

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

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

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 02 - MANAGEMENT I
Test: Any Difference
Total Employees: 67

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 03 - PROFESSIONALS - ADMINISTRATION
Test: Any Difference
Total Employees: 425

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 04 - PROFESSIONALS - ATTORNEYS
Test: Any Difference
Total Employees: 77

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

County of Monterey

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 05 - PROFESSIONALS - HUMAN SERVICES

Test: Any Difference

Total Employees: 252

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

County of Monterey

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 06 - PROFESSIONALS - LAND USE
Test: Any Difference
Total Employees: 52

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

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 07 - PROFESSIONALS - HEALTH, ADMINISTRATION
Test: Any Difference
Total Employees: 42

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

County of Monterey

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 08 - PROFESSIONALS - HEALTH, ANCILLARY
Test: Any Difference
Total Employees: 125

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

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 09 - PROFESSIONALS - HEALTH, DOCTORS
Test: Any Difference
Total Employees: 45

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

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 10 - PROFESSIONALS - HEALTH, NURSES
Test: Any Difference
Total Employees: 496

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

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 11 - LAW ENFORCEMENT II
Test: Any Difference
Total Employees: 101

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

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 12 - LAW ENFORCEMENT I
Test: Any Difference
Total Employees: 436

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

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 13 - PARAPROFESSIONAL - TECHNICIANS II
Test: Any Difference
Total Employees: 395

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

County of Monterey

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 14 - PARAPROFESSIONAL - TECHNICIANS I
Test: Any Difference
Total Employees: 792

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

County of Monterey

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 15 - SKILLED CRAFT II
Test: Any Difference
Total Employees: 21

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 16 - SKILLED CRAFT I
Test: Any Difference
Total Employees: 60

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 17 - OFFICE CLERICAL II
Test: Any Difference
Total Employees: 489

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 18 - OFFICE CLERICAL I
Test: Any Difference
Total Employees: 549

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

County of Monterey

Snapshot Date: 01/01/2018

Comparison of Incumbency to Availability and Placement Goals

Job Group: 19 - SERVICE MAINTENANCE II
Test: Any Difference
Total Employees: 34

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

County of Monterey

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Comparison of Incumbency to Availability and Placement Goals

Job Group: 20 - SERVICE MAINTENANCE I
Test: Any Difference
Total Employees: 224

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