 | 0 | 0 |
| 50L22 | PUBLIC HEALTH NUTRITIONIST II | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| 60P21 | COMMUNITY SERVICE AIDE II | 26 | 25 | Male | 6 | 0 | 0 | 5 | 0 | 0 | 0 | 1 |
| | | | | Female | 20 | 1 | 0 | 17 | 0 | 0 | 0 | 2 |
| 70B01 | ANIMAL CARE TECHNICIAN I | 3 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80E21 | OFFICE ASSISTANT II | 6 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 1 | 0 | 5 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 60P22 | COMMUNITY SERVICE AIDE III | 7 | 7 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 1 |
| 80E01 | OFFICE ASSISTANT I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 8 | 8 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 |
| 80U21 | TELEPHONE OPERATOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 60B21 | PSYCHIATRIC SOCIAL WORKER II | 76 | 45 | Male | 13 | 7 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 63 | 24 | 1 | 35 | 3 | 0 | 0 | 0 | 0 |
| 34C01 | ANIMAL CONTROL OFFICER | 3 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80A32 | SENIOR SECRETARY | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 |
| 50F23 | OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN | 4 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80J22 | SENIOR ACCOUNT CLERK | 7 | 7 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 4 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 1 | 0 | 1 | 2 | 0 | 0 | 0 | 0 |
| 50J01 | CHRONIC DISEASE PREVENTION SPECIALIST I | 24 | 23 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 23 | 1 | 0 | 20 | 2 | 0 | 0 | 0 | 0 |
| 70B04 | SENIOR ANIMAL CARE TECHNICIAN | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50C23 | SENIOR PUBLIC HEALTH MICROBIOLOGIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50K19 | HEALTH EDUCATION ASSISTANT | 6 | 6 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 43J04 | DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST | 8 | 7 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| 50T01 | MEDICAL RECORD TECHNICIAN I | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50M21 | REGISTERED VETERINARY TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 52E01 | PUBLIC HEALTH LICENSED VOCATIONAL NURSE | 7 | 7 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 0 | 0 | 7 | 0 | 0 | 0 | 0 |
| 70B03 | ANIMAL CARE TECHNICIAN II | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B10 | ACCOUNTANT I | 3 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 80E80 | PRINCIPAL OFFICE ASSISTANT | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| 80A31 | SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14H24 | EDUCATOR AND VOLUNTEER COORDINATOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60A21 | CLINICAL PSYCHOLOGIST | 10 | 6 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 8 | 2 | 2 | 3 | 1 | 0 | 0 | 0 |
| 80L03 | SENIOR PATIENT SERVICES REPRESENTATIVE | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25G21 | CA CHILDRENS SERVICES CASE WORKER II | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 60C22 | SOCIAL WORKER III | 38 | 37 | Male | 9 | 0 | 2 | 7 | 0 | 0 | 0 | 0 |
| | | | | Female | 29 | 1 | 0 | 27 | 0 | 1 | 0 | 0 |
| 72A23 | BUILDING MAINTENANCE WORKER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 34H24 | DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I | 3 | 2 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 43J05 | DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 6 | 5 | Male | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 50J11 | CHRONIC DISEASE PREVENTION SPECIALIST II | 10 | 10 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 9 | 0 | 1 | 6 | 0 | 0 | 0 | 2 |
| 30J11 | ENVIRONMENTAL HEALTH SPECIALIST I | 3 | 2 | Male | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14G02 | MANAGEMENT ANALYST I | 10 | 6 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 2 | 0 | 5 | 0 | 0 | 0 | 0 |
| 80K25 | CLINIC OPERATIONS SUPERVISOR | 6 | 6 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 34H34 | DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| 80K20 | CLINIC OFFICE SUPERVISOR | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 30J21 | ENVIRONMENTAL HEALTH SPECIALIST II | 12 | 11 | Male | 6 | 1 | 0 | 3 | 2 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 3 | 3 | 0 | 0 | 0 |
| 20B11 | ACCOUNTANT II | 7 | 6 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 |
| 50J21 | CHRONIC DISEASE PREVENTION COORDINATOR | 15 | 13 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 12 | 1 | 0 | 10 | 1 | 0 | 0 | 0 |
| 60V11 | BEHAVIORAL HEALTH GROUP COUNSELOR II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80L04 | SUPERVISING PATIENT SERVICES REPRESENTATIVE | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 34C11 | ANIMAL SERVICES SUPERVISOR | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | |
| 80E93 | SUPERVISING VITAL RECORDS SPECIALIST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 52A97 | CLINIC NURSE PRACTITIONER | 8 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 5 | 0 | 1 | 2 | 0 | 0 | 0 | |
| 54C03 | CLINIC PHYSICIAN ASSISTANT | 7 | 3 | Male | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80M04 | SUPERVISING PATIENT ACCOUNT REPRESENTATIVE | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 14B01 | PERSONNEL ANALYST | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | |
| 30J31 | ENVIRONMENTAL HEALTH SPECIALIST III | 13 | 9 | Male | 7 | 3 | 0 | 2 | 2 | 0 | 0 | 0 | |
| | | | | Female | 6 | 1 | 1 | 4 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 18 | 10 | Male | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 13 | 5 | 0 | 4 | 2 | 2 | 0 | 0 | |
| 80E82 | SUPERVISING OFFICE ASSISTANT II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 16C86 | BUSINESS TECHNOLOGY ANALYST I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50C22 | PUBLIC HEALTH MICROBIOLOGIST II | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60L01 | PATIENT RIGHTS ADVOCATE | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 50G23 | PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN | 4 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14B21 | ASSOCIATE PERSONNEL ANALYST | 3 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 50K18 | HEALTH PROGRAM COORDINATOR | 4 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50N11 | PUBLIC HEALTH EPIDEMIOLOGIST II | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| 50L80 | SUPERVISING PUBLIC HEALTH NUTRITIONIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30J81 | RECYCLING/RESOURCE RECOVERY SPECIALIST | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| 43J15 | SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A10 | PROJECT MANAGER I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50K22 | HEALTH EDUCATOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50N01 | PUBLIC HEALTH EPIDEMIOLOGIST I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 16C87 | BUSINESS TECHNOLOGY ANALYST II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60B25 | SENIOR PSYCHIATRIC SOCIAL WORKER | 12 | 4 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 9 | 7 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 43B02 | WATER QUALITY SPECIALIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50B12 | EMERGENCY MEDICAL SERVICES ANALYST | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14N10 | OUTPATIENT SERVICES MANAGER I | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 52E22 | PUBLIC HEALTH NURSE II | 14 | 11 | Male | 4 | 1 | 0 | 2 | 1 | 0 | 0 | 0 |
| | | | | Female | 10 | 2 | 0 | 4 | 3 | 0 | 0 | 1 |
| 60C24 | SOCIAL WORKER V | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50C81 | PUBLIC HEALTH CHEMIST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 20B12 | ACCOUNTANT III | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| 50G25 | SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B95 | FINANCE MANAGER I | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C31 | MANAGEMENT ANALYST III | 7 | 4 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 2 | 0 | 2 | 0 | 0 | 0 | 1 |
| 14A30 | MANAGEMENT SPECIALIST | 5 | 2 | Male | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 52A21 | CLINIC NURSE | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 2 | 2 | 0 | 0 | 0 |
| 30J84 | ENVIRONMENTAL HEALTH SPECIALIST IV | 8 | 3 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 3 | 0 | 1 | 1 | 0 | 0 | 0 |
| 14B32 | SENIOR PERSONNEL ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 16C88 | BUSINESS TECHNOLOGY ANALYST III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60B23 | BEHAVIORAL HEALTH UNIT SUPERVISOR | 28 | 16 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 27 | 12 | 0 | 11 | 2 | 2 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 52E23 | PUBLIC HEALTH NURSE III | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 52E80 | SUPERVISING PUBLIC HEALTH NURSE | 6 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 6 | 3 | 1 | 1 | 1 | 0 | 0 | | |
| 14N06 | OPERATIONS MANAGER | 2 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 14C48 | PUBLIC HEALTH PROGRAM MANAGER II | 3 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 14N11 | OUTPATIENT SERVICES MANAGER II | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 0 | 0 | 4 | 0 | 0 | 0 | | |
| 14K41 | BEHAVIORAL HEALTH SERVICES MANAGER II | 13 | 3 | Male | 4 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 9 | 8 | 0 | 1 | 0 | 0 | 0 | | |
| 16C93 | BUSINESS TECHNOLOGY ANALYST IV | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 20B93 | FINANCE MANAGER II | 3 | 2 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 50G31 | SUPERVISING THERAPIST-MED THER PROG | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 12E04 | BUREAU CHIEF | 5 | 4 | Male | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 50M80 | VETERINARIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 14A31 | MANAGEMENT SPECIALIST - LIMITED TERM | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 52E20 | DIRECTOR OF PUBLIC HEALTH NURSING | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 14B66 | DEPARTMENTAL HR MANAGER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HEALTH

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|--|------------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 60110 | DEPUTY DIRECTOR BEHAVIORAL HEALTH | 3 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 20B94 | FINANCE MANAGER III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14K44 | ASSISTANT BUREAU CHIEF | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16F41 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 50C80 | DIRECTOR PUBLIC HEALTH LABORATORY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 52A94 | PSYCHIATRIC NURSE PRACTITIONER | 3 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| 54B90 | CLINIC PHYSICIAN II | 5 | 4 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 |
| 54C05 | PSYCHIATRIC PHYSICIAN ASSISTANT | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 54B04 | GENERAL INTERNIST | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| 54B12 | CONTRACT PHYSICIAN | 35 | 22 | Male | 11 | 4 | 1 | 2 | 3 | 0 | 0 | 1 |
| | | | | Female | 24 | 9 | 1 | 6 | 5 | 0 | 0 | 3 |
| 54B13 | CLINIC SERVICES MEDICAL DIRECTOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 988 | 773 | Male # | 167 | 57 | 6 | 83 | 18 | 0 | 0 | 3 |
| Grand Total % | | | 78.2 | Male % | 16.9 | 5.8 | 0.6 | 8.4 | 1.8 | 0.0 | 0.0 | 0.3 |
| | | | | Female # | 821 | 158 | 10 | 584 | 50 | 7 | 0 | 12 |
| | | | | Female% | 83.1 | 16.0 | 1.0 | 59.1 | 5.1 | 0.7 | 0.0 | 1.2 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80A31 | SECRETARY | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 80A32 | SENIOR SECRETARY | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 80E21 | OFFICE ASSISTANT II | 7 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 7 | 2 | 0 | 3 | 2 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J22 | SENIOR ACCOUNT CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 43C10 | PERMIT TECHNICIAN I | 2 | 2 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 43B03 | WATER RESOURCES TECHNICIAN | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | |
| 80J30 | ACCOUNTING TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 80E80 | PRINCIPAL OFFICE ASSISTANT | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 41F21 | ASSISTANT PLANNER | 5 | 3 | Male | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 80E82 | SUPERVISING OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 43A23 | ENGINEERING TECHNICIAN | 2 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B10 | ACCOUNTANT I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 30D01 | BUILDING INSPECTOR I | 3 | 3 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 41F11 | ASSOCIATE PLANNER | 3 | 1 | Male | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 34P26 | CODE COMPLIANCE INSPECTOR II | 6 | 4 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 43C11 | PERMIT TECHNICIAN II | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 30D21 | BUILDING INSPECTOR II | 3 | 1 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 41B21 | BUILDING PLANS EXAMINER | 4 | 1 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C30 | MANAGEMENT ANALYST II | 5 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| 41C02 | WATER RESOURCES HYDROLOGIST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 41A10 | ASSISTANT ENGINEER | 2 | 2 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14G02 | MANAGEMENT ANALYST I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 41F30 | REDEVELOPMENT/HOUSING PROJECT ANALYST I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 41C14 | ASSOCIATE WATER RESOURCES HYDROLOGIST | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 41F22 | SENIOR PLANNER | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| 14C31 | MANAGEMENT ANALYST III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HOUSING AND COMMUNITY DEVELOPMENT

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|-----------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 34P27 | SENIOR CODE COMPLIANCE INSPECTOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 41F31 | REDEVELOPMENT/HOUSING PROJECT ANALYST II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B95 | FINANCE MANAGER I | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 41F23 | SUPERVISING PLANNER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 41A20 | CIVIL ENGINEER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K51 | PRINCIPAL PLANNER | 4 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 30D25 | CHIEF OF BUILDING SERVICES | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K50 | CHIEF OF PLANNING | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14A30 | MANAGEMENT SPECIALIST | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14A31 | MANAGEMENT SPECIALIST - LIMITED TERM | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Grand Total # | | 82 | 48 | Male # | 29 | 14 | 2 | 11 | 2 | 0 | 0 | 0 | |
| Grand Total % | | | 58.5 | Male % | 35.4 | 17.1 | 2.4 | 13.4 | 2.4 | 0.0 | 0.0 | 0.0 | |
| | | | | Female # | 53 | 20 | 0 | 23 | 8 | 1 | 0 | 1 | |
| | | | | Female% | 64.6 | 24.4 | 0.0 | 28.0 | 9.8 | 1.2 | 0.0 | 1.2 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HUMAN RESOURCES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80E21 | OFFICE ASSISTANT II | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J30 | ACCOUNTING TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14B60 | RISK & BENEFITS SPECIALIST-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 6 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 6 | 1 | 0 | 4 | 1 | 0 | 0 | 0 | |
| 14B62 | ASSOCIATE RISK & BENEFITS ANALYST | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B01 | PERSONNEL ANALYST | 4 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 14G02 | MANAGEMENT ANALYST I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B21 | ASSOCIATE PERSONNEL ANALYST | 6 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 6 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B32 | SENIOR PERSONNEL ANALYST | 6 | 5 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | |
| 14B63 | SENIOR RISK & BENEFITS ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14C31 | MANAGEMENT ANALYST III | 3 | 2 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: HUMAN RESOURCES

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|---------------------------------------|-----------|-------------|----------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 14M61 | HR PROGRAM MANAGER | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| 12C37 | ASSISTANT DIRECTOR OF HUMAN RESOURCES | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 40 | 28 | Male # | 7 | 0 | 1 | 6 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 70.0 | Male % | 17.5 | 0.0 | 2.5 | 15.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 33 | 12 | 2 | 16 | 3 | 0 | 0 | 0 |
| | | | | Female% | 82.5 | 30.0 | 5.0 | 40.0 | 7.5 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 70F80 | SENIOR STOREKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E80 | PRINCIPAL OFFICE ASSISTANT | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 43A21 | ENGINEERING AIDE II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 3 | 2 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14G02 | MANAGEMENT ANALYST I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43L21 | COMMUNICATIONS TECHNICIAN II | 2 | 2 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16C43 | SOFTWARE PROGRAMMER ANALYST I | 11 | 10 | Male | 9 | 1 | 0 | 7 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 43J05 | DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16C53 | SYSTEMS PROGRAMMER ANALYST I | 5 | 4 | Male | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 43L23 | TELECOMMUNICATIONS SPECIALIST II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16C44 | SOFTWARE PROGRAMMER ANALYST II | 6 | 3 | Male | 4 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 41N23 | NETWORK SYSTEMS ENGINEER I | 4 | 2 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 43L18 | COMMUNICATIONS TECHNICIAN III | 3 | 1 | Male | 3 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 43L28 | TELECOMMUNICATIONS TECHNICIAN III | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 43M35 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN III | 2 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 41N24 | NETWORK SYSTEMS ENGINEER II | 4 | 3 | Male | 4 | 1 | 0 | 3 | 0 | 0 | 0 | | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | | | |
| 16C54 | SYSTEMS PROGRAMMER ANALYST II | 9 | 6 | Male | 7 | 2 | 0 | 3 | 1 | 0 | 1 | | |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | | | |
| 16G24 | GIS ANALYST II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | | | |
| 16E23 | SECURITY ANALYST I | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 43G04 | IT PROJECT MANAGEMENT ANALYST III | 3 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | | | |
| 41N25 | NETWORK SYSTEMS ENGINEER III | 2 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| 14B32 | SENIOR PERSONNEL ANALYST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | | | |
| 14C31 | MANAGEMENT ANALYST III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | | | |
| 16C45 | SOFTWARE PROGRAMMER ANALYST III | 6 | 5 | Male | 5 | 1 | 0 | 3 | 1 | 0 | 0 | | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | | | |
| 16G25 | GIS ANALYST III | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | | | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: INFORMATION TECHNOLOGY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|-----------|-------------|-----------------|-------------|-------------|------------|-------------|-------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 16E25 | SECURITY ANALYST III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16C55 | SYSTEMS PROGRAMMER ANALYST III | 6 | 3 | Male | 6 | 3 | 0 | 1 | 2 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43G02 | INFORMATION TECHNOLOGY PROJECT MANAGER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 20B93 | FINANCE MANAGER II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43G03 | IT PROJECT MANAGEMENT ANALYST II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| 16C23 | INFORMATION TECHNOLOGY SUPERVISOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 16F41 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER II | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43G01 | INFORMATION TECHNOLOGY MANAGER | 6 | 3 | Male | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 16C89 | INFORMATION TECHNOLOGY BUSINESS MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 14K52 | CHIEF SECURITY AND PRIVACY OFFICER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Grand Total # | | 97 | 60 | Male # | 69 | 29 | 1 | 27 | 10 | 1 | 1 | 0 | |
| Grand Total % | | | 61.9 | Male % | 71.1 | 29.9 | 1.0 | 27.8 | 10.3 | 1.0 | 1.0 | 0.0 | |
| | | | | Female # | 28 | 8 | 1 | 11 | 8 | 0 | 0 | 0 | |
| | | | | Female% | 28.9 | 8.2 | 1.0 | 11.3 | 8.2 | 0.0 | 0.0 | 0.0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: LIBRARY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80C01 | LIBRARY ASSISTANT I | 25 | 14 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 23 | 9 | 1 | 12 | 1 | 0 | 0 | 0 | |
| 80C21 | LIBRARY ASSISTANT II | 26 | 13 | Male | 5 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | |
| | | | | Female | 21 | 11 | 0 | 8 | 2 | 0 | 0 | 0 | |
| 65A31 | LIBRARIAN I | 4 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 80C24 | LIBRARY PAGE | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 65A33 | LIBRARIAN II | 11 | 5 | Male | 4 | 1 | 0 | 2 | 0 | 0 | 0 | 1 | |
| | | | | Female | 7 | 5 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 80C22 | LIBRARY ASSISTANT III | 10 | 8 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 9 | 2 | 0 | 7 | 0 | 0 | 0 | 0 | |
| 80J21 | ACCOUNT CLERK | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80J22 | SENIOR ACCOUNT CLERK | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43J05 | DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 65A40 | LIBRARIAN III | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C71 | ADMINISTRATIVE SERVICES OFFICER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 65A85 | MANAGING LIBRARIAN | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 12C04 | ASSISTANT LIBRARY DIRECTOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: LIBRARY

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|----------------------|-------|------|-----------------|------|------|-----|------|-----|-----|-----|-----|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| | Grand Total # | 87 | 45 | Male # | 14 | 6 | 0 | 7 | 0 | 0 | 0 | 1 |
| | Grand Total % | | 51.7 | Male % | 16.1 | 6.9 | 0.0 | 8.0 | 0.0 | 0.0 | 0.0 | 1.1 |
| | | | | Female # | 73 | 36 | 1 | 30 | 6 | 0 | 0 | 0 |
| | | | | Female% | 83.9 | 41.4 | 1.1 | 34.5 | 6.9 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|--------------------------------------|-------|-----|--------|-----|----|---|----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 70K01 | FOOD SERVICE WORKER I | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 70K21 | FOOD SERVICE WORKER II | 21 | 21 | Male | 6 | 0 | 0 | 3 | 3 | 0 | 0 | 0 |
| | | | | Female | 15 | 0 | 2 | 8 | 3 | 0 | 2 | 0 |
| 50U19 | PHYSICAL THERAPIST HELPER | 6 | 6 | Male | 4 | 0 | 0 | 3 | 1 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 70A10 | HOSPITAL ENVIRONMENTAL SERVICES AIDE | 71 | 67 | Male | 34 | 2 | 1 | 23 | 8 | 0 | 0 | 0 |
| | | | | Female | 37 | 2 | 1 | 28 | 5 | 1 | 0 | 0 |
| 50U20 | NURSING ASSISTANT | 150 | 141 | Male | 19 | 0 | 0 | 10 | 9 | 0 | 0 | 0 |
| | | | | Female | 131 | 9 | 4 | 95 | 21 | 0 | 2 | 0 |
| 80L02 | PATIENT SERVICES REPRESENTATIVE II | 50 | 48 | Male | 7 | 0 | 0 | 7 | 0 | 0 | 0 | 0 |
| | | | | Female | 43 | 2 | 0 | 40 | 1 | 0 | 0 | 0 |
| 80K21 | MEDICAL UNIT CLERK | 48 | 46 | Male | 4 | 0 | 0 | 2 | 2 | 0 | 0 | 0 |
| | | | | Female | 44 | 2 | 0 | 39 | 2 | 0 | 0 | 1 |
| 70F23 | STOREKEEPER | 10 | 9 | Male | 9 | 1 | 0 | 7 | 1 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50D12 | CLINICAL LABORATORY ASSISTANT | 34 | 25 | Male | 6 | 1 | 2 | 2 | 1 | 0 | 0 | 0 |
| | | | | Female | 28 | 8 | 1 | 16 | 2 | 1 | 0 | 0 |
| 80K23 | HOSPITAL MEDICAL INTERPRETER | 10 | 10 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 9 | 0 | 0 | 9 | 0 | 0 | 0 | 0 |
| 80L01 | PATIENT SERVICES REPRESENTATIVE I | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 4 | 0 | 0 | 0 | 0 |
| 70M02 | PATIENT TRANSPORTER | 7 | 5 | Male | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 1 | 0 | 2 | 0 | 0 | 0 | 1 |
| 80E21 | OFFICE ASSISTANT II | 8 | 8 | Male | 4 | 0 | 1 | 2 | 1 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 4 | 0 | 0 | 0 | 0 |
| 52A02 | LICENSED VOCATIONAL NURSE | 18 | 12 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 15 | 4 | 0 | 9 | 2 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|----|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 70F21 | COURIER | 2 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50U18 | PHARMACY TECHNICIAN | 17 | 14 | Male | 5 | 2 | 0 | 2 | 1 | 0 | 0 | 0 |
| | | | | Female | 12 | 1 | 1 | 8 | 2 | 0 | 0 | 0 |
| 50U51 | TELEMETRY TECHNICIAN | 9 | 8 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 8 | 1 | 0 | 4 | 2 | 0 | 1 | 0 |
| 50U29 | ENDOSCOPY TECHNICIAN | 4 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 1 | 0 | 2 | 1 | 0 | 0 | 0 |
| 80U11 | HOSPITAL COMMUNICATIONS OPERATOR II | 8 | 8 | Male | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 |
| 50U31 | ANESTHESIA TECHNICIAN | 4 | 2 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| 70F80 | SENIOR STOREKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70K23 | COOK | 8 | 8 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| 80E80 | PRINCIPAL OFFICE ASSISTANT | 14 | 13 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 13 | 1 | 1 | 10 | 1 | 0 | 0 | 0 |
| 60C23 | SOCIAL WORKER IV | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 72A24 | MAINTENANCE PAINTER | 3 | 2 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50U27 | SURGICAL TECHNICIAN | 11 | 8 | Male | 5 | 0 | 1 | 3 | 1 | 0 | 0 | 0 |
| | | | | Female | 6 | 3 | 0 | 2 | 1 | 0 | 0 | 0 |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 6 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 1 | 0 | 5 | 0 | 0 | 0 | 0 |
| 70A12 | HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE | 3 | 3 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|-----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 50R23 | RADIOLOGIC TECHNOLOGIST-PER DIEM | 5 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 50F30 | OCCUPATIONAL THERAPIST-PER DIEM | 4 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 50P31 | RESPIRATORY CARE PRACTITIONER-PER DIEM | 20 | 17 | Male | 6 | 1 | 0 | 3 | 2 | 0 | 0 | 0 | |
| | | | | Female | 14 | 2 | 1 | 9 | 2 | 0 | 0 | 0 | |
| 50U32 | SURGICAL TECHNICIAN-PER DIEM | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50U50 | EEG TECH | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 16C60 | HOSPITAL SOFTWARE ANALYST I | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 52A18 | STAFF NURSE I | 42 | 29 | Male | 6 | 1 | 1 | 3 | 1 | 0 | 0 | 0 | |
| | | | | Female | 36 | 12 | 1 | 12 | 11 | 0 | 0 | 0 | |
| 50U23 | OBSTETRICAL TECHNICIAN | 6 | 5 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | |
| 50G41 | SPEECH PATHOLOGIST | 6 | 3 | Male | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 50U43 | CENTRAL STERILE TECHNICIAN | 8 | 8 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 7 | 0 | 0 | 6 | 1 | 0 | 0 | 0 | |
| 50R33 | SONOGRAPHER-PER DIEM | 8 | 4 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 52A22 | SENIOR CLINIC NURSE | 12 | 9 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 11 | 2 | 1 | 6 | 2 | 0 | 0 | 0 | |
| 52A19 | STAFF NURSE II | 358 | 235 | Male | 61 | 24 | 2 | 14 | 21 | 0 | 0 | 0 | |
| | | | | Female | 297 | 99 | 6 | 98 | 92 | 0 | 1 | 1 | |
| 52A79 | STAFF NURSE II-PER DIEM | 57 | 29 | Male | 9 | 3 | 1 | 4 | 1 | 0 | 0 | 0 | |
| | | | | Female | 48 | 25 | 3 | 8 | 12 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|-----------------------------------|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 50G21 | PHYSICAL THERAPIST-PER DIEM | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50R31 | SONOGRAPHER | 9 | 7 | Male | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 6 | 1 | 1 | 3 | 1 | 0 | 0 | 0 | |
| 50A31 | PHARMACIST-PER DIEM | 7 | 5 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 5 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 15 | 13 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 15 | 2 | 0 | 13 | 0 | 0 | 0 | 0 | |
| 14B01 | PERSONNEL ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| 52A50 | HOSPITAL QUALITY ASSURANCE NURSE | 7 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60P22 | COMMUNITY SERVICE AIDE III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 52A97 | CLINIC NURSE PRACTITIONER | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 52A60 | CLINICAL NURSE SPECIALIST | 5 | 1 | Male | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | |
| | | | | Female | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80M02 | PATIENT ACCOUNT REPRESENTATIVE II | 25 | 24 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 25 | 1 | 0 | 22 | 2 | 0 | 0 | 0 | |
| 50P21 | RESPIRATORY CARE PRACTITIONER | 27 | 21 | Male | 9 | 2 | 0 | 5 | 2 | 0 | 0 | 0 | |
| | | | | Female | 18 | 4 | 0 | 12 | 2 | 0 | 0 | 0 | |
| 50U22 | HEALTH CARE TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 52A99 | NURSE PRACTITIONER III - PER DIEM | 4 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 54B90 | CLINIC PHYSICIAN II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80J22 | SENIOR ACCOUNT CLERK | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | |
| 72A23 | BUILDING MAINTENANCE WORKER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50U30 | DIETITIAN AIDE | 5 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | |
| 50Y21 | DIETITIAN | 6 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 6 | 2 | 0 | 1 | 3 | 0 | 0 | 0 | |
| 14E01 | BUYER I | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80G21 | DATA ENTRY OPERATOR II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J19 | CASHIER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 70A21 | CUSTODIAN | 3 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 50R21 | RADIOLOGIC TECHNOLOGIST | 24 | 10 | Male | 10 | 6 | 0 | 3 | 1 | 0 | 0 | 0 | |
| | | | | Female | 14 | 8 | 0 | 6 | 0 | 0 | 0 | 0 | |
| 80A32 | SENIOR SECRETARY | 5 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 2 | 0 | 1 | 2 | 0 | 0 | 0 | |
| 50U42 | MEDICAL ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 70C21 | GROUNDSKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 70A13 | HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE | 3 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 80L03 | SENIOR PATIENT SERVICES REPRESENTATIVE | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|----|----|---|---|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 50F20 | OCCUPATIONAL THERAPIST | 12 | 7 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 10 | 5 | 0 | 2 | 2 | 1 | 0 | 0 |
| 72C19 | HOSPITAL MAINTENANCE MECHANIC | 8 | 6 | Male | 8 | 2 | 0 | 6 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J20 | ACCOUNTING CLERICAL SUPERVISOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50U44 | SENIOR CENTRAL STERILE TECHNICIAN | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50D11 | MEDICAL LABORATORY TECHNICIAN | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 50D21 | CLINICAL LABORATORY SCIENTIST | 13 | 13 | Male | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 |
| | | | | Female | 10 | 0 | 0 | 0 | 10 | 0 | 0 | 0 |
| 50K19 | HEALTH EDUCATION ASSISTANT | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 54A01 | RESIDENT PHYSICIAN I | 11 | 8 | Male | 6 | 2 | 0 | 3 | 1 | 0 | 0 | 0 |
| | | | | Female | 5 | 1 | 0 | 4 | 0 | 0 | 0 | 0 |
| 50T02 | HEALTH INFORMATION MANAGEMENT CODER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| 80M03 | SENIOR PATIENT ACCOUNT REPRESENTATIVE | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 54A02 | RESIDENT PHYSICIAN II | 9 | 6 | Male | 5 | 3 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 3 | 1 | 0 | 0 | 0 |
| 70K25 | SENIOR COOK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50D13 | SENIOR CLINICAL LABORATORY ASSISTANT | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|--|-------|-----|--------|---|----|---|---|----|----|----|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 14M33 | HOSPITAL MEDICAL INTERPRETATION COORDINATOR | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80U14 | HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14E20 | BUYER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14A70 | HOSPITAL REVENUE CYCLE EXAMINER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 80E82 | SUPERVISING OFFICE ASSISTANT II | 3 | 3 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| 50U25 | ORTHOPEDIC TECHNICIAN | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 54A03 | RESIDENT PHYSICIAN III | 10 | 7 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 1 | 0 | 4 | 2 | 0 | 0 | 0 |
| 80A33 | ADMINISTRATIVE SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 14G02 | MANAGEMENT ANALYST I | 5 | 5 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 3 | 1 | 0 | 0 | 0 |
| 80L04 | SUPERVISING PATIENT SERVICES REPRESENTATIVE | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| 50U26 | SENIOR OBSTETRICAL TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 50G11 | PHYSICAL THERAPIST | 11 | 5 | Male | 5 | 3 | 0 | 0 | 2 | 0 | 0 | 0 |
| | | | | Female | 6 | 3 | 0 | 0 | 3 | 0 | 0 | 0 |
| 60B01 | PSYCHIATRIC SOCIAL WORKER I | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 80E81 | SUPERVISING OFFICE ASSISTANT I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14H24 | EDUCATOR AND VOLUNTEER COORDINATOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70K80 | HEAD COOK | 2 | 2 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 |
| 50U28 | SENIOR PHARMACY TECHNICIAN | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 52A33 | CASE MANAGEMENT NURSE | 14 | 10 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 13 | 4 | 2 | 2 | 5 | 0 | 0 | 0 | 0 |
| 50T03 | HEALTH INFORMATION MANAGEMENT CODER II | 4 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| 60C24 | SOCIAL WORKER V | 6 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 1 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| 43J05 | DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50U17 | PHYSICAL THERAPIST ASSISTANT | 4 | 4 | Male | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| 50Y31 | SUPERVISING DIETITIAN | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50T22 | HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43M40 | HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN | 3 | 2 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 52A20 | STAFF NURSE III | 30 | 21 | Male | 7 | 2 | 0 | 2 | 3 | 0 | 0 | 0 | 0 |
| | | | | Female | 23 | 7 | 2 | 4 | 10 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|----|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B12 | ACCOUNTANT III | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 60B21 | PSYCHIATRIC SOCIAL WORKER II | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 54B12 | CONTRACT PHYSICIAN | 41 | 11 | Male | 21 | 15 | 1 | 1 | 4 | 0 | 0 | 0 | |
| | | | | Female | 20 | 15 | 0 | 4 | 1 | 0 | 0 | 0 | |
| 16C61 | HOSPITAL SOFTWARE ANALYST II | 8 | 7 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 6 | 1 | 0 | 5 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 3 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50A21 | PHARMACIST I | 10 | 6 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 3 | 1 | 0 | 4 | 0 | 0 | 0 | |
| 14M02 | HOSPITAL INTERPRETER SERVICES MANAGER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 52A16 | SUPERVISING NURSE I | 16 | 10 | Male | 3 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | |
| | | | | Female | 13 | 5 | 0 | 4 | 4 | 0 | 0 | 0 | |
| 14A10 | PROJECT MANAGER I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 72A87 | PHYSICAL PLANT MANAGER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60C81 | SOCIAL WORK SUPERVISOR II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 16C54 | SYSTEMS PROGRAMMER ANALYST II | 1 | 1 | Male | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14B32 | SENIOR PERSONNEL ANALYST | 4 | 3 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | |
| 14C31 | MANAGEMENT ANALYST III | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--------------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14N30 | HOSPITAL PATIENT ADMITTING MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80M05 | PATIENT ACCOUNT MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14C36 | HOSPITAL DECISION SUPPORT ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 52A89 | ADMIN NURSE/HOUSE SUPV | 6 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 3 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 52A98 | HOSPITAL NURSE PRACTITIONER | 10 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 9 | 7 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 43G04 | IT PROJECT MANAGEMENT ANALYST III | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 16C55 | SYSTEMS PROGRAMMER ANALYST III | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 16C62 | HOSPITAL SOFTWARE ANALYST III | 3 | 2 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50R22 | SENIOR RADIOLOGIC TECHNOLOGIST | 5 | 3 | Male | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | |
| 14K32 | BEHAVIORAL HEALTH SERVICES MANAGER I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14N11 | OUTPATIENT SERVICES MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14B28 | SUPERVISING PERSONNEL ANALYST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50P22 | SENIOR RESPIRATORY CARE PRACTITIONER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K26 | MANAGED CARE OPERATIONS MANAGER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14A12 | PROJECT MANAGER III | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B91 | CHIEF HOSPITAL ACCOUNTANT | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43G03 | IT PROJECT MANAGEMENT ANALYST II | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16E50 | HOSPITAL SECURITY & DATABASE ADMINISTRATOR | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14N31 | HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14K33 | HOSP DIRECTOR OF ENGINEERING AND SAFETY | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50F10 | SUPERVISING THERAPIST | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 50D22 | SENIOR CLINICAL LABORATORY SCIENTIST | 8 | 8 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| 14C52 | PATIENT FINANCIAL SERVICES DIRECTOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A80 | HOSPITAL DECISION SUPPORT MANAGER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14H65 | MEDICAL STAFF COORDINATOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50P24 | SUPERVISING RESPIRATORY CARE PRACTITIONER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50R25 | DIAGNOSTIC IMAGING SUPERVISOR | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14H60 | DIRECTOR OF MARKETING AND COMMUNITY RELATIONS | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14K67 | HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50R32 | SENIOR SONOGRAPHER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 50R41 | NUCLEAR MEDICINE TECHNOLOGIST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 70K84 | HOSPITAL DIRECTOR OF FOOD SERVICES | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 52A83 | SUPERVISING CLINIC NURSE | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 14P10 | DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43G01 | INFORMATION TECHNOLOGY MANAGER | 3 | 1 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 52A40 | HOSPITAL NURSE AUDITOR | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 50A25 | CLINICAL PHARMACY COORDINATOR | 2 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50D23 | SUPERVISING CLINICAL LABORATORY SCIENTIST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50G95 | REHABILITATIVE SERVICES MANAGER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 52A34 | UTILIZATION MANAGEMENT COORDINATOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 50P80 | DIRECTOR OF RESPIRATORY CARE SERVICES | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 52A92 | NURSING SERVICES UNIT MANAGER | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 52A17 | SUPERVISING NURSE II | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 52A31 | INFECTION CONTROL NURSE | 2 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 50T41 | DIRECTOR OF HEALTH INFORMATION MANAGEMENT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| 14M31 | HOSPITAL DIRECTOR OF NURSING EDUCATION | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 52A84 | QUALITY/COMPLIANCE ADMINISTRATOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 52A96 | DIRECTOR OF SURGICAL SERVICES | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K31 | MANAGER OF DIAGNOSTIC IMAGING SERVICES | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 50D80 | CLINICAL LABORATORY MANAGER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B92 | HOSPITAL CONTROLLER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 14A30 | MANAGEMENT SPECIALIST | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 52A88 | NURSING SERVICES DIVISION MANAGER | 5 | 2 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | |
| 14K43 | HOSPITAL CHIEF INFORMATION OFFICER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 50A23 | PHARMACY DIRECTOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14A60 | EXECUTIVE MANAGEMENT SPECIALIST | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: NATIVIDAD MEDICAL CENTER

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|---|--------------|--------------|-----------------|--------------|-------------|------------|-------------|-------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 54B92 | ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12C29 | HOSPITAL ASSISTANT ADMINISTRATOR | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| 12C28 | HOSPITAL CHIEF NURSING OFFICER | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C60 | HOSPITAL CHIEF FINANCIAL OFFICER | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 54B70 | HOSPITAL CHIEF MEDICAL OFFICER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 54B10 | CHIEF OB/GYN SURGEON | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 54B82 | CHIEF OF SURGERY | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 1,609 | 1,174 | Male # | 384 | 119 | 16 | 161 | 86 | 2 | 0 | 0 |
| Grand Total % | | | 73.0 | Male % | 23.9 | 7.4 | 1.0 | 10.0 | 5.3 | 0.1 | 0.0 | 0.0 |
| | | | | Female # | 1,225 | 316 | 37 | 603 | 251 | 9 | 6 | 3 |
| | | | | Female% | 76.1 | 19.6 | 2.3 | 37.5 | 15.6 | 0.6 | 0.4 | 0.2 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|----|----|---|----|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 70K25 | SENIOR COOK | 5 | 5 | Male | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 60F02 | PROBATION AIDE | 16 | 15 | Male | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | |
| | | | | Female | 11 | 1 | 0 | 10 | 0 | 0 | 0 | 0 | |
| 80E21 | OFFICE ASSISTANT II | 11 | 9 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 1 | 0 | 6 | 0 | 0 | 0 | 1 | |
| 70L01 | LAUNDRY WORKER I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80J22 | SENIOR ACCOUNT CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J30 | ACCOUNTING TECHNICIAN | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | |
| 80W21 | WORD PROCESSOR | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60F88 | JUVENILE INSTITUTIONS OFFICER I | 9 | 8 | Male | 7 | 1 | 1 | 5 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 80A30 | SECRETARIAL ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80A31 | SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 8 | 8 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 0 | 1 | 5 | 2 | 0 | 0 | 0 | |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 60F89 | JUVENILE INSTITUTIONS OFFICER II | 52 | 47 | Male | 33 | 4 | 3 | 24 | 1 | 0 | 1 | 0 | |
| | | | | Female | 19 | 1 | 0 | 18 | 0 | 0 | 0 | 0 | |
| 80E81 | SUPERVISING OFFICE ASSISTANT I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--------------------------------------|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B10 | ACCOUNTANT I | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 60K02 | VICTIM ASSISTANCE ADVOCATE | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 70K80 | HEAD COOK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | |
| 72A29 | SENIOR BUILDING MAINTENANCE WORKER | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60F22 | DEPUTY PROBATION OFFICER II | 67 | 52 | Male | 19 | 4 | 0 | 13 | 1 | 1 | 0 | 0 | |
| | | | | Female | 48 | 11 | 2 | 33 | 2 | 0 | 0 | 0 | |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 20B11 | ACCOUNTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80E82 | SUPERVISING OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 70K83 | FOOD ADMINISTRATOR-PROBATION | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60F10 | DEPUTY PROBATION OFFICER I | 2 | 2 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60F90 | SENIOR JUVENILE INSTITUTIONS OFFICER | 13 | 11 | Male | 9 | 1 | 0 | 7 | 1 | 0 | 0 | 0 | |
| | | | | Female | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 14A30 | MANAGEMENT SPECIALIST | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 4 | 4 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 20B12 | ACCOUNTANT III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PROBATION

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|---|------------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 60F87 | JUVENILE INSTITUTIONS SUPERVISOR | 8 | 6 | Male | 6 | 2 | 0 | 4 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| 16C87 | BUSINESS TECHNOLOGY ANALYST II | 2 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60F23 | DEPUTY PROBATION OFFICER III | 21 | 16 | Male | 14 | 2 | 0 | 10 | 2 | 0 | 0 | 0 |
| | | | | Female | 7 | 3 | 0 | 4 | 0 | 0 | 0 | 0 |
| 60F84 | PROBATION SERVICES MANAGER | 14 | 7 | Male | 10 | 6 | 0 | 4 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 |
| 14C31 | MANAGEMENT ANALYST III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60I02 | PROGRAM MANAGER II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16F40 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER I | 1 | 1 | Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 60F85 | PROBATION DIVISION MANAGER | 4 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12C35 | ASSISTANT CHIEF PROBATION OFFICER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 265 | 214 | Male # | 121 | 24 | 5 | 82 | 7 | 1 | 1 | 1 |
| Grand Total % | | | 80.8 | Male % | 45.7 | 9.1 | 1.9 | 30.9 | 2.6 | 0.4 | 0.4 | 0.4 |
| | | | | Female # | 144 | 27 | 4 | 107 | 4 | 1 | 0 | 1 |
| | | | | Female% | 54.3 | 10.2 | 1.5 | 40.4 | 1.5 | 0.4 | 0.0 | 0.4 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC DEFENDER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80J21 | ACCOUNT CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80B22 | LEGAL SECRETARY | 8 | 8 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 7 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | |
| 80E21 | OFFICE ASSISTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 20B10 | ACCOUNTANT I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80B23 | SENIOR LEGAL SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 34D22 | PUBLIC DEFENDER INVESTIGATOR I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 39P01 | DEPUTY PUBLIC DEFENDER I | 3 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80B24 | SUPERVISING LEGAL SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 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 | 1 | 0 | 0 | 0 | 0 | |
| 60B21 | PSYCHIATRIC SOCIAL WORKER II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 34D23 | PUBLIC DEFENDER INVESTIGATOR II | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 39P11 | DEPUTY PUBLIC DEFENDER II | 3 | 2 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC DEFENDER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|----------------------------------|-----------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B95 | FINANCE MANAGER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 34D40 | PUBLIC DEFENDER INVESTIGATOR III | 3 | 3 | Male | 3 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 39P21 | DEPUTY PUBLIC DEFENDER III | 9 | 3 | Male | 6 | 5 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | |
| 39P31 | DEPUTY PUBLIC DEFENDER IV | 10 | 2 | Male | 5 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 5 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 39P35 | CHIEF DEPUTY PUBLIC DEFENDER | 4 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 12C11 | ASSISTANT PUBLIC DEFENDER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Grand Total # | | 54 | 32 | Male # | 22 | 12 | 1 | 7 | 2 | 0 | 0 | 0 | |
| Grand Total % | | | 59.3 | Male % | 40.7 | 22.2 | 1.9 | 13.0 | 3.7 | 0.0 | 0.0 | 0.0 | |
| | | | | Female # | 32 | 10 | 2 | 17 | 3 | 0 | 0 | 0 | |
| | | | | Female% | 59.3 | 18.5 | 3.7 | 31.5 | 5.6 | 0.0 | 0.0 | 0.0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|------------------------------------|-------|-----|--------|----|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14G02 | MANAGEMENT ANALYST I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E90 | MAINTENANCE YARD CLERK | 4 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 68C21 | PARK SERVICES AIDE II | 4 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E21 | OFFICE ASSISTANT II | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| 68C01 | PARK SERVICES AIDE I | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 68C23 | PARK SERVICES AIDE III | 3 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74D02 | ROAD MAINTENANCE HELPER | 5 | 4 | Male | 5 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J22 | SENIOR ACCOUNT CLERK | 4 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 72B31 | PARKS BUILDING & GROUNDS WORKER II | 8 | 5 | Male | 6 | 1 | 0 | 4 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74D12 | ROAD MAINTENANCE WORKER | 15 | 8 | Male | 15 | 7 | 0 | 7 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J21 | ACCOUNT CLERK | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 3 | 3 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 74I11 | TRAFFIC MAINTENANCE WORKER | 3 | 3 | Male | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74E01 | BRIDGE MAINTENANCE HELPER | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|----|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 72A23 | BUILDING MAINTENANCE WORKER | 12 | 11 | Male | 12 | 1 | 0 | 11 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 74I01 | TRAFFIC MAINTENANCE HELPER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80A32 | SENIOR SECRETARY | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 70C20 | SENIOR GROUNDSKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 70N01 | OFFICE MAINTENANCE WORKER | 2 | 2 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80E91 | MAINTENANCE INVENTORY & YARD CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 70C21 | GROUNDSKEEPER | 3 | 2 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80A31 | SECRETARY | 4 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 65C10 | PARKS MUSEUM ASSISTANT | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 34X21 | GUARD | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43A23 | ENGINEERING TECHNICIAN | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 74E11 | BRIDGE MAINTENANCE WORKER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 72B32 | PARKS BUILDING & GROUNDS WORKER SUPERVISOR | 3 | 1 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|---|----|---|---|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 74G21 | TREE TRIMMER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 72B40 | PARKS UTILITIES & WATER SYSTEMS SPECIALIST | 3 | 1 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 43B03 | WATER RESOURCES TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 74D81 | ASSISTANT ROAD SUPERINTENDENT | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 20B10 | ACCOUNTANT I | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | | |
| 68A41 | COUNTY PARK RANGER II | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 74D13 | SENIOR ROAD MAINTENANCE WORKER | 6 | 4 | Male | 6 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 80J20 | ACCOUNTING CLERICAL SUPERVISOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 74G22 | SENIOR TREE TRIMMER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 72A29 | SENIOR BUILDING MAINTENANCE WORKER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 74E80 | ASSISTANT BRIDGE SUPERINTENDENT | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 70C80 | GROUNDS SUPERVISOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 43A22 | ENGINEERING AIDE III | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 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 | | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|-----------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14C30 | MANAGEMENT ANALYST II | 7 | 4 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 2 | 0 | 3 | 1 | 0 | 0 | 0 | |
| 72A81 | BUILDING MAINTENANCE SUPERVISOR | 3 | 1 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 68A43 | COUNTY PARK RANGER SUPERVISOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 74D83 | ROAD SUPERINTENDENT | 4 | 2 | Male | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 74E81 | BRIDGE SUPERINTENDENT | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 41A10 | ASSISTANT ENGINEER | 8 | 7 | Male | 8 | 1 | 0 | 4 | 3 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 20B12 | ACCOUNTANT III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |
| 41C02 | WATER RESOURCES HYDROLOGIST | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 14C31 | MANAGEMENT ANALYST III | 3 | 1 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | | |
| 74D84 | ROAD MAINTENANCE SUPERINTENDENT | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 14A11 | PROJECT MANAGER II | 6 | 5 | Male | 5 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 14C74 | REAL PROPERTY SPECIALIST | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 20B95 | FINANCE MANAGER I | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | 0 | | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14N05 | ADMINISTRATIVE OPERATIONS MANAGER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A12 | PROJECT MANAGER III | 3 | 2 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 41A20 | CIVIL ENGINEER | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 74D85 | MAINTENANCE MANAGER | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K70 | CHIEF OF PARKS | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 41A87 | CHIEF OF SURVEYS | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B94 | FINANCE MANAGER III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 41C17 | SENIOR WATER RESOURCES HYDROLOGIST | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 41A22 | SENIOR CIVIL ENGINEER | 3 | 3 | Male | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14K63 | CHIEF OF FACILITIES | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14A30 | MANAGEMENT SPECIALIST | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 12C23 | ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARKS | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: PUBLIC WORKS, FACILITIES & PARKS

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------|----------------------|-------|------|-----------------|------|------|-----|------|-----|-----|-----|-----|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| | Grand Total # | 178 | 107 | Male # | 121 | 46 | 0 | 64 | 11 | 0 | 0 | 0 |
| | Grand Total % | | 60.1 | Male % | 68.0 | 25.8 | 0.0 | 36.0 | 6.2 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 57 | 25 | 1 | 24 | 7 | 0 | 0 | 0 |
| | | | | Female% | 32.0 | 14.0 | 0.6 | 13.5 | 3.9 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: RESOURCE MANAGEMENT AGENCY

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|-----------------------|----------|--------------|-----------------|--------------|------------|------------|--------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 14A30 | MANAGEMENT SPECIALIST | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Grand Total # | | 1 | 1 | Male # | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 100.0 | Male % | 100.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female% | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 50S01 | FORENSIC AUTOPSY TECHNICIAN | 4 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 3 | 1 | Male | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80E21 | OFFICE ASSISTANT II | 2 | 2 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 80I16 | SHERIFFS RECORDS SPECIALIST II | 18 | 13 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 17 | 5 | 1 | 7 | 4 | 0 | 0 | 0 | |
| 80J22 | SENIOR ACCOUNT CLERK | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80I15 | SHERIFFS RECORDS SPECIALIST I | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 70K92 | SHERIFFS CORRECTIONAL COOK II | 7 | 4 | Male | 7 | 3 | 2 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80I07 | CORRECTIONS SPECIALIST | 9 | 8 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 9 | 1 | 2 | 4 | 2 | 0 | 0 | 0 | |
| 70N10 | INMATE SERVICES SPECIALIST | 5 | 3 | Male | 5 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80J21 | ACCOUNT CLERK | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80I17 | SENIOR SHERIFFS RECORDS SPECIALIST | 5 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 2 | 0 | 2 | 1 | 0 | 0 | 0 | |
| 80I10 | CUSTODY AND CONTROL SPECIALIST | 42 | 35 | Male | 21 | 5 | 0 | 15 | 1 | 0 | 0 | 0 | |
| | | | | Female | 21 | 2 | 1 | 18 | 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 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|---------------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80J30 | ACCOUNTING TECHNICIAN | 4 | 4 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 4 | 4 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | |
| 70F80 | SENIOR STOREKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80I06 | SHERIFFS PROPERTY TECHNICIAN | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80H25 | MEDICAL TRANSCRIPTIONIST II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60S21 | CRIME PREVENTION SPECIALIST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 34E22 | FORENSIC EVIDENCE TECHNICIAN | 3 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 80A32 | SENIOR SECRETARY | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80I08 | SENIOR CORRECTIONS SPECIALIST | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 34P31 | VEHICLE ABATEMENT ENFORCEMENT OFFICER | 2 | 2 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 72A40 | SENIOR INMATE SERVICES SPECIALIST | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 36A26 | DEPUTY SHERIFF-CORRECTIONS RECRUIT | 11 | 10 | Male | 9 | 1 | 1 | 6 | 0 | 0 | 0 | 1 | |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 80I20 | SHERIFFS RECORDS SUPERVISOR | 4 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 80J20 | ACCOUNTING CLERICAL SUPERVISOR | 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
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|-----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 60G54 | SHERIFF'S WORK ALTERNATIVE SPECIALIST | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 2 | 1 | 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 | |
| 14B01 | PERSONNEL ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 36A28 | DEPUTY SHERIFF RESERVE I | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 36E21 | DEPUTY SHERIFF-CORRECTIONS | 148 | 96 | Male | 124 | 48 | 4 | 67 | 5 | 0 | 0 | 0 | |
| | | | | Female | 24 | 4 | 0 | 19 | 1 | 0 | 0 | 0 | |
| 36A22 | DEPUTY SHERIFF-OPERATIONS | 91 | 48 | Male | 81 | 41 | 1 | 33 | 6 | 0 | 0 | 0 | |
| | | | | Female | 10 | 2 | 0 | 8 | 0 | 0 | 0 | 0 | |
| 20B11 | ACCOUNTANT II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14G02 | MANAGEMENT ANALYST I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 14C31 | MANAGEMENT ANALYST III | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43G05 | DIGITAL FORENSIC INVESTIGATOR | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B12 | ACCOUNTANT III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 1 | Male | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 43J15 | SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 36A23 | SHERIFFS SERGEANT | 30 | 18 | Male | 26 | 11 | 2 | 9 | 3 | 1 | 0 | 0 | |
| | | | | Female | 4 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SHERIFF-CORONER

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|------------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| 16F41 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER II | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 54B83 | CHIEF PATHOLOGIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 36A24 | SHERIFFS INVESTIGATIVE SERGEANT | 3 | 2 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 36A82 | SHERIFFS COMMANDER | 9 | 2 | Male | 7 | 5 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| 36A81 | SHERIFFS CAPTAIN | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Grand Total # | | 438 | 281 | Male # | 301 | 124 | 11 | 145 | 19 | 1 | 0 | 1 | |
| Grand Total % | | | 64.2 | Male % | 68.7 | 28.3 | 2.5 | 33.1 | 4.3 | 0.2 | 0.0 | 0.2 | |
| | | | | Female # | 137 | 33 | 4 | 80 | 20 | 0 | 0 | 0 | |
| | | | | Female% | 31.3 | 7.5 | 0.9 | 18.3 | 4.6 | 0.0 | 0.0 | 0.0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|-------------------------------|-------|-----|--------|-----|----|---|-----|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 60D11 | SOCIAL SERVICES AIDE II | 62 | 62 | Male | 7 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | |
| | | | | Female | 55 | 0 | 0 | 55 | 0 | 0 | 0 | 0 | |
| 80E21 | OFFICE ASSISTANT II | 68 | 66 | Male | 6 | 0 | 0 | 5 | 1 | 0 | 0 | 0 | |
| | | | | Female | 62 | 2 | 2 | 53 | 3 | 0 | 0 | 2 | |
| TCOEH | TEMPORARY COVID-19 EXTRA HELP | 6 | 6 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | |
| 25E01 | ELIGIBILITY SPECIALIST I | 31 | 29 | Male | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | |
| | | | | Female | 26 | 2 | 1 | 20 | 0 | 0 | 0 | 3 | |
| 60D10 | SOCIAL SERVICES AIDE I | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 80A31 | SECRETARY | 13 | 8 | Male | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | |
| | | | | Female | 12 | 5 | 1 | 6 | 0 | 0 | 0 | 0 | |
| 25E21 | ELIGIBILITY SPECIALIST II | 133 | 123 | Male | 13 | 1 | 1 | 11 | 0 | 0 | 0 | 0 | |
| | | | | Female | 120 | 9 | 1 | 103 | 3 | 1 | 0 | 3 | |
| 70A21 | CUSTODIAN | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 60C01 | SOCIAL WORKER I | 9 | 9 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 7 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | |
| 70F21 | COURIER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 80E22 | OFFICE ASSISTANT III | 29 | 26 | Male | 5 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | |
| | | | | Female | 24 | 1 | 1 | 22 | 0 | 0 | 0 | 0 | |
| 70N01 | OFFICE MAINTENANCE WORKER | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 70F23 | STOREKEEPER | 2 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 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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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80J30 | ACCOUNTING TECHNICIAN | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 80J20 | ACCOUNTING CLERICAL SUPERVISOR | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 25E22 | ELIGIBILITY SPECIALIST III | 84 | 74 | Male | 21 | 2 | 0 | 18 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 63 | 8 | 1 | 50 | 4 | 0 | 0 | 0 | 0 |
| 60U11 | MILITARY & VETERANS REPRESENTATIVE II | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E81 | SUPERVISING OFFICE ASSISTANT I | 15 | 11 | Male | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 13 | 3 | 1 | 9 | 0 | 0 | 0 | 0 | 0 |
| 60C21 | SOCIAL WORKER II | 5 | 5 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| 43J05 | DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 4 | 4 | Male | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80A32 | SENIOR SECRETARY | 4 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 6 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 6 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| 14H69 | STAFF TRAINER I | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 60C22 | SOCIAL WORKER III | 59 | 51 | Male | 14 | 1 | 0 | 13 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 45 | 7 | 3 | 33 | 2 | 0 | 0 | 0 | 0 |
| 80E80 | PRINCIPAL OFFICE ASSISTANT | 10 | 8 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 8 | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |
| 60C23 | SOCIAL WORKER IV | 13 | 12 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 11 | 1 | 1 | 8 | 1 | 0 | 0 | 0 | 0 |
| 70F81 | SUPERVISING STOREKEEPER | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|----|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60U21 | MILITARY & VETERANS REPRESENTATIVE III | 4 | 2 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E82 | SUPERVISING OFFICE ASSISTANT II | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 14G02 | MANAGEMENT ANALYST I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25E80 | ELIGIBILITY SUPERVISOR | 34 | 28 | Male | 7 | 3 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 27 | 3 | 0 | 23 | 0 | 1 | 0 | 0 | 0 |
| 60H11 | EMPLOYMENT & TRAINING WORKER II | 13 | 12 | Male | 4 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 9 | 0 | 1 | 8 | 0 | 0 | 0 | 0 | 0 |
| 14C30 | MANAGEMENT ANALYST II | 18 | 12 | Male | 4 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 14 | 3 | 1 | 10 | 0 | 0 | 0 | 0 | 0 |
| 20B11 | ACCOUNTANT II | 4 | 4 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 4 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 8 | 7 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 7 | 0 | 2 | 5 | 0 | 0 | 0 | 0 | 0 |
| 60C24 | SOCIAL WORKER V | 26 | 16 | Male | 4 | 1 | 0 | 1 | 2 | 0 | 0 | 0 | 0 |
| | | | | Female | 22 | 9 | 0 | 13 | 0 | 0 | 0 | 0 | 0 |
| 60H21 | EMPLOYMENT & TRAINING WORKER III | 16 | 16 | Male | 7 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 9 | 0 | 0 | 8 | 1 | 0 | 0 | 0 | 0 |
| 14B21 | ASSOCIATE PERSONNEL ANALYST | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| 60C80 | SOCIAL WORK SUPERVISOR I | 8 | 4 | Male | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| 14H70 | STAFF TRAINER II | 10 | 9 | Male | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 8 | 1 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|----|----|---|----|----|----|----|---|--|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14C31 | MANAGEMENT ANALYST III | 13 | 6 | Male | 4 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 9 | 5 | 1 | 2 | 1 | 0 | 0 | | |
| 60C81 | SOCIAL WORK SUPERVISOR II | 19 | 16 | Male | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 17 | 3 | 3 | 11 | 0 | 0 | 0 | | |
| 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 6 | 4 | Male | 6 | 2 | 0 | 3 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 60H31 | EMPLOYMENT & TRAINING SUPERVISOR | 6 | 5 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 0 | 1 | 4 | 0 | 0 | 0 | | |
| 60I02 | PROGRAM MANAGER II | 14 | 11 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 12 | 2 | 1 | 9 | 0 | 0 | 0 | | |
| 16C87 | BUSINESS TECHNOLOGY ANALYST II | 5 | 2 | Male | 3 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| 14B32 | SENIOR PERSONNEL ANALYST | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | | |
| 20B12 | ACCOUNTANT III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 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 | | |
| 14A30 | MANAGEMENT SPECIALIST | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 43J15 | SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | | |
| 16C88 | BUSINESS TECHNOLOGY ANALYST III | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 52E22 | PUBLIC HEALTH NURSE II | 2 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | | |
| 60X01 | COMMUNITY AFFILIATION MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: SOCIAL SERVICES

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|------------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 14N05 | ADMINISTRATIVE OPERATIONS MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16C93 | BUSINESS TECHNOLOGY ANLYST IV | 1 | 1 | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 16F40 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 60I01 | DEPUTY DIRECTOR SOCIAL SERVICES | 3 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 16F41 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER II | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14B66 | DEPARTMENTAL HR MANAGER | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B94 | FINANCE MANAGER III | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 798 | 682 | Male # | 152 | 30 | 3 | 105 | 13 | 0 | 0 | 1 | |
| Grand Total % | | | 85.5 | Male % | 19.0 | 3.8 | 0.4 | 13.2 | 1.6 | 0.0 | 0.0 | 0.1 | |
| | | | | Female # | 646 | 86 | 27 | 500 | 20 | 2 | 0 | 11 | |
| | | | | Female% | 81.0 | 10.8 | 3.4 | 62.7 | 2.5 | 0.3 | 0.0 | 1.4 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: TREASURER/TAX COLLECTOR

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|-----------------------------------|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 80J21 | ACCOUNT CLERK | 3 | 3 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | |
| 80J22 | SENIOR ACCOUNT CLERK | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 20B40 | TREASURY OFFICER I | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 80J30 | ACCOUNTING TECHNICIAN | 6 | 6 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | |
| 25A30 | REVENUE OFFICER I | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 25A32 | REVENUE OFFICER II | 8 | 8 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 8 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B11 | ACCOUNTANT II | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 20B41 | TREASURY OFFICER II | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 20B12 | ACCOUNTANT III | 2 | 2 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | |
| 14C30 | MANAGEMENT ANALYST II | 1 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 20B93 | FINANCE MANAGER II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| 14C31 | MANAGEMENT ANALYST III | 2 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 16C88 | BUSINESS TECHNOLOGY ANALYST III | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: TREASURER/TAX COLLECTOR

| Job Code | Job Title | Total | | Total | | | | | | | | |
|----------------------|--------------------------------|-----------|-------------|-----------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | |
| 20B95 | FINANCE MANAGER I | 2 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| 14C47 | DEPUTY TREASURER-TAX COLLECTOR | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 37 | 30 | Male # | 6 | 2 | 0 | 4 | 0 | 0 | 0 | 0 |
| Grand Total % | | | 81.1 | Male % | 16.2 | 5.4 | 0.0 | 10.8 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | | | Female # | 31 | 5 | 0 | 25 | 1 | 0 | 0 | 0 |
| | | | | Female% | 83.8 | 13.5 | 0.0 | 67.6 | 2.7 | 0.0 | 0.0 | 0.0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: WATER RESOURCES AGENCY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------|--|-------|-----|--------|---|----|---|---|----|----|----|---|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 74J01 | WATER MAINTENANCE WORKER I | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74J11 | WATER MAINTENANCE WORKER II | 4 | 2 | Male | 4 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80J30 | ACCOUNTING TECHNICIAN | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80E22 | OFFICE ASSISTANT III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 43B03 | WATER RESOURCES TECHNICIAN | 4 | 1 | Male | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 43A21 | ENGINEERING AIDE II | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 80A34 | SENIOR SECRETARY-CONFIDENTIAL | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74F23 | HYDROELECTRIC TECHNICIAN | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74J22 | ASSISTANT WATER MAINTENANCE SUPERINTENDENT | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 41C02 | WATER RESOURCES HYDROLOGIST | 3 | 1 | Male | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 41E11 | WATER RESOURCES ENGINEER | 2 | 0 | Male | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 41E21 | ASSOCIATE WATER RESOURCES ENGINEER | 4 | 1 | Male | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 74C01 | WATER MAINTENANCE SUPERINTENDENT | 1 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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**County of Monterey
Workforce Analysis**

Snapshot Date: 01/01/2022

Organizational Unit: WATER RESOURCES AGENCY

| Job Code | Job Title | Total | | Total | | | | | | | | | |
|----------------------|--|-----------|-------------|----------|-------------|-------------|------------|-------------|------------|------------|------------|------------|---|
| | | EMP | MIN | EMP | W | AA | H | A | NA | PI | 2+ | | |
| 20B12 | ACCOUNTANT III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| 41C14 | ASSOCIATE WATER RESOURCES HYDROLOGIST | 3 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 14A30 | MANAGEMENT SPECIALIST | 2 | 1 | Male | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | | | | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20B94 | FINANCE MANAGER III | 1 | 1 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 41E30 | SENIOR WATER RESOURCES ENGINEER | 2 | 0 | Male | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12C36 | DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY | 1 | 0 | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | Female | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total # | | 37 | 11 | Male # | 22 | 16 | 0 | 5 | 1 | 0 | 0 | 0 | |
| Grand Total % | | | 29.7 | Male % | 59.5 | 43.2 | 0.0 | 13.5 | 2.7 | 0.0 | 0.0 | 0.0 | |
| | | | | Female # | 15 | 10 | 0 | 3 | 2 | 0 | 0 | 0 | |
| | | | | Female% | 40.5 | 27.0 | 0.0 | 8.1 | 5.4 | 0.0 | 0.0 | 0.0 | |

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**County of Monterey
Workforce Analysis Summary**

Snapshot Date: 01/01/2022

| 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 | 78 | 46 | 32 | 52 | 14 | 1 | 26 | 4 | 0 | 0 | 1 | 12 | 0 | 16 | 4 | 0 | 0 | 0 |
| ASSESSOR/CLERK/RECORDER | 64 | 17 | 47 | 45 | 9 | 1 | 5 | 2 | 0 | 0 | 0 | 10 | 1 | 35 | 1 | 0 | 0 | 0 |
| AUDITOR CONTROLLER | 35 | 8 | 27 | 23 | 5 | 1 | 1 | 1 | 0 | 0 | 0 | 7 | 0 | 16 | 4 | 0 | 0 | 0 |
| BOARD OF SUPERVISORS | 5 | 0 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 0 | 0 | 0 |
| CHILD SUPPORT SERVICES | 78 | 20 | 58 | 64 | 3 | 2 | 11 | 4 | 0 | 0 | 0 | 11 | 5 | 41 | 1 | 0 | 0 | 0 |
| CIVIL RIGHTS OFFICE | 3 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| CLERK OF THE BOARD | 4 | 2 | 2 | 4 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| COOPERATIVE EXTENSION SERVICE | 3 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| COUNTY ADMINISTRATIVE OFFICE | 103 | 54 | 49 | 72 | 15 | 0 | 33 | 4 | 1 | 0 | 1 | 16 | 2 | 22 | 9 | 0 | 0 | 0 |
| COUNTY COUNSEL | 42 | 10 | 32 | 15 | 8 | 0 | 2 | 0 | 0 | 0 | 0 | 19 | 0 | 9 | 4 | 0 | 0 | 0 |
| DISTRICT ATTORNEY | 141 | 46 | 95 | 66 | 34 | 0 | 8 | 2 | 1 | 0 | 1 | 41 | 0 | 45 | 7 | 0 | 0 | 2 |
| ELECTIONS | 17 | 6 | 11 | 14 | 2 | 0 | 3 | 0 | 0 | 0 | 1 | 1 | 0 | 7 | 2 | 0 | 0 | 1 |
| EMERGENCY COMMUNICATION | 65 | 19 | 46 | 31 | 12 | 0 | 7 | 0 | 0 | 0 | 0 | 22 | 1 | 20 | 2 | 1 | 0 | 0 |
| HEALTH | 988 | 167 | 821 | 773 | 57 | 6 | 83 | 18 | 0 | 0 | 3 | 158 | 10 | 584 | 50 | 7 | 0 | 12 |
| HOUSING AND COMMUNITY DEVELOPMENT | 82 | 29 | 53 | 48 | 14 | 2 | 11 | 2 | 0 | 0 | 0 | 20 | 0 | 23 | 8 | 1 | 0 | 1 |
| HUMAN RESOURCES | 40 | 7 | 33 | 28 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 12 | 2 | 16 | 3 | 0 | 0 | 0 |
| INFORMATION TECHNOLOGY | 97 | 69 | 28 | 60 | 29 | 1 | 27 | 10 | 1 | 1 | 0 | 8 | 1 | 11 | 8 | 0 | 0 | 0 |
| LIBRARY | 87 | 14 | 73 | 45 | 6 | 0 | 7 | 0 | 0 | 0 | 1 | 36 | 1 | 30 | 6 | 0 | 0 | 0 |
| NATIVIDAD MEDICAL CENTER | 1,609 | 384 | 1,225 | 1,174 | 119 | 16 | 161 | 86 | 2 | 0 | 0 | 316 | 37 | 603 | 251 | 9 | 6 | 3 |
| PROBATION | 265 | 121 | 144 | 214 | 24 | 5 | 82 | 7 | 1 | 1 | 1 | 27 | 4 | 107 | 4 | 1 | 0 | 1 |
| PUBLIC DEFENDER | 54 | 22 | 32 | 32 | 12 | 1 | 7 | 2 | 0 | 0 | 0 | 10 | 2 | 17 | 3 | 0 | 0 | 0 |
| PUBLIC WORKS, FACILITIES & PARKS | 178 | 121 | 57 | 107 | 46 | 0 | 64 | 11 | 0 | 0 | 0 | 25 | 1 | 24 | 7 | 0 | 0 | 0 |
| RESOURCE MANAGEMENT AGENCY | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**County of Monterey
Workforce Analysis Summary**

Snapshot Date: 01/01/2022

| Organizational Unit | Total | | | | Male | | | | | | | Female | | | | | | |
|-------------------------|--------------|--------------|--------------|--------------|-------------|------------|-------------|------------|------------|------------|------------|-------------|------------|--------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ | W | AA | H | A | NA | PI | 2+ |
| SHERIFF-CORONER | 438 | 301 | 137 | 281 | 124 | 11 | 145 | 19 | 1 | 0 | 1 | 33 | 4 | 80 | 20 | 0 | 0 | 0 |
| SOCIAL SERVICES | 798 | 152 | 646 | 682 | 30 | 3 | 105 | 13 | 0 | 0 | 1 | 86 | 27 | 500 | 20 | 2 | 0 | 11 |
| TREASURER/TAX COLLECTOR | 37 | 6 | 31 | 30 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 5 | 0 | 25 | 1 | 0 | 0 | 0 |
| WATER RESOURCES AGENCY | 37 | 22 | 15 | 11 | 16 | 0 | 5 | 1 | 0 | 0 | 0 | 10 | 0 | 3 | 2 | 0 | 0 | 0 |
| Total (#) | 5,349 | 1,645 | 3,704 | 3,877 | 582 | 51 | 806 | 186 | 7 | 2 | 11 | 890 | 98 | 2,241 | 417 | 21 | 6 | 31 |
| Total (%) | | 30.8 | 69.2 | 72.5 | 10.9 | 1.0 | 15.1 | 3.5 | 0.1 | 0.0 | 0.2 | 16.6 | 1.8 | 41.9 | 7.8 | 0.4 | 0.1 | 0.6 |

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------------|----------|---|-----------|-------------|-------------|-------------|-------------|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 1 | 12C01 | ASSISTANT AGRICULTURAL COMMISSIONER | 1 | 1 | 0 | 0 | 1 |
| 1 | 12C35 | ASSISTANT CHIEF PROBATION OFFICER | 1 | 1 | 0 | 0 | 1 |
| 1 | 12E03 | ASSISTANT COUNTY ADMINISTRATIVE OFFICER | 2 | 2 | 0 | 2 | 0 |
| 1 | 12C37 | ASSISTANT DIRECTOR OF HUMAN RESOURCES | 1 | 0 | 1 | 1 | 0 |
| 1 | 12C23 | ASSISTANT DIRECTOR OF PUBLIC WORKS, FACILITIES AND PARK | 1 | 1 | 0 | 1 | 0 |
| 1 | 12C04 | ASSISTANT LIBRARY DIRECTOR | 1 | 0 | 1 | 1 | 0 |
| 1 | 12C11 | ASSISTANT PUBLIC DEFENDER | 1 | 1 | 0 | 1 | 0 |
| 1 | 12C14 | ASSISTANT REGISTRAR OF VOTERS | 1 | 0 | 1 | 0 | 1 |
| 1 | 12E04 | BUREAU CHIEF | 5 | 3 | 2 | 1 | 4 |
| 1 | 12C39 | CHIEF ASSISTANT COUNTY COUNSEL | 1 | 0 | 1 | 1 | 0 |
| 1 | 60I01 | DEPUTY DIRECTOR SOCIAL SERVICES | 3 | 0 | 3 | 2 | 1 |
| 1 | 12C36 | DEPUTY GENERAL MANAGER - WATER RESOURCES AGENCY | 1 | 0 | 1 | 1 | 0 |
| 1 | 12C42 | EMERGENCY COMMUNICATIONS OPERATIONS MANAGER | 1 | 0 | 1 | 0 | 1 |
| 1 | 14A25 | EMERGENCY SERVICES MANAGER | 1 | 1 | 0 | 0 | 1 |
| 1 | 14A60 | EXECUTIVE MANAGEMENT SPECIALIST | 2 | 1 | 1 | 2 | 0 |
| 1 | 12C29 | HOSPITAL ASSISTANT ADMINISTRATOR | 2 | 0 | 2 | 1 | 1 |
| 1 | 14C60 | HOSPITAL CHIEF FINANCIAL OFFICER | 1 | 1 | 0 | 0 | 1 |
| 1 | 12C28 | HOSPITAL CHIEF NURSING OFFICER | 1 | 0 | 1 | 1 | 0 |
| 1 | 14C48 | PUBLIC HEALTH PROGRAM MANAGER II | 3 | 1 | 2 | 2 | 1 |
| 1 | 12E16 | WIB EXECUTIVE DIRECTOR | 1 | 1 | 0 | 1 | 0 |
| Total (#) | | | 31 | 14 | 17 | 18 | 13 |
| Total (%) | | | | 45.2 | 54.8 | 58.1 | 41.9 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

| | | | Total | | | | |
|------------|----------|--|-------|------|--------|-------|-----|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 1 | 14K44 | ASSISTANT BUREAU CHIEF | 2 | 1 | 1 | 2 | 0 |
| 1 | 12A04 | ASSISTANT DISTRICT ATTORNEY | 3 | 2 | 1 | 2 | 1 |
| 1 | 30N81 | CHIEF DEPUTY AGRICULTURAL COMMISSIONER | 3 | 2 | 1 | 2 | 1 |
| 1 | 20B97 | CHIEF DEPUTY AUDITOR-CONTROLLER | 3 | 2 | 1 | 1 | 2 |
| 1 | 14K63 | CHIEF OF FACILITIES | 1 | 0 | 1 | 1 | 0 |
| 1 | 14K52 | CHIEF SECURITY AND PRIVACY OFFICER | 1 | 1 | 0 | 1 | 0 |
| 1 | 60I10 | DEPUTY DIRECTOR BEHAVIORAL HEALTH | 3 | 1 | 2 | 2 | 1 |
| 1 | 14K62 | DEPUTY DIRECTOR CHILD SUPPORT SERVICES | 1 | 1 | 0 | 0 | 1 |
| 1 | 14C47 | DEPUTY TREASURER-TAX COLLECTOR | 2 | 1 | 1 | 2 | 0 |
| 1 | 14H60 | DIRECTOR OF MARKETING AND COMMUNITY RELATIONS | 1 | 0 | 1 | 1 | 0 |
| 1 | 52E20 | DIRECTOR OF PUBLIC HEALTH NURSING | 1 | 0 | 1 | 1 | 0 |
| 1 | 50P80 | DIRECTOR OF RESPIRATORY CARE SERVICES | 1 | 1 | 0 | 0 | 1 |
| 1 | 50C80 | DIRECTOR PUBLIC HEALTH LABORATORY | 1 | 0 | 1 | 0 | 1 |
| 1 | 14M12 | ECONOMIC DEVELOPMENT MANAGER | 1 | 1 | 0 | 1 | 0 |
| 1 | 20B93 | FINANCE MANAGER II | 13 | 6 | 7 | 4 | 9 |
| 1 | 20B94 | FINANCE MANAGER III | 4 | 0 | 4 | 1 | 3 |
| 1 | 14H64 | FLEET MANAGER | 1 | 1 | 0 | 1 | 0 |
| 1 | 14K33 | HOSP DIRECTOR OF ENGINEERING AND SAFETY | 1 | 1 | 0 | 0 | 1 |
| 1 | 14K43 | HOSPITAL CHIEF INFORMATION OFFICER | 1 | 1 | 0 | 1 | 0 |
| 1 | 20B92 | HOSPITAL CONTROLLER | 1 | 0 | 1 | 0 | 1 |
| 1 | 14N31 | HOSPITAL DIRECTOR OF ENVIRONMENTAL SERVICES | 1 | 1 | 0 | 0 | 1 |
| 1 | 14N30 | HOSPITAL PATIENT ADMITTING MANAGER | 1 | 0 | 1 | 0 | 1 |
| 1 | 14K67 | HOSPITAL PURCHASING & MATERIALS SUPPORT DIRECTOR | 1 | 0 | 1 | 1 | 0 |
| 1 | 43G01 | INFORMATION TECHNOLOGY MANAGER | 9 | 7 | 2 | 5 | 4 |
| 1 | 14K31 | MANAGER OF DIAGNOSTIC IMAGING SERVICES | 1 | 0 | 1 | 0 | 1 |
| 1 | 80M05 | PATIENT ACCOUNT MANAGER | 1 | 0 | 1 | 0 | 1 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

EEO

| EEO Cat | Job Code | Job Title | Total | | | | |
|--------------------|-----------------|-------------------------------------|--------------|-------------|---------------|--------------|-------------|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 1 | 14C52 | PATIENT FINANCIAL SERVICES DIRECTOR | 1 | 0 | 1 | 1 | 0 |
| 1 | 60I02 | PROGRAM MANAGER II | 16 | 2 | 14 | 4 | 12 |
| 1 | 14C32 | SAFETY OFFICER | 1 | 1 | 0 | 1 | 0 |
| 1 | 41A22 | SENIOR CIVIL ENGINEER | 3 | 3 | 0 | 0 | 3 |
| Total (#) | | | 80 | 36 | 44 | 35 | 45 |
| Total (%) | | | | 45.0 | 55.0 | 43.8 | 56.3 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 20B22 | ACCOUNTANT AUDITOR III | 4 | 1 | 3 | 2 | 2 |
| 2 | 20B12 | ACCOUNTANT III | 14 | 0 | 14 | 5 | 9 |
| 2 | 14C75 | ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY | 1 | 0 | 1 | 1 | 0 |
| 2 | 14N05 | ADMINISTRATIVE OPERATIONS MANAGER | 2 | 1 | 1 | 1 | 1 |
| 2 | 14C70 | ADMINISTRATIVE SERVICES ASSISTANT | 16 | 1 | 15 | 3 | 13 |
| 2 | 14C71 | ADMINISTRATIVE SERVICES OFFICER | 2 | 0 | 2 | 0 | 2 |
| 2 | 30N50 | AGRICULTURAL PROGRAMS BIOLOGIST | 1 | 0 | 1 | 1 | 0 |
| 2 | 14B47 | ASSOCIATE EQUAL OPPORTUNITY ANALYST | 1 | 0 | 1 | 0 | 1 |
| 2 | 14B21 | ASSOCIATE PERSONNEL ANALYST | 11 | 1 | 10 | 5 | 6 |
| 2 | 14B62 | ASSOCIATE RISK & BENEFITS ANALYST | 2 | 1 | 1 | 1 | 1 |
| 2 | 14K45 | AUDITOR APPRAISER MANAGER | 1 | 1 | 0 | 0 | 1 |
| 2 | 28B21 | AUDITOR-APPRAISER II | 2 | 0 | 2 | 2 | 0 |
| 2 | 28B22 | AUDITOR-APPRAISER III | 1 | 0 | 1 | 0 | 1 |
| 2 | 20B24 | AUDITOR-CONTROLLER ANALYST I | 5 | 0 | 5 | 1 | 4 |
| 2 | 20B25 | AUDITOR-CONTROLLER ANALYST II | 1 | 0 | 1 | 0 | 1 |
| 2 | 74E81 | BRIDGE SUPERINTENDENT | 1 | 1 | 0 | 0 | 1 |
| 2 | 16C88 | BUSINESS TECHNOLOGY ANALYST III | 3 | 2 | 1 | 2 | 1 |
| 2 | 16C93 | BUSINESS TECHNOLOGY ANALYST IV | 3 | 3 | 0 | 1 | 2 |
| 2 | 14E20 | BUYER II | 3 | 0 | 3 | 1 | 2 |
| 2 | 20B91 | CHIEF HOSPITAL ACCOUNTANT | 1 | 1 | 0 | 0 | 1 |
| 2 | 30D25 | CHIEF OF BUILDING SERVICES | 1 | 1 | 0 | 1 | 0 |
| 2 | 14K70 | CHIEF OF PARKS | 1 | 1 | 0 | 0 | 1 |
| 2 | 14K50 | CHIEF OF PLANNING | 1 | 1 | 0 | 1 | 0 |
| 2 | 60X01 | COMMUNITY AFFILIATION MANAGER | 1 | 0 | 1 | 0 | 1 |
| 2 | 14N35 | CONTRACTS & PURCHASING OFFICER | 1 | 0 | 1 | 0 | 1 |
| 2 | 14A24 | COUNTY BUDGET DIRECTOR | 1 | 1 | 0 | 0 | 1 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 14B66 | DEPARTMENTAL HR MANAGER | 2 | 0 | 2 | 1 | 1 |
| 2 | 16F40 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER I | 2 | 2 | 0 | 0 | 2 |
| 2 | 16F41 | DEPARTMENTAL INFORMATION SYSTEMS MANAGER II | 5 | 3 | 2 | 2 | 3 |
| 2 | 30N80 | DEPUTY AGRICULTURAL COMMISSIONER | 8 | 5 | 3 | 5 | 3 |
| 2 | 14M80 | ELECTIONS PROGRAM MANAGER | 4 | 0 | 4 | 0 | 4 |
| 2 | 41G01 | EMERGENCY SERVICES PLANNER | 5 | 3 | 2 | 2 | 3 |
| 2 | 14P32 | ERP BUSINESS ANALYST | 5 | 3 | 2 | 3 | 2 |
| 2 | 20B95 | FINANCE MANAGER I | 14 | 3 | 11 | 4 | 10 |
| 2 | 70K83 | FOOD ADMINISTRATOR-PROBATION | 1 | 1 | 0 | 1 | 0 |
| 2 | 16G24 | GIS ANALYST II | 1 | 0 | 1 | 0 | 1 |
| 2 | 16G25 | GIS ANALYST III | 3 | 3 | 0 | 3 | 0 |
| 2 | 14C36 | HOSPITAL DECISION SUPPORT ANALYST | 1 | 0 | 1 | 0 | 1 |
| 2 | 14A80 | HOSPITAL DECISION SUPPORT MANAGER | 1 | 1 | 0 | 0 | 1 |
| 2 | 14A70 | HOSPITAL REVENUE CYCLE EXAMINER | 1 | 0 | 1 | 0 | 1 |
| 2 | 16E50 | HOSPITAL SECURITY & DATABASE ADMINISTRATOR | 2 | 2 | 0 | 2 | 0 |
| 2 | 16C61 | HOSPITAL SOFTWARE ANALYST II | 8 | 2 | 6 | 1 | 7 |
| 2 | 16C62 | HOSPITAL SOFTWARE ANALYST III | 3 | 2 | 1 | 1 | 2 |
| 2 | 14M61 | HR PROGRAM MANAGER | 3 | 0 | 3 | 1 | 2 |
| 2 | 16C89 | INFORMATION TECHNOLOGY BUSINESS MANAGER | 1 | 0 | 1 | 0 | 1 |
| 2 | 16C23 | INFORMATION TECHNOLOGY SUPERVISOR | 1 | 1 | 0 | 1 | 0 |
| 2 | 43G03 | IT PROJECT MANAGEMENT ANALYST II | 2 | 1 | 1 | 0 | 2 |
| 2 | 43G04 | IT PROJECT MANAGEMENT ANALYST III | 4 | 2 | 2 | 2 | 2 |
| 2 | 65A31 | LIBRARIAN I | 4 | 1 | 3 | 3 | 1 |
| 2 | 65A33 | LIBRARIAN II | 11 | 4 | 7 | 6 | 5 |
| 2 | 65A40 | LIBRARIAN III | 2 | 0 | 2 | 2 | 0 |
| 2 | 74D85 | MAINTENANCE MANAGER | 2 | 2 | 0 | 1 | 1 |
| 2 | 14G02 | MANAGEMENT ANALYST I | 28 | 6 | 22 | 9 | 19 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|--|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 14C30 | MANAGEMENT ANALYST II | 72 | 20 | 52 | 28 | 44 |
| 2 | 14C31 | MANAGEMENT ANALYST III | 48 | 12 | 36 | 25 | 23 |
| 2 | 14A30 | MANAGEMENT SPECIALIST | 17 | 10 | 7 | 13 | 4 |
| 2 | 14A31 | MANAGEMENT SPECIALIST - LIMITED TERM | 3 | 1 | 2 | 3 | 0 |
| 2 | 65A85 | MANAGING LIBRARIAN | 2 | 0 | 2 | 1 | 1 |
| 2 | 14H65 | MEDICAL STAFF COORDINATOR | 1 | 0 | 1 | 1 | 0 |
| 2 | 41N24 | NETWORK SYSTEMS ENGINEER II | 4 | 4 | 0 | 1 | 3 |
| 2 | 41N25 | NETWORK SYSTEMS ENGINEER III | 2 | 2 | 0 | 1 | 1 |
| 2 | 14N06 | OPERATIONS MANAGER | 2 | 1 | 1 | 1 | 1 |
| 2 | 14B01 | PERSONNEL ANALYST | 10 | 1 | 9 | 1 | 9 |
| 2 | 72A87 | PHYSICAL PLANT MANAGER | 1 | 1 | 0 | 1 | 0 |
| 2 | 14A23 | PRINCIPAL ADMINISTRATIVE ANALYST | 4 | 1 | 3 | 0 | 4 |
| 2 | 14B64 | PRINCIPAL RISK MANAGEMENT ANALYST | 1 | 0 | 1 | 1 | 0 |
| 2 | 14A10 | PROJECT MANAGER I | 2 | 1 | 1 | 1 | 1 |
| 2 | 14A11 | PROJECT MANAGER II | 6 | 5 | 1 | 1 | 5 |
| 2 | 14A12 | PROJECT MANAGER III | 4 | 3 | 1 | 2 | 2 |
| 2 | 14C74 | REAL PROPERTY SPECIALIST | 1 | 1 | 0 | 0 | 1 |
| 2 | 41F30 | REDEVELOPMENT/HOUSING PROJECT ANALYST I | 2 | 0 | 2 | 1 | 1 |
| 2 | 41F31 | REDEVELOPMENT/HOUSING PROJECT ANALYST II | 1 | 1 | 0 | 1 | 0 |
| 2 | 74D84 | ROAD MAINTENANCE SUPERINTENDENT | 1 | 1 | 0 | 1 | 0 |
| 2 | 74D83 | ROAD SUPERINTENDENT | 4 | 4 | 0 | 2 | 2 |
| 2 | 74K50 | SAFETY COORDINATOR/INVESTIGATOR | 3 | 2 | 1 | 1 | 2 |
| 2 | 16E25 | SECURITY ANALYST III | 1 | 0 | 1 | 1 | 0 |
| 2 | 14A22 | SENIOR ADMINISTRATIVE ANALYST | 1 | 0 | 1 | 1 | 0 |
| 2 | 14B49 | SENIOR EQUAL OPPORTUNITY ANALYST | 1 | 0 | 1 | 0 | 1 |
| 2 | 14B32 | SENIOR PERSONNEL ANALYST | 15 | 3 | 12 | 5 | 10 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 14B63 | SENIOR RISK & BENEFITS ANALYST | 1 | 0 | 1 | 0 | 1 |
| 2 | 16C44 | SOFTWARE PROGRAMMER ANALYST II | 6 | 4 | 2 | 3 | 3 |
| 2 | 16C45 | SOFTWARE PROGRAMMER ANALYST III | 6 | 5 | 1 | 1 | 5 |
| 2 | 28A80 | SUPERVISING APPRAISER | 2 | 2 | 0 | 1 | 1 |
| 2 | 14B28 | SUPERVISING PERSONNEL ANALYST | 1 | 0 | 1 | 1 | 0 |
| 2 | 16C54 | SYSTEMS PROGRAMMER ANALYST II | 10 | 8 | 2 | 3 | 7 |
| 2 | 16C55 | SYSTEMS PROGRAMMER ANALYST III | 7 | 7 | 0 | 4 | 3 |
| 2 | 14C87 | VICTIM/WITNESS ASSISTANCE PROGRAM MANAGER | 1 | 0 | 1 | 1 | 0 |
| 2 | 74C01 | WATER MAINTENANCE SUPERINTENDENT | 1 | 1 | 0 | 1 | 0 |
| 2 | 60G43 | WIB EMPLOYMENT PROGRAMS SUPERVISOR | 1 | 0 | 1 | 0 | 1 |
| 2 | 14C85 | WORKERS COMPENSATION MANAGER | 1 | 0 | 1 | 1 | 0 |
| Total (#) | | | 451 | 165 | 286 | 188 | 263 |
| Total (%) | | | | 36.6 | 63.4 | 41.7 | 58.3 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

| | | | Total | | | | |
|--------------------|-----------------|------------------------------|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 39A47 | CHIEF CHILD SUPPORT ATTORNEY | 1 | 0 | 1 | 0 | 1 |
| 2 | 39B25 | CHIEF DEPUTY COUNTY COUNSEL | 3 | 0 | 3 | 2 | 1 |
| 2 | 39P35 | CHIEF DEPUTY PUBLIC DEFENDER | 4 | 2 | 2 | 3 | 1 |
| 2 | 39D35 | CHILD SUPPORT ATTORNEY III | 1 | 1 | 0 | 0 | 1 |
| 2 | 39D36 | CHILD SUPPORT ATTORNEY IV | 2 | 0 | 2 | 2 | 0 |
| 2 | 39B22 | DEPUTY COUNTY COUNSEL III | 3 | 1 | 2 | 3 | 0 |
| 2 | 39B23 | DEPUTY COUNTY COUNSEL IV | 13 | 6 | 7 | 11 | 2 |
| 2 | 39D01 | DEPUTY DISTRICT ATTORNEY I | 2 | 0 | 2 | 1 | 1 |
| 2 | 39D11 | DEPUTY DISTRICT ATTORNEY II | 6 | 1 | 5 | 3 | 3 |
| 2 | 39D21 | DEPUTY DISTRICT ATTORNEY III | 2 | 2 | 0 | 1 | 1 |
| 2 | 39D31 | DEPUTY DISTRICT ATTORNEY IV | 40 | 19 | 21 | 35 | 5 |
| 2 | 39P01 | DEPUTY PUBLIC DEFENDER I | 3 | 1 | 2 | 2 | 1 |
| 2 | 39P11 | DEPUTY PUBLIC DEFENDER II | 3 | 2 | 1 | 1 | 2 |
| 2 | 39P21 | DEPUTY PUBLIC DEFENDER III | 9 | 6 | 3 | 6 | 3 |
| 2 | 39P31 | DEPUTY PUBLIC DEFENDER IV | 10 | 5 | 5 | 8 | 2 |
| Total (#) | | | 102 | 46 | 56 | 78 | 24 |
| Total (%) | | | | 45.1 | 54.9 | 76.5 | 23.5 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

| | | | Total | | | | |
|--------------------|-----------------|--------------------------------------|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 60V11 | BEHAVIORAL HEALTH GROUP COUNSELOR II | 1 | 0 | 1 | 0 | 1 |
| 2 | 60B01 | PSYCHIATRIC SOCIAL WORKER I | 89 | 12 | 77 | 14 | 75 |
| 2 | 60B21 | PSYCHIATRIC SOCIAL WORKER II | 79 | 14 | 65 | 32 | 47 |
| 2 | 60B25 | SENIOR PSYCHIATRIC SOCIAL WORKER | 12 | 3 | 9 | 8 | 4 |
| 2 | 60C80 | SOCIAL WORK SUPERVISOR I | 8 | 3 | 5 | 4 | 4 |
| 2 | 60C81 | SOCIAL WORK SUPERVISOR II | 20 | 2 | 18 | 3 | 17 |
| 2 | 60C23 | SOCIAL WORKER IV | 14 | 3 | 11 | 1 | 13 |
| 2 | 60C24 | SOCIAL WORKER V | 33 | 4 | 29 | 11 | 22 |
| Total (#) | | | 256 | 41 | 215 | 73 | 183 |
| Total (%) | | | | 16.0 | 84.0 | 28.5 | 71.5 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

| | | | Total | | | | |
|--------------------|-----------------|---------------------------------------|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 41A10 | ASSISTANT ENGINEER | 10 | 10 | 0 | 1 | 9 |
| 2 | 41F21 | ASSISTANT PLANNER | 5 | 2 | 3 | 2 | 3 |
| 2 | 41F11 | ASSOCIATE PLANNER | 3 | 2 | 1 | 2 | 1 |
| 2 | 41E21 | ASSOCIATE WATER RESOURCES ENGINEER | 4 | 4 | 0 | 3 | 1 |
| 2 | 41C14 | ASSOCIATE WATER RESOURCES HYDROLOGIST | 4 | 2 | 2 | 3 | 1 |
| 2 | 41B21 | BUILDING PLANS EXAMINER | 4 | 3 | 1 | 3 | 1 |
| 2 | 41A87 | CHIEF OF SURVEYS | 1 | 1 | 0 | 1 | 0 |
| 2 | 41A20 | CIVIL ENGINEER | 2 | 2 | 0 | 1 | 1 |
| 2 | 14K51 | PRINCIPAL PLANNER | 4 | 1 | 3 | 2 | 2 |
| 2 | 41F22 | SENIOR PLANNER | 3 | 0 | 3 | 1 | 2 |
| 2 | 41E30 | SENIOR WATER RESOURCES ENGINEER | 2 | 1 | 1 | 2 | 0 |
| 2 | 41C17 | SENIOR WATER RESOURCES HYDROLOGIST | 1 | 1 | 0 | 1 | 0 |
| 2 | 41F23 | SUPERVISING PLANNER | 1 | 0 | 1 | 0 | 1 |
| 2 | 41E11 | WATER RESOURCES ENGINEER | 2 | 2 | 0 | 2 | 0 |
| 2 | 41C02 | WATER RESOURCES HYDROLOGIST | 5 | 2 | 3 | 3 | 2 |
| Total (#) | | | 51 | 33 | 18 | 27 | 24 |
| Total (%) | | | | 64.7 | 35.3 | 52.9 | 47.1 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 14K32 | BEHAVIORAL HEALTH SERVICES MANAGER I | 1 | 1 | 0 | 0 | 1 |
| 2 | 14K41 | BEHAVIORAL HEALTH SERVICES MANAGER II | 13 | 4 | 9 | 10 | 3 |
| 2 | 50J21 | CHRONIC DISEASE PREVENTION COORDINATOR | 15 | 3 | 12 | 2 | 13 |
| 2 | 50D80 | CLINICAL LABORATORY MANAGER | 1 | 0 | 1 | 1 | 0 |
| 2 | 50T41 | DIRECTOR OF HEALTH INFORMATION MANAGEMENT | 1 | 0 | 1 | 0 | 1 |
| 2 | 14P10 | DIRECTOR OF MEDICAL CENTER PHYSICIAN SERVICES | 1 | 0 | 1 | 1 | 0 |
| 2 | 70K84 | HOSPITAL DIRECTOR OF FOOD SERVICES | 1 | 0 | 1 | 1 | 0 |
| 2 | 14M02 | HOSPITAL INTERPRETER SERVICES MANAGER | 1 | 1 | 0 | 0 | 1 |
| 2 | 14K26 | MANAGED CARE OPERATIONS MANAGER | 1 | 0 | 1 | 1 | 0 |
| 2 | 14N10 | OUTPATIENT SERVICES MANAGER I | 4 | 0 | 4 | 0 | 4 |
| 2 | 14N11 | OUTPATIENT SERVICES MANAGER II | 5 | 0 | 5 | 0 | 5 |
| 2 | 50A23 | PHARMACY DIRECTOR | 1 | 1 | 0 | 1 | 0 |
| 2 | 52A84 | QUALITY/COMPLIANCE ADMINISTRATOR | 1 | 0 | 1 | 1 | 0 |
| 2 | 50G95 | REHABILITATIVE SERVICES MANAGER | 1 | 0 | 1 | 1 | 0 |
| 2 | 52A34 | UTILIZATION MANAGEMENT COORDINATOR | 1 | 0 | 1 | 0 | 1 |
| Total (#) | | | 48 | 10 | 38 | 19 | 29 |
| Total (%) | | | | 20.8 | 79.2 | 39.6 | 60.4 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|--|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 60B23 | BEHAVIORAL HEALTH UNIT SUPERVISOR | 28 | 1 | 27 | 12 | 16 |
| 2 | 50J11 | CHRONIC DISEASE PREVENTION SPECIALIST II | 10 | 1 | 9 | 0 | 10 |
| 2 | 50A25 | CLINICAL PHARMACY COORDINATOR | 2 | 1 | 1 | 1 | 1 |
| 2 | 60A21 | CLINICAL PSYCHOLOGIST | 10 | 2 | 8 | 4 | 6 |
| 2 | 50Y21 | DIETITIAN | 6 | 0 | 6 | 2 | 4 |
| 2 | 50B12 | EMERGENCY MEDICAL SERVICES ANALYST | 2 | 1 | 1 | 2 | 0 |
| 2 | 30J84 | ENVIRONMENTAL HEALTH SPECIALIST IV | 8 | 3 | 5 | 5 | 3 |
| 2 | 50K22 | HEALTH EDUCATOR | 1 | 0 | 1 | 1 | 0 |
| 2 | 50K18 | HEALTH PROGRAM COORDINATOR | 4 | 0 | 4 | 4 | 0 |
| 2 | 50F20 | OCCUPATIONAL THERAPIST | 12 | 2 | 10 | 5 | 7 |
| 2 | 50F30 | OCCUPATIONAL THERAPIST-PER DIEM | 4 | 1 | 3 | 2 | 2 |
| 2 | 50F23 | OCCUPATIONAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN | 4 | 0 | 4 | 3 | 1 |
| 2 | 60L01 | PATIENT RIGHTS ADVOCATE | 1 | 0 | 1 | 0 | 1 |
| 2 | 50A21 | PHARMACIST I | 10 | 2 | 8 | 4 | 6 |
| 2 | 50A31 | PHARMACIST-PER DIEM | 7 | 2 | 5 | 2 | 5 |
| 2 | 50G11 | PHYSICAL THERAPIST | 11 | 5 | 6 | 6 | 5 |
| 2 | 50G21 | PHYSICAL THERAPIST-PER DIEM | 1 | 0 | 1 | 0 | 1 |
| 2 | 50G23 | PHYSICAL THERAPIST-PHYSICALLY HANDICAPPED CHILDREN | 4 | 0 | 4 | 4 | 0 |
| 2 | 50C81 | PUBLIC HEALTH CHEMIST | 1 | 0 | 1 | 0 | 1 |
| 2 | 50N01 | PUBLIC HEALTH EPIDEMIOLOGIST I | 1 | 0 | 1 | 0 | 1 |
| 2 | 50N11 | PUBLIC HEALTH EPIDEMIOLOGIST II | 3 | 0 | 3 | 0 | 3 |
| 2 | 50L22 | PUBLIC HEALTH NUTRITIONIST II | 3 | 0 | 3 | 2 | 1 |
| 2 | 50G25 | SENIOR THERAPIST-PHYSICALLY HANDICAPPED CHILDREN | 1 | 1 | 0 | 0 | 1 |
| 2 | 50G41 | SPEECH PATHOLOGIST | 6 | 3 | 3 | 3 | 3 |
| 2 | 50D23 | SUPERVISING CLINICAL LABORATORY SCIENTIST | 1 | 0 | 1 | 0 | 1 |
| 2 | 50Y31 | SUPERVISING DIETITIAN | 1 | 0 | 1 | 1 | 0 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 50L80 | SUPERVISING PUBLIC HEALTH NUTRITIONIST | 1 | 0 | 1 | 1 | 0 |
| 2 | 50P24 | SUPERVISING RESPIRATORY CARE PRACTITIONER | 1 | 1 | 0 | 0 | 1 |
| 2 | 50F10 | SUPERVISING THERAPIST | 2 | 0 | 2 | 1 | 1 |
| Total (#) | | | 146 | 26 | 120 | 65 | 81 |
| Total (%) | | | | 17.8 | 82.2 | 44.5 | 55.5 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

| | | | Total | | | | |
|--------------------|-----------------|--|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 54B92 | ASSISTANT DIRECTOR FAMILY PRACTICE RESIDENCY PROGRAM | 1 | 1 | 0 | 1 | 0 |
| 2 | 54B10 | CHIEF OB/GYN SURGEON | 1 | 1 | 0 | 1 | 0 |
| 2 | 54B82 | CHIEF OF SURGERY | 1 | 1 | 0 | 1 | 0 |
| 2 | 54B83 | CHIEF PATHOLOGIST | 1 | 0 | 1 | 1 | 0 |
| 2 | 54B90 | CLINIC PHYSICIAN II | 6 | 2 | 4 | 2 | 4 |
| 2 | 54B13 | CLINIC SERVICES MEDICAL DIRECTOR | 1 | 0 | 1 | 1 | 0 |
| 2 | 54B12 | CONTRACT PHYSICIAN | 76 | 32 | 44 | 43 | 33 |
| 2 | 52A96 | DIRECTOR OF SURGICAL SERVICES | 1 | 1 | 0 | 1 | 0 |
| 2 | 54B04 | GENERAL INTERNIST | 2 | 0 | 2 | 1 | 1 |
| 2 | 54B70 | HOSPITAL CHIEF MEDICAL OFFICER | 1 | 1 | 0 | 1 | 0 |
| 2 | 54A01 | RESIDENT PHYSICIAN I | 11 | 6 | 5 | 3 | 8 |
| 2 | 54A02 | RESIDENT PHYSICIAN II | 9 | 5 | 4 | 3 | 6 |
| 2 | 54A03 | RESIDENT PHYSICIAN III | 10 | 3 | 7 | 3 | 7 |
| 2 | 50M80 | VETERINARIAN | 1 | 0 | 1 | 0 | 1 |
| Total (#) | | | 122 | 53 | 69 | 62 | 60 |
| Total (%) | | | | 43.4 | 56.6 | 50.8 | 49.2 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|---|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 52A89 | ADMIN NURSE/HOUSE SUPV | 6 | 1 | 5 | 4 | 2 |
| 2 | 52A33 | CASE MANAGEMENT NURSE | 14 | 1 | 13 | 4 | 10 |
| 2 | 52A21 | CLINIC NURSE | 4 | 0 | 4 | 0 | 4 |
| 2 | 52A97 | CLINIC NURSE PRACTITIONER | 10 | 0 | 10 | 6 | 4 |
| 2 | 54C03 | CLINIC PHYSICIAN ASSISTANT | 7 | 2 | 5 | 4 | 3 |
| 2 | 52A60 | CLINICAL NURSE SPECIALIST | 5 | 2 | 3 | 4 | 1 |
| 2 | 14M31 | HOSPITAL DIRECTOR OF NURSING EDUCATION | 1 | 0 | 1 | 0 | 1 |
| 2 | 52A40 | HOSPITAL NURSE AUDITOR | 2 | 0 | 2 | 1 | 1 |
| 2 | 52A98 | HOSPITAL NURSE PRACTITIONER | 10 | 1 | 9 | 8 | 2 |
| 2 | 52A50 | HOSPITAL QUALITY ASSURANCE NURSE | 7 | 0 | 7 | 7 | 0 |
| 2 | 52A31 | INFECTION CONTROL NURSE | 2 | 1 | 1 | 1 | 1 |
| 2 | 52A99 | NURSE PRACTITIONER III - PER DIEM | 4 | 2 | 2 | 4 | 0 |
| 2 | 52A88 | NURSING SERVICES DIVISION MANAGER | 5 | 1 | 4 | 3 | 2 |
| 2 | 52A92 | NURSING SERVICES UNIT MANAGER | 2 | 0 | 2 | 2 | 0 |
| 2 | 52A94 | PSYCHIATRIC NURSE PRACTITIONER | 3 | 1 | 2 | 2 | 1 |
| 2 | 54C05 | PSYCHIATRIC PHYSICIAN ASSISTANT | 1 | 1 | 0 | 1 | 0 |
| 2 | 52E22 | PUBLIC HEALTH NURSE II | 16 | 4 | 12 | 5 | 11 |
| 2 | 52E23 | PUBLIC HEALTH NURSE III | 3 | 0 | 3 | 2 | 1 |
| 2 | 50U44 | SENIOR CENTRAL STERILE TECHNICIAN | 1 | 0 | 1 | 1 | 0 |
| 2 | 52A22 | SENIOR CLINIC NURSE | 19 | 1 | 18 | 5 | 14 |
| 2 | 50U26 | SENIOR OBSTETRICAL TECHNICIAN | 1 | 0 | 1 | 0 | 1 |
| 2 | 52A93 | SEXUAL ASSAULT FORENSIC EXAMINER-PER DIEM | 1 | 0 | 1 | 0 | 1 |
| 2 | 52A18 | STAFF NURSE I | 42 | 6 | 36 | 13 | 29 |
| 2 | 52A19 | STAFF NURSE II | 358 | 61 | 297 | 123 | 235 |
| 2 | 52A20 | STAFF NURSE III | 30 | 7 | 23 | 9 | 21 |
| 2 | 52A79 | STAFF NURSE II-PER DIEM | 57 | 9 | 48 | 28 | 29 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

| | | | Total | | | | |
|--------------------|-----------------|---------------------------------|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 2 | 52A83 | SUPERVISING CLINIC NURSE | 1 | 0 | 1 | 0 | 1 |
| 2 | 52A16 | SUPERVISING NURSE I | 16 | 3 | 13 | 6 | 10 |
| 2 | 52A17 | SUPERVISING NURSE II | 2 | 0 | 2 | 1 | 1 |
| 2 | 52E80 | SUPERVISING PUBLIC HEALTH NURSE | 6 | 0 | 6 | 3 | 3 |
| 2 | 50U32 | SURGICAL TECHNICIAN-PER DIEM | 2 | 1 | 1 | 1 | 1 |
| Total (#) | | | 638 | 105 | 533 | 248 | 390 |
| Total (%) | | | | 16.5 | 83.5 | 38.9 | 61.1 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

EEO

| Cat | Job Code | Job Title | Total | | | | |
|------------------|----------|---|-----------|-------------|-------------|-------------|-------------|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 4 | 14K60 | CHIEF DISTRICT ATTORNEY INVESTIGATOR | 1 | 1 | 0 | 1 | 0 |
| 4 | 68A43 | COUNTY PARK RANGER SUPERVISOR | 1 | 1 | 0 | 1 | 0 |
| 4 | 60F23 | DEPUTY PROBATION OFFICER III | 21 | 14 | 7 | 5 | 16 |
| 4 | 34A80 | DISTRICT ATTORNEY INVESTIGATIVE CAPTAIN | 2 | 2 | 0 | 0 | 2 |
| 4 | 60F87 | JUVENILE INSTITUTIONS SUPERVISOR | 8 | 6 | 2 | 2 | 6 |
| 4 | 60F85 | PROBATION DIVISION MANAGER | 4 | 2 | 2 | 3 | 1 |
| 4 | 60F84 | PROBATION SERVICES MANAGER | 14 | 10 | 4 | 7 | 7 |
| 4 | 36A81 | SHERIFFS CAPTAIN | 1 | 1 | 0 | 1 | 0 |
| 4 | 36A82 | SHERIFFS COMMANDER | 9 | 7 | 2 | 7 | 2 |
| 4 | 36A24 | SHERIFFS INVESTIGATIVE SERGEANT | 3 | 3 | 0 | 1 | 2 |
| 4 | 36A23 | SHERIFFS SERGEANT | 30 | 26 | 4 | 12 | 18 |
| Total (#) | | | 94 | 73 | 21 | 40 | 54 |
| Total (%) | | | | 77.7 | 22.3 | 42.6 | 57.4 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

| | | | Total | | | | |
|--------------------|-----------------|--------------------------------------|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 4 | 68A41 | COUNTY PARK RANGER II | 2 | 2 | 0 | 2 | 0 |
| 4 | 68A42 | COUNTY PARK RANGER III | 2 | 2 | 0 | 2 | 0 |
| 4 | 60F10 | DEPUTY PROBATION OFFICER I | 2 | 2 | 0 | 0 | 2 |
| 4 | 60F22 | DEPUTY PROBATION OFFICER II | 67 | 19 | 48 | 15 | 52 |
| 4 | 36A28 | DEPUTY SHERIFF RESERVE I | 1 | 1 | 0 | 1 | 0 |
| 4 | 36E21 | DEPUTY SHERIFF-CORRECTIONS | 148 | 124 | 24 | 52 | 96 |
| 4 | 36A26 | DEPUTY SHERIFF-CORRECTIONS RECRUIT | 11 | 9 | 2 | 1 | 10 |
| 4 | 36A22 | DEPUTY SHERIFF-OPERATIONS | 91 | 81 | 10 | 43 | 48 |
| 4 | 34A20 | DISTRICT ATTORNEY INVESTIGATOR I | 3 | 1 | 2 | 1 | 2 |
| 4 | 34A22 | DISTRICT ATTORNEY INVESTIGATOR III | 20 | 14 | 6 | 13 | 7 |
| 4 | 60F88 | JUVENILE INSTITUTIONS OFFICER I | 9 | 7 | 2 | 1 | 8 |
| 4 | 60F89 | JUVENILE INSTITUTIONS OFFICER II | 52 | 33 | 19 | 5 | 47 |
| 4 | 60F90 | SENIOR JUVENILE INSTITUTIONS OFFICER | 13 | 9 | 4 | 2 | 11 |
| Total (#) | | | 421 | 304 | 117 | 138 | 283 |
| Total (%) | | | | 72.2 | 27.8 | 32.8 | 67.2 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

| | | | Total | | | | |
|--------------------|-----------------|--------------------------------------|------------|-------------|---------------|--------------|------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 5 | 20B11 | ACCOUNTANT II | 16 | 2 | 14 | 2 | 14 |
| 5 | 30N22 | AGRICULTURAL INSPECTOR/BIOLOGIST III | 24 | 14 | 10 | 8 | 16 |
| 5 | 50U31 | ANESTHESIA TECHNICIAN | 4 | 2 | 2 | 2 | 2 |
| 5 | 28A22 | APPRAISER III | 3 | 2 | 1 | 2 | 1 |
| 5 | 28B01 | AUDITOR-APPRAISER I | 1 | 0 | 1 | 0 | 1 |
| 5 | 16C86 | BUSINESS TECHNOLOGY ANALYST I | 3 | 3 | 0 | 0 | 3 |
| 5 | 16C87 | BUSINESS TECHNOLOGY ANALYST II | 9 | 6 | 3 | 6 | 3 |
| 5 | 50U43 | CENTRAL STERILE TECHNICIAN | 8 | 1 | 7 | 0 | 8 |
| 5 | 25C82 | CHILD SUPPORT PERFORMANCE SPECIALIST | 1 | 0 | 1 | 1 | 0 |
| 5 | 34G21 | CIVIL PROCESS SERVER | 2 | 1 | 1 | 0 | 2 |
| 5 | 43L18 | COMMUNICATIONS TECHNICIAN III | 3 | 3 | 0 | 2 | 1 |
| 5 | 60P23 | COMMUNITY SERVICE AIDE IV | 4 | 1 | 3 | 1 | 3 |
| 5 | 60S21 | CRIME PREVENTION SPECIALIST | 1 | 0 | 1 | 0 | 1 |
| 5 | 50R25 | DIAGNOSTIC IMAGING SUPERVISOR | 2 | 0 | 2 | 2 | 0 |
| 5 | 43G05 | DIGITAL FORENSIC INVESTIGATOR | 2 | 1 | 1 | 2 | 0 |
| 5 | 14J21 | ELECTIONS SERVICES SPECIALIST II | 2 | 1 | 1 | 0 | 2 |
| 5 | 25E80 | ELIGIBILITY SUPERVISOR | 34 | 7 | 27 | 6 | 28 |
| 5 | 60H31 | EMPLOYMENT & TRAINING SUPERVISOR | 6 | 1 | 5 | 1 | 5 |
| 5 | 60H21 | EMPLOYMENT & TRAINING WORKER III | 16 | 7 | 9 | 0 | 16 |
| 5 | 50U29 | ENDOSCOPY TECHNICIAN | 4 | 0 | 4 | 1 | 3 |
| 5 | 43A22 | ENGINEERING AIDE III | 1 | 1 | 0 | 0 | 1 |
| 5 | 43A23 | ENGINEERING TECHNICIAN | 4 | 4 | 0 | 2 | 2 |
| 5 | 30J31 | ENVIRONMENTAL HEALTH SPECIALIST III | 13 | 7 | 6 | 4 | 9 |
| 5 | 50S01 | FORENSIC AUTOPSY TECHNICIAN | 4 | 0 | 4 | 2 | 2 |
| 5 | 34E22 | FORENSIC EVIDENCE TECHNICIAN | 3 | 0 | 3 | 1 | 2 |
| 5 | 50U22 | HEALTH CARE TECHNICIAN | 1 | 0 | 1 | 0 | 1 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 5 | 50T22 | HEALTH INFORMATION MANAGEMENT CODING SUPERVISOR | 1 | 0 | 1 | 1 | 0 |
| 5 | 14M33 | HOSPITAL MEDICAL INTERPRETATION COORDINATOR | 1 | 1 | 0 | 0 | 1 |
| 5 | 16C60 | HOSPITAL SOFTWARE ANALYST I | 2 | 0 | 2 | 2 | 0 |
| 5 | 74F23 | HYDROELECTRIC TECHNICIAN | 1 | 1 | 0 | 1 | 0 |
| 5 | 43G02 | INFORMATION TECHNOLOGY PROJECT MANAGER I | 1 | 0 | 1 | 0 | 1 |
| 5 | 43M35 | INFORMATION TECHNOLOGY SUPPORT TECHNICIAN III | 2 | 2 | 0 | 1 | 1 |
| 5 | 20B31 | INTERNAL AUDITOR II | 1 | 0 | 1 | 1 | 0 |
| 5 | 39C01 | LEGAL ASSISTANT | 4 | 1 | 3 | 1 | 3 |
| 5 | 80C22 | LIBRARY ASSISTANT III | 10 | 1 | 9 | 2 | 8 |
| 5 | 52A02 | LICENSED VOCATIONAL NURSE | 18 | 3 | 15 | 6 | 12 |
| 5 | 60U21 | MILITARY & VETERANS REPRESENTATIVE III | 4 | 3 | 1 | 2 | 2 |
| 5 | 41N23 | NETWORK SYSTEMS ENGINEER I | 4 | 3 | 1 | 2 | 2 |
| 5 | 50R41 | NUCLEAR MEDICINE TECHNOLOGIST | 1 | 0 | 1 | 0 | 1 |
| 5 | 50U23 | OBSTETRICAL TECHNICIAN | 6 | 1 | 5 | 1 | 5 |
| 5 | 50U25 | ORTHOPEDIC TECHNICIAN | 1 | 1 | 0 | 0 | 1 |
| 5 | 43C10 | PERMIT TECHNICIAN I | 2 | 1 | 1 | 0 | 2 |
| 5 | 43C11 | PERMIT TECHNICIAN II | 3 | 2 | 1 | 0 | 3 |
| 5 | 50U17 | PHYSICAL THERAPIST ASSISTANT | 4 | 2 | 2 | 0 | 4 |
| 5 | 34D40 | PUBLIC DEFENDER INVESTIGATOR III | 3 | 3 | 0 | 0 | 3 |
| 5 | 30J81 | RECYCLING/RESOURCE RECOVERY SPECIALIST | 3 | 0 | 3 | 0 | 3 |
| 5 | 25A30 | REVENUE OFFICER I | 1 | 1 | 0 | 0 | 1 |
| 5 | 25A32 | REVENUE OFFICER II | 8 | 0 | 8 | 0 | 8 |
| 5 | 14B60 | RISK & BENEFITS SPECIALIST-CONFIDENTIAL | 1 | 0 | 1 | 0 | 1 |
| 5 | 16E23 | SECURITY ANALYST I | 1 | 1 | 0 | 1 | 0 |
| 5 | 34G22 | SENIOR CIVIL PROCESS SERVER | 1 | 0 | 1 | 0 | 1 |
| 5 | 50D13 | SENIOR CLINICAL LABORATORY ASSISTANT | 2 | 1 | 1 | 0 | 2 |
| 5 | 50D22 | SENIOR CLINICAL LABORATORY SCIENTIST | 8 | 2 | 6 | 0 | 8 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------------|----------|---|------------|-------------|-------------|-------------|-------------|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 5 | 43F80 | SENIOR MAP DRAFTING TECHNICIAN | 1 | 1 | 0 | 1 | 0 |
| 5 | 50C23 | SENIOR PUBLIC HEALTH MICROBIOLOGIST | 1 | 0 | 1 | 1 | 0 |
| 5 | 50R22 | SENIOR RADIOLOGIC TECHNOLOGIST | 5 | 4 | 1 | 2 | 3 |
| 5 | 50P22 | SENIOR RESPIRATORY CARE PRACTITIONER | 1 | 1 | 0 | 1 | 0 |
| 5 | 50R32 | SENIOR SONOGRAPHER | 1 | 0 | 1 | 0 | 1 |
| 5 | 60C22 | SOCIAL WORKER III | 97 | 23 | 74 | 9 | 88 |
| 5 | 16C43 | SOFTWARE PROGRAMMER ANALYST I | 11 | 9 | 2 | 1 | 10 |
| 5 | 50R31 | SONOGRAPHER | 9 | 3 | 6 | 2 | 7 |
| 5 | 50R33 | SONOGRAPHER-PER DIEM | 8 | 3 | 5 | 4 | 4 |
| 5 | 14H69 | STAFF TRAINER I | 2 | 0 | 2 | 1 | 1 |
| 5 | 14H70 | STAFF TRAINER II | 10 | 2 | 8 | 1 | 9 |
| 5 | 25C81 | SUPERVISING CHILD SUPPORT OFFICER | 5 | 1 | 4 | 1 | 4 |
| 5 | 50G31 | SUPERVISING THERAPIST-MED THER PROG | 1 | 0 | 1 | 1 | 0 |
| 5 | 50U27 | SURGICAL TECHNICIAN | 11 | 5 | 6 | 3 | 8 |
| 5 | 16C53 | SYSTEMS PROGRAMMER ANALYST I | 5 | 4 | 1 | 1 | 4 |
| 5 | 43L23 | TELECOMMUNICATIONS SPECIALIST II | 1 | 1 | 0 | 1 | 0 |
| 5 | 43L28 | TELECOMMUNICATIONS TECHNICIAN III | 1 | 1 | 0 | 0 | 1 |
| 5 | 50U51 | TELEMETRY TECHNICIAN | 9 | 1 | 8 | 1 | 8 |
| 5 | 20B41 | TREASURY OFFICER II | 2 | 0 | 2 | 0 | 2 |
| 5 | 60K02 | VICTIM ASSISTANCE ADVOCATE | 10 | 0 | 10 | 1 | 9 |
| 5 | 60K03 | VICTIM/WITNESS ASSISTANCE PROGRAM COORDINATOR | 1 | 0 | 1 | 0 | 1 |
| 5 | 43B02 | WATER QUALITY SPECIALIST | 1 | 0 | 1 | 1 | 0 |
| 5 | 43B03 | WATER RESOURCES TECHNICIAN | 7 | 2 | 5 | 4 | 3 |
| 5 | 30G22 | WEIGHTS/MEASURES INSPECTOR III | 2 | 2 | 0 | 0 | 2 |
| Total (#) | | | 467 | 157 | 310 | 103 | 364 |
| Total (%) | | | | 33.6 | 66.4 | 22.1 | 77.9 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

| | | | Total | | | | |
|---------|----------|---|-------|------|--------|-------|-----|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 5 | 20B10 | ACCOUNTANT I | 16 | 1 | 15 | 5 | 11 |
| 5 | 30N40 | AGRICULTURAL ASSISTANT I | 5 | 4 | 1 | 1 | 4 |
| 5 | 30N05 | AGRICULTURAL ASSISTANT II | 11 | 9 | 2 | 2 | 9 |
| 5 | 30N01 | AGRICULTURAL INSPECTOR/BIOLOGIST I | 3 | 1 | 2 | 1 | 2 |
| 5 | 30N20 | AGRICULTURAL INSPECTOR/BIOLOGIST II | 3 | 3 | 0 | 1 | 2 |
| 5 | 28A02 | APPRAISER I | 9 | 3 | 6 | 2 | 7 |
| 5 | 28A21 | APPRAISER II | 4 | 1 | 3 | 2 | 2 |
| 5 | 30D01 | BUILDING INSPECTOR I | 3 | 2 | 1 | 0 | 3 |
| 5 | 30D21 | BUILDING INSPECTOR II | 3 | 3 | 0 | 2 | 1 |
| 5 | 14E01 | BUYER I | 3 | 1 | 2 | 0 | 3 |
| 5 | 25G21 | CA CHILDRENS SERVICES CASE WORKER II | 2 | 0 | 2 | 0 | 2 |
| 5 | 25C23 | CHILD SUPPORT OFFICER II | 39 | 10 | 29 | 4 | 35 |
| 5 | 25C24 | CHILD SUPPORT OFFICER III | 8 | 1 | 7 | 2 | 6 |
| 5 | 50J01 | CHRONIC DISEASE PREVENTION SPECIALIST I | 24 | 1 | 23 | 1 | 23 |
| 5 | 50D12 | CLINICAL LABORATORY ASSISTANT | 34 | 6 | 28 | 9 | 25 |
| 5 | 50D21 | CLINICAL LABORATORY SCIENTIST | 13 | 3 | 10 | 0 | 13 |
| 5 | 34P26 | CODE COMPLIANCE INSPECTOR II | 6 | 3 | 3 | 2 | 4 |
| 5 | 43L20 | COMMUNICATIONS TECHNICIAN I | 2 | 2 | 0 | 0 | 2 |
| 5 | 43L21 | COMMUNICATIONS TECHNICIAN II | 2 | 2 | 0 | 0 | 2 |
| 5 | 60P21 | COMMUNITY SERVICE AIDE II | 26 | 6 | 20 | 1 | 25 |
| 5 | 60P22 | COMMUNITY SERVICE AIDE III | 8 | 0 | 8 | 0 | 8 |
| 5 | 43J05 | DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 13 | 9 | 4 | 2 | 11 |
| 5 | 43J04 | DEPARTMENTAL INFORMATION SYSTEMS SPECIALIST | 8 | 2 | 6 | 1 | 7 |
| 5 | 34H24 | DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR I | 3 | 2 | 1 | 1 | 2 |
| 5 | 34H34 | DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN/CONSERVATOR II | 3 | 0 | 3 | 1 | 2 |
| 5 | 50U30 | DIETITIAN AIDE | 5 | 0 | 5 | 0 | 5 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|---|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 5 | 14H24 | EDUCATOR AND VOLUNTEER COORDINATOR | 2 | 0 | 2 | 2 | 0 |
| 5 | 50U50 | EEG TECH | 2 | 0 | 2 | 1 | 1 |
| 5 | 25E01 | ELIGIBILITY SPECIALIST I | 31 | 5 | 26 | 2 | 29 |
| 5 | 25E21 | ELIGIBILITY SPECIALIST II | 133 | 13 | 120 | 10 | 123 |
| 5 | 25E22 | ELIGIBILITY SPECIALIST III | 84 | 21 | 63 | 10 | 74 |
| 5 | 60H11 | EMPLOYMENT & TRAINING WORKER II | 13 | 4 | 9 | 1 | 12 |
| 5 | 43A21 | ENGINEERING AIDE II | 2 | 1 | 1 | 1 | 1 |
| 5 | 30J11 | ENVIRONMENTAL HEALTH SPECIALIST I | 3 | 3 | 0 | 1 | 2 |
| 5 | 30J21 | ENVIRONMENTAL HEALTH SPECIALIST II | 12 | 6 | 6 | 1 | 11 |
| 5 | 34X21 | GUARD | 1 | 1 | 0 | 0 | 1 |
| 5 | 50K19 | HEALTH EDUCATION ASSISTANT | 8 | 0 | 8 | 0 | 8 |
| 5 | 50T02 | HEALTH INFORMATION MANAGEMENT CODER I | 1 | 0 | 1 | 0 | 1 |
| 5 | 50T03 | HEALTH INFORMATION MANAGEMENT CODER II | 4 | 0 | 4 | 1 | 3 |
| 5 | 43M40 | HOSPITAL INFORMATION SYSTEMS SUPPORT TECHNICIAN | 3 | 3 | 0 | 1 | 2 |
| 5 | 34G10 | INVESTIGATIVE AIDE | 4 | 1 | 3 | 1 | 3 |
| 5 | 50E23 | LABORATORY ASSISTANT | 6 | 1 | 5 | 1 | 5 |
| 5 | 80C01 | LIBRARY ASSISTANT I | 25 | 2 | 23 | 11 | 14 |
| 5 | 80C21 | LIBRARY ASSISTANT II | 26 | 5 | 21 | 13 | 13 |
| 5 | 43F21 | MAP DRAFTING TECHNICIAN | 1 | 1 | 0 | 1 | 0 |
| 5 | 50D11 | MEDICAL LABORATORY TECHNICIAN | 2 | 1 | 1 | 0 | 2 |
| 5 | 50T01 | MEDICAL RECORD TECHNICIAN I | 1 | 1 | 0 | 0 | 1 |
| 5 | 60U11 | MILITARY & VETERANS REPRESENTATIVE II | 2 | 1 | 1 | 2 | 0 |
| 5 | 68C01 | PARK SERVICES AIDE I | 1 | 0 | 1 | 1 | 0 |
| 5 | 68C21 | PARK SERVICES AIDE II | 4 | 0 | 4 | 4 | 0 |
| 5 | 68C23 | PARK SERVICES AIDE III | 3 | 2 | 1 | 2 | 1 |
| 5 | 65C10 | PARKS MUSEUM ASSISTANT | 1 | 0 | 1 | 1 | 0 |
| 5 | 14H03 | PERSONNEL TECHNICIAN-CONFIDENTIAL | 26 | 1 | 25 | 6 | 20 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|---|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 5 | 50U18 | PHARMACY TECHNICIAN | 17 | 5 | 12 | 3 | 14 |
| 5 | 50U19 | PHYSICAL THERAPIST HELPER | 6 | 4 | 2 | 0 | 6 |
| 5 | 60F02 | PROBATION AIDE | 16 | 5 | 11 | 1 | 15 |
| 5 | 34D22 | PUBLIC DEFENDER INVESTIGATOR I | 1 | 0 | 1 | 0 | 1 |
| 5 | 34D23 | PUBLIC DEFENDER INVESTIGATOR II | 2 | 0 | 2 | 0 | 2 |
| 5 | 52E01 | PUBLIC HEALTH LICENSED VOCATIONAL NURSE | 7 | 0 | 7 | 0 | 7 |
| 5 | 50C22 | PUBLIC HEALTH MICROBIOLOGIST II | 2 | 1 | 1 | 1 | 1 |
| 5 | 50R21 | RADIOLOGIC TECHNOLOGIST | 24 | 10 | 14 | 14 | 10 |
| 5 | 50R23 | RADIOLOGIC TECHNOLOGIST-PER DIEM | 5 | 1 | 4 | 3 | 2 |
| 5 | 68C02 | RANGE AIDE | 1 | 1 | 0 | 0 | 1 |
| 5 | 50M21 | REGISTERED VETERINARY TECHNICIAN | 1 | 0 | 1 | 0 | 1 |
| 5 | 50P21 | RESPIRATORY CARE PRACTITIONER | 27 | 9 | 18 | 6 | 21 |
| 5 | 50P31 | RESPIRATORY CARE PRACTITIONER-PER DIEM | 20 | 6 | 14 | 3 | 17 |
| 5 | 34P27 | SENIOR CODE COMPLIANCE INSPECTOR | 1 | 0 | 1 | 0 | 1 |
| 5 | 43J09 | SENIOR DEPARTMENTAL INFORMATION SYSTEMS COORDINATOR | 14 | 14 | 0 | 6 | 8 |
| 5 | 50U28 | SENIOR PHARMACY TECHNICIAN | 2 | 0 | 2 | 0 | 2 |
| 5 | 60G54 | SHERIFF'S WORK ALTERNATIVE SPECIALIST | 3 | 0 | 3 | 0 | 3 |
| 5 | 60D10 | SOCIAL SERVICES AIDE I | 2 | 0 | 2 | 0 | 2 |
| 5 | 60D11 | SOCIAL SERVICES AIDE II | 62 | 7 | 55 | 0 | 62 |
| 5 | 60C01 | SOCIAL WORKER I | 9 | 2 | 7 | 0 | 9 |
| 5 | 60C21 | SOCIAL WORKER II | 5 | 0 | 5 | 0 | 5 |
| 5 | 43J15 | SUPERVISING DEPARTMENTAL INFORMATION SYSTEMS COORDI | 5 | 3 | 2 | 1 | 4 |
| 5 | TCOEH | TEMPORARY COVID-19 EXTRA HELP | 6 | 2 | 4 | 0 | 6 |
| 5 | 20B40 | TREASURY OFFICER I | 1 | 0 | 1 | 0 | 1 |
| 5 | 34P31 | VEHICLE ABATEMENT ENFORCEMENT OFFICER | 2 | 1 | 1 | 0 | 2 |
| 5 | 30G20 | WEIGHTS/MEASURES INSPECTOR I | 3 | 1 | 2 | 1 | 2 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

EEO

| | | | | |
|--------------|--|--|--|--|
| Total | | | | |
|--------------|--|--|--|--|

| Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
|------------|-----------------|---|------------|-------------|---------------|--------------|-------------|
| 5 | 60G21 | WIB EMPLOYMENT PROGRAMS REPRESENTATIVE II | 3 | 1 | 2 | 1 | 2 |
| | | Total (#) | 904 | 221 | 683 | 154 | 750 |
| | | Total (%) | | 24.4 | 75.6 | 17.0 | 83.0 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

| | | | Total | | | | |
|--------------------|-----------------|--|------------|--------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 7 | 74E80 | ASSISTANT BRIDGE SUPERINTENDENT | 1 | 1 | 0 | 0 | 1 |
| 7 | 74D81 | ASSISTANT ROAD SUPERINTENDENT | 2 | 2 | 0 | 1 | 1 |
| 7 | 74J22 | ASSISTANT WATER MAINTENANCE SUPERINTENDENT | 1 | 1 | 0 | 1 | 0 |
| 7 | 72A81 | BUILDING MAINTENANCE SUPERVISOR | 3 | 3 | 0 | 2 | 1 |
| 7 | 72C26 | MECHANIC III | 2 | 2 | 0 | 2 | 0 |
| 7 | 72A29 | SENIOR BUILDING MAINTENANCE WORKER | 2 | 2 | 0 | 1 | 1 |
| 7 | 70C20 | SENIOR GROUNDSKEEPER | 1 | 1 | 0 | 0 | 1 |
| 7 | 74D13 | SENIOR ROAD MAINTENANCE WORKER | 6 | 6 | 0 | 2 | 4 |
| Total (#) | | | 18 | 18 | 0 | 9 | 9 |
| Total (%) | | | | 100.0 | 0.0 | 50.0 | 50.0 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

| | | | Total | | | | |
|--------------------|-----------------|--|------------|--------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 7 | 74E11 | BRIDGE MAINTENANCE WORKER | 1 | 1 | 0 | 0 | 1 |
| 7 | 72A23 | BUILDING MAINTENANCE WORKER | 14 | 14 | 0 | 3 | 11 |
| 7 | 72C19 | HOSPITAL MAINTENANCE MECHANIC | 8 | 8 | 0 | 2 | 6 |
| 7 | 72A24 | MAINTENANCE PAINTER | 3 | 3 | 0 | 1 | 2 |
| 7 | 72C23 | MECHANIC II | 10 | 10 | 0 | 2 | 8 |
| 7 | 72B40 | PARKS UTILITIES & WATER SYSTEMS SPECIALIST | 3 | 3 | 0 | 2 | 1 |
| 7 | 74D12 | ROAD MAINTENANCE WORKER | 15 | 15 | 0 | 7 | 8 |
| 7 | 72A40 | SENIOR INMATE SERVICES SPECIALIST | 1 | 1 | 0 | 0 | 1 |
| 7 | 74I11 | TRAFFIC MAINTENANCE WORKER | 3 | 3 | 0 | 0 | 3 |
| 7 | 74J11 | WATER MAINTENANCE WORKER II | 4 | 4 | 0 | 2 | 2 |
| Total (#) | | | 62 | 62 | 0 | 19 | 43 |
| Total (%) | | | | 100.0 | 0.0 | 30.6 | 69.4 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|---|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 6 | 80J20 | ACCOUNTING CLERICAL SUPERVISOR | 5 | 3 | 2 | 1 | 4 |
| 6 | 80J30 | ACCOUNTING TECHNICIAN | 43 | 7 | 36 | 6 | 37 |
| 6 | 80J80 | ACCOUNTS PAYABLE SUPERVISOR | 1 | 1 | 0 | 0 | 1 |
| 6 | 80A33 | ADMINISTRATIVE SECRETARY | 1 | 0 | 1 | 0 | 1 |
| 6 | 80A99 | ADMINISTRATIVE SECRETARY-CONFIDENTIAL | 17 | 1 | 16 | 5 | 12 |
| 6 | 80A90 | BOARD OF SUPERVISORS EXECUTIVE ASSISTANT | 5 | 0 | 5 | 3 | 2 |
| 6 | 25C18 | CHILD SUPPORT ASSISTANT II | 4 | 1 | 3 | 1 | 3 |
| 6 | 80K20 | CLINIC OFFICE SUPERVISOR | 2 | 0 | 2 | 0 | 2 |
| 6 | 80K25 | CLINIC OPERATIONS SUPERVISOR | 6 | 0 | 6 | 0 | 6 |
| 6 | 80S22 | EMERGENCY COMMUNICATIONS SHIFT SUPERVISOR | 9 | 0 | 9 | 5 | 4 |
| 6 | 80A97 | EXECUTIVE ASSISTANT TO ADMINISTRATIVE OFFICER | 1 | 0 | 1 | 0 | 1 |
| 6 | 80K23 | HOSPITAL MEDICAL INTERPRETER | 10 | 1 | 9 | 0 | 10 |
| 6 | 80U14 | HOSPITAL SUPERVISING COMMUNICATIONS OPERATOR | 1 | 0 | 1 | 0 | 1 |
| 6 | 80B26 | LEGAL SECRETARY III | 8 | 0 | 8 | 2 | 6 |
| 6 | 50U42 | MEDICAL ASSISTANT | 142 | 6 | 136 | 1 | 141 |
| 6 | 80H25 | MEDICAL TRANSCRIPTIONIST II | 1 | 0 | 1 | 1 | 0 |
| 6 | 80E22 | OFFICE ASSISTANT III | 96 | 7 | 89 | 11 | 85 |
| 6 | 80J96 | PAYROLL TECHNICIAN-CONFIDENTIAL | 5 | 0 | 5 | 2 | 3 |
| 6 | 80E80 | PRINCIPAL OFFICE ASSISTANT | 31 | 3 | 28 | 4 | 27 |
| 6 | 80E92 | RECORDER SERVICES SUPERVISOR | 1 | 0 | 1 | 0 | 1 |
| 6 | 80J22 | SENIOR ACCOUNT CLERK | 29 | 1 | 28 | 6 | 23 |
| 6 | 80J82 | SENIOR ACCOUNT CLERK-CONFIDENTIAL | 1 | 0 | 1 | 0 | 1 |
| 6 | 80B23 | SENIOR LEGAL SECRETARY | 1 | 0 | 1 | 0 | 1 |
| 6 | 80B99 | SENIOR LEGAL SECRETARY-CONFIDENTIAL | 1 | 0 | 1 | 1 | 0 |
| 6 | 80M03 | SENIOR PATIENT ACCOUNT REPRESENTATIVE | 1 | 0 | 1 | 0 | 1 |
| 6 | 80L03 | SENIOR PATIENT SERVICES REPRESENTATIVE | 3 | 1 | 2 | 0 | 3 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

| | | | Total | | | | |
|--------------------|-----------------|---|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 6 | 80J97 | SENIOR PAYROLL TECHNICIAN - CONFIDENTIAL | 2 | 0 | 2 | 0 | 2 |
| 6 | 80R23 | SENIOR PROPERTY TRANSFER CLERK | 1 | 0 | 1 | 0 | 1 |
| 6 | 80A32 | SENIOR SECRETARY | 21 | 0 | 21 | 7 | 14 |
| 6 | 80A34 | SENIOR SECRETARY-CONFIDENTIAL | 2 | 0 | 2 | 2 | 0 |
| 6 | 80I17 | SENIOR SHERIFFS RECORDS SPECIALIST | 5 | 0 | 5 | 2 | 3 |
| 6 | 70F80 | SENIOR STOREKEEPER | 4 | 4 | 0 | 0 | 4 |
| 6 | 80I06 | SHERIFFS PROPERTY TECHNICIAN | 1 | 0 | 1 | 0 | 1 |
| 6 | 80I20 | SHERIFFS RECORDS SUPERVISOR | 4 | 0 | 4 | 2 | 2 |
| 6 | 80B24 | SUPERVISING LEGAL SECRETARY | 4 | 0 | 4 | 0 | 4 |
| 6 | 80E81 | SUPERVISING OFFICE ASSISTANT I | 20 | 2 | 18 | 5 | 15 |
| 6 | 80E82 | SUPERVISING OFFICE ASSISTANT II | 9 | 1 | 8 | 1 | 8 |
| 6 | 80M04 | SUPERVISING PATIENT ACCOUNT REPRESENTATIVE | 2 | 0 | 2 | 0 | 2 |
| 6 | 80L04 | SUPERVISING PATIENT SERVICES REPRESENTATIVE | 5 | 0 | 5 | 0 | 5 |
| 6 | 70F81 | SUPERVISING STOREKEEPER | 2 | 2 | 0 | 0 | 2 |
| 6 | 80E93 | SUPERVISING VITAL RECORDS SPECIALIST | 1 | 0 | 1 | 0 | 1 |
| Total (#) | | | 508 | 41 | 467 | 68 | 440 |
| Total (%) | | | | 8.1 | 91.9 | 13.4 | 86.6 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------|----------|-------------------------------------|-------|------|--------|-------|-----|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 6 | 80J21 | ACCOUNT CLERK | 12 | 3 | 9 | 2 | 10 |
| 6 | 80R11 | ASSESSMENT CLERK | 1 | 1 | 0 | 0 | 1 |
| 6 | 80E83 | BOARD OF SUPERVISORS CLERK | 3 | 2 | 1 | 0 | 3 |
| 6 | 80J19 | CASHIER | 1 | 0 | 1 | 0 | 1 |
| 6 | 80S01 | COMMUNICATIONS DISPATCHER I | 10 | 2 | 8 | 5 | 5 |
| 6 | 80S21 | COMMUNICATIONS DISPATCHER II | 39 | 15 | 24 | 19 | 20 |
| 6 | 80I07 | CORRECTIONS SPECIALIST | 9 | 0 | 9 | 1 | 8 |
| 6 | 70F21 | COURIER | 10 | 8 | 2 | 4 | 6 |
| 6 | 80I10 | CUSTODY AND CONTROL SPECIALIST | 42 | 21 | 21 | 7 | 35 |
| 6 | 80G01 | DATA ENTRY OPERATOR I | 1 | 0 | 1 | 1 | 0 |
| 6 | 80G21 | DATA ENTRY OPERATOR II | 2 | 1 | 1 | 0 | 2 |
| 6 | 70F10 | FLEET PARTS COORDINATOR | 2 | 2 | 0 | 1 | 1 |
| 6 | 80U11 | HOSPITAL COMMUNICATIONS OPERATOR II | 8 | 3 | 5 | 0 | 8 |
| 6 | 80D23 | LEGAL PROCESS CLERK | 1 | 0 | 1 | 0 | 1 |
| 6 | 80B22 | LEGAL SECRETARY | 36 | 1 | 35 | 5 | 31 |
| 6 | 80B11 | LEGAL TYPIST | 6 | 1 | 5 | 1 | 5 |
| 6 | 80C24 | LIBRARY PAGE | 2 | 0 | 2 | 2 | 0 |
| 6 | 80O22 | MAILROOM CLERK | 1 | 0 | 1 | 0 | 1 |
| 6 | 80E91 | MAINTENANCE INVENTORY & YARD CLERK | 1 | 0 | 1 | 0 | 1 |
| 6 | 80E90 | MAINTENANCE YARD CLERK | 4 | 1 | 3 | 2 | 2 |
| 6 | 80K21 | MEDICAL UNIT CLERK | 48 | 4 | 44 | 2 | 46 |
| 6 | 80E01 | OFFICE ASSISTANT I | 6 | 2 | 4 | 1 | 5 |
| 6 | 80E21 | OFFICE ASSISTANT II | 121 | 16 | 105 | 10 | 111 |
| 6 | 80M02 | PATIENT ACCOUNT REPRESENTATIVE II | 41 | 0 | 41 | 2 | 39 |
| 6 | 80L01 | PATIENT SERVICES REPRESENTATIVE I | 4 | 0 | 4 | 0 | 4 |
| 6 | 80L02 | PATIENT SERVICES REPRESENTATIVE II | 112 | 12 | 100 | 3 | 109 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

EEO

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------------|----------|--------------------------------|------------|-------------|-------------|-------------|-------------|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 6 | 80P22 | PHOTOCOPYIST | 2 | 0 | 2 | 0 | 2 |
| 6 | 80R22 | PROPERTY TRANSFER CLERK | 4 | 0 | 4 | 1 | 3 |
| 6 | 80A30 | SECRETARIAL ASSISTANT | 2 | 0 | 2 | 0 | 2 |
| 6 | 80A31 | SECRETARY | 21 | 1 | 20 | 7 | 14 |
| 6 | 80I08 | SENIOR CORRECTIONS SPECIALIST | 2 | 0 | 2 | 1 | 1 |
| 6 | 80O23 | SENIOR MAILROOM CLERK | 1 | 1 | 0 | 0 | 1 |
| 6 | 80I15 | SHERIFFS RECORDS SPECIALIST I | 2 | 0 | 2 | 1 | 1 |
| 6 | 80I16 | SHERIFFS RECORDS SPECIALIST II | 18 | 1 | 17 | 5 | 13 |
| 6 | 70F23 | STOREKEEPER | 17 | 15 | 2 | 2 | 15 |
| 6 | 80U21 | TELEPHONE OPERATOR | 1 | 0 | 1 | 0 | 1 |
| 6 | 80W21 | WORD PROCESSOR | 1 | 0 | 1 | 1 | 0 |
| Total (#) | | | 594 | 113 | 481 | 86 | 508 |
| Total (%) | | | | 19.0 | 81.0 | 14.5 | 85.5 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

| | | | Total | | | | |
|--------------------|-----------------|--|------------|-------------|---------------|--------------|-------------|
| EEO Cat | Job Code | Job Title | EMP | MALE | FEMALE | WHITE | MIN |
| 8 | 34C11 | ANIMAL SERVICES SUPERVISOR | 2 | 0 | 2 | 0 | 2 |
| 8 | 70C80 | GROUNDS SUPERVISOR | 1 | 1 | 0 | 1 | 0 |
| 8 | 70K80 | HEAD COOK | 3 | 1 | 2 | 0 | 3 |
| 8 | 70A12 | HOSPITAL SENIOR ENVIRONMENTAL SERVICES AIDE | 3 | 1 | 2 | 0 | 3 |
| 8 | 70A13 | HOSPITAL SUPERVISING ENVIRONMENTAL SERVICES AIDE | 3 | 1 | 2 | 0 | 3 |
| 8 | 70N10 | INMATE SERVICES SPECIALIST | 5 | 5 | 0 | 2 | 3 |
| 8 | 72B32 | PARKS BUILDING & GROUNDS WORKER SUPERVISOR | 3 | 3 | 0 | 2 | 1 |
| 8 | 70B04 | SENIOR ANIMAL CARE TECHNICIAN | 1 | 0 | 1 | 1 | 0 |
| 8 | 70K25 | SENIOR COOK | 6 | 3 | 3 | 0 | 6 |
| 8 | 74G22 | SENIOR TREE TRIMMER | 1 | 1 | 0 | 0 | 1 |
| 8 | 70K92 | SHERIFFS CORRECTIONAL COOK II | 7 | 7 | 0 | 3 | 4 |
| Total (#) | | | 35 | 23 | 12 | 9 | 26 |
| Total (%) | | | | 65.7 | 34.3 | 25.7 | 74.3 |

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

**County of Monterey
Job Group Analysis**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

| EEO Cat | Job Code | Job Title | Total | | | | |
|------------------|----------|--------------------------------------|------------|-------------|-------------|-------------|-------------|
| | | | EMP | MALE | FEMALE | WHITE | MIN |
| 8 | 70B01 | ANIMAL CARE TECHNICIAN I | 3 | 1 | 2 | 1 | 2 |
| 8 | 70B03 | ANIMAL CARE TECHNICIAN II | 2 | 2 | 0 | 2 | 0 |
| 8 | 34C01 | ANIMAL CONTROL OFFICER | 3 | 1 | 2 | 3 | 0 |
| 8 | 50U16 | BEHAVIORAL HEALTH AIDE | 17 | 5 | 12 | 1 | 16 |
| 8 | 74E01 | BRIDGE MAINTENANCE HELPER | 2 | 1 | 1 | 1 | 1 |
| 8 | 70K23 | COOK | 8 | 2 | 6 | 0 | 8 |
| 8 | 70A21 | CUSTODIAN | 4 | 2 | 2 | 0 | 4 |
| 8 | 72C83 | FLEET SERVICE WRITER | 1 | 0 | 1 | 0 | 1 |
| 8 | 70K01 | FOOD SERVICE WORKER I | 2 | 1 | 1 | 0 | 2 |
| 8 | 70K21 | FOOD SERVICE WORKER II | 21 | 6 | 15 | 0 | 21 |
| 8 | 70C21 | GROUNDSKEEPER | 4 | 3 | 1 | 1 | 3 |
| 8 | 70A10 | HOSPITAL ENVIRONMENTAL SERVICES AIDE | 71 | 34 | 37 | 4 | 67 |
| 8 | 70L01 | LAUNDRY WORKER I | 1 | 1 | 0 | 0 | 1 |
| 8 | 72C20 | MECHANIC I | 2 | 2 | 0 | 0 | 2 |
| 8 | 50U20 | NURSING ASSISTANT | 150 | 19 | 131 | 9 | 141 |
| 8 | 70N01 | OFFICE MAINTENANCE WORKER | 4 | 4 | 0 | 1 | 3 |
| 8 | 72B31 | PARKS BUILDING & GROUNDS WORKER II | 8 | 6 | 2 | 3 | 5 |
| 8 | 70M02 | PATIENT TRANSPORTER | 7 | 3 | 4 | 2 | 5 |
| 8 | 68A30 | RANGE MASTER | 1 | 1 | 0 | 0 | 1 |
| 8 | 74D02 | ROAD MAINTENANCE HELPER | 5 | 5 | 0 | 1 | 4 |
| 8 | 74I01 | TRAFFIC MAINTENANCE HELPER | 1 | 1 | 0 | 1 | 0 |
| 8 | 74G21 | TREE TRIMMER | 1 | 1 | 0 | 0 | 1 |
| 8 | 72C25 | VEHICLE MAINTENANCE COORDINATOR | 1 | 1 | 0 | 1 | 0 |
| 8 | 74J01 | WATER MAINTENANCE WORKER I | 2 | 2 | 0 | 2 | 0 |
| Total (#) | | | 321 | 104 | 217 | 33 | 288 |
| Total (%) | | | | 32.4 | 67.6 | 10.3 | 89.7 |

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

**County of Monterey
Job Group Analysis Summary**

Snapshot Date: 01/01/2022

| Job Group | Total | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|------------|--------------|-------------|------------|------------|------------|
| | EMP | M | F | MIN | W | AA | H | A | NA | PI | 2+ |
| 01 - MANAGEMENT II | 31 | 14 | 17 | 13 | 18 | 1 | 9 | 3 | 0 | 0 | 0 |
| 02 - MANAGEMENT I | 80 | 36 | 44 | 45 | 35 | 2 | 30 | 13 | 0 | 0 | 0 |
| 03 - PROFESSIONALS - ADMINISTRATION | 451 | 165 | 286 | 263 | 188 | 18 | 182 | 55 | 3 | 1 | 4 |
| 04 - PROFESSIONALS - ATTORNEYS | 102 | 46 | 56 | 24 | 78 | 0 | 12 | 12 | 0 | 0 | 0 |
| 05 - PROFESSIONALS - HUMAN SERVICES | 256 | 41 | 215 | 183 | 73 | 8 | 162 | 11 | 1 | 0 | 1 |
| 06 - PROFESSIONALS - LAND USE | 51 | 33 | 18 | 24 | 27 | 2 | 15 | 6 | 1 | 0 | 0 |
| 07 - PROFESSIONALS - HEALTH, ADMINISTRATION | 48 | 10 | 38 | 29 | 19 | 1 | 24 | 4 | 0 | 0 | 0 |
| 08 - PROFESSIONALS - HEALTH, ANCILLARY | 146 | 26 | 120 | 81 | 65 | 5 | 36 | 34 | 4 | 0 | 2 |
| 09 - PROFESSIONALS - HEALTH, DOCTORS | 122 | 53 | 69 | 60 | 62 | 4 | 32 | 20 | 0 | 0 | 4 |
| 10 - PROFESSIONALS - HEALTH, NURSES | 638 | 105 | 533 | 390 | 248 | 22 | 181 | 183 | 1 | 1 | 2 |
| 11 - LAW ENFORCEMENT II | 94 | 73 | 21 | 54 | 40 | 2 | 43 | 8 | 1 | 0 | 0 |
| 12 - LAW ENFORCEMENT I | 421 | 304 | 117 | 283 | 138 | 12 | 249 | 19 | 1 | 1 | 1 |
| 13 - PARAPROFESSIONAL - TECHNICIANS II | 467 | 157 | 310 | 364 | 103 | 15 | 292 | 49 | 6 | 1 | 1 |
| 14 - PARAPROFESSIONAL - TECHNICIANS I | 904 | 221 | 683 | 750 | 154 | 21 | 643 | 65 | 3 | 0 | 18 |
| 15 - SKILLED CRAFT II | 18 | 18 | 0 | 9 | 9 | 1 | 8 | 0 | 0 | 0 | 0 |
| 16 - SKILLED CRAFT I | 62 | 62 | 0 | 43 | 19 | 0 | 39 | 4 | 0 | 0 | 0 |
| 17 - OFFICE CLERICAL II | 508 | 41 | 467 | 440 | 68 | 10 | 405 | 23 | 2 | 0 | 0 |
| 18 - OFFICE CLERICAL I | 594 | 113 | 481 | 508 | 86 | 14 | 447 | 37 | 2 | 0 | 8 |
| 19 - SERVICE MAINTENANCE II | 35 | 23 | 12 | 26 | 9 | 2 | 18 | 4 | 2 | 0 | 0 |
| 20 - SERVICE MAINTENANCE I | 321 | 104 | 217 | 288 | 33 | 9 | 220 | 53 | 1 | 4 | 1 |
| Total (#) | 5,349 | 1,645 | 3,704 | 3,877 | 1,472 | 149 | 3,047 | 603 | 28 | 8 | 42 |
| Total (%) | | 30.8 | 69.2 | 72.5 | 27.5 | 2.8 | 57.0 | 11.3 | 0.5 | 0.1 | 0.8 |

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Included Areas:

| County/County Set | Count | Weight | Cut-Off Weight |
|--------------------------|--------------|---------------|-----------------------|
| Monterey, California | 4,522 | 84.55 | 93.53 |
| Santa Cruz, California | 313 | 5.85 | 6.47 |
| Total: | 4,835 | 90.41 | 100.00 |

Excluded Areas:

| County/County Set | Count | Weight | Cut-Off Weight |
|-----------------------------|--------------|---------------|-----------------------|
| San Benito, California | 196 | 3.66 | 0.00 |
| Santa Clara, California | 163 | 3.05 | 0.00 |
| San Luis Obispo, California | 28 | 0.52 | 0.00 |
| Merced, California | 14 | 0.26 | 0.00 |
| Alameda, California | 11 | 0.21 | 0.00 |
| Fresno, California | 7 | 0.13 | 0.00 |
| Contra Costa, California | 7 | 0.13 | 0.00 |
| Sacramento, California | 7 | 0.13 | 0.00 |
| San Mateo, California | 5 | 0.09 | 0.00 |
| Los Angeles, California | 4 | 0.07 | 0.00 |
| Kings, California | 4 | 0.07 | 0.00 |
| Kern, California | 4 | 0.07 | 0.00 |
| Riverside, California | 3 | 0.06 | 0.00 |
| Madera, California | 3 | 0.06 | 0.00 |
| San Francisco, California | 3 | 0.06 | 0.00 |
| San Joaquin, California | 3 | 0.06 | 0.00 |
| Stanislaus, California | 3 | 0.06 | 0.00 |
| Montgomery, Ohio | 2 | 0.04 | 0.00 |
| Pima, Arizona | 2 | 0.04 | 0.00 |
| San Diego, California | 2 | 0.04 | 0.00 |
| Orange, California | 2 | 0.04 | 0.00 |

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Excluded Areas:

| County/County Set | Count | Weight | Cut-Off Weight |
|--|--------------|---------------|-----------------------|
| Tulare, California | 2 | 0.04 | 0.00 |
| Marin, California | 2 | 0.04 | 0.00 |
| Mariposa+Tuolumne, California | 2 | 0.04 | 0.00 |
| Colusa+Glenn+Tehama+Trinity, California | 2 | 0.04 | 0.00 |
| Cheshire, New Hampshire | 1 | 0.02 | 0.00 |
| Strafford, New Hampshire | 1 | 0.02 | 0.00 |
| Queens, New York | 1 | 0.02 | 0.00 |
| Kings, New York | 1 | 0.02 | 0.00 |
| Chesapeake (city), Virginia | 1 | 0.02 | 0.00 |
| Alleghany+Ashe+Avery+Watauga, North Carolina | 1 | 0.02 | 0.00 |
| Fulton, Georgia | 1 | 0.02 | 0.00 |
| Lumpkin+White, Georgia | 1 | 0.02 | 0.00 |
| Escambia, Florida | 1 | 0.02 | 0.00 |
| Mobile+Washington, Alabama | 1 | 0.02 | 0.00 |
| Scott and Nearby Counties, Mississippi | 1 | 0.02 | 0.00 |
| Covington+Forrest+Perry, Mississippi | 1 | 0.02 | 0.00 |
| Harrison, Mississippi | 1 | 0.02 | 0.00 |
| Oktibbeha+Webster, Mississippi | 1 | 0.02 | 0.00 |
| Daviess+Greene+Martin, Indiana | 1 | 0.02 | 0.00 |
| Washtenaw, Michigan | 1 | 0.02 | 0.00 |
| St. Joseph, Michigan | 1 | 0.02 | 0.00 |
| Ottawa, Michigan | 1 | 0.02 | 0.00 |
| Jefferson+Lewis and Clark, Montana | 1 | 0.02 | 0.00 |
| Christian, Missouri | 1 | 0.02 | 0.00 |
| Caddo+De Soto, Louisiana | 1 | 0.02 | 0.00 |
| San Bernardino, California | 1 | 0.02 | 0.00 |

**County of Monterey
ZIP Code Analysis**

Snapshot Date: 01/01/2022

Data Used: Employee

Excluded Areas:

| County/County Set | Count | Weight | Cut-Off Weight |
|-------------------------------------|--------------|---------------|-----------------------|
| Santa Barbara, California | 1 | 0.02 | 0.00 |
| Solano, California | 1 | 0.02 | 0.00 |
| Sonoma, California | 1 | 0.02 | 0.00 |
| El Dorado, California | 1 | 0.02 | 0.00 |
| Nevada, California | 1 | 0.02 | 0.00 |
| Shasta, California | 1 | 0.02 | 0.00 |
| Kalawao+Maui, Hawaii | 1 | 0.02 | 0.00 |
| Honolulu, Hawaii | 1 | 0.02 | 0.00 |
| Klamath, Oregon | 1 | 0.02 | 0.00 |
| Kitsap, Washington | 1 | 0.02 | 0.00 |
| Total: | 513 | 9.59 | 0.00 |
| Included and Excluded Total: | 5,348 | 100.00 | 100.00 |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 52.1 | 40.1 | 10.00 | 5.2 | 4.0 | See Zip Code Analysis |
| Reasonable | 50.5 | 27.8 | 70.00 | 35.3 | 19.4 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 61.4 | 55.8 | 20.00 | 12.3 | 11.2 | Feeders |
| Final Availability (%) | | | 100.00 | 52.8 | 34.6 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 42.4 | 41.7 | 10.00 | 4.2 | 4.2 | See Zip Code Analysis |
| Reasonable | 43.3 | 26.5 | 60.00 | 26.0 | 15.9 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 63.0 | 58.3 | 30.00 | 18.9 | 17.5 | Feeders |
| Final Availability (%) | | | 100.00 | 49.1 | 37.6 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 52.8 | 40.1 | 20.00 | 10.6 | 8.0 | See Zip Code Analysis |
| Reasonable | 50.8 | 32.1 | 30.00 | 15.2 | 9.6 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 67.7 | 70.3 | 50.00 | 33.8 | 35.1 | Feeders |
| Final Availability (%) | | | 100.00 | 59.6 | 52.8 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|------------------|--------------|-------------|----------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Reasonable | 36.9 | 18.3 | 50.00 | 18.4 | 9.1 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 54.9 | 23.5 | 50.00 | 27.5 | 11.8 | Feeders |
| Final Availability (%) | | | 100.00 | 45.9 | 20.9 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|----------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Reasonable | 76.5 | 40.3 | 80.00 | 61.2 | 32.2 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 77.5 | 76.0 | 20.00 | 15.5 | 15.2 | Feeders |
| Final Availability (%) | | | 100.00 | 76.7 | 47.4 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 42.6 | 41.5 | 10.00 | 4.3 | 4.2 | See Zip Code Analysis |
| Reasonable | 35.4 | 24.2 | 60.00 | 21.3 | 14.5 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 50.8 | 62.5 | 30.00 | 15.3 | 18.8 | Feeders |
| Final Availability (%) | | | 100.00 | 40.8 | 37.4 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|----------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Reasonable | 60.5 | 29.7 | 80.00 | 48.4 | 23.8 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 82.2 | 55.5 | 20.00 | 16.4 | 11.1 | Feeders |
| Final Availability (%) | | | 100.00 | 64.8 | 34.9 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|----------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Reasonable | 67.5 | 28.6 | 60.00 | 40.5 | 17.2 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 83.1 | 63.5 | 40.00 | 33.2 | 25.4 | Feeders |
| Final Availability (%) | | | 100.00 | 73.8 | 42.6 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|-------------------------|-------------------------------|----------|---------------|--------------|-------------|----------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Reasonable | 37.1 | 34.5 | 100.00 | 37.1 | 34.5 | National |
| | Final Availability (%) | | 100.00 | 37.1 | 34.5 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 86.6 | 40.0 | 50.00 | 43.3 | 20.0 | See Zip Code Analysis |
| Reasonable | 88.8 | 29.4 | 40.00 | 35.5 | 11.8 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 83.5 | 61.1 | 10.00 | 8.4 | 6.1 | Feeders |
| Final Availability (%) | | | 100.00 | 87.1 | 37.9 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 25.3 | 68.1 | 5.00 | 1.3 | 3.4 | See Zip Code Analysis |
| Reasonable | 40.0 | 36.0 | 15.00 | 6.0 | 5.4 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 25.1 | 62.3 | 80.00 | 20.1 | 49.9 | Feeders |
| Final Availability (%) | | | 100.00 | 27.3 | 58.7 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 28.8 | 55.1 | 40.00 | 11.5 | 22.0 | See Zip Code Analysis |
| Reasonable | 32.2 | 35.1 | 50.00 | 16.1 | 17.5 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 27.8 | 67.2 | 10.00 | 2.8 | 6.7 | Feeders |
| Final Availability (%) | | | 100.00 | 30.4 | 46.3 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 61.4 | 55.6 | 25.00 | 15.3 | 13.9 | See Zip Code Analysis |
| Reasonable | 64.5 | 36.4 | 25.00 | 16.1 | 9.1 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 79.5 | 84.3 | 50.00 | 39.8 | 42.2 | Feeders |
| Final Availability (%) | | | 100.00 | 71.2 | 65.2 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 70.4 | 59.8 | 25.00 | 17.6 | 15.0 | See Zip Code Analysis |
| Reasonable | 71.7 | 37.6 | 50.00 | 35.9 | 18.8 | National |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 80.5 | 84.5 | 25.00 | 20.1 | 21.1 | Feeders |
| Final Availability (%) | | | 100.00 | 73.6 | 54.9 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|------------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 5.5 | 44.1 | 50.00 | 2.7 | 22.0 | See Zip Code Analysis |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 23.7 | 76.5 | 50.00 | 11.8 | 38.2 | Feeders |
| Final Availability (%) | | | 100.00 | 14.6 | 60.3 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 2.0 | 59.1 | 80.00 | 1.6 | 47.3 | See Zip Code Analysis |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 33.8 | 79.5 | 20.00 | 6.8 | 15.9 | Feeders |
| Final Availability (%) | | | 100.00 | 8.3 | 63.2 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 79.1 | 61.3 | 25.00 | 19.8 | 15.3 | See Zip Code Analysis |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 86.5 | 86.1 | 75.00 | 64.8 | 64.6 | Feeders |
| Final Availability (%) | | | 100.00 | 84.6 | 79.9 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 68.7 | 62.7 | 90.00 | 61.8 | 56.4 | See Zip Code Analysis |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 81.0 | 85.5 | 10.00 | 8.1 | 8.6 | Feeders |
| Final Availability (%) | | | 100.00 | 69.9 | 64.9 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 31.8 | 75.2 | 30.00 | 9.5 | 22.6 | See Zip Code Analysis |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 50.9 | 82.0 | 70.00 | 35.7 | 57.4 | Feeders |
| Final Availability (%) | | | 100.00 | 45.2 | 80.0 | |

**County of Monterey
Availability Analysis**

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

| FACTOR | Raw (%) | | FACTOR WEIGHT | Weighted (%) | | SOURCE |
|--------------------------------|---------|----------|---------------|--------------|-------------|-----------------------|
| | FEMALE | MINORITY | | FEMALE | MINORITY | |
| <u>External Factors</u> | | | | | | |
| Local | 55.5 | 76.1 | 95.00 | 52.8 | 72.3 | See Zip Code Analysis |
| <u>Internal Factors</u> | | | | | | |
| Feeders | 67.6 | 89.7 | 5.00 | 3.4 | 4.5 | Feeders |
| Final Availability (%) | | | 100.00 | 56.1 | 76.8 | |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 55.0 | 56.3 | 43.8 | 2.5 | 37.5 | 16.3 | 0.0 | 0.0 | 0.0 | 8.3 | 8.4 | 6.6 | 0.4 | 5.6 | 2.4 | 0.0 | 0.0 | 0.0 |
| County of Monterey | 03 - PROFESSIONALS - | 75.00 | 63.4 | 58.3 | 41.7 | 4.0 | 40.4 | 12.2 | 0.7 | 0.2 | 0.9 | 47.6 | 43.7 | 31.3 | 3.0 | 30.3 | 9.1 | 0.5 | 0.2 | 0.7 |
| County of Monterey | 04 - PROFESSIONALS - | 5.00 | 54.9 | 23.5 | 76.5 | 0.0 | 11.8 | 11.8 | 0.0 | 0.0 | 0.0 | 2.7 | 1.2 | 3.8 | 0.0 | 0.6 | 0.6 | 0.0 | 0.0 | 0.0 |
| County of Monterey | 09 - PROFESSIONALS - | 5.00 | 56.6 | 49.2 | 50.8 | 3.3 | 26.2 | 16.4 | 0.0 | 0.0 | 3.3 | 2.8 | 2.5 | 2.5 | 0.2 | 1.3 | 0.8 | 0.0 | 0.0 | 0.2 |
| Total: | | 100.00 | | | | | | | | | | 61.4 | 55.8 | 44.2 | 3.5 | 37.8 | 13.0 | 0.5 | 0.2 | 0.8 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 63.4 | 58.3 | 41.7 | 4.0 | 40.4 | 12.2 | 0.7 | 0.2 | 0.9 | 62.8 | 57.7 | 41.3 | 4.0 | 40.0 | 12.1 | 0.7 | 0.2 | 0.9 |
| County of Monterey | 11 - LAW ENFORCEMEN | 1.00 | 22.3 | 57.4 | 42.6 | 2.1 | 45.7 | 8.5 | 1.1 | 0.0 | 0.0 | 0.2 | 0.6 | 0.4 | 0.0 | 0.5 | 0.1 | 0.0 | 0.0 | 0.0 |
| Total: | | 100.00 | | | | | | | | | | 63.0 | 58.3 | 41.7 | 4.0 | 40.4 | 12.2 | 0.7 | 0.2 | 0.9 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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

| Plan | Feeder | Wght (%) | Raw (%) | | | | | | | | | | Weighted (%) | | | | | | | |
|--------------------|------------------------|---------------|---------|------|------|-----|------|------|-----|-----|-----|-------------|--------------|-------------|------------|-------------|-------------|------------|------------|------------|
| | | | F | MIN | W | AA | H | A | NA | PI | 2+ | F | MIN | W | AA | H | A | NA | PI | 2+ |
| County of Monterey | 03 - PROFESSIONALS - | 45.00 | 63.4 | 58.3 | 41.7 | 4.0 | 40.4 | 12.2 | 0.7 | 0.2 | 0.9 | 28.5 | 26.2 | 18.8 | 1.8 | 18.2 | 5.5 | 0.3 | 0.1 | 0.4 |
| County of Monterey | 13 - PARAPROFESSIONA | 35.00 | 66.4 | 77.9 | 22.1 | 3.2 | 62.5 | 10.5 | 1.3 | 0.2 | 0.2 | 23.2 | 27.3 | 7.7 | 1.1 | 21.9 | 3.7 | 0.4 | 0.1 | 0.1 |
| County of Monterey | 14 - PARAPROFESSIONA | 15.00 | 75.6 | 83.0 | 17.0 | 2.3 | 71.1 | 7.2 | 0.3 | 0.0 | 2.0 | 11.3 | 12.4 | 2.6 | 0.3 | 10.7 | 1.1 | 0.0 | 0.0 | 0.3 |
| County of Monterey | 17 - OFFICE CLERICAL I | 5.00 | 91.9 | 86.6 | 13.4 | 2.0 | 79.7 | 4.5 | 0.4 | 0.0 | 0.0 | 4.6 | 4.3 | 0.7 | 0.1 | 4.0 | 0.2 | 0.0 | 0.0 | 0.0 |
| Total: | | 100.00 | | | | | | | | | | 67.7 | 70.3 | 29.7 | 3.4 | 54.7 | 10.5 | 0.8 | 0.2 | 0.8 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 54.9 | 23.5 | 76.5 | 0.0 | 11.8 | 11.8 | 0.0 | 0.0 | 0.0 | 54.9 | 23.5 | 76.5 | 0.0 | 11.8 | 11.8 | 0.0 | 0.0 | 0.0 |
| Total: | | 100.00 | | | | | | | | | | 54.9 | 23.5 | 76.5 | 0.0 | 11.8 | 11.8 | 0.0 | 0.0 | 0.0 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 84.0 | 71.5 | 28.5 | 3.1 | 63.3 | 4.3 | 0.4 | 0.0 | 0.4 | 42.0 | 35.7 | 14.3 | 1.6 | 31.6 | 2.1 | 0.2 | 0.0 | 0.2 |
| County of Monterey | 13 - PARAPROFESSIONA | 25.00 | 66.4 | 77.9 | 22.1 | 3.2 | 62.5 | 10.5 | 1.3 | 0.2 | 0.2 | 16.6 | 19.5 | 5.5 | 0.8 | 15.6 | 2.6 | 0.3 | 0.1 | 0.1 |
| County of Monterey | 14 - PARAPROFESSIONA | 25.00 | 75.6 | 83.0 | 17.0 | 2.3 | 71.1 | 7.2 | 0.3 | 0.0 | 2.0 | 18.9 | 20.7 | 4.3 | 0.6 | 17.8 | 1.8 | 0.1 | 0.0 | 0.5 |
| Total: | | 100.00 | | | | | | | | | | 77.5 | 76.0 | 24.0 | 2.9 | 65.1 | 6.6 | 0.6 | 0.1 | 0.7 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 35.3 | 47.1 | 52.9 | 3.9 | 29.4 | 11.8 | 2.0 | 0.0 | 0.0 | 17.6 | 23.5 | 26.5 | 2.0 | 14.7 | 5.9 | 1.0 | 0.0 | 0.0 |
| County of Monterey | 13 - PARAPROFESSIONA | 50.00 | 66.4 | 77.9 | 22.1 | 3.2 | 62.5 | 10.5 | 1.3 | 0.2 | 0.2 | 33.2 | 39.0 | 11.0 | 1.6 | 31.3 | 5.2 | 0.6 | 0.1 | 0.1 |
| Total: | | 100.00 | | | | | | | | | | 50.8 | 62.5 | 37.5 | 3.6 | 46.0 | 11.1 | 1.6 | 0.1 | 0.1 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 82.2 | 55.5 | 44.5 | 3.4 | 24.7 | 23.3 | 2.7 | 0.0 | 1.4 | 82.2 | 55.5 | 44.5 | 3.4 | 24.7 | 23.3 | 2.7 | 0.0 | 1.4 |
| Total: | | 100.00 | | | | | | | | | | 82.2 | 55.5 | 44.5 | 3.4 | 24.7 | 23.3 | 2.7 | 0.0 | 1.4 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 84.0 | 71.5 | 28.5 | 3.1 | 63.3 | 4.3 | 0.4 | 0.0 | 0.4 | 42.0 | 35.7 | 14.3 | 1.6 | 31.6 | 2.1 | 0.2 | 0.0 | 0.2 |
| County of Monterey | 08 - PROFESSIONALS - | 50.00 | 82.2 | 55.5 | 44.5 | 3.4 | 24.7 | 23.3 | 2.7 | 0.0 | 1.4 | 41.1 | 27.7 | 22.3 | 1.7 | 12.3 | 11.6 | 1.4 | 0.0 | 0.7 |
| Total: | | 100.00 | | | | | | | | | | 83.1 | 63.5 | 36.5 | 3.3 | 44.0 | 13.8 | 1.6 | 0.0 | 0.9 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 83.5 | 61.1 | 38.9 | 3.4 | 28.4 | 28.7 | 0.2 | 0.2 | 0.3 | 83.5 | 61.1 | 38.9 | 3.4 | 28.4 | 28.7 | 0.2 | 0.2 | 0.3 |
| Total: | | 100.00 | | | | | | | | | | 83.5 | 61.1 | 38.9 | 3.4 | 28.4 | 28.7 | 0.2 | 0.2 | 0.3 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 ENFORCEMEN | 50.00 | 22.3 | 57.4 | 42.6 | 2.1 | 45.7 | 8.5 | 1.1 | 0.0 | 0.0 | 11.2 | 28.7 | 21.3 | 1.1 | 22.9 | 4.3 | 0.5 | 0.0 | 0.0 |
| County of Monterey | 12 - LAW ENFORCEMEN | 50.00 | 27.8 | 67.2 | 32.8 | 2.9 | 59.1 | 4.5 | 0.2 | 0.2 | 0.2 | 13.9 | 33.6 | 16.4 | 1.4 | 29.6 | 2.3 | 0.1 | 0.1 | 0.1 |
| Total: | | 100.00 | | | | | | | | | | 25.1 | 62.3 | 37.7 | 2.5 | 52.4 | 6.5 | 0.7 | 0.1 | 0.1 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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

| Plan | Feeder | Wght (%) | Raw (%) | | | | | | | | | Weighted (%) | | | | | | | | |
|--------------------|---------------------|---------------|---------|------|------|-----|------|-----|-----|-----|-----|--------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | | F | MIN | W | AA | H | A | NA | PI | 2+ | F | MIN | W | AA | H | A | NA | PI | 2+ |
| County of Monterey | 12 - LAW ENFORCEMEN | 100.00 | 27.8 | 67.2 | 32.8 | 2.9 | 59.1 | 4.5 | 0.2 | 0.2 | 0.2 | 27.8 | 67.2 | 32.8 | 2.9 | 59.1 | 4.5 | 0.2 | 0.2 | 0.2 |
| Total: | | 100.00 | | | | | | | | | | 27.8 | 67.2 | 32.8 | 2.9 | 59.1 | 4.5 | 0.2 | 0.2 | 0.2 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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

| Plan | Feeder | Wght (%) | Raw (%) | | | | | | | | | | Weighted (%) | | | | | | | |
|--------------------|------------------------|---------------|---------|------|------|-----|------|------|-----|-----|-----|-------------|--------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | | F | MIN | W | AA | H | A | NA | PI | 2+ | F | MIN | W | AA | H | A | NA | PI | 2+ |
| County of Monterey | 14 - PARAPROFESSIONA | 65.00 | 75.6 | 83.0 | 17.0 | 2.3 | 71.1 | 7.2 | 0.3 | 0.0 | 2.0 | 49.1 | 53.9 | 11.1 | 1.5 | 46.2 | 4.7 | 0.2 | 0.0 | 1.3 |
| County of Monterey | 17 - OFFICE CLERICAL I | 25.00 | 91.9 | 86.6 | 13.4 | 2.0 | 79.7 | 4.5 | 0.4 | 0.0 | 0.0 | 23.0 | 21.7 | 3.3 | 0.5 | 19.9 | 1.1 | 0.1 | 0.0 | 0.0 |
| County of Monterey | 18 - OFFICE CLERICAL I | 5.00 | 81.0 | 85.5 | 14.5 | 2.4 | 75.3 | 6.2 | 0.3 | 0.0 | 1.3 | 4.0 | 4.3 | 0.7 | 0.1 | 3.8 | 0.3 | 0.0 | 0.0 | 0.1 |
| County of Monterey | 20 - SERVICE MAINTENA | 5.00 | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 | 3.4 | 4.5 | 0.5 | 0.1 | 3.4 | 0.8 | 0.0 | 0.1 | 0.0 |
| Total: | | 100.00 | | | | | | | | | | 79.5 | 84.3 | 15.7 | 2.3 | 73.4 | 6.9 | 0.3 | 0.1 | 1.4 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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

| Plan | Feeder | Wght (%) | Raw (%) | | | | | | | | | | Weighted (%) | | | | | | | |
|--------------------|------------------------|---------------|---------|------|------|-----|------|-----|-----|-----|-----|-------------|--------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | | F | MIN | W | AA | H | A | NA | PI | 2+ | F | MIN | W | AA | H | A | NA | PI | 2+ |
| County of Monterey | 14 - PARAPROFESSIONA | 50.00 | 75.6 | 83.0 | 17.0 | 2.3 | 71.1 | 7.2 | 0.3 | 0.0 | 2.0 | 37.8 | 41.5 | 8.5 | 1.2 | 35.6 | 3.6 | 0.2 | 0.0 | 1.0 |
| County of Monterey | 17 - OFFICE CLERICAL I | 20.00 | 91.9 | 86.6 | 13.4 | 2.0 | 79.7 | 4.5 | 0.4 | 0.0 | 0.0 | 18.4 | 17.3 | 2.7 | 0.4 | 15.9 | 0.9 | 0.1 | 0.0 | 0.0 |
| County of Monterey | 18 - OFFICE CLERICAL I | 30.00 | 81.0 | 85.5 | 14.5 | 2.4 | 75.3 | 6.2 | 0.3 | 0.0 | 1.3 | 24.3 | 25.7 | 4.3 | 0.7 | 22.6 | 1.9 | 0.1 | 0.0 | 0.4 |
| Total: | | 100.00 | | | | | | | | | | 80.5 | 84.5 | 15.5 | 2.3 | 74.1 | 6.4 | 0.3 | 0.0 | 1.4 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 0.0 | 69.4 | 30.6 | 0.0 | 62.9 | 6.5 | 0.0 | 0.0 | 0.0 | 0.0 | 45.1 | 19.9 | 0.0 | 40.9 | 4.2 | 0.0 | 0.0 | 0.0 |
| County of Monterey | 20 - SERVICE MAINTENA | 35.00 | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 | 23.7 | 31.4 | 3.6 | 1.0 | 24.0 | 5.8 | 0.1 | 0.4 | 0.1 |
| Total: | | 100.00 | | | | | | | | | | 23.7 | 76.5 | 23.5 | 1.0 | 64.9 | 10.0 | 0.1 | 0.4 | 0.1 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 0.0 | 69.4 | 30.6 | 0.0 | 62.9 | 6.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 34.7 | 15.3 | 0.0 | 31.5 | 3.2 | 0.0 | 0.0 | 0.0 |
| County of Monterey | 20 - SERVICE MAINTENA | 50.00 | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 | 33.8 | 44.9 | 5.1 | 1.4 | 34.3 | 8.3 | 0.2 | 0.6 | 0.2 | |
| Total: | | 100.00 | | | | | | | | | | | 33.8 | 79.5 | 20.5 | 1.4 | 65.7 | 11.5 | 0.2 | 0.6 | 0.2 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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

| Plan | Feeder | Wght (%) | Raw (%) | | | | | | | | | | Weighted (%) | | | | | | | |
|--------------------|------------------------|---------------|---------|------|------|-----|------|-----|-----|-----|-----|-------------|--------------|-------------|------------|-------------|------------|------------|------------|------------|
| | | | F | MIN | W | AA | H | A | NA | PI | 2+ | F | MIN | W | AA | H | A | NA | PI | 2+ |
| County of Monterey | 17 - OFFICE CLERICAL I | 50.00 | 91.9 | 86.6 | 13.4 | 2.0 | 79.7 | 4.5 | 0.4 | 0.0 | 0.0 | 46.0 | 43.3 | 6.7 | 1.0 | 39.9 | 2.3 | 0.2 | 0.0 | 0.0 |
| County of Monterey | 18 - OFFICE CLERICAL I | 50.00 | 81.0 | 85.5 | 14.5 | 2.4 | 75.3 | 6.2 | 0.3 | 0.0 | 1.3 | 40.5 | 42.8 | 7.2 | 1.2 | 37.6 | 3.1 | 0.2 | 0.0 | 0.7 |
| Total: | | 100.00 | | | | | | | | | | 86.5 | 86.1 | 13.9 | 2.2 | 77.5 | 5.4 | 0.4 | 0.0 | 0.7 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 81.0 | 85.5 | 14.5 | 2.4 | 75.3 | 6.2 | 0.3 | 0.0 | 1.3 | 81.0 | 85.5 | 14.5 | 2.4 | 75.3 | 6.2 | 0.3 | 0.0 | 1.3 |
| Total: | | 100.00 | | | | | | | | | | 81.0 | 85.5 | 14.5 | 2.4 | 75.3 | 6.2 | 0.3 | 0.0 | 1.3 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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 | 34.3 | 74.3 | 25.7 | 5.7 | 51.4 | 11.4 | 5.7 | 0.0 | 0.0 | 17.1 | 37.1 | 12.9 | 2.9 | 25.7 | 5.7 | 2.9 | 0.0 | 0.0 |
| County of Monterey | 20 - SERVICE MAINTENA | 50.00 | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 | 33.8 | 44.9 | 5.1 | 1.4 | 34.3 | 8.3 | 0.2 | 0.6 | 0.2 |
| Total: | | 100.00 | | | | | | | | | | 50.9 | 82.0 | 18.0 | 4.3 | 60.0 | 14.0 | 3.0 | 0.6 | 0.2 |

**County of Monterey
Internal Availability**

Snapshot Date: 01/01/2022

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

| Plan | Feeder | Wght (%) | Raw (%) | | | | | | | | | Weighted (%) | | | | | | | | |
|--------------------|-----------------------|---------------|---------|------|------|-----|------|------|-----|-----|-----|--------------|-------------|-------------|------------|-------------|-------------|------------|------------|------------|
| | | | F | MIN | W | AA | H | A | NA | PI | 2+ | F | MIN | W | AA | H | A | NA | PI | 2+ |
| County of Monterey | 20 - SERVICE MAINTENA | 100.00 | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 |
| Total: | | 100.00 | | | | | | | | | | 67.6 | 89.7 | 10.3 | 2.8 | 68.5 | 16.5 | 0.3 | 1.2 | 0.3 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II
Test: Any Difference
Total Employees: 31

| | Total | |
|--|--------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 17 | 13 |
| Employees (%) | 54.8 | 41.9 |
| Availability (%) Goal | 52.8 | 34.6 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I
Test: Any Difference
Total Employees: 80

| | Total | |
|--|--------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 44 | 45 |
| Employees (%) | 55.0 | 56.3 |
| Availability (%) Goal | 49.1 | 37.6 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION
Test: Any Difference
Total Employees: 451

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|--------|----------|
| Employees (#) | 286 | 263 |
| Employees (%) | 63.4 | 58.3 |
| Availability (%) Goal | 59.6 | 52.8 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

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

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|---------------|-----------------|
| Employees (#) | 56 | 24 |
| Employees (%) | 54.9 | 23.5 |
| Availability (%) Goal | 45.9 | 20.9 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES
Test: Any Difference
Total Employees: 256

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|--------|----------|
| Employees (#) | 215 | 183 |
| Employees (%) | 84.0 | 71.5 |
| Availability (%) Goal | 76.7 | 47.4 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE
Test: Any Difference
Total Employees: 51

| | Total | |
|--|------------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 18 | 24 |
| Employees (%) | 35.3 | 47.1 |
| Availability (%) Goal | 40.8 | 37.4 |
| Test: Any Difference | YES | NO |
| Add'l Needed to Eliminate Problem Area (#) | 3 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION
Test: Any Difference
Total Employees: 48

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|---------------|-----------------|
| Employees (#) | 38 | 29 |
| Employees (%) | 79.2 | 60.4 |
| Availability (%) Goal | 64.8 | 34.9 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY
Test: Any Difference
Total Employees: 146

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|---------------|-----------------|
| Employees (#) | 120 | 81 |
| Employees (%) | 82.2 | 55.5 |
| Availability (%) Goal | 73.8 | 42.6 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS
Test: Any Difference
Total Employees: 122

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|---------------|-----------------|
| Employees (#) | 69 | 60 |
| Employees (%) | 56.6 | 49.2 |
| Availability (%) Goal | 37.1 | 34.5 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES
Test: Any Difference
Total Employees: 638

| | Total | |
|--|------------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 533 | 390 |
| Employees (%) | 83.5 | 61.1 |
| Availability (%) Goal | 87.1 | 37.9 |
| Test: Any Difference | YES | NO |
| Add'l Needed to Eliminate Problem Area (#) | 23 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II
Test: Any Difference
Total Employees: 94

| Total | | |
|--|------------|------------|
| | FEMALE | MINORITY |
| Employees (#) | 21 | 54 |
| Employees (%) | 22.3 | 57.4 |
| Availability (%) Goal | 27.3 | 58.7 |
| Test: Any Difference | YES | YES |
| Add'l Needed to Eliminate Problem Area (#) | 5 | 2 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I
Test: Any Difference
Total Employees: 421

| | Total | |
|--|------------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 117 | 283 |
| Employees (%) | 27.8 | 67.2 |
| Availability (%) Goal | 30.4 | 46.3 |
| Test: Any Difference | YES | NO |
| Add'l Needed to Eliminate Problem Area (#) | 12 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II
Test: Any Difference
Total Employees: 467

| | Total | |
|--|------------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 310 | 364 |
| Employees (%) | 66.4 | 77.9 |
| Availability (%) Goal | 71.2 | 65.2 |
| Test: Any Difference | YES | NO |
| Add'l Needed to Eliminate Problem Area (#) | 23 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I
Test: Any Difference
Total Employees: 904

| | Total | |
|--|--------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 683 | 750 |
| Employees (%) | 75.6 | 83.0 |
| Availability (%) Goal | 73.6 | 54.9 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II
Test: Any Difference
Total Employees: 18

| | Total | |
|--|------------|------------|
| | FEMALE | MINORITY |
| Employees (#) | 0 | 9 |
| Employees (%) | 0.0 | 50.0 |
| Availability (%) Goal | 14.6 | 60.3 |
| Test: Any Difference | YES | YES |
| Add'l Needed to Eliminate Problem Area (#) | 3 | 2 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I
Test: Any Difference
Total Employees: 62

| | Total | |
|--|------------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 0 | 43 |
| Employees (%) | 0.0 | 69.4 |
| Availability (%) Goal | 8.3 | 63.2 |
| Test: Any Difference | YES | NO |
| Add'l Needed to Eliminate Problem Area (#) | 6 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II
Test: Any Difference
Total Employees: 508

| | Total | |
|--|--------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 467 | 440 |
| Employees (%) | 91.9 | 86.6 |
| Availability (%) Goal | 84.6 | 79.9 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I
Test: Any Difference
Total Employees: 594

| Total | | |
|--|--------|----------|
| | FEMALE | MINORITY |
| Employees (#) | 481 | 508 |
| Employees (%) | 81.0 | 85.5 |
| Availability (%) Goal | 69.9 | 64.9 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II
Test: Any Difference
Total Employees: 35

| | Total | |
|--|------------|------------|
| | FEMALE | MINORITY |
| Employees (#) | 12 | 26 |
| Employees (%) | 34.3 | 74.3 |
| Availability (%) Goal | 45.2 | 80.0 |
| Test: Any Difference | YES | YES |
| Add'l Needed to Eliminate Problem Area (#) | 4 | 2 |

County of Monterey
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I
Test: Any Difference
Total Employees: 321

| |
|--------------|
| Total |
|--------------|

| | FEMALE | MINORITY |
|--|---------------|-----------------|
| Employees (#) | 217 | 288 |
| Employees (%) | 67.6 | 89.7 |
| Availability (%) Goal | 56.1 | 76.8 |
| Test: Any Difference | NO | NO |
| Add'l Needed to Eliminate Problem Area (#) | 0 | 0 |

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 01 - MANAGEMENT II

Transaction Dates: 01/01/2021 To 12/31/2021

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

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

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 02 - MANAGEMENT I

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 45 | 10 | 0 | 55 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 2 | 3 |
| Afr. Amer. | 14 | 1 | 0 | 15 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 23 | 7 | 0 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Asian | 13 | 4 | 0 | 17 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 |
| Nat. Amer. | 3 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 98 | 23 | 0 | 121 | 3 | 1 | 4 | 0 | 1 | 1 | 1 | 3 | 4 |
| Total Minority | 53 | 13 | 0 | 66 | 2 | 0 | 2 | 0 | 1 | 1 | 0 | 1 | 1 |

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

**County of Monterey
Personnel Transactions Summary**

Snapshot Date: 01/01/2022

Job Group: 03 - PROFESSIONALS - ADMINISTRATION

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 78 | 44 | 0 | 122 | 6 | 8 | 14 | 1 | 1 | 2 | 7 | 3 | 10 |
| Afr. Amer. | 7 | 5 | 0 | 12 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Hispanic | 85 | 118 | 0 | 203 | 6 | 9 | 15 | 0 | 0 | 0 | 3 | 5 | 8 |
| Asian | 41 | 38 | 0 | 79 | 2 | 1 | 3 | 1 | 0 | 1 | 0 | 0 | 0 |
| Nat. Amer. | 1 | 3 | 0 | 4 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 212 | 208 | 0 | 420 | 15 | 21 | 36 | 2 | 1 | 3 | 11 | 8 | 19 |
| Total Minority | 134 | 164 | 0 | 298 | 9 | 13 | 22 | 1 | 0 | 1 | 4 | 5 | 9 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 1 | 0 | 1 | 2 | 3 | 5 | 3 | 9 | 12 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 3 |
| Hispanic | 1 | 3 | 4 | 3 | 11 | 14 | 9 | 15 | 24 |
| Asian | 0 | 2 | 2 | 1 | 0 | 1 | 3 | 4 | 7 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2 | 5 | 7 | 6 | 15 | 21 | 17 | 31 | 48 |
| Total Minority | 1 | 5 | 6 | 4 | 12 | 16 | 14 | 22 | 36 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 04 - PROFESSIONALS - ATTORNEYS

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 21 | 16 | 0 | 37 | 2 | 1 | 3 | 0 | 1 | 1 | 3 | 5 | 8 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 2 | 3 | 0 | 5 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 2 |
| Asian | 4 | 1 | 0 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nat. Amer. | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 27 | 21 | 0 | 48 | 3 | 2 | 5 | 0 | 1 | 1 | 4 | 6 | 10 |
| Total Minority | 6 | 5 | 0 | 11 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 1 | 2 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 7 | 13 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 0 | 1 | 1 | 1 | 1 | 2 | 0 | 3 | 3 |
| Asian | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 1 | 1 | 1 | 1 | 2 | 7 | 11 | 18 |
| Total Minority | 0 | 1 | 1 | 1 | 1 | 2 | 1 | 4 | 5 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 4 | 44 | 0 | 48 | 1 | 9 | 10 | 0 | 1 | 1 | 2 | 13 | 15 |
| Afr. Amer. | 3 | 10 | 0 | 13 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 3 |
| Hispanic | 23 | 72 | 0 | 95 | 5 | 21 | 26 | 0 | 2 | 2 | 0 | 16 | 16 |
| Asian | 5 | 13 | 0 | 18 | 2 | 2 | 4 | 0 | 0 | 0 | 1 | 3 | 4 |
| Nat. Amer. | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 35 | 141 | 0 | 176 | 8 | 36 | 44 | 0 | 3 | 3 | 3 | 36 | 39 |
| Total Minority | 31 | 97 | 0 | 128 | 7 | 27 | 34 | 0 | 2 | 2 | 1 | 23 | 24 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 1 | 1 | 0 | 0 | 0 | 3 | 7 | 10 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Hispanic | 0 | 2 | 2 | 1 | 6 | 7 | 2 | 20 | 22 |
| Asian | 0 | 0 | 0 | 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 | 0 | 3 | 3 | 1 | 6 | 7 | 6 | 29 | 35 |
| Total Minority | 0 | 2 | 2 | 1 | 6 | 7 | 3 | 22 | 25 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 06 - PROFESSIONALS - LAND USE

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 10 | 2 | 0 | 12 | 1 | 1 | 2 | 0 | 0 | 0 | 2 | 2 | 4 |
| Afr. Amer. | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 10 | 1 | 0 | 11 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian | 11 | 4 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 32 | 7 | 0 | 39 | 2 | 1 | 3 | 0 | 0 | 0 | 2 | 3 | 5 |
| Total Minority | 22 | 5 | 0 | 27 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |

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

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 3 | 9 | 0 | 12 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 1 |
| Afr. Amer. | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hispanic | 2 | 17 | 0 | 19 | 0 | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 1 |
| Asian | 0 | 3 | 0 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 1 | 1 | | | | | | | | | |
| Total | 6 | 30 | 1 | 37 | 0 | 5 | 5 | 0 | 0 | 0 | 1 | 2 | 3 |
| Total Minority | 3 | 21 | 0 | 24 | 0 | 3 | 3 | 0 | 0 | 0 | 1 | 1 | 2 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| 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 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 2 |
| Total Minority | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 26 | 39 | 0 | 65 | 4 | 5 | 9 | 0 | 0 | 0 | 4 | 8 | 12 |
| Afr. Amer. | 1 | 12 | 0 | 13 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hispanic | 8 | 21 | 0 | 29 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 |
| Asian | 22 | 70 | 0 | 92 | 0 | 6 | 6 | 0 | 1 | 1 | 0 | 5 | 5 |
| Nat. Amer. | 2 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 59 | 143 | 0 | 202 | 5 | 13 | 18 | 0 | 1 | 1 | 5 | 14 | 19 |
| Total Minority | 33 | 104 | 0 | 137 | 1 | 8 | 9 | 0 | 1 | 1 | 1 | 6 | 7 |

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

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 3 | 6 | 0 | 9 | 3 | 6 | 9 | 1 | 0 | 1 | 6 | 6 | 12 |
| Afr. Amer. | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 3 | 4 | 0 | 7 | 3 | 4 | 7 | 0 | 0 | 0 | 2 | 1 | 3 |
| Asian | 1 | 3 | 0 | 4 | 1 | 3 | 4 | 0 | 0 | 0 | 0 | 2 | 2 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 7 | 15 | 0 | 22 | 7 | 15 | 22 | 1 | 0 | 1 | 8 | 9 | 17 |
| Total Minority | 4 | 9 | 0 | 13 | 4 | 9 | 13 | 0 | 0 | 0 | 2 | 3 | 5 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 7 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Hispanic | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 9 |
| Asian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 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 | 9 | 11 | 20 |
| Total Minority | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 10 | 13 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 59 | 337 | 0 | 396 | 8 | 48 | 56 | 0 | 4 | 4 | 6 | 38 | 44 |
| Afr. Amer. | 16 | 33 | 0 | 49 | 2 | 4 | 6 | 0 | 1 | 1 | 0 | 4 | 4 |
| Hispanic | 63 | 259 | 0 | 322 | 12 | 31 | 43 | 0 | 1 | 1 | 5 | 28 | 33 |
| Asian | 57 | 238 | 0 | 295 | 8 | 25 | 33 | 0 | 0 | 0 | 3 | 3 | 6 |
| Nat. Amer. | 1 | 8 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 1 | 1 | | | | | | | | | |
| Total | 196 | 875 | 1 | 1072 | 30 | 109 | 139 | 0 | 6 | 6 | 14 | 73 | 87 |
| Total Minority | 137 | 538 | 0 | 675 | 22 | 61 | 83 | 0 | 2 | 2 | 8 | 35 | 43 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 14 | 18 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hispanic | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 15 | 16 |
| Asian | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 10 | 14 |
| 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 | 9 | 40 | 49 |
| Total Minority | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 26 | 31 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 11 - LAW ENFORCEMENT II

Transaction Dates: 01/01/2021 To 12/31/2021

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

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 1 | 3 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 0 | 0 | 0 | 4 | 1 | 5 | 2 | 0 | 2 |
| 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 | 6 | 1 | 7 | 4 | 1 | 5 |
| Total Minority | 0 | 0 | 0 | 5 | 1 | 6 | 2 | 0 | 2 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 12 - LAW ENFORCEMENT I

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 94 | 15 | 0 | 109 | 5 | 1 | 6 | 0 | 0 | 0 | 7 | 2 | 9 |
| Afr. Amer. | 47 | 4 | 0 | 51 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 325 | 98 | 0 | 423 | 22 | 4 | 26 | 4 | 0 | 4 | 11 | 4 | 15 |
| Asian | 34 | 9 | 0 | 43 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nat. Amer. | 6 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 506 | 126 | 0 | 632 | 32 | 5 | 37 | 4 | 0 | 4 | 18 | 6 | 24 |
| Total Minority | 412 | 111 | 0 | 523 | 27 | 4 | 31 | 4 | 0 | 4 | 11 | 4 | 15 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 1 | 1 | 2 | 1 | 1 | 2 | 8 | 1 | 9 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 5 | 1 | 6 | 3 | 0 | 3 | 17 | 4 | 21 |
| Asian | 1 | 0 | 1 | 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 | 7 | 2 | 9 | 4 | 1 | 5 | 26 | 5 | 31 |
| Total Minority | 6 | 1 | 7 | 3 | 0 | 3 | 18 | 4 | 22 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 62 | 123 | 0 | 185 | 6 | 15 | 21 | 0 | 1 | 1 | 5 | 12 | 17 |
| Afr. Amer. | 21 | 24 | 0 | 45 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 87 | 217 | 0 | 304 | 6 | 18 | 24 | 1 | 0 | 1 | 4 | 8 | 12 |
| Asian | 30 | 45 | 0 | 75 | 1 | 2 | 3 | 0 | 1 | 1 | 0 | 1 | 1 |
| Nat. Amer. | 1 | 7 | 0 | 8 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 3 | 3 | | | | | | | | | |
| Total | 201 | 416 | 3 | 620 | 13 | 38 | 51 | 2 | 2 | 4 | 9 | 21 | 30 |
| Total Minority | 139 | 293 | 0 | 432 | 7 | 23 | 30 | 2 | 1 | 3 | 4 | 9 | 13 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 1 | 1 | 4 | 2 | 6 | 1 | 2 | 3 |
| Afr. Amer. | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 2 |
| Hispanic | 1 | 12 | 13 | 4 | 13 | 17 | 0 | 7 | 7 |
| Asian | 2 | 0 | 2 | 0 | 2 | 2 | 0 | 1 | 1 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 3 | 14 | 17 | 8 | 17 | 25 | 2 | 11 | 13 |
| Total Minority | 3 | 13 | 16 | 4 | 15 | 19 | 1 | 9 | 10 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 169 | 219 | 0 | 388 | 11 | 17 | 28 | 1 | 1 | 2 | 5 | 14 | 19 |
| Afr. Amer. | 39 | 36 | 0 | 75 | 0 | 3 | 3 | 1 | 0 | 1 | 1 | 3 | 4 |
| Hispanic | 385 | 654 | 0 | 1039 | 29 | 81 | 110 | 3 | 3 | 6 | 19 | 42 | 61 |
| Asian | 97 | 110 | 0 | 207 | 7 | 9 | 16 | 0 | 0 | 0 | 5 | 11 | 16 |
| Nat. Amer. | 16 | 8 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Two or More | 0 | 7 | 0 | 7 | 4 | 11 | 15 | 0 | 0 | 0 | 1 | 2 | 3 |
| Unknown (Race) | 0 | 0 | 7 | 7 | | | | | | | | | |
| Total | 706 | 1034 | 7 | 1747 | 51 | 121 | 172 | 5 | 4 | 9 | 32 | 73 | 105 |
| Total Minority | 537 | 815 | 0 | 1352 | 40 | 104 | 144 | 4 | 3 | 7 | 27 | 59 | 86 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 4 | 2 | 6 | 0 | 1 | 1 | 3 | 8 | 11 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hispanic | 7 | 17 | 24 | 2 | 12 | 14 | 13 | 43 | 56 |
| Asian | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 3 | 4 |
| 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 | 1 | 2 | 3 |
| Total | 11 | 20 | 31 | 2 | 14 | 16 | 18 | 57 | 75 |
| Total Minority | 7 | 18 | 25 | 2 | 13 | 15 | 15 | 49 | 64 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 15 - SKILLED CRAFT II

Transaction Dates: 01/01/2021 To 12/31/2021

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

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|----------|------------|------------------------|----------|------------|--------------------------|----------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Afr. Amer. | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Hispanic | 1 | 0 | 1 | 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 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |
| Total Minority | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 16 - SKILLED CRAFT I

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 21 | 0 | 0 | 21 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Afr. Amer. | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 51 | 0 | 0 | 51 | 6 | 0 | 6 | 0 | 0 | 0 | 5 | 0 | 5 |
| Asian | 10 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nat. Amer. | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 2 | 2 | | | | | | | | | |
| Total | 85 | 0 | 2 | 87 | 8 | 0 | 8 | 0 | 0 | 0 | 5 | 0 | 5 |
| Total Minority | 64 | 0 | 0 | 64 | 6 | 0 | 6 | 0 | 0 | 0 | 5 | 0 | 5 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Afr. Amer. | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 1 | 0 | 1 | 3 | 0 | 3 | 2 | 0 | 2 |
| 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 | 0 | 2 | 4 | 0 | 4 | 2 | 0 | 2 |
| Total Minority | 2 | 0 | 2 | 3 | 0 | 3 | 2 | 0 | 2 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 17 - OFFICE CLERICAL II

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 5 | 27 | 0 | 32 | 0 | 5 | 5 | 0 | 0 | 0 | 0 | 5 | 5 |
| Afr. Amer. | 1 | 7 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| Hispanic | 18 | 241 | 0 | 259 | 0 | 31 | 31 | 0 | 0 | 0 | 2 | 18 | 20 |
| Asian | 5 | 16 | 0 | 21 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 1 | 1 |
| Nat. Amer. | 0 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 1 | 1 | | | | | | | | | |
| Total | 29 | 297 | 1 | 327 | 0 | 39 | 39 | 0 | 0 | 0 | 2 | 26 | 28 |
| Total Minority | 24 | 270 | 0 | 294 | 0 | 34 | 34 | 0 | 0 | 0 | 2 | 21 | 23 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 0 | 2 | 2 | 0 | 4 | 4 | 0 | 2 | 2 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 4 | 6 | 10 | 2 | 17 | 19 | 0 | 20 | 20 |
| Asian | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 4 | 8 | 12 | 2 | 23 | 25 | 0 | 22 | 22 |
| Total Minority | 4 | 6 | 10 | 2 | 19 | 21 | 0 | 20 | 20 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 18 - OFFICE CLERICAL I

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 103 | 261 | 0 | 364 | 2 | 17 | 19 | 0 | 2 | 2 | 2 | 7 | 9 |
| Afr. Amer. | 29 | 68 | 0 | 97 | 1 | 3 | 4 | 0 | 1 | 1 | 2 | 4 | 6 |
| Hispanic | 318 | 1,475 | 0 | 1793 | 12 | 83 | 95 | 3 | 4 | 7 | 7 | 40 | 47 |
| Asian | 48 | 156 | 0 | 204 | 4 | 7 | 11 | 0 | 0 | 0 | 3 | 1 | 4 |
| Nat. Amer. | 14 | 28 | 0 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 4 | 4 | | | | | | | | | |
| Total | 512 | 1988 | 4 | 2504 | 19 | 115 | 134 | 3 | 7 | 10 | 14 | 52 | 66 |
| Total Minority | 409 | 1727 | 0 | 2136 | 17 | 98 | 115 | 3 | 5 | 8 | 12 | 45 | 57 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 1 | 6 | 7 | 0 | 1 | 1 | 1 | 2 | 3 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hispanic | 4 | 24 | 28 | 4 | 6 | 10 | 6 | 16 | 22 |
| Asian | 0 | 4 | 4 | 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 | 5 | 34 | 39 | 4 | 7 | 11 | 7 | 19 | 26 |
| Total Minority | 4 | 28 | 32 | 4 | 6 | 10 | 6 | 17 | 23 |

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 19 - SERVICE MAINTENANCE II

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 5 | 2 | 0 | 7 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 2 | 2 |
| Afr. Amer. | 2 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Hispanic | 22 | 16 | 0 | 38 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian | 8 | 3 | 0 | 11 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nat. Amer. | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 0 | 0 | | | | | | | | | |
| Total | 37 | 24 | 0 | 61 | 2 | 1 | 3 | 1 | 0 | 1 | 0 | 3 | 3 |
| Total Minority | 32 | 22 | 0 | 54 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 1 |

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

County of Monterey
Personnel Transactions Summary

Snapshot Date: 01/01/2022

Job Group: 20 - SERVICE MAINTENANCE I

Transaction Dates: 01/01/2021 To 12/31/2021

| | <i>Applicants</i> | | | | <i>Hires</i> | | | <i>Terminations (I)</i> | | | <i>Terminations (V)</i> | | |
|-----------------------|-------------------|---------|------------------|------------|--------------|---------|------------|-------------------------|---------|------------|-------------------------|---------|------------|
| | Males | Females | UNKNOWN (GENDER) | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 86 | 101 | 0 | 187 | 6 | 14 | 20 | 0 | 0 | 0 | 4 | 16 | 20 |
| Afr. Amer. | 37 | 36 | 0 | 73 | 3 | 3 | 6 | 0 | 0 | 0 | 3 | 3 | 6 |
| Hispanic | 390 | 615 | 0 | 1005 | 21 | 77 | 98 | 0 | 3 | 3 | 16 | 54 | 70 |
| Asian | 84 | 100 | 0 | 184 | 3 | 13 | 16 | 1 | 0 | 1 | 1 | 6 | 7 |
| Nat. Amer. | 17 | 16 | 0 | 33 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| Unknown (Race) | 0 | 0 | 6 | 6 | | | | | | | | | |
| Total | 614 | 868 | 6 | 1488 | 33 | 108 | 141 | 1 | 4 | 5 | 25 | 82 | 107 |
| Total Minority | 528 | 767 | 0 | 1295 | 27 | 94 | 121 | 1 | 4 | 5 | 21 | 66 | 87 |

| | <i>Promotions From</i> | | | <i>Promotions Into</i> | | | <i>Promotions Within</i> | | |
|-----------------------|------------------------|---------|------------|------------------------|---------|------------|--------------------------|---------|------------|
| | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE | Males | Females | TOTAL RACE |
| White | 2 | 0 | 2 | 0 | 0 | 0 | 3 | 4 | 7 |
| Afr. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 |
| Hispanic | 4 | 6 | 10 | 1 | 0 | 1 | 3 | 20 | 23 |
| Asian | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 5 |
| Nat. Amer. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NHOPI | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Two or More | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Total | 6 | 6 | 12 | 1 | 0 | 1 | 10 | 29 | 39 |
| Total Minority | 4 | 6 | 10 | 1 | 0 | 1 | 7 | 25 | 32 |

County of Monterey

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 01/01/2022

| Category | 1/1/22 |
|--|--------|
| Job Openings | 1,409 |
| Jobs Filled | 1,409 |
| Applicants for all jobs | 14,879 |
| Applicants who self-identified as Protected Veterans | 368 |
| Applicants Hired | 1,066 |
| Protected Veterans Hired | 3 |
| Hiring Benchmark** | 5.6 |
| Overall protected veterans hired (%) | 0.3 |

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

** 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: 01/01/2022

| Category | 1/1/22 | | |
|---|--------|----------|----------|
| Job Openings | 1,409 | | |
| Jobs Filled | 1,409 | | |
| Applicants for all jobs | 14,879 | | |
| Applicants who self-identified as individual(s) with Disability | 772 | | |
| Applicants Hired | 1,066 | | |
| Individual(s) with Disability Hired | 13 | | |
| Nationwide utilization goal for qualified individuals with disabilities (%)** | 7.0 | | |
| Total incumbency of individuals with disabilities (%) | 2.8 | | |
| Job Group | EE # | EE IWD # | EE IWD % |
| 01 - MANAGEMENT II | 31 | 1 | 3.2 |
| 02 - MANAGEMENT I | 80 | 3 | 3.8 |
| 03 - PROFESSIONALS - ADMINISTRATION | 451 | 33 | 7.3 |
| 04 - PROFESSIONALS - ATTORNEYS | 102 | 6 | 5.9 |
| 05 - PROFESSIONALS - HUMAN SERVICES | 256 | 9 | 3.5 |
| 06 - PROFESSIONALS - LAND USE | 51 | 1 | 2.0 |
| 07 - PROFESSIONALS - HEALTH, ADMINISTRATION | 48 | 0 | 0.0 |
| 08 - PROFESSIONALS - HEALTH, ANCILLARY | 146 | 2 | 1.4 |
| 09 - PROFESSIONALS - HEALTH, DOCTORS | 122 | 0 | 0.0 |
| 10 - PROFESSIONALS - HEALTH, NURSES | 638 | 7 | 1.1 |
| 11 - LAW ENFORCEMENT II | 94 | 4 | 4.3 |
| 12 - LAW ENFORCEMENT I | 421 | 4 | 1.0 |

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

** Current utilization goal as established by the OFCCP.

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

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

Current Snapshot Date: 01/01/2022

| Category | 1/1/22 | | |
|---|---------|-------------|-------------|
| Job Openings | 1,409 | | |
| Jobs Filled | 1,409 | | |
| Applicants for all jobs | 14,879 | | |
| Applicants who self-identified as individual(s) with Disability | 772 | | |
| Applicants Hired | 1,066 | | |
| Individual(s) with Disability Hired | 13 | | |
| Nationwide utilization goal for qualified individuals with disabilities (%)** | 7.0 | | |
| Total incumbency of individuals with disabilities (%) | 2.8 | | |
| Job Group | EE # | EE IWD # | EE IWD % |
| 13 - PARAPROFESSIONAL - TECHNICIANS II | 467 | 15 | 3.2 |
| 14 - PARAPROFESSIONAL - TECHNICIANS I | 904 | 25 | 2.8 |
| 15 - SKILLED CRAFT II | 18 | 0 | 0.0 |
| 16 - SKILLED CRAFT I | 62 | 2 | 3.2 |
| 17 - OFFICE CLERICAL II | 508 | 18 | 3.5 |
| 18 - OFFICE CLERICAL I | 594 | 17 | 2.9 |
| 19 - SERVICE MAINTENANCE II | 35 | 0 | 0.0 |
| 20 - SERVICE MAINTENANCE I | 321 | 2 | 0.6 |

* 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.