

Availability Analysis

Boone County
01/01/2007

Job Group: 100 EXECUTIVES

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.64	10.60	95.00	20.56	10.07	Census 2000 Special EEO File United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	41.67	8.33	5.00	2.08	0.42	Feeder Job Groups: MISC. MANAGERS (101)
			100.00			
Job Group Final Availabilities (%)				22.64	10.49	

Availability Analysis

Boone County
01/01/2007

Job Group: 101 MISC. MANAGERS

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	29.24	16.49	95.00	27.78	15.66	Census 2000 Special EEO File United States
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	44.59	4.05	5.00	2.23	0.20	Feeder Job Groups: LEGAL PROFESSIONALS (200), LAW ENFORCEMENT (201), INFO. TECH. PROF. (202), ADMIN. PROF. (203), PUBLIC WORKS (204), COURT SERVICES (205), MISCELLANEOUS (206)
			100.00			
Job Group Final Availabilities (%)				30.01	15.87	

Availability Analysis

Boone County
01/01/2007

Job Group: 200 LEGAL PROFESSIONALS

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.31	7.59	100.00	25.31	7.59	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				25.31	7.59	

Availability Analysis

Boone County
01/01/2007

Job Group: 201 LAW ENFORCEMENT

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	12.29	10.71	100.00	12.29	10.71	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	

100.00

Job Group Final Availabilities (%)

12.29	10.71
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Availability Analysis

Boone County
01/01/2007

Job Group: 202 INFO. TECH. PROF.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	33.23	13.78	100.00	33.23	13.78	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				33.23	13.78	

Availability Analysis

Boone County
01/01/2007

Job Group: 203 ADMIN. PROF.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.63	11.35	100.00	60.63	11.35	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	

100.00

Job Group Final Availabilities (%)

60.63	11.35
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Availability Analysis

Boone County
01/01/2007

Job Group: 204 PUBLIC WORKS

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	13.83	9.38	100.00	13.83	9.38	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				13.83	9.38	

Availability Analysis

Boone County
01/01/2007

Job Group: 205 COURT SERVICES

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	79.17	15.45	100.00	79.17	15.45	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				79.17	15.45	

Availability Analysis

Boone County
01/01/2007

Job Group: 206 MISCELLANEOUS

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	51.29	11.75	100.00	51.29	11.75	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				51.29	11.75	

Availability Analysis

Boone County
01/01/2007

Job Group: 300 CARTOGRAPHY & OTH TECH.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	13.33	0.00	100.00	13.33	0.00	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				13.33	0.00	

Availability Analysis

Boone County
01/01/2007

Job Group: 301 INFO. SYS. TECH.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	35.19	11.11	100.00	35.19	11.11	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				35.19	11.11	

Availability Analysis

Boone County
01/01/2007

Job Group: 302 APPRAISER

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	0.00	0.00	100.00	0.00	0.00	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				0.00	0.00	

Availability Analysis

Boone County
01/01/2007

Job Group: 303 PUBLIC WORKS TECH.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	79.49	2.39	100.00	79.49	2.39	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				79.49	2.39	

Availability Analysis

Boone County
01/01/2007

Job Group: 400 LAW ENF & CORRECTIONS

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	20.69	14.18	100.00	20.69	14.18	Census 2000 Special EEO File Missouri
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				20.69	14.18	

Availability Analysis

Boone County
01/01/2007

Job Group: 500 MISC. PARAPROFESSIONAL

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	78.02	13.28	100.00	78.02	13.28	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				78.02	13.28	

Availability Analysis

Boone County
01/01/2007

Job Group: 600 SECRETARY & RECEP.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	86.57	8.00	100.00	86.57	8.00	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				86.57	8.00	

Availability Analysis

Boone County
01/01/2007

Job Group: 601 LEGAL SECRETARY

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.50	0.00	100.00	37.50	0.00	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				37.50	0.00	

Availability Analysis

Boone County
01/01/2007

Job Group: 602 CLERICAL SUPERVISOR

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.81	6.76	95.00	56.82	6.42	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	89.16	12.05	5.00	4.46	0.60	Feeder Job Groups: SECRETARY & RECEP. (600), LEGAL SECRETARY (601), COURT & LAW ENF. SUPPORT (603), ACCT AND RELATED CLERK (604)
			100.00			
Job Group Final Availabilities (%)				61.28	7.03	

Availability Analysis

Boone County
01/01/2007

Job Group: 603 COURT & LAW ENF. SUPPORT

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	92.59	39.26	100.00	92.59	39.26	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				92.59	39.26	

Availability Analysis

Boone County
01/01/2007

Job Group: 604 ACCT AND RELATED CLERK

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.73	14.29	100.00	64.73	14.29	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				64.73	14.29	

Availability Analysis

Boone County
01/01/2007

Job Group: 700 ROAD MAINTENANCE WORKER

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	2.34	11.18	100.00	2.34	11.18	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				2.34	11.18	

Availability Analysis

Boone County
01/01/2007

Job Group: 701 MECHANIC

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	0.00	7.64	100.00	0.00	7.64	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				0.00	7.64	

Availability Analysis

Boone County
01/01/2007

Job Group: 801 SERVICE MAINTENANCE

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	0.00	0.00	100.00	0.00	0.00	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				0.00	0.00	

Availability Analysis

Boone County
01/01/2007

Job Group: 802 FOOD SERVICE

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.02	23.95	100.00	37.02	23.95	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				37.02	23.95	

Availability Analysis

Boone County
01/01/2007

Job Group: 803 CUSTODIAN & MISC. SERVICE

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	20.57	23.91	100.00	20.57	23.91	Census 2000 Special EEO File Boone, MO
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				20.57	23.91	