



## Maryland Judiciary



### **Equal Employment Opportunity**

### Report

**July 1, 2006**

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## **Preface**

The State of Maryland Judiciary is committed to fairness not only for our employees and applicants, but also for those who use court services and programs. It assures both our employees and the public at large that the Judiciary can and will provide them with opportunities to enter our work force and advance in every profession and occupation. Only through dedication to the principles of fairness and equal opportunity can we effectively respond to the needs of those who work in the courts and those who use the courts. We adhere to these principles when we treat everyone, without exception, with respect and dignity.

The Judiciary is committed to providing a work environment free from discrimination on the basis of age, ancestry, color, creed, gender identity or expression, genetic information, marital status, mental or physical disability, national origin, religious affiliation, belief or opinion, race, sex, sexual orientation, or any other non-job related factor. To that end, the Judiciary is committed to personnel procedures and practices in recruitment, testing, selection, appointment, promotion and retention that foster equal employment opportunity for all persons in the Judiciary.

The Office of Fair Practices (OFP) is charged with monitoring the Judiciary's compliance with equal employment opportunity (EEO) laws and procedures, reviewing and assessing the effects of compliance efforts to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunities.

The following report covers the period from July 1, 2005 through June 30, 2006. The purpose of this report is to provide the Management of the Judicial Branch with the information necessary to assess and evaluate the Judiciary's Equal Employment Opportunity (EEO) Program.

To prepare this report, the Office of Fair Practices relied on workforce data as of July 1, 2006, obtained from the Judiciary Human Resources Department and census data from the 2000 EEO Special Files.

# **SECTION ONE**

## **EXECUTIVE SUMMARY**

## SECTION 1: EXECUTIVE SUMMARY

- In Fiscal Year 2006, there were 3627 persons employed by the Maryland Judiciary (**Exhibit 1**).
- Minorities comprised 1334 or 36.7 % of the workforce; 33.8% were African American, 1.4% Hispanic, 1.4% were Asian and .1% were American Indian/Alaskan Native (**Exhibit 2**).
- Of the total number of Judiciary employees, 30.4% were male and 69.6% were female (**Exhibit 3**). Of the total number of females, 41.6% were White, 25.7% were African American, 1.1% was Hispanic, 1.0% was Asian, and less than 1% was other Minority.
- African American male and female representation of 33.6% slightly exceeded their combined availability of 33.4% in the State of Maryland Civilian Labor Force (CLF) <sup>1</sup> Although African American females representation of 25.7 exceeded the Maryland's CLF of 14.0%, representation of African American males in the Judiciary (7.9%) fell short of the CLF by 3.7%. Other minority males and other minority females within the Judiciary fell below their availability in the CLF by 4.3% and 1.8%, respectively. Overall female representation in the Judiciary workforce exceeded availability in the CLF by 20% (**Exhibit 4**).
- Appointments continued to add to the diversity of the workforce with females accounting for 65.3% of appointments, all minorities accounting for 37.5% and African Americans accounting for 31.7% (**Exhibits 5 and 6**).<sup>2</sup>
- Female employees within the Judiciary received promotions at rate that exceeds their representation in the workforce.<sup>3</sup> Females represented 69.6% of the workforce and accounted for 77.1% of all promotions. (**Exhibit 7**). Minorities, who comprised 36.8% of the workforce, accounted for 33.0% and 32.3% of promotions and reclassifications, respectively. African Americans, who comprised 33.8% of the workforce, accounted for 30.5% of the promotions and 30.5% of the reclassifications (**Exhibit 8**).
- Females had a separation rate of 66.7%. Of the female separations, 38.5% were White, 25.5% were African American, .4% was Hispanic and 2.0% were Asian and .3% was American Indian/ Alaskan Native (**Exhibit 9**). Minorities had a separation rate of 37.1%. Of the minority separations, 32.4% were African American, 1.4% was Hispanic and 2.7% were Asian and .6% was American Indian/Alaskan Native (**Exhibit 10**).

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<sup>1</sup> The Civilian Labor Force is defined as the number of persons 16 years and over, except those in the armed services, who are unemployed or seeking employment in the geographic area which an employer would recruit. Civilian Labor Force demographics are based upon the 2000 Census Special EEO Tabulation Files.

<sup>2</sup> Appointments include new hires, rehires, reinstatements, and transfers into the Judiciary from other State agencies.

<sup>3</sup> As defined by the Judiciary Policy on Classification and Compensation, a promotion is an action by which an employee is selected to move from a position in one job classification to another position in a different job classification that has a higher grade or salary, resulting from a competitive selection process. A reclassification is a change of a position from one job classification to another job classification that more appropriately reflects the duties and responsibilities of the position. The position should have undergone a substantial change in job function that has increased (or decreased) the duties and responsibilities enough to impact the current grade or salary. The reclassification may be to a higher, lower, or the same grade and salary as the former position and the employee retains his or her own PIN.

- **Exhibit 11** depicts the average salaries (excluding Judges) for males and females. As shown, the average salary for males, \$38,953, slightly exceeds the average Judiciary of \$38,655, while the average salary for females, \$38,541, falls below the average Judiciary salary.
- **Exhibit 12** reflects the average salary by race. The average salary for African Americans was \$36,987, for Hispanic, \$35,394, fell below the Judiciary average salary. The average salary for Asian, \$39,214, and for American Indian/Alaskan Native, \$37,387, exceeded the average Judiciary salary.
- **Exhibit 13** reflects that the average salary for all minorities fell short of the average Judiciary salary.

In Sections Three and Four of this report, detailed EEO statistical and demographic data are presented.

For the most part, the data is broken down by gender, race and EEO job categories. The race/ethnic categories are defined as:

- **WHITE (*not of Hispanic origin*):** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **AFRICAN AMERICAN (*not of Hispanic origin*):** A person having origin in any of the black racial groups of Africa.
- **HISPANIC OR LATINO:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- **ASIAN:** A person having origin in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **AMERICAN INDIAN OR ALASKAN NATIVE:** All persons having origins in any of the original peoples of North or South America, including Central America, and who maintain cultural identification through tribal affiliation or community recognition.
- **NATIVE HAWAIIAN OR PACIFIC ISLANDER:** All persons having origins in any of the original peoples of the Hawaii, Guam, Samoa, or other Pacific Islands.
- **MULTIRACIAL:** Two or more races.

EEO Job Categories include the following:

- **OFFICIALS and ADMINISTRATORS:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle,

warehouse), inspectors (construction, building, safety, rent- and-housing, fire, ABC Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

- **PROFESSIONALS:** Occupations that require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training that provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.
- **TECHNICIANS:** Occupations, which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practice nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeant, inspectors (production or processing inspectors, testers and weighers), and kindred workers.
- **PARA PROFESSIONALS:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Includes: research assistants, medical aids, child support workers, policy auxiliary, welfare services aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.
- **ADMINISTRATIVE SUPPORT: (Office and Clerical):** Occupations in which workers responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.
- **PROTECTIVE SERVICE WORKERS:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.
- **SERVICE/MAINTENANCE:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and grounds keepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

- **SKILLIED CRAFT WORKER:** Occupation in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanic and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewerage treatment plant operators, and kindred workers.

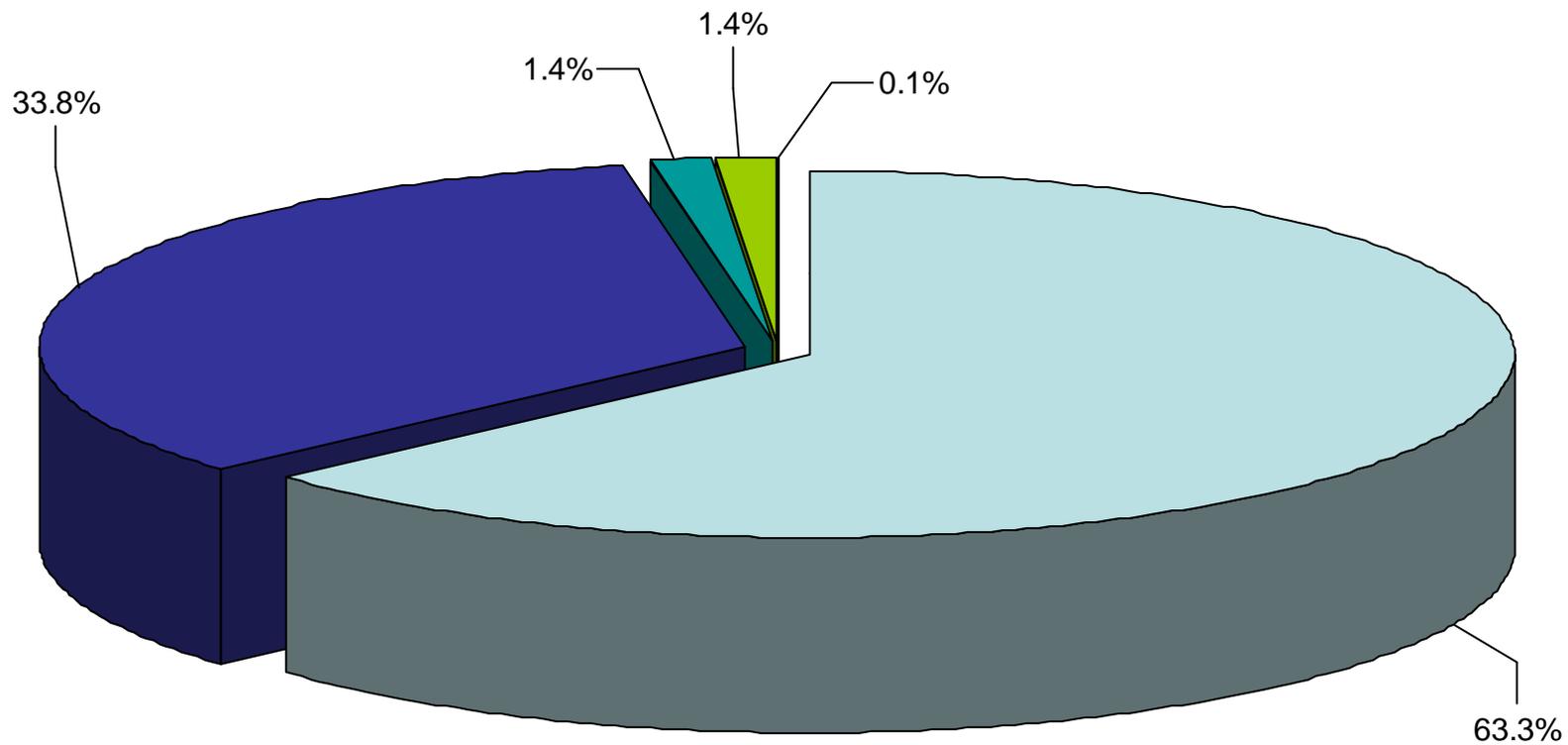
## JUDICIARY WORKFORCE by EEO Job Categories

07/01/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Othe Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	87	160	32	35	0	0	0	0	0	0	0	0	0	0	67	119	195	314
	27.7%	51.0%	10.2%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.3%	37.9%	62.1%	
PROFESSIONALS	326	299	75	128	5	13	9	13	0	1	0	0	0	0	244	415	454	869
	37.5%	34.4%	8.6%	14.7%	0.6%	1.5%	1.0%	1.5%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	28.1%	47.8%	52.2%	
TECHNICIANS	10	3	6	13	0	0	0	0	0	0	0	0	0	0	19	16	16	32
	31.3%	9.4%	18.8%	40.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	59.4%	50.0%	50.0%	
PROTECTIVE SERVICES	194	7	67	3	1	0	0	0	0	0	0	0	0	0	71	262	10	272
	71.3%	2.6%	24.6%	1.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.1%	96.3%	3.7%	
PARA-PROFESSIONALS	27	38	7	14	0	0	0	1	0	0	0	0	0	0	22	34	53	87
	31.0%	43.7%	8.0%	16.1%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.3%	39.1%	60.9%	
ADMINISTRATIVE SUPPORT	138	1002	103	740	6	27	7	24	0	4	0	0	0	0	911	254	1797	2051
	6.7%	48.9%	5.0%	36.1%	0.3%	1.3%	0.3%	1.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	44.4%	12.4%	87.6%	
SKILLED CRAFT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	
<b>TOTAL</b>	<b>783</b>	<b>1510</b>	<b>290</b>	<b>933</b>	<b>12</b>	<b>40</b>	<b>16</b>	<b>38</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1334</b>	<b>1101</b>	<b>2526</b>	<b>3627</b>
	21.6%	41.6%	8.0%	25.7%	0.3%	1.1%	0.4%	1.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	36.8%	30.4%	69.6%	

# Judiciary Workforce by Race

07/01/06



White African American Hispanic Asian American Indian/Alaskan Native

Exhibit 2

# Judiciary Workforce by Gender

07/01/06

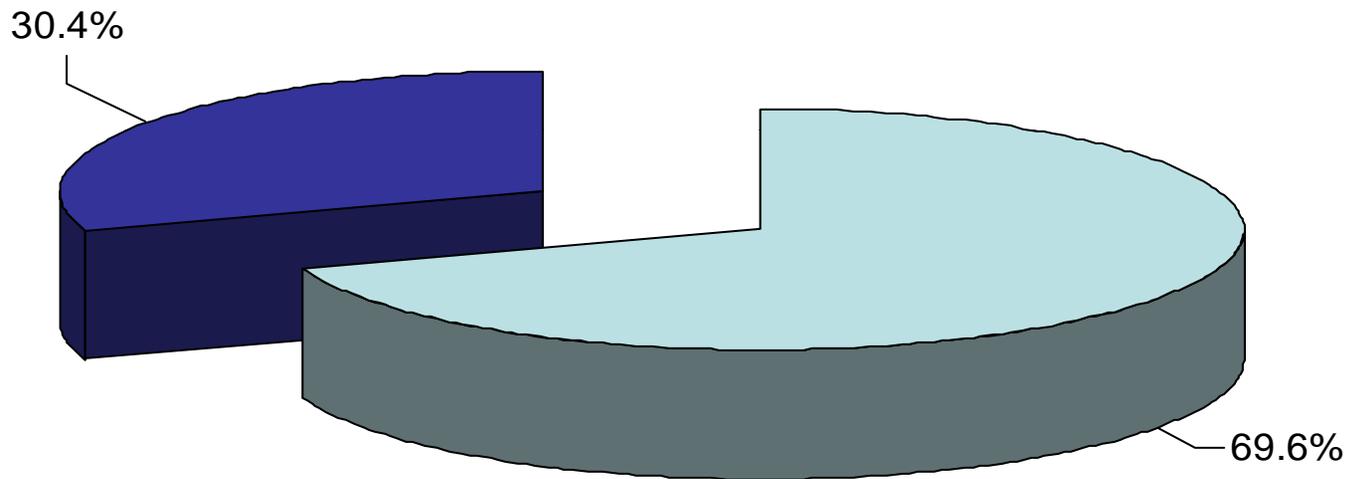


Exhibit 3

# Judiciary Workforce vs. Maryland Civilian Labor Force

07/01/06

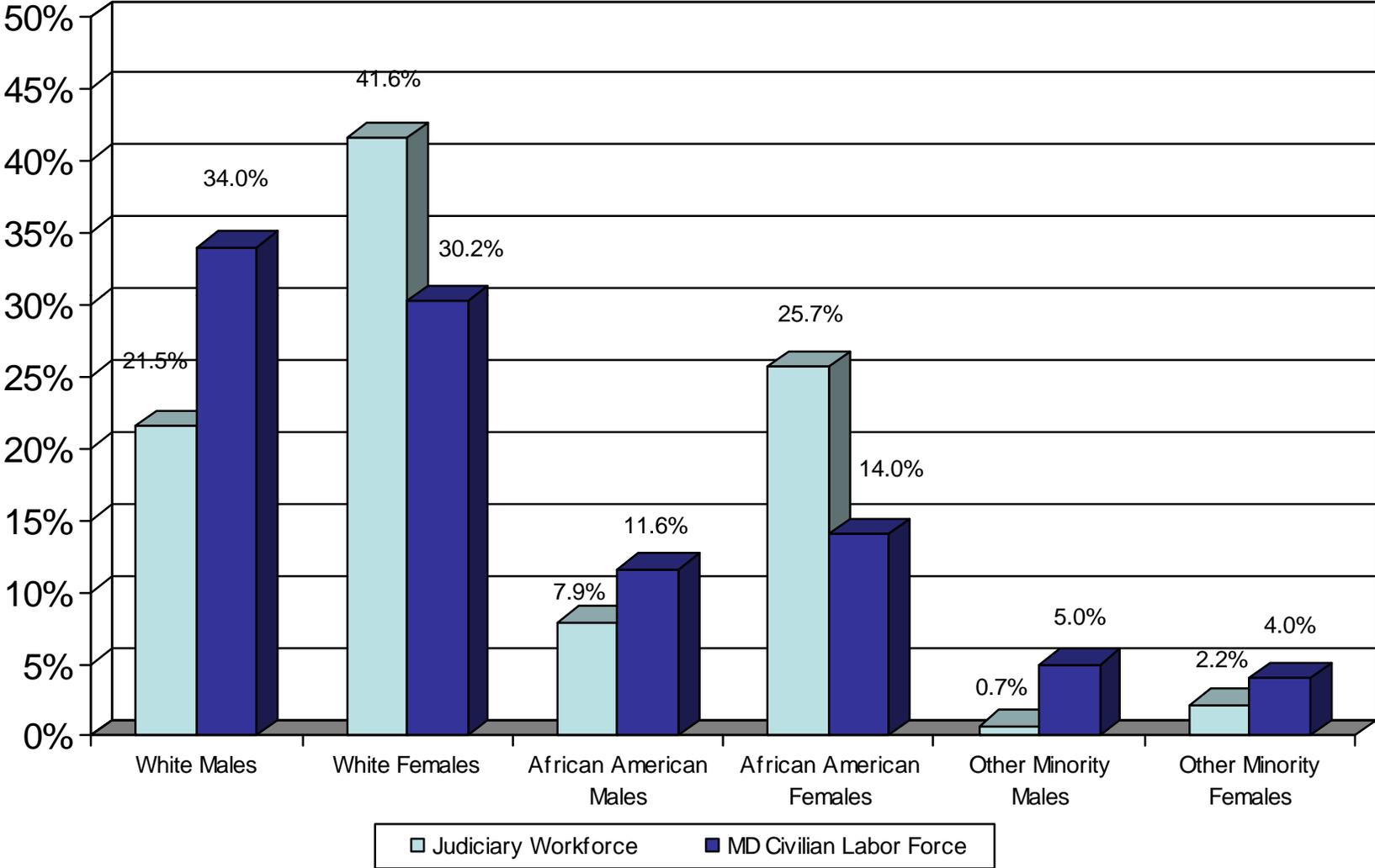


Exhibit 4

# Female Appointments

07/01/05 – 06/30/06

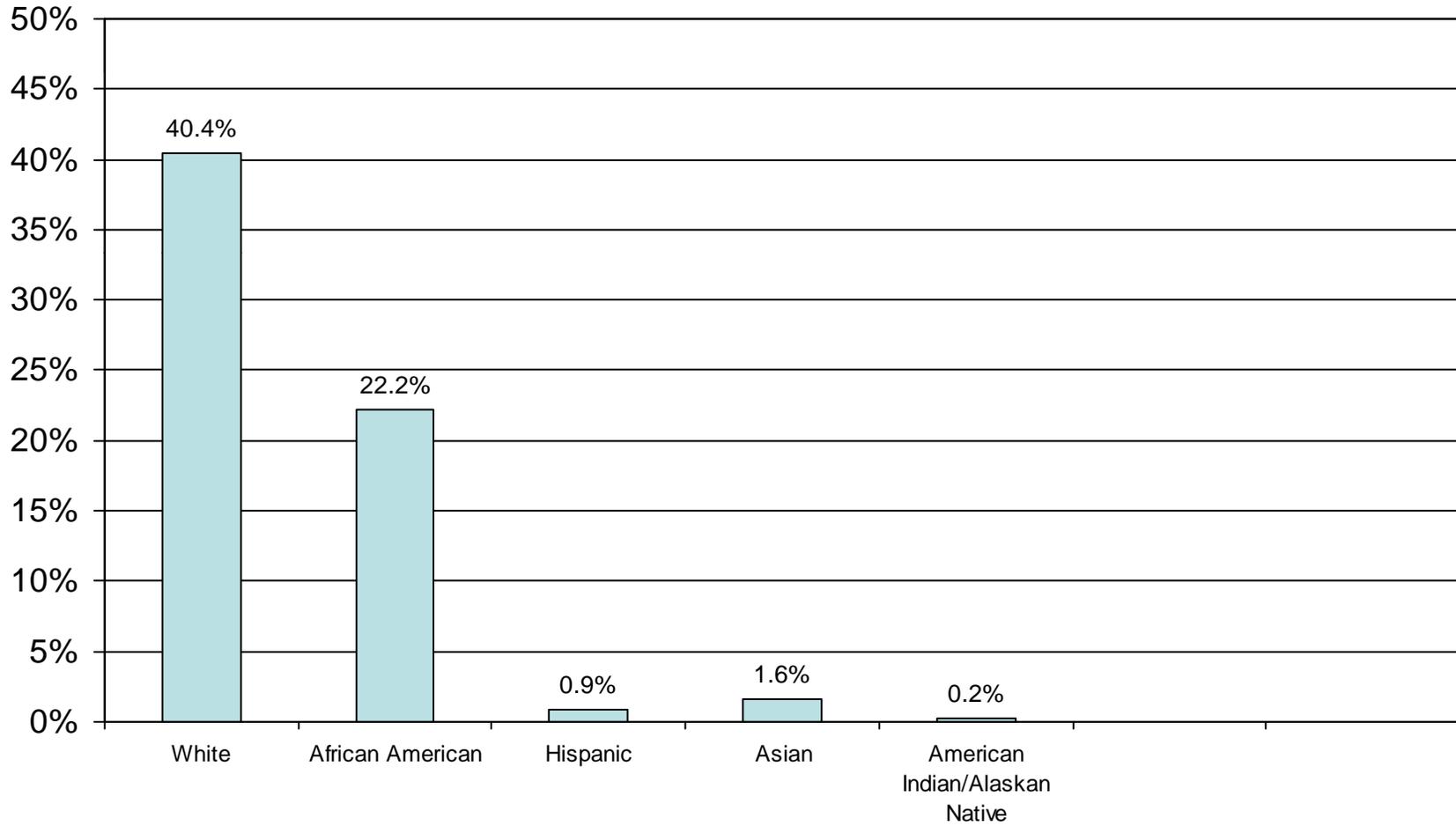


Exhibit 5

Minority Appointments

07/01/05 – 06/30/06

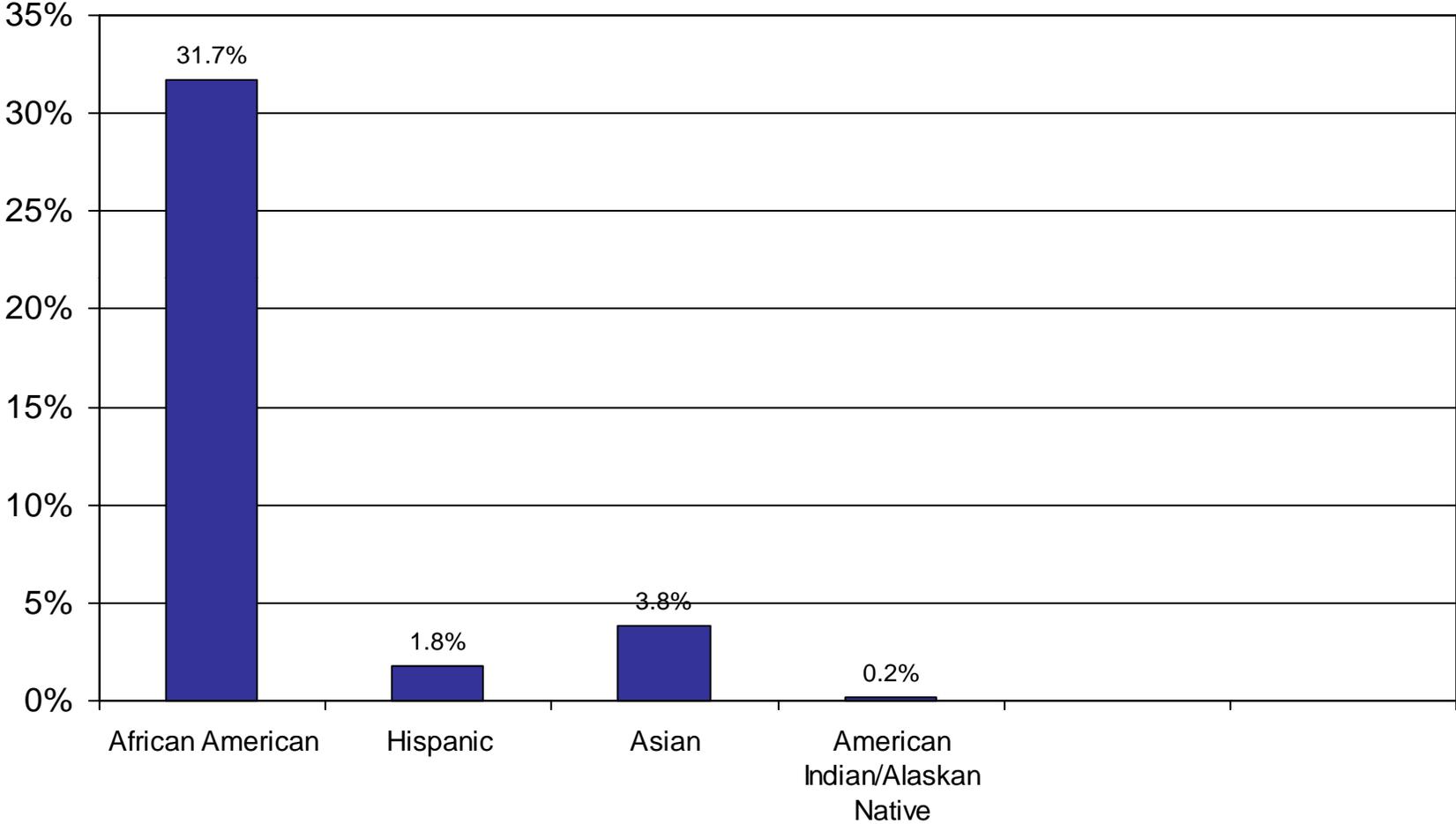
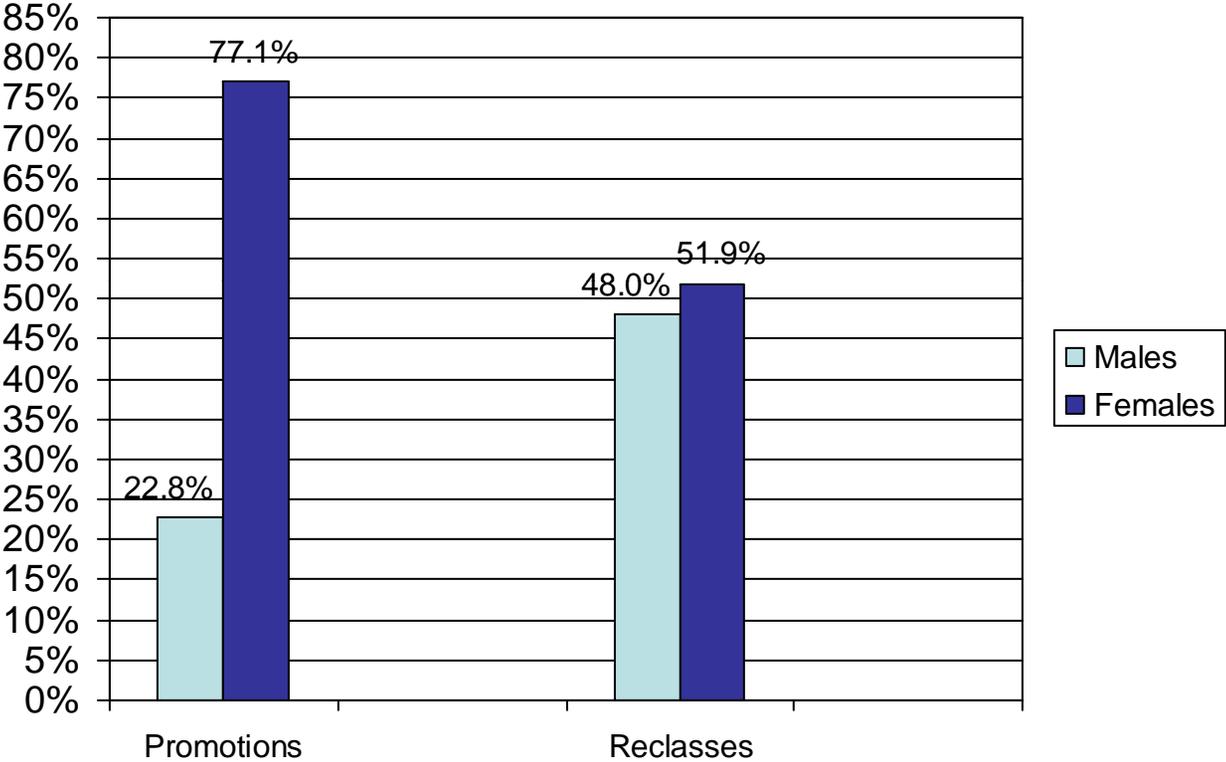


Exhibit 6

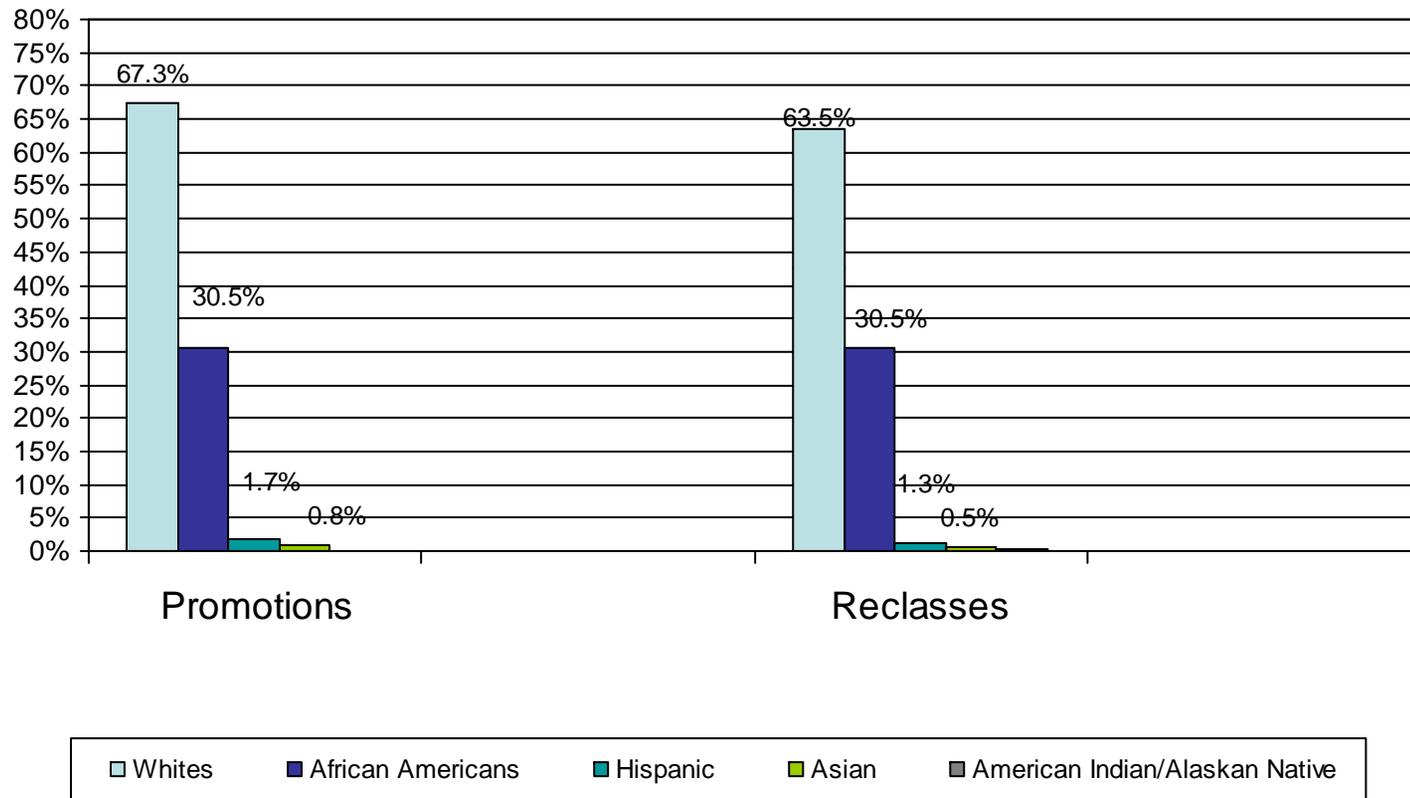
# Promotions and Reclasses by Gender

07/01/05 – 06/30/06



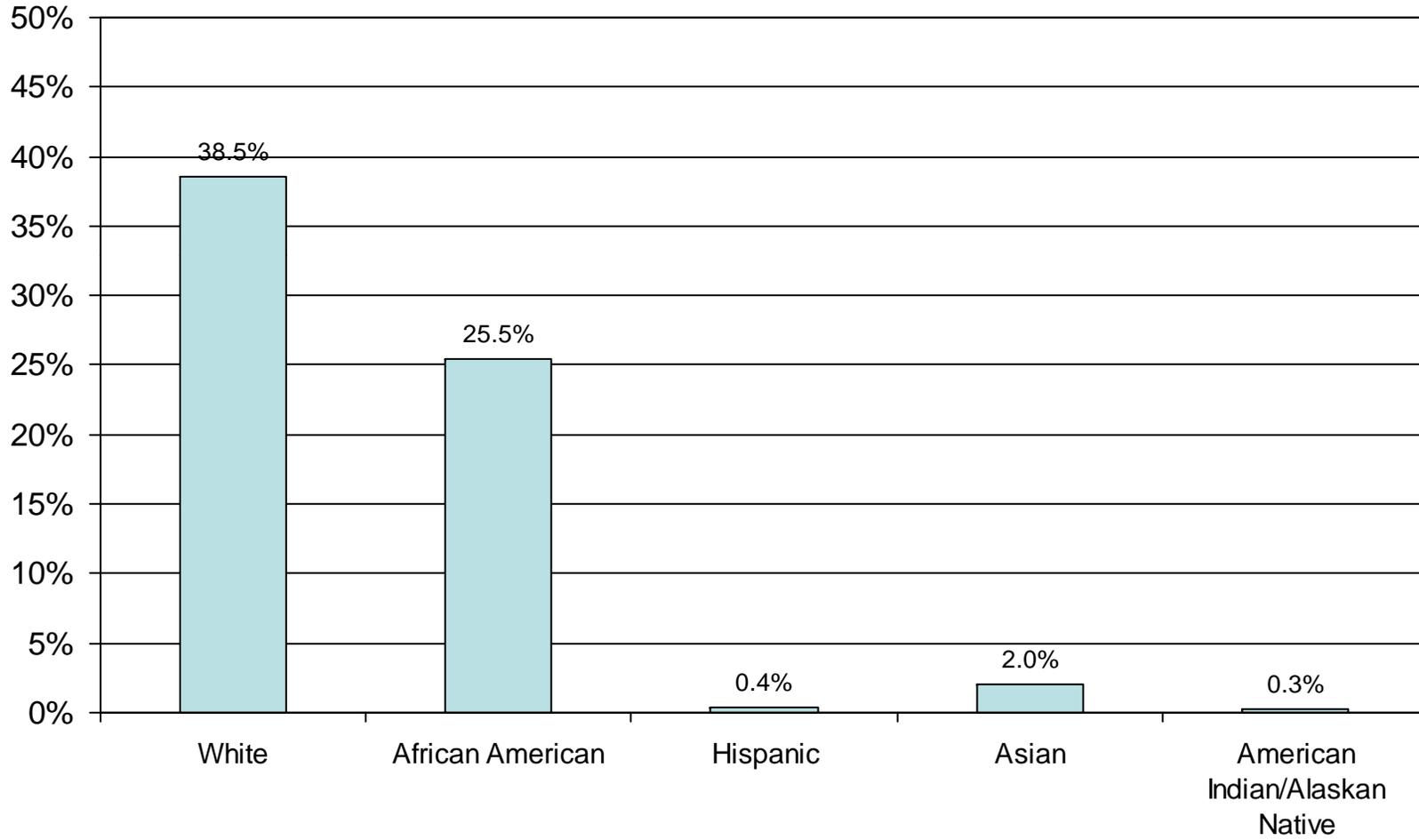
# Promotions and Reclasses by Race

07/01/05– 06/30/06



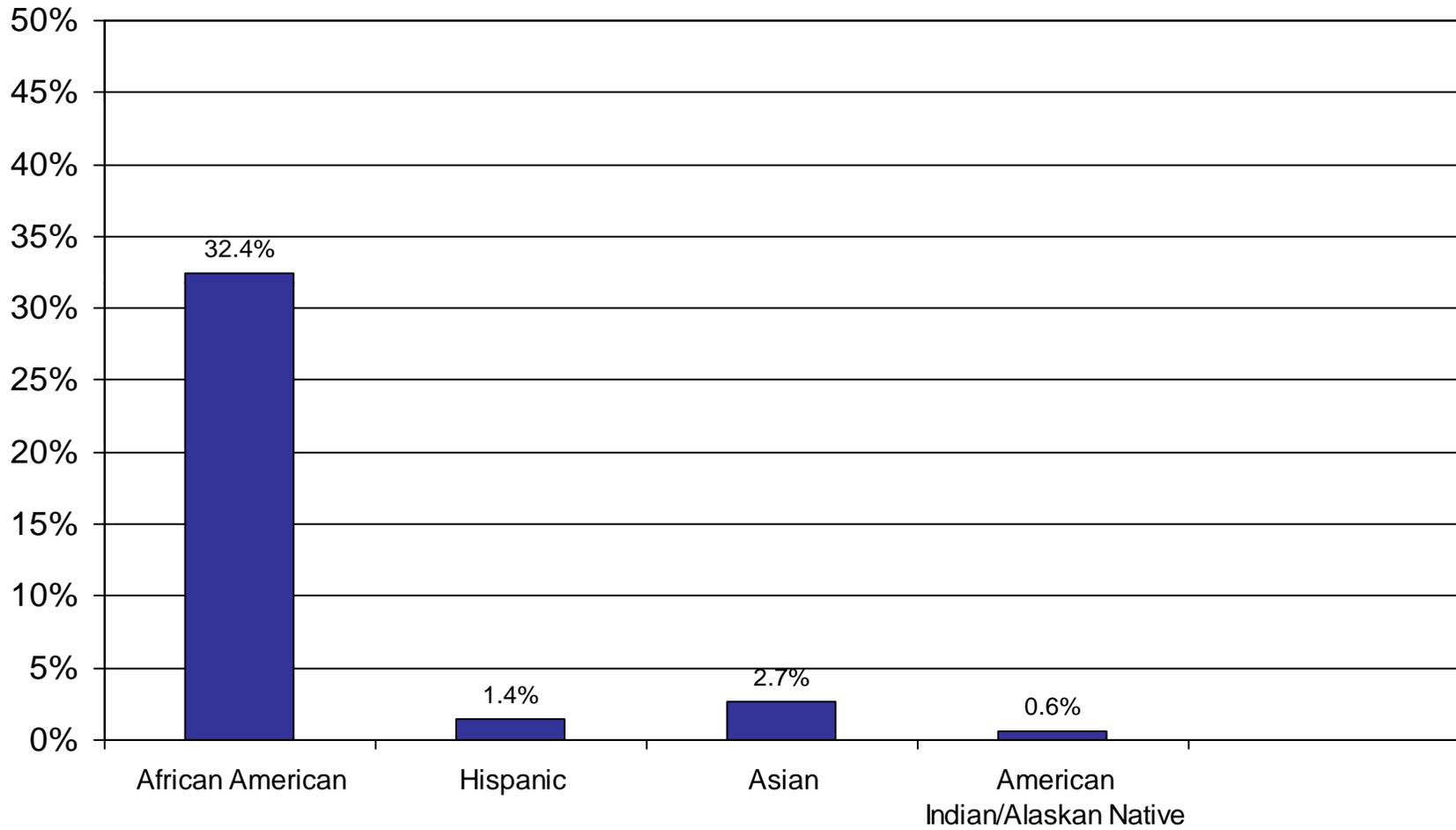
# Female Separations

07/01/05 – 06/30/06



# Minority Separations

07/01/05 – 06/30/06



# Average Salaries by Gender

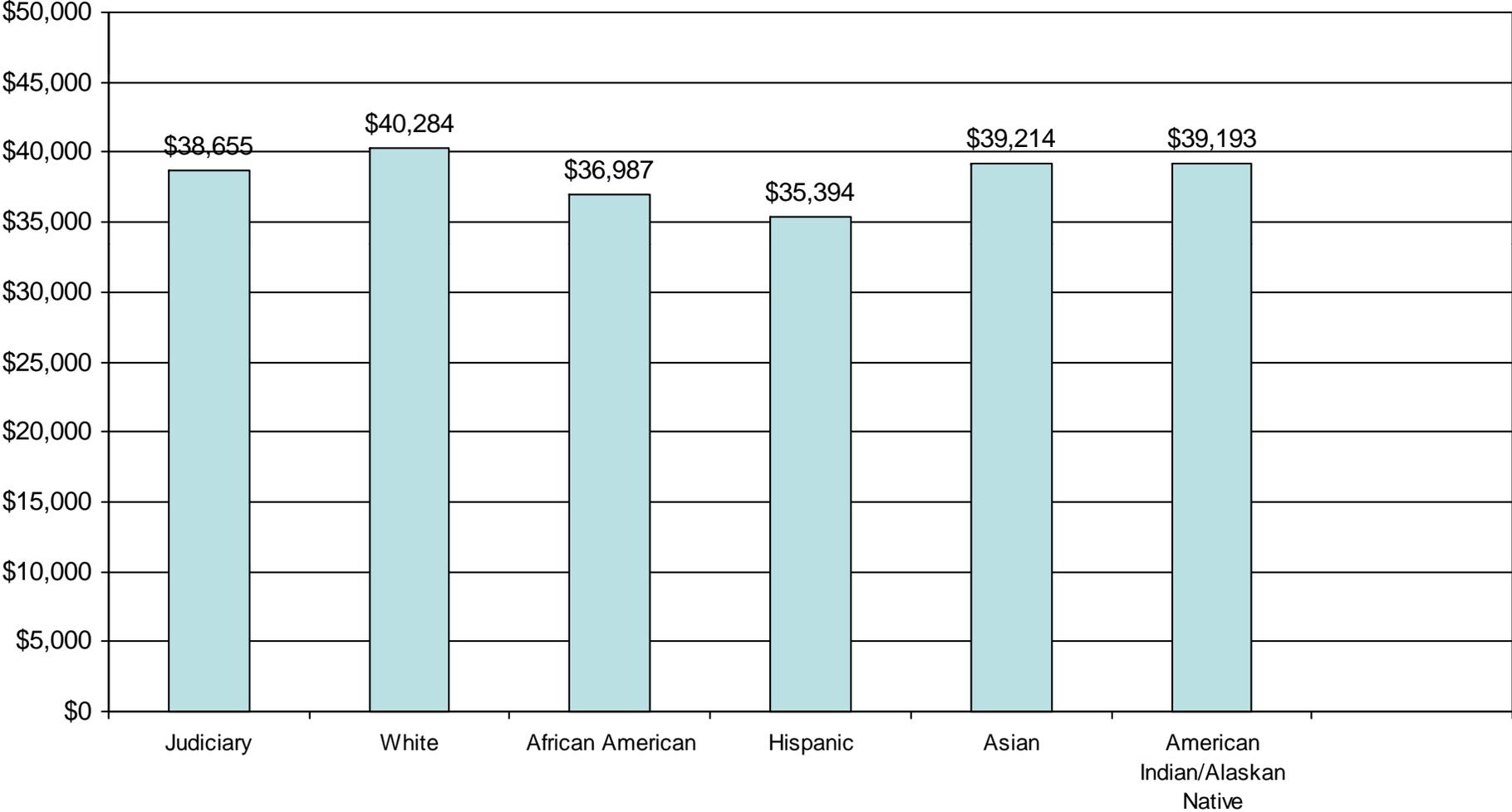
07/01/06



Exhibit 11

# Average Salaries by Race

07/01/06



# Average Salaries by Race and Gender

07/01/06

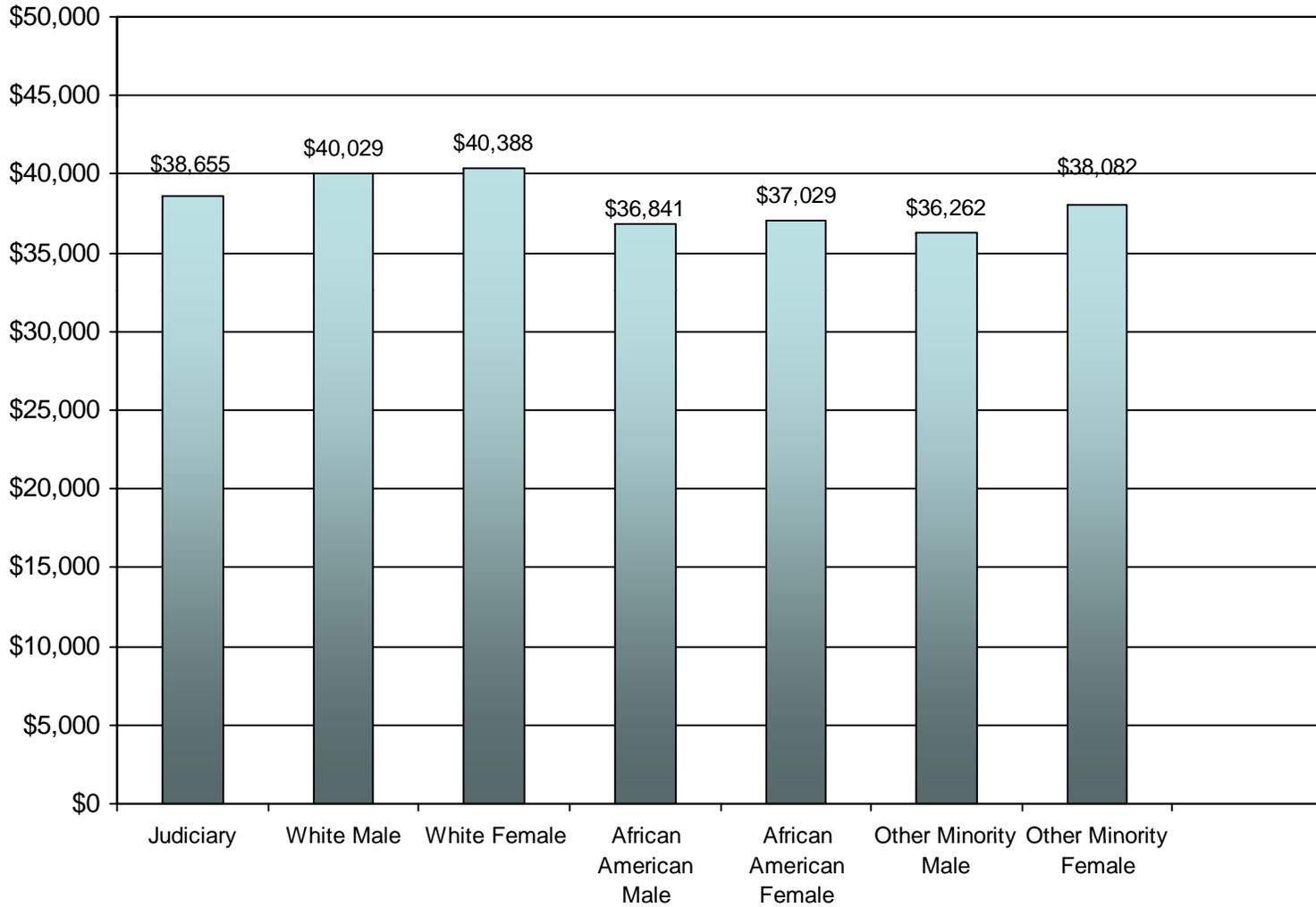


Exhibit 13

# **SECTION TWO**

## **POLICY STATEMENT**

## **SECTION 2: POLICY STATEMENT**

### **The State of Maryland Judiciary Policy Statement on Equal Employment Opportunity and Anti-Discrimination**

The Chief Judge of the Maryland Court of Appeals declares the following to be the policy of the Maryland Judiciary in order to ensure equal opportunity for all Judiciary employees and applicants for employment, and in order to ensure that all court users, volunteers, attorneys, litigants, witnesses or others who come into contact with the court system are treated in a nondiscriminatory manner with civility, dignity, and respect. All who serve in the Maryland Judiciary are responsible for implementing this policy.

#### **Equal Employment Opportunity and Anti-Discrimination**

The Maryland Judiciary is committed to the principles of equal employment opportunity and prohibits discrimination in hiring, promotion and terms and conditions of employment on the basis of race, creed, color, national origin, ancestry, sex, age, religion, disability or perceived disability, marital status, sexual orientation, status as a disabled veteran or veteran of the Armed Forces of the United States, or other non-job-related criterion.

#### **Overcoming Barriers to Equal Opportunity**

The Judiciary will take appropriate action to remove barriers that may prevent minorities and female from full participation in the Judiciary's work force and full enjoyment of all of the privileges of employment. Management will periodically review Judiciary employment practices in order to ensure that all applicants and employees and, in particular, persons who are members of groups that have been historically disadvantaged because of discrimination are receiving fair and equal consideration for job opportunities. Affirmative efforts to ensure fairness will be undertaken with respect to all employment practices, including but not limited to recruitment, selection, hiring, training, promotions, transfers, discipline, discharge, demotion, layoffs, re-employment after layoff, job assignment, compensation, and fringe benefits.

#### **Disabilities Affecting Court Users, Job Applicants and Employees**

The Judiciary is committed to complying with the provisions of the Americans with Disabilities Act (ADA), the Maryland Statutes Against Discrimination, and other anti-discrimination statutes and regulations, and will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of a physical or mental disability. Moreover, the Judiciary will not discharge a worker who develops a disability, including a disease such as cancer or AIDS, so long as that individual remains qualified and able to perform the essential functions of the job with or without reasonable accommodations. The Judiciary will make reasonable accommodations for all court users, employees, and applicants with disabilities, provided that the accommodations neither cause the Judiciary undue hardship, nor present a direct threat to their own health or safety, or the health and safety of others as defined under the ADA. An individual with a disability may request an accommodation. This may be done by contacting either the local ADA Coordinator or the Office of Fair Practices ADA Coordinator at 410-260-3661 regarding access issues or may contact the Administrative Official for the respective jurisdictions/locations regarding employment issues.

## **Harassment**

In recognition of the dignity and worth of each person who works for the Judiciary or who comes into contact with the courts, the Maryland Judiciary promulgates this policy on sexual harassment for implementation throughout the court system. Sexual harassment is illegal, an abuse of authority and, if engaged in by a Judiciary employee, will be deemed to constitute misconduct. Sexual harassment undermines the public's confidence in the Judiciary and the integrity of employment relationships, debilitates morale and may be destructive to its victims and their associates. Accordingly, sexual harassment will not be tolerated whether it is engaged in by judges, employees or non-employees, against court employees, attorneys, litigants, witnesses or others who come into contact with the court system. Managerial and supervisory personnel are required to ensure adherence to and compliance with this policy and, upon being informed of possible harassment, are required to take appropriate and immediate action in response thereto. The Maryland Judiciary has procedures for filing a sexual harassment complaint. The Judiciary complaint procedures should be used for filing and addressing sexual harassment complaints as noted in the "Filing a Complaint" section below.

## **Sexual Orientation**

The Judiciary is committed to treating all employees and court users equally, with dignity and respect. Discrimination in any form against any individual on the basis of sexual orientation is prohibited. Sexual orientation is defined as male or female heterosexuality, homosexuality, or bisexuality by inclination, practice, identity or expression, having a history thereof, or being perceived, presumed or identified by others as having such an orientation. The Judiciary shall not treat job applicants, employees, or individuals who come into contact with the courts differently because of their actual or perceived sexual orientation.

## **Racial/Ethnic Bias and Hostile Work Environment**

The Judiciary prohibits all forms of bias and discrimination in all of its operations. This prohibition extends to work force management, all aspects of employment practices, the processing and adjudication of cases, and all programs, services and activities of the Judiciary. Appropriate actions, up to and including discharge, will be taken against individuals who do not adhere to this policy. Judges, Administrative Officials, Managers, and Supervisors are to take all necessary steps to ensure that each employee's work environment is free of unlawful discrimination, including racial, ethnic or sexually oriented jokes. Harassment, coercion or intimidation of any employee based on that employee's race, creed, color, national origin, age or other unlawful criteria is strictly forbidden.

## **Filing a Complaint**

Employees, applicants, customers and users of the courts who have questions, problems or complaints regarding EEO, disability, sexual harassment, racial/ethnic bias, hostile work environment or other categories covered by the anti-discrimination laws may communicate their concerns to the Administrative Official in charge of the court/unit, program, services or activity.

If the complainant is dissatisfied with the handling of the matter, or if the complainant prefers, the complainant may contact the Office of Fair Practices or may pursue his or her complaint according to the Maryland Judiciary's discrimination and sexual harassment complaint

procedures, which can be obtained from the local Administrative Official. The Judiciary EEO/ADA Coordinator in the Office of Fair Practices can be contacted by calling 410-260-3661.

### **Prohibition Against Retaliation**

Retaliation in any form by anyone who serves in the Judiciary against any person who complains about discrimination, files a discrimination complaint or who assists in the investigation of such complaints is prohibited. A charge of retaliation may be raised at any step of the complaint procedures or may form the basis of a new complaint. Retaliation may result in legal liability even though the original discrimination complaint was unfounded and dismissed. Appropriate actions, up to and including discharge, will be taken against individuals who are found to have retaliated against a complainant or against any individual who assists in the investigation of a complaint.

# **SECTION THREE**

## **WORKFORCE UTILIZATION**

## SECTION 3: WORKFORCE UTILIZATION

Section Three provides a statistical comparison of the Judiciary's workforce with the Civilian Labor Force (the number of persons 16 years and over, except those in the armed services), who are unemployed or seeking employment in the relevant geographical recruitment area (**Exhibit 14**).

### Summary Highlights

One of the goals of the Judiciary is to establish and maintain a workforce that represents the CLF. The following workforce utilization analysis reflects:

**Officials and Administrators** (e.g., Chief Judges, State Court Administrator and Deputy, Administrative Clerks, Division Chiefs, County Clerks, Clerks of Court, Chief Deputy Clerks, Executive Directors and Deputies, Administrative Commissioners, Managers)

- African American female utilization of 11.1% and African American male utilization of 10.2% exceeded their availability of 10.9% and 8.0%, respectively, in the CLF for this EEO Category. White female utilization of 51.0% well exceeded the CLF (29.2%).
- Other Minorities were not represented in this category. The combined CFL availability for other Minorities, male and female, is 8.1%.

**Professionals** (e.g., Judges, Law Clerks, Masters, Attorneys, Procurement Specialists, Commissioners, HR Officers, Auditors, Interpreters, Information Specialists, Librarians, Media Developers, Budget Analysts)

- White females were underutilized by 1.8% in the Professionals category.
- African American male utilization of 8.7% exceeded the CLF by 1.5% and African American female utilization of 15.5% exceeded their representation in the CLF by 2.9%.
- Although other minorities were represented in this category, they were underutilized by 5.8% based on the CLF data.

**Technicians** (e.g., JIS Information Technicians, Database Support Technician, Warehouse IT Coordinator)

- White females were significantly underutilized by 25.2% in this category.
- African American male utilization of 21.6% and African American female utilization of 35.1% well exceeded their availabilities of 11.9% and 17.1%, respectively.
- Other minorities lacked representation in this EEO job category.

**Protective Service Workers** (e.g., Special Police Officers, Constables, Bailiffs, Building Security Guards)

- When compared with the CLF figures for each respective female and minority group, all protected class members were underutilized in this EEO category.

**Para Professionals** (e.g., Fiscal Accounts Technicians, Quality Assurance Specialist, Library Associates)

- White female utilization of 48.3% exceeded the CLF availability of 49.7%.
- All other protected group members were under represented when compared with the CLF.

**Administrative Support** (e.g., Supervisors, Administrative Assistants, Secretaries, Courtroom Clerks, Judiciary Clerks, Recordation Clerks, Document Clerks, Jury Clerks, Ticket Payment Clerks, Data Entry Operators, Licensing Clerks, HR Specialists, Accounting Clerks, Finance Clerks Procurement Associates)

- African American males are underutilized by 3.4% and other Minorities, both male and female are underutilized by 3.8% in this category when compared with the combined CLF.
- White female utilization (48.4%) and African American female utilization (36.0%) exceeded their representation in the CLF.

**Skilled Craft** (e.g., Housekeeper-Librarian, Cabinet Maker)

- There were only two employees in this category. Female utilization of 50.0% far exceeded the CLF availability. No minorities were represented.

**Service and Maintenance**

- No employees were in this EEO category during Fiscal Year 2006.

# WORKFORCE UTILIZATION ANALYSIS

07/01/06

EEO JOB CATEFORY		WHITE			AFRICAN-AMERICAN						OTHER MINORITIES						TOTAL EMPLOYEES
		FEMALE	STATE CLF	INDEX Under	MALE	STATE CLF	INDEX Under	FEMALE	STATE CLF	INDEX Under	MALE	STATE CLF	INDEX Under	FEMALE	STATE CLF	INDEX Under	
Officials and Administrators	#	160	29.2%	21.8%	32	8.0%	2.2%	35	10.9%	0.2%	0	4.7%	-4.7%	0	3.4%	-3.4%	314
	%	51.0%			10.2%			11.1%			0.0%			0.0%			
Professionals	#	299	35.5%	-1.1%	75	7.2%	1.4%	128	12.6%	2.1%	14	5.6%	-4.0%	27	5.1%	-2.0%	869
	%	34.4%			8.6%			14.7%			1.6%			3.1%			
Technicians	#	3	33.3%	-23.9%	6	9.7%	9.1%	13	18.0%	22.6%	0	4.4%	-4.4%	0	5.6%	-5.6%	32
	%	9.4%			18.8%			40.6%			0.0%			0.0%			
Protective Service Workers	#	7	10.0%	-7.4%	67	29.1%	-4.5%	3	13.3%	-12.2%	1	3.2%	-2.8%	0	0.9%	-0.9%	272
	%	2.6%			24.6%			1.1%			0.4%			0.0%			
Para Professional	#	42	49.7%	-1.4%	2	4.8%	-2.5%	19	34.3%	-12.5%	0	0.9%	-0.9%	3	5.7%	-2.3%	87
	%	48.3%			2.3%			21.8%			0.0%			3.4%			
Administrative Support	#	1002	43.0%	5.9%	103	8.3%	-3.3%	740	21.4%	14.7%	13	2.8%	-2.2%	55	5.3%	-2.6%	2051
	%	48.9%			5.0%			36.1%			0.6%			2.7%			
Skilled Craft Workers	#	1	3.7%	0.0%	0	16.7%	-16.7%	0	1.9%	-1.9%	0	9.3%	-9.3%	0	0.9%	-0.9%	2
	%	50.0%			0.0%			0.0%			0.0%			0.0%			
Service-Maintenance	#	0	23.2%	0.0%	0	18.7%	0.0%	0	14.3%	0.0%	0	7.0%	0.0%	0	6.3%	0.0%	0
	%	0.0%			0.0%			0.0%			0.0%			0.0%			
TOTAL	#	1514	30.2%	11.5%	285	11.6%	-4%	938	14.0%	12%	28	5.0%	-4.2%	85	4.0%	-1.7%	3627
	%	41.7%			7.9%			26%			0.8%			2.3%			

# **SECTION FOUR**

## **PERSONNEL TRANSACTIONS**

## SECTION 4: PERSONNEL TRANSACTIONS

The data provided in this section depicts the personnel transactions processed by the Judiciary's Human Resources Department in Fiscal Year 2006. This information also reflects the type of transactions by race and gender.

### Summary Highlights

Trends reflected in the following **Exhibits 15 - 23** are highlighted as follows:

There were 722 appointments during Fiscal Year 2006, of which 474 (65.7%) were female and 266 (36.8%) were minority. Appointments include new hires, rehires, reinstatements and transfers into the Judiciary from other State agencies.

- There were 602 new hires of which minorities comprised 35.7% and females comprised 66.8%.
- There were 94 rehires with 43.6% minority and 56.4 % female.
- Of the 14 reinstatements, minorities represented 28.6% and females represented 57.1%.
- Twelve persons transferred into the Judiciary from other State agencies; 50.0% were minorities and 91.7% were females.

A total of 978 reclassification actions were processed during Fiscal Year 2006; 51.9 % were females and 32.6% minorities.

There were 197 promotions during Fiscal Year 2006. Of this total, minorities represented 32.0% and females represented 89.8%. Of the females promoted, 27.9% were minority females.

Forty-four internal transfers were processed; Minorities comprised 36.4% and Females comprised 84.1%

Of the 22 demotions that occurred, 36.4% were minority employees and 51.0% were female employees.

There were a total of 615 separations. Of those, 587 were voluntary separations of which 67.4% were female and 33.2% were minority.

- A total of 216 resignations occurred of which 40.6% were minorities and 72.5% were females.
- Fifty-four employees retired during Fiscal Year 2006; 17.9% were minorities and 69.2% were females.

## JUDICIARY PERSONNEL TRANSACTIONS

07/01/2005 - 06/30/2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS*</b>	164	292	68	161	6	7	10	12	0	2	0	0	0	0	266	248	474	<b>722</b>
	22.7%	40.4%	9.4%	22.3%	0.8%	1.0%	1.4%	1.7%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	36.8%	34.3%	65.7%	
<b>RECLASSES</b>	339	320	126	173	3	10	1	4	1	1	0	0	0	0	319	470	508	<b>978</b>
	34.7%	32.7%	12.9%	17.7%	0.3%	1.0%	0.1%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	32.6%	48.1%	51.9%	
<b>PROMOTIONS</b>	15	57	11	28	0	2	0	1	0	0	0	0	0	0	42	26	88	<b>114</b>
	13.2%	50.0%	9.6%	24.6%	0.0%	1.8%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.8%	22.8%	77.2%	
<b>TRANSFERS</b>	6	22	1	14	0	1	0	0	0	0	0	0	0	0	16	7	37	<b>44</b>
	13.6%	50.0%	2.3%	31.8%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	15.9%	84.1%	
<b>DEMOTIONS</b>	0	5	5	7	0	0	0	0	0	0	0	0	0	0	12	5	12	<b>17</b>
		29.4%	29.4%	41.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.6%	29.4%	70.6%	
<b>SEPARATIONS**</b>	151	240	43	159	6	3	4	13	2	2	0	0	0	0	232	206	417	<b>623</b>
	24.2%	38.5%	6.9%	25.5%	1.0%	0.5%	0.6%	2.1%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	37.2%	33.1%	66.9%	
<b>TOTAL</b>	<b>675</b>	<b>936</b>	<b>254</b>	<b>542</b>	<b>15</b>	<b>23</b>	<b>15</b>	<b>30</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>887</b>	<b>962</b>	<b>1536</b>	<b>2498</b>
	27.0%	37.5%	10.2%	21.7%	0.6%	0.9%	0.6%	1.2%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	35.5%	38.5%	61.5%	

\* Includes new hires, rehires, reinstatements, and transfers from state agencies.

\*\* Includes deceased, end of assignment, job abandonment, resignation, retirement, transfer to state agency, resignation in lieu of termination, termination, rejection on probation.

## JUDICIARY APPOINTMENTS

07/-1/2005- 06/30/2006

APPOINTMENTS	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTAL			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>NEW HIRES</b>	135	252	57	132	3	6	5	10	0	2	0	0	0	0	215	200	402	<b>602</b>
	22.4%	41.9%	9.5%	26.6%	0.5%	1.0%	0.8%	1.7%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	35.7%	33.2%	66.8%	
<b>REHIRES</b>	24	29	10	22	2	1	5	1	0	0	0	0	0	0	41	41	53	<b>94</b>
	25.5%	30.9%	10.6%	23.4%	2.1%	1.1%	5.3%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.6%	43.6%	56.4%	
<b>REINSTATEMENTS</b>	4	6	1	1	1	0	0	1	0	0	0	0	0	0	4	6	8	<b>14</b>
	33.3%	42.9%	7.1%	7.1%	7.1%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	42.9%	57.1%	
<b>TRANSFER FROM STATE AGENCY</b>	1	5	0	6	0	0	0	0	0	0	0	0	0	0	6	1	11	<b>12</b>
	8.3%	41.7%	0.0%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	8.3%	91.7%	
<b>TOTAL</b>	<b>164</b>	<b>292</b>	<b>68</b>	<b>161</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>266</b>	<b>248</b>	<b>474</b>	<b>722</b>
	29.4%	52.4%	12.2%	28.9%	1.1%	1.3%	1.8%	2.2%	0.0%	0.4%	0.0%	0.1%	0.0%	0.0%	36.8%	34.3%	65.7%	

## Judiciary Separations

07/01/2005 - 06/30/2006

SEPARATIONS	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTAL			Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female		
<b>VOLUNTARY</b>																			
DECEASED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
END OF ASSIGNMENT	59	74	9	33	3	3	1	4	1	1	0	0	0	0	55	73	115		188
JOB ABANDONMENT	3	4	1	2	0	0	0	0	0	0	0	0	0	0	3	4	6		10
	30.0%	40.0%	10.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	40.0%	60.0%		
RESIGNATION	60	125	25	89	3	0	3	8	1	1	0	0	0	0	130	92	223		315
	19.0%	39.7%	7.9%	28.3%	1.0%	0.0%	1.0%	2.5%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	41.3%	29.2%	70.8%		
RETIREMENT	16	29	3	18	0	0	0	0	0	0	0	0	0	0	21	19	47		66
	24.2%	43.9%	4.5%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.8%	28.8%	71.2%		
TRANSFER TO STATE	4	3	0	3	0	0	0	1	0	0	0	0	0	0	4	4	7		11
	36.4%	27.3%	0.0%	27.3%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	36.4%	63.6%		
<b>INVOLUNTARY</b>																			
RESIGN IN LIEU OF TERMINATION	1	1	0	1	0	0	0		0	0	0	0	0	0	1	1	2		3
	33.3%	33.3%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	66.7%		

## Judiciary Separations

07/01/2005 - 06/30/2006

SEPARATIONS	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTAL			Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female		
TERMINATION	6	4	4	10	0	1	0	0	0	0	0	0	0	0	15	10	15		25
	24.0%	16.0%	16.0%	40.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	60.0%		
REJECT ON PROBATION	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1		1
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%		
TOTAL	150	241	42	156	6	4	4	13	2	2	0	0	0	0	229	204	416		620
	24.2%	38.9%	6.8%	25.2%	1.0%	0.6%	0.6%	2.1%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	36.9%	32.9%	67.1%		

## JUDICIARY APPOINTMENTS

### by EEO Job Categories

07/01/05 - 06/30/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	1	2	0	3	0	0	0	0	0	0	0	0	0	0	3	1	5	6
	16.7%	33.3%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	16.7%	83.3%	
PROFESSIONALS	91	115	15	27	3	2	5	7	0	0	0	0	0	0	59	114	151	265
	34.3%	43.4%	5.7%	10.2%	1.1%	0.8%	1.9%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.3%	43.0%	57.0%	
TECHNICIANS	2	1	2	2	0	0	0	0	0	0	0	0	0	0	4	4	3	7
	28.6%	14.3%	28.6%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	57.1%	42.9%	
PROTECTIVE SERVICES	33	1	16	0	0	0	0	0	0	0	0	0	0	0	16	49	1	50
	66.0%	2.0%	32.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.0%	98.0%	2.0%	
PARA-PROFESSIONALS	6	3	1	0	0	0	0	0	0	0	0	0	0	0	1	7	3	10
	60.0%	30.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	70.0%	30.0%	
ADMINISTRATIVE SUPPORT	31	169	34	129	3	5	5	5	0	2	0	0	0	0	183	73	310	383
	8.1%	44.1%	8.9%	33.7%	0.8%	1.3%	1.3%	1.3%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	47.8%	19.1%	80.9%	
Skilled Craft	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
<b>TOTAL</b>	<b>164</b>	<b>292</b>	<b>68</b>	<b>161</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>266</b>	<b>248</b>	<b>473</b>	<b>722</b>
	22.7%	40.4%	9.4%	22.3%	0.8%	1.0%	1.4%	1.7%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	36.8%	34.3%	65.5%	

## JUDICIARY RECLASSES by EEO Job Categories

07/01/05 - 06/30/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	43	76	9	20	0	0	0	0	0	0	0	0	0	0	29	52	96	148
	29.1%	51.4%	6.1%	13.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.6%	35.1%	64.9%	
PROFESSIONALS	61	87	31	62	2	7	1	2	0	0	0	0	0	0	105	95	158	253
	24.1%	34.4%	12.3%	24.5%	0.8%	2.8%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.7%	37.5%	62.5%	
PROTECTIVE SERVICES	193	7	74	3	1	0	0	0	1	0	0	0	0	0	79	269	10	279
	69.2%	2.5%	26.5%	1.1%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	28.3%	96.4%	3.6%	
PARA-PROFESSIONALS	21	5	4	2	0	0	0	0	0	0	0	0	0	0	6	25	7	32
	65.6%	15.6%	12.5%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.8%	78.1%	21.9%	
ADMINISTRATIVE SUPPORT	21	145	8	86	0	3	0	2	0	1	0	0	0	0	100	29	237	266
	7.9%	54.5%	3.0%	32.3%	0.0%	1.1%	0.0%	0.8%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	37.6%	10.9%	89.1%	
<b>TOTAL</b>	<b>339</b>	<b>320</b>	<b>126</b>	<b>173</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>319</b>	<b>470</b>	<b>508</b>	<b>978</b>
	34.7%	32.7%	12.9%	17.7%	0.3%	1.0%	0.1%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	32.6%	48.1%	51.9%	

## JUDICIARY PROMOTIONS

### by EEO Job Categories

07/01/05 - 06/30/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	3	4	2	4	0	0	0	0	0	0	0	0	0	0	6	5	8	13
	23.1%	30.8%	15.4%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.2%	38.5%	61.5%	
PROFESSIONALS	9	5	0	7	0	0	0	0	0	0	0	0	0	0	7	9	12	21
	42.9%	23.8%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	42.9%	57.1%	
TECNICIANS	0	0	2	1	0	0	0	0	0	0	0	0	0	0	3	2	1	3
	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	
PARA- PROFESSIONALS	0	3	0	1	0	0	0	0	0	0	0	0	0	0	1	0	4	4
	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	3	45	7	15	0	2	0	1	0	0	0	0	0	0	25	10	63	73
	4.1%	61.6%	9.6%	20.5%	0.0%	2.7%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.2%	13.7%	86.3%	
<b>TOTAL</b>	<b>15</b>	<b>57</b>	<b>11</b>	<b>28</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>26</b>	<b>88</b>	<b>114</b>
	13.2%	50.0%	9.6%	24.6%	0.0%	1.8%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.8%	22.8%	77.2%	

## JUDICIARY INTERNAL TRANSFERS by EEO Job Categories

07/01/05 - 06/30/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
PROFESSIONALS	1	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1	2	3
	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	
PROTECTIVE SERVICES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	4
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
PARA-PROFESSIONALS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	1	21	1	13	0	0	0	0	0	0	0	0	0	0	14	2	34	36
	2.8%	58.3%	2.8%	36.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.9%	5.6%	94.4%	
<b>TOTAL</b>	<b>6</b>	<b>22</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>7</b>	<b>37</b>	<b>44</b>
	13.6%	50.0%	2.3%	31.8%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	15.9%	84.1%	

# JUDICIARY DEMOTIONS

## by EEO Job Categories

07/01/05- 06/30/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female		
OFFICIALS /ADMINISTRATORS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%		
PROFESSIONALS	0	2	2	3	0	0	0	0	0	0	0	0	0	0	5	2	5	7	
	0.0%	28.6%	28.6%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	71.4%	28.6%	71.4%		
TECHNICIANS	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%		
ADMINISTRATIVE SUPPORT	0	2	2	4	0	0	0	0	0	0	0	0	0	0	6	2	6	8	
	0.0%	25.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	75.0%		
<b>TOTAL</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>5</b>	<b>12</b>	<b>17</b>	
	0.0%	29.4%	29.4%	41.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.6%	29.4%	70.6%		

## JUDICIARY SEPARATIONS by EEO Job Categories

07/01/05 - 06/30/06

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	3	2	1	1	0	0	0	0	0	0	0	0	0	0	2	4	3	7
	90.0%	28.6%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	57.1%	42.9%	
PROFESSIONALS	89	97	11	35	3	2	2	7	1	1	0	0	0	0	62	106	142	248
	0.0%	39.1%	4.4%	14.1%	1.2%	0.8%	0.8%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	22.2%	6.9%	57.3%	
TECHNICIANS	1	0	2	1	0	0	0	0	0	0	0	0	0	0	3	3	1	4
	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	75.0%	25.0%	
PROTECTIVE SERVICE	25	2	7	1	0	0	0	0	1	0	0	0	0	0	9	33	3	36
	69.4%	5.6%	19.4%	2.8%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	91.7%	8.3%	
PARA PROFESSIONAL	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	2	2
	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	33	138	21	120	3	1	2	6	0	1	0	0	0	0	154	59	266	325
	10.2%	42.5%	6.5%	36.9%	0.9%	0.9%	0.6%	1.8%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	47.4%	18.2%	81.8%	
SERVICE MAINTENANCE	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
<b>TOTAL</b>	<b>151</b>	<b>240</b>	<b>43</b>	<b>159</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>146</b>	<b>151</b>	<b>623</b>
	24.2%	38.5%	6.9%	25.5%	1.0%	0.5%	0.6%	2.1%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	12.4%	23.4%	24.2%	

# **SECTION FIVE**

## **WORKFORCE by SALARY, GRADE, RACE, and GENDER**

## SECTION 5: WORKFORCE by SALARY, GRADE, RACE, and GENDER

Section Five presents the salary and grade of employees by race and gender as of July 1, 2006.

**Exhibit 24** shows the salary of employees in increments of \$10,000. A total of 2,322 or 60.5% of all Judiciary employees fell within the \$30,000 to \$50,000 salary ranges. Of this number, 21.4% were males, 78.6% were females and 41.0% were minorities.

Within the Judiciary there are three primary salary scale structures. The J scale, **Exhibit 25**, is the main salary scale for Judiciary employees with 94.2% of the employees compensated in accordance with this scale structure.

The T scale, **Exhibit 26**, is used for technical/computer-related positions. The majority of these positions are located at JIS, however, there are a few other T scale employees scattered throughout the Judiciary. Approximately 3.4% of the Judiciary employees fall within the T scale.

**Exhibit 27** depicts the S scale which is used for senior management. The employees on this scale include Directors and Deputy Directors for AOC and Court-Related Agencies, Assistant Chief Clerks of the District Court, the Clerks of the Appellate Clerks, Directors of Agencies within the Court of Appeals and Court of Special Appeals, Circuit Court Administrators, Masters, the Coordinator of Commissioner Activities, the Chief Clerk of District Court and District Administrative Clerks. Only 2.4% of employees are paid in accordance with the S scale.

### Summary Highlights

- With respect to the J scale, female employees held 77.6% of the positions in grades J01 through J12 and 63.0% of the positions in grades J13 through J19.
- In grades J01 through J12, Minorities held 41.7% of the positions; African Americans held 38.7% positions; and Whites held 58.3%. In grades J13 through J19, Minorities held 32.4%; African Americans held 29.3%; and Whites held 67.6%.
- On the T scale, females held 45.5% of these technical positions, Whites held 61.8%, African Americans were represented in 33.6% of the positions and other Minorities were represented in 4.6%.
- The S scale was comprised of 56.6% female employees and the racial make-up of the employees on this scale included 80.3% White, 19.7% African American.

## **Other Salary Structures**

The vast majority of Judiciary employees fall under the J, T and S scales. There are exceptions, however. The Judiciary has some flat rate employees (State Court Administrator, Deputy State Court Administrator, law clerks, interpreters, Drug Court case managers and coordinators, an employee in the Court of Special Appeals, and one court transcriber). Flat rate employees are not tied to any scale. Females comprised 54.9% of the flat rate positions; Whites comprised 80.0% African Americans and Other Minorities comprised 11.2% and 8.8%, respectively.

Elected officials (Judges, recalled Judges, and Clerks of Court) are in salary grade 9999; 28.1% of the employees in this salary grade were female. African Americans and other Minorities represented 15.9% and 1.1%, respectively.

WORKFORCE BY SALARY, RACE AND GENDER

07/01/06

Salary	Total		White		African-American		Hispanic		Asian		American Indian		Hawaii/Pacific		Multiracial		
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Less than \$10,000	59	47	12	39	8	8	4	0	0	0	0	0	0	0	0	0	0
		80%	20%	66.10%	13.56%	13.56%	6.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$10,000.01 to \$20,000	91	65	26	51	22	14	4	0	0	0	0	0	0	0	0	0	0
		71%	29%	56.04%	24.18%	15.38%	4.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$20,000.01 to \$30,000	566	170	396	87	229	73	146	4	10	6	8	0	3	0	0	0	0
		30%	70%	15.37%	40.46%	12.90%	25.80%	0.71%	1.77%	1.06%	1.41%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%
\$30,000.01 to \$40,000	1512	300	1212	188	635	100	537	6	19	6	20	0	1	0	0	0	0
		20%	80%	12.43%	42.00%	6.61%	35.52%	0.40%	1.26%	0.40%	1.32%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%
\$40,000.01 to \$50,000	810	196	614	152	395	36	199	5	11	3	8	0	1	0	0	0	0
		24%	76%	18.77%	48.77%	4.44%	24.57%	0.62%	1.36%	0.37%	0.99%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%
\$50,000.01 to \$60,000	241	72	169	46	127	24	39	0	1	2	2	0	0	0	0	0	0
		30%	70%	19.09%	52.70%	9.96%	16.18%	0.00%	0.41%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$60,000.01 to \$70,000	83	39	44	30	34	8	9	0	0	1	1	0	0	0	0	0	0
		47%	53%	36.14%	40.96%	9.64%	10.84%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$70,000.01 to \$80,000	36	18	18	14	13	4	4	0	0	0	0	0	1	0	0	0	0
		50%	50%	38.89%	36.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$80,000.01 to \$90,000	48	21	27	20	24	1	3	0	0	0	0	0	0	0	0	0	0
		44%	56%	41.67%	50.00%	2.08%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$90,000.01 to \$100,000	40	14	26	11	20	3	6	0	0	0	0	0	0	0	0	0	0
		35%	65%	27.50%	50.00%	7.50%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$100,000.01 to \$110,000	16	12	4	10	3	2	1	0	0	0	0	0	0	0	0	0	0
		75%	25%	62.50%	18.75%	12.50%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

WORKFORCE BY SALARY, RACE AND GENDER

07/01/06

Salary	Total			White		African-American		Hispanic		Asian		American Indian		Hawaii/Pacific		Multiracial	
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
\$110,000.01 to \$120,000	147	105	42	91	28	13	13	0	0	1	1	0	0	0	0	0	0
		71%	29%	61.90%	19.05%	8.84%	8.84%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$120,000.01 to \$130,000	168	125	43	111	29	14	12	0	2	0	0	0	0	0	0	0	0
		74%	26%	66.07%	17.26%	8.33%	7.14%	0.00%	1.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$130,000.01 to \$140,000	16	12	4	10	4	2	0	0	0	0	0	0	0	0	0	0	0
		75%	25%	62.50%	25.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$140,000.01 to \$150,000	6	4	2	3	2	1	0	0	0	0	0	0	0	0	0	0	0
		67%	33%	50.00%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$150,000.01 to \$160,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$160,000.01 to \$170,000	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$170,000.01 to \$180,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$180,000.01 to \$190,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$190,000.01 to \$200,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Workforce by Salary Grades - J Scale  
7/1/2006

GRADE	TOTAL			RACE													
				White		African-American		Hispanic		Asian		American Indian & Alaskan Native		Native Hawaiian & Other Pacific Islander		Multi-racial	
Grade	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
J01	8	3	5	2	3	1	2	0	0	0	0	0	0	0	0	0	0
J02	20	9	11	2	4	6	6	1	0	0	1	0	0	0	0	0	0
J03	84	32	52	16	22	14	28	0	1	2	0	0	1	0	0	0	0
J04	75	29	46	14	28	15	17	0	1	0	0	0	0	0	0	0	0
J05	164	24	140	10	71	11	61	2	7	1	0	0	1	0	0	0	0
J06	991	95	896	44	424	45	438	1	12	5	20	0	2	0	0	0	0
J07	593	69	524	45	344	21	170	2	4	1	6	0	0	0	0	0	0
J08	123	37	86	25	58	12	27	0	1	0	0	0	0	0	0	0	0
J09	368	252	116	188	80	64	30	0	2	0	3	0	1	0	0	0	0
J10	84	21	63	16	45	4	18	1	0	0	0	0	0	0	0	0	0
J11	89	13	76	10	56	3	19	0	1	0	0	0	0	0	0	0	0
J12	56	11	45	9	32	2	13	0	0	0	0	0	0	0	0	0	0
J13	263	101	162	68	93	30	61	2	7	1	1	0	0	0	0	0	0
J14	35	14	21	10	16	4	4	0	0	0	1	0	0	0	0	0	0
J15	32	7	25	5	21	2	4	0	0	0	0	0	0	0	0	0	0
J16	29	7	22	6	18	1	4	0	0	0	0	0	0	0	0	0	0
J17	23	12	11	11	11	1	0	0	0	0	0	0	0	0	0	0	0
J18	10	4	6	3	3	1	3	0	0	0	0	0	0	0	0	0	0
J19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total J  
Employees 3047

Workforce by Salary Grades - T Scale  
7/1/2006

GRADE	TOTAL			RACE													
				White		African-American		Hispanic		Asian		American Indian & Alaskan Native		Native Hawaiian & Other Pacific Islander		Multi-racial	
Grade	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
T01	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
T02	4	2	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0
T03	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
T04	4	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0
T05	6	2	4	0	0	2	4	0	0	0	0	0	0	0	0	0	0
T06	5	5	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0
T07	5	4	1	2	0	2	1	0	0	0	0	0	0	0	0	0	0
T08	13	6	7	5	3	0	4	0	0	1	0	0	0	0	0	0	0
T09	9	5	4	3	3	2	1	0	0	0	0	0	0	0	0	0	0
T10	19	13	6	10	5	2	0	0	0	1	1	0	0	0	0	0	0
T11	9	6	3	4	1	2	2	0	0	0	0	0	0	0	0	0	0
T12	3	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0
T13	5	1	4	1	2	0	1	0	0	0	0	0	1	0	0	0	0
T14	8	3	5	3	3	0	1	0	0	0	1	0	0	0	0	0	0
T15	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
T16	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
T17	9	5	4	5	4	0	0	0	0	0	0	0	0	0	0	0	0
T18	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
T19	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Total T  
Employees 110

Workforce by Salary Grades - S Scale  
7/1/2006

GRADE	TOTAL			RACE													
				White		African-American		Hispanic		Asian		American Indian & Alaskan Native		Native Hawaiian & Other Pacific Islander		Multi-racial	
Grade	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
S01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S03	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
S04	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
S05	9	4	5	4	5	0	0	0	0	0	0	0	0	0	0	0	0
S06	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	0
S07	15	5	10	3	7	2	3	0	0	0	0	0	0	0	0	0	0
S08	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
S09	34	18	16	16	10	2	6	0	0	0	0	0	0	0	0	0	0
S10	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
S11	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0

Total S  
Employees 76

# Judiciary Workforce by Divisions

07/01/06

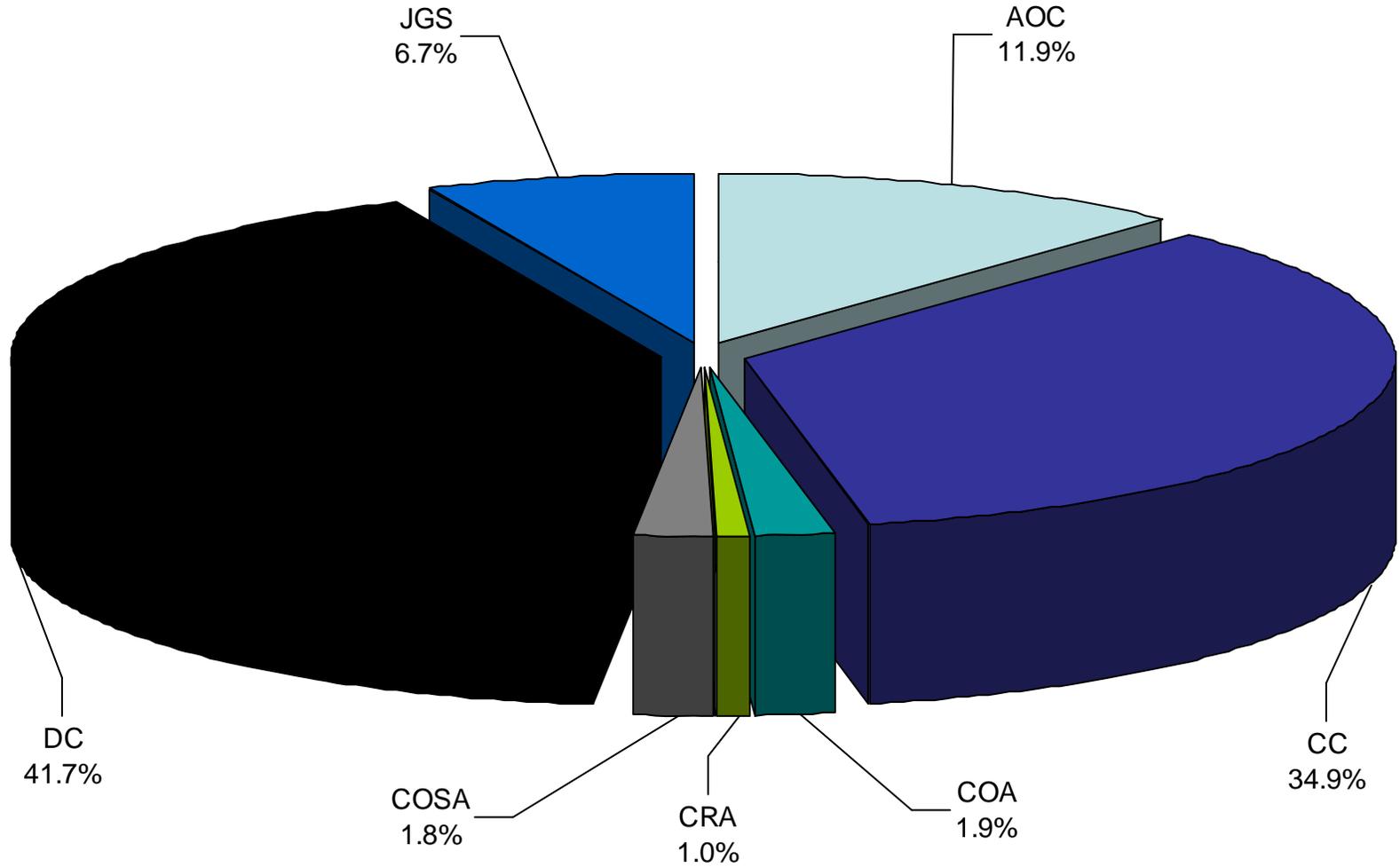


Exhibit 28

Judiciary Divisions  
Workforce by Gender and Race  
07/01/06

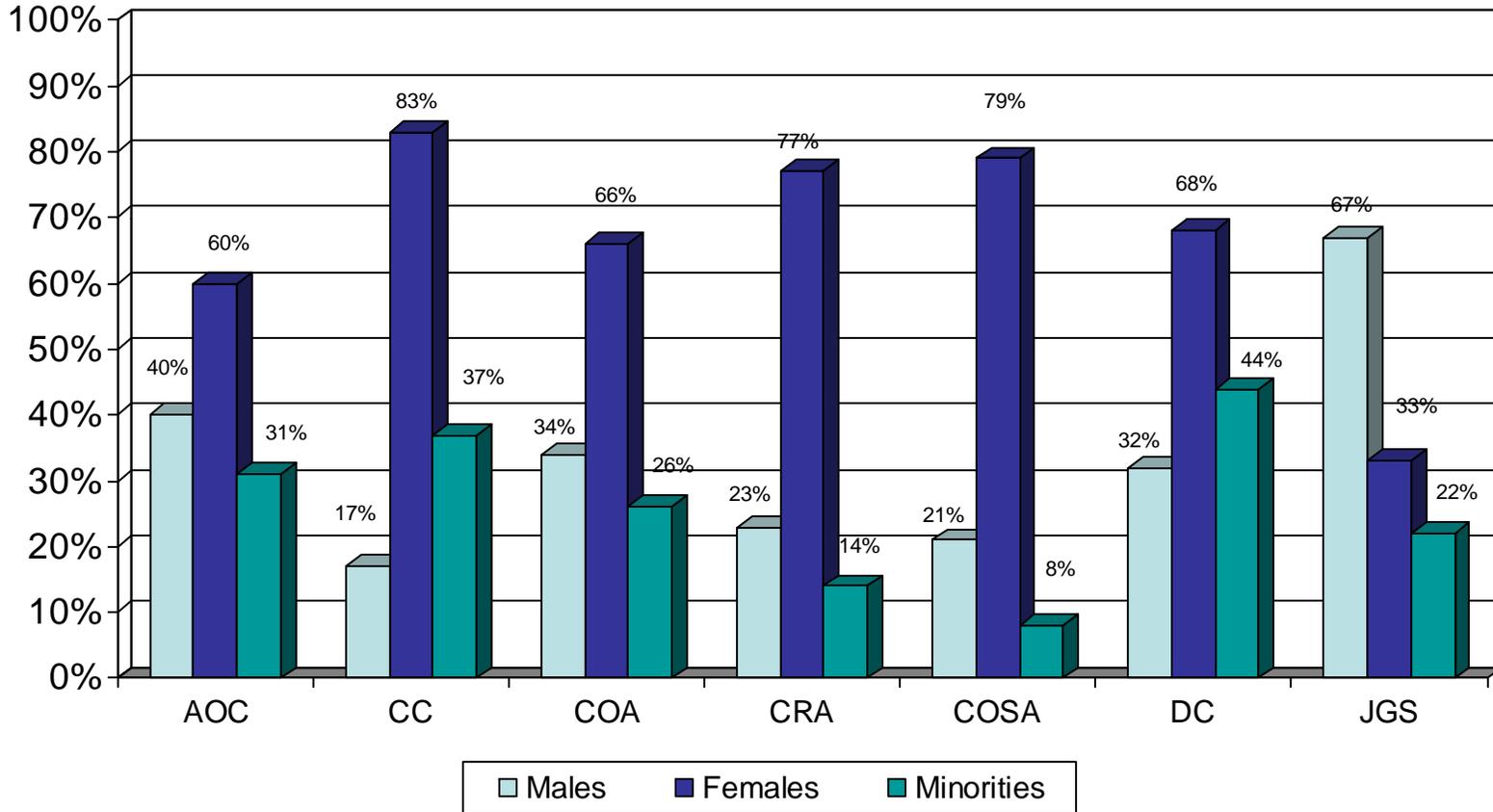


Exhibit 29

# **SECTION SIX**

## **INTERNAL COMPLAINTS and DISCRIMINATION CHARGES**

## SECTION 6: DISCRIMINATION COMPLAINTS

Only one formal complaint was received and investigated by the OFP during Fiscal Year 2006. Highlighted below are the division, location, basis, and disposition of the complaint.

Internal complaints are those filed with the employer, usually with the Judiciary's Fair Practices Officer or the respective Administrative Official.

Internal Complaints			
Division	Location	Basis	Status
JIS	Anne Arundel	National Origin/Harassment	Closed—No violation

\*Reasonable Cause/Probable Cause – A determination by the EEOC, the MHRC or the Judiciary Office of Fair Practices that based on the facts and circumstances examined during an investigation, it is **more likely than not** that the complainant suffered discrimination, harassment or retaliation.

# **SECTION SEVEN**

## **JUDICIARY WORKFORCE by DIVISIONS**

## SECTION 7: JUDICIARY WORKFORCE BY DIVISIONS

The Judiciary is comprised of seven divisions that include the Administrative Office of the Courts (AOC), Circuit Courts (CC), Court of Appeals (COA), Court-Related Agencies (CRA), Court of Special Appeals (CSA), District Court (DC) and Judges of all Courts (JGS). **Exhibit 28** shows the percentage of employees for each division. District Court is the largest division with 41.7% of the total Judiciary workforce and the Court-Related Agencies is the smallest with only 1.0%.

**Exhibit 29** reflects each division's workforce by race and gender. Female representation far exceeds male representation in all divisions with the exception of the Judges division.

Division workforces by EEO Categories and personnel transaction summaries are included in **Exhibits 30 - 43**.

### Summary Highlights

#### The Administrative Office of the Courts

- **Exhibit 30** reflects the diverse workforce of the Administrative Office of the Courts. Minorities were represented in all categories and Females were represented in all categories except Protective Services.
- A total of 188 appointments occurred in Fiscal Year 2006; 23.9% were minorities and 54.3% were females (**Exhibit 31**).

#### Circuit Courts

- Although Minorities and Females represented 37.1% and 83.1% of the workforce, respectively, representation in the Officials and Administrators category was 14.5% for minorities and 69.1% for females. Conversely, Males comprised only 16.9% of the overall workforce but held 30.9% of the positions in Officials and Administrators category (**Exhibit 32**).
- The transaction summary for the Circuit Courts (**Exhibit 33**) reflects that appointments for females and minorities well exceeded their representation in the CLF.

#### The Court of Appeals

- **Exhibit 34** shows that the Court of Appeals was comprised of 72 employees with 61.1% female representation and 20.8% minority representation. Females were well represented in all EEO categories.
- There were a total of 20 appointments during the Fiscal Year 2006; 20.0% were Minorities and 45.0% were Females (**Exhibit 35**).

## **Court-Related Agencies**

- The Court-Related Agencies has the smallest employee population within the Judiciary with only 39 employees. Of that total, 15.4% were minority employees and 76.9% were female employees (**Exhibit 36**).
- **Exhibit 37** reflects that the Court-Related Agencies had a total of 35 personnel transactions during Fiscal Year 2006 of which 6 were reclassification actions, 8 were appointments, 2 were separations and one was a promotion. Of the appointments, 25.0% were Minorities and 75.0% were Females.

## **The Court of Special Appeals**

- In the Court of Special Appeals, Females held 72.7% of the 63 positions and Minorities held only 7.6% (**Exhibit 38**).
- The Court of Special Appeals had 29 appointments during the Fiscal Year; 10.3% were Minorities and 58.6% were Females (**Exhibit 39**).

## **District Court**

- The District Court, the largest division within the Judiciary, was comprised of 68.0 % Females and 43.6% Minorities. The lowest representation of Minorities was in the Officials and Administrators category (22.9%) and female representation was low in the Protective Services categories (3.7%) (**Exhibit 40**).
- **Exhibit 41** shows that of the 243 appointments, 44.0% were Minorities, and 65.0% were Females.

## **Judges**

- Females comprised 32.4% of the Judges' workforce and Minorities comprised 21.2%. African American representation was 19.5% (**Exhibit 42**).
- As shown in **Exhibit 43**, there were 16 separations; 31.3 were minority employees and 18.8% were female employees.

## Administrative Office of the Courts Workforce by EEO Job Categories

July 1, 2006

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	16	36	11	10	0	0	0	0	0	0	0	0	0	0	21	27	46	73
	21.9%	49.3%	15.1%	13.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.8%	37.0%	63.0%	
PROFESSIONALS	102	100	20	34	1	1	4	7	0	1	0	0	0	0	68	127	143	270
	37.8%	37.0%	7.4%	12.6%	0.4%	0.4%	1.5%	2.6%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	25.2%	47.0%	53.0%	
TECHNICIANS	10	3	5	12	0	0	0	0	0	0	0	0	0	0	17	15	15	30
	33.3%	10.0%	16.7%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	56.7%	50.0%	50.0%	
PROTECTIVE SERVICES	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1	3	0	3
	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	0.0%	
PARA PROFESSIONALS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
	50.0%	50.0%	0.0%	0.0%	0.0%													
ADMINISTRATIVE SUPPORT	6	27	6	18	0	0	0	0	0	0	0	0	0	0	24	12	45	57
	10.5%	47.4%	10.5%	31.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.1%	21.1%	78.9%	
<b>TOTAL</b>	<b>137</b>	<b>167</b>	<b>43</b>	<b>74</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>131</b>	<b>185</b>	<b>250</b>	<b>435</b>
	31.5%	38.4%	9.9%	17.0%	0.2%	0.2%	0.9%	1.6%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	30.1%	42.5%	57.5%	

## Administrative Office of the Courts Personnel Transaction Summary

July 1, 2005 - June 30, 2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		Totals			TOTAL EMPLOYEES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS</b>	65	78	17	20	1	1	3	3	0	0	0	0	0	0	45	86	102	<b>188</b>
	34.6%	41.5%	9.0%	10.6%	0.5%	0.5%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.9%	45.7%	54.3%	
<b>PROMOTIONS</b>	3	3	1	8	0	0	0	0	0	0	0	0	0	0	9	4	11	<b>15</b>
	20.0%	20.0%	6.7%	53.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	26.7%	73.3%	
<b>TRANSFERS</b>	0	1	1	3	0	0	0	0	0	0	0	0	0	0	4	1	4	<b>5</b>
	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	20.0%	80.0%	
<b>DEMOTIONS</b>	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	1	<b>2</b>
	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	
<b>SEPARATIONS</b>	52	70	12	19	0	2	4	4	0	0	0	0	0	0	41	68	95	<b>163</b>
	31.9%	42.9%	7.4%	11.7%	0.0%	1.2%	2.5%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.2%	41.7%	58.3%	
<b>RECLASSES</b>	53	64	9	26	1	2	2	4	1	1	0	0	0	0	46	66	97	<b>163</b>
	32.5%	39.3%	5.5%	16.0%	0.6%	1.2%	1.2%	2.5%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	28.2%	40.5%	59.5%	

## Circuit Court Workforce by EEO Job Categories

July 1, 2006

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	27	67	7	9	0	0	0	0	0	0	0	0	0	0	16	34	76	110
	24.5%	60.9%	6.4%	8.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.5%	30.9%	69.1%	
PROFESSIONALS	2	3	2	2	0	0	2	0	0	0	0	0	0	0	6	6	5	11
	18.2%	27.3%	18.2%	18.2%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	54.5%	54.5%	45.5%	
TECHNICIANS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	1	1	2
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	
PARA-PROFESSIONALS	3	19	0	6	0	0	0	0	0	0	0	0	0	0	6	3	25	28
	10.7%	67.9%	0.0%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.4%	10.7%	89.3%	
ADMINISTRATIVE SUPPORT	98	576	64	334	2	18	5	13	0	3	0	0	0	0	439	169	944	1113
	8.8%	51.8%	5.8%	30.0%	0.2%	1.6%	0.4%	1.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	39.4%	15.2%	84.8%	
<b>TOTAL</b>	<b>130</b>	<b>665</b>	<b>74</b>	<b>352</b>	<b>2</b>	<b>18</b>	<b>7</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>469</b>	<b>213</b>	<b>1051</b>	<b>1264</b>
	10.3%	52.6%	5.9%	27.8%	0.2%	1.4%	0.6%	1.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	37.1%	16.9%	83.1%	

**Circuit Court**  
**Personnel Transaction Summary**  
July 1, 2005 - June 30, 2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		Total			TOTAL EMPLOYEES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS</b>	25	104	22	70	1	2	4	4	0	1	0	0	0	0	104	52	181	<b>233</b>
	10.7%	44.6%	9.4%	30.0%	0.4%	0.9%	1.7%	1.7%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	44.6%	22.3%	77.7%	
<b>PROMOTIONS</b>	3	35	7	8	0	1	0	0	0	0	0	0	0	0	16	10	44	<b>54</b>
	5.6%	64.8%	13.0%	14.8%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	29.6%	18.5%	81.5%	
<b>TRANSFERS</b>	0	12	0	4	0	0	0	0	0	0	0	0	0	0	4	0	16	<b>16</b>
	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	
<b>DEMOTIONS</b>	0	2	3	3	0	0	0	0	0	0	0	0	0	0	6	3	5	<b>8</b>
	0.0%	25.0%	37.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	37.5%	62.5%	
<b>SEPARATIONS</b>	27	93	16	66	2	0	0	2	0	0	0	0	0	0	86	45	161	<b>206</b>
	13.1%	45.1%	7.8%	32.0%	1.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	41.7%	21.8%	78.2%	
<b>RECLASSES</b>	22	102	7	32	0	1	0	0	1	0	0	0	0	0	41	30	135	<b>165</b>
	13.3%	61.8%	4.2%	19.4%	0.0%	0.6%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	24.8%	18.2%	81.8%	

## Court of Appeals Workforce by EEO Job Categories

July 1, 2006

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	6	8	2	1	0	0	0	0	0	0	0	0	0	0	3	8	9	17
	35.3%	47.1%	11.8%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.6%	47.1%	52.9%	
PROFESSIONALS	13	13	2	2	1	0	1	1	0	0	0	0	0	0	7	17	16	33
	39.4%	39.4%	6.1%	6.1%	3.0%	0.0%	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.2%	51.5%	48.5%	
PARA-PROFESSIONALS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	2	2
	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	1	15	2	2	0	0	0	0	0	0	0	0	0	0	4	3	17	20
	5.0%	75.0%	10.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	15.0%	85.0%	
<b>TOTAL</b>	<b>20</b>	<b>37</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>28</b>	<b>44</b>	<b>72</b>
	27.8%	51.4%	8.3%	8.3%	1.4%	0.0%	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.8%	38.9%	61.1%	

**Court of Appeals  
Personnel Transactions**  
July 1, 2005- June 30, 2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			TOTAL EMPLOYEES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS*</b>	8	8	1	1	1	0	1	0	0	0	0	0	0	0	4	11	9	<b>20</b>
	40.0%	40.0%	5.0%	5.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	55.0%	45.0%	
<b>PROMOTIONS</b>	1	2	1	1	0	0	0	0	0	0	0	0	0	0	2	2	3	<b>5</b>
	20.0%	40.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	40.0%	60.0%	
<b>TRANSFERS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>DEMOTIONS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>SEPARATIONS</b>	7	6	1	6	0	0	0	1	0	0	0	0	0	8	8	13	<b>21</b>	
	33.3%	28.6%	4.8%	28.6%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	38.1%	38.1%	61.9%		
<b>RECLASSES</b>	5	5	0	1	0	0	0	0	0	0	0	0	0	1	5	6	<b>11</b>	
	45.5%	45.5%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	45.5%	54.5%		

**Court-Related Agencies Workforce  
by EEO Job Categories  
July 1, 2006**

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	3	4	1	1	0	0	0	0	0	0	0	0	0	0	2	4	5	9
	33.3%	44.4%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	44.4%	55.6%	
PROFESSIONALS	3	12	0	1	0	0	0	1	0	0	0	0	0	0	2	3	14	17
	17.6%	70.6%	0.0%	5.9%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.8%	17.6%	82.4%	
PARA-PROFESSIONALS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	2	7	0	2	0	0	0	0	0	0	0	0	0	0	2	2	9	11
	18.2%	63.6%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	18.2%	81.8%	
SKILLED CRAFT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
<b>TOTAL</b>	<b>8</b>	<b>25</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>9</b>	<b>30</b>	<b>39</b>
	20.5%	64.1%	2.6%	10.3%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.4%	23.1%	76.9%	

**Court-Related Agencies  
Personnel Transaction Summary  
July 1, 2005 - June 30, 2006**

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		Total			TOTAL EMPLOYEES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS*</b>	1	5	1	1	0	0	0	0	0	0	0	0	0	0	2	2	6	<b>8</b>
	12.5%	62.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	75.0%	
<b>PROMOTIONS</b>	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	<b>1</b>
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
<b>TRANSFERS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>DEMOTIONS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>SEPARATIONS</b>	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	<b>2</b>
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
<b>RECLASSES</b>	3	2	1	0	0	0	0	0	0	0	0	0	0	0	1	4	2	<b>6</b>
	50.0%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	66.7%	33.3%		

## Court of Special Appeals Workforce by EEO Job Categories

July 1, 2006

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3
	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	
PROFESSIONALS	14	22	1	1	0	0	0	1	0	0	0	0	0	0	3	15	24	39
	35.9%	56.4%	2.6%	2.6%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	38.5%	61.5%	
PARA-PROFESSIONALS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	0	20	1	1	0	0	0	0	0	0	0	0	0	0	2	1	21	22
	0.0%	90.9%	4.5%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	4.5%	95.5%	
<b>TOTAL</b>	<b>16</b>	<b>45</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>18</b>	<b>48</b>	<b>66</b>
	24.2%	68.2%	3.0%	3.0%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.6%	27.3%	72.7%	

**Court of Special Appeals**  
**Personnel Transaction Summary**  
July 1, 2005 - June 30, 2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		Totals			TOTAL EMPLOYEES	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female		
<b>APPOINTMENTS*</b>	11	15	1	1	0	0	0	1	0	0	0	0	0	0	0	3	12	17	<b>29</b>
	37.9%	51.7%	3.4%	3.4%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.3%	41.4%	58.6%		
<b>PROMOTIONS</b>	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	1	<b>2</b>	
	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%		
<b>TRANSFERS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>	
<b>DEMOTIONS</b>	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	<b>1</b>	
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%		
<b>SEPARATIONS</b>	7	17	0	2	0	0	0	1	0	0	0	0	0	0	3	7	20	<b>27</b>	
	25.9%	63.0%	0.0%	7.4%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	25.9%	74.1%		
<b>RECLASSES</b>	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	<b>3</b>	
	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%		

## District Court Workforce by EEO Job Categories

July 1, 2006

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	30	44	8	14	0	0	0	0	0	0	0	0	0	0	22	38	58	96
	31.3%	45.8%	8.3%	14.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		22.9%	39.6%	60.4%	
PROFESSIONALS	54	97	29	65	3	10	1	2	0	0	0	0	0	0	110	87	174	261
	20.7%	37.2%	11.1%	24.9%	1.1%	3.8%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.1%	33.3%	66.7%	
PROTECTIVE SERVICES	192	7	66	3	1	0	0	0	0	0	0	0	0	0	70	259	10	269
	71.4%	2.6%	24.5%	1.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.0%	96.3%	3.7%	
PARA-PROFESSIONALS	23	14	7	7	0	0	0	1	0	0	0	0	0	0	15	30	22	52
	44.2%	26.9%	13.5%	13.5%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.8%	57.7%	42.3%	
ADMINISTRATIVE SUPPORT	31	357	30	383	4	9	2	11	0	1	0	0	0	0	440	67	761	828
	3.7%	43.1%	3.6%	46.3%	0.5%	1.1%	0.2%	1.3%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	53.1%	8.1%	91.9%	
SKILLED CRAFT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
<b>TOTAL</b>	<b>331</b>	<b>519</b>	<b>140</b>	<b>472</b>	<b>8</b>	<b>19</b>	<b>3</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>657</b>	<b>482</b>	<b>1025</b>	<b>1507</b>
	22.0%	34.4%	9.3%	31.3%	0.5%	1.3%	0.2%	0.9%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	43.6%	32.0%	68.0%	

**District Court**  
**Personnel Transaction Summary**  
July 1, 2005 - June 30, 2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		Total			TOTAL EMPLOYEES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS</b>	54	82	26	67	3	4	2	4	0	1	0	0	0	0	107	85	158	<b>243</b>
	22.2%	33.7%	10.7%	27.6%	1.2%	1.6%	0.8%	1.6%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	44.0%	35.0%	65.0%	
<b>PROMOTIONS</b>	2	16	1	11	0	1	0	1	0	0	0	0	0	0	14	3	29	<b>32</b>
	6.3%	50.0%	3.1%	34.4%	0.0%	3.1%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.8%	9.4%	90.6%	
<b>TRANSFERS</b>	5	9	0	7	0	1	0	0	0	0	0	0	0	0	8	5	17	<b>22</b>
	22.7%	40.9%	0.0%	31.8%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	22.7%	77.3%	
<b>DEMOTIONS</b>	0	2	1	3	0	0	0	0	0	0	0	0	0	0	4	1	5	<b>6</b>
	0.0%	33.3%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	16.7%	83.3%	
<b>SEPARATIONS</b>	47	57	14	57	3	1	2	5	1	1	0	0	0	0	84	67	121	<b>188</b>
	25.0%	30.3%	7.4%	30.3%	1.6%	0.5%	1.1%	2.7%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	44.7%	35.6%	64.4%	
<b>RECLASSES</b>	297	178	111	130	3	9	1	3	1	0	0	0	0	0	258	413	320	<b>733</b>
	40.5%	24.3%	15.1%	17.7%	0.4%	1.2%	0.1%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	35.2%	56.3%	43.7%	

## Judges Workforce by EEO Job Categories

July 1, 2006

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	3	0	3	0	0	0	0	0	0	0	0	0	0	0	3	6	0	3
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	200.0%	0.0%	
PROFESSIONALS	138	52	21	23	0	2	1	1	0	0	0	0	0	0	48	160	78	238
	58.0%	21.8%	8.8%	9.7%	0.0%	0.8%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.2%	67.2%	32.8%	
<b>TOTAL</b>	<b>141</b>	<b>52</b>	<b>24</b>	<b>23</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>166</b>	<b>78</b>	<b>241</b>
	58.5%	21.6%	10.0%	9.5%	0.0%	0.8%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.2%	68.9%	32.4%	

**Judges**  
**Personnel Transaction Summary**  
 July 1, 2005 - June 30, 2006

TRANSACTION TYPE	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		Totals			TOTAL EMPLOYEES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>APPOINTMENTS</b>	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	<b>1</b>
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
<b>PROMOTIONS</b>	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0	<b>6</b>
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
<b>TRANSFERS</b>	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	<b>1</b>
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
<b>DEMOTIONS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>SEPARATIONS</b>	10	1	3	2	0	0	0	0	0	0	0	0	0	0	5	13	3	<b>16</b>
	62.5%	6.3%	18.8%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.3%	81.3%	18.8%		
<b>RECLASSES</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>

# **APPENDICES**

## Legal Mandates

The State of Maryland Judiciary is governed by various federal, State and local mandates to establish and maintain a viable and effective EEO Program. These mandates include, but are not limited to:

Age Discrimination in Employment Act (ADEA) of 1967, as amended in 1978 - Makes it unlawful to discriminate against employees or job applicants based on age when they are 40 years of age or older.

Age Discrimination Act of 1975 - Prohibits age discrimination in programs receiving federal financial assistance.

The Americans With Disabilities Act (ADA) of 1990, as amended - Prohibits discrimination based on disabilities in the areas of employment, public services, public accommodations and services operated by private entities, and telecommunications.

EEOC Enforcement Guidance on the Americans With Disabilities Act and Psychiatric Disabilities dated March 25, 1997 (EEOC Order 205.001 Appendix B, Attachment 4. Section a5) - Sets forth the Commission's position on the application of Title I of the Americans With Disabilities Act of 1990 to individuals with psychiatric disabilities.

Article 49B of the Annotated Code of Maryland, as amended in 1977 - Prohibits discrimination in all areas of the employer-employee relationship based on race, color, religion, ancestry or national origin, sex, age, marital status, or physical or mental disability which is unrelated in nature and extends to the performance of the employment, and to that end, to prohibit discrimination in employment by any person or employer.

Civil Rights Act of 1866 - Provides that all persons within the United States shall have the same right to make and enforce contracts free of racial discrimination.

Civil Rights Act of 1871 - Provides that every person who, under color of any statute, causes the deprivation of any rights secured by federal laws shall be liable to the person injured.

Title VI, Civil Rights Act of 1964, as amended - Prohibits discrimination based on race, color and national origin in programs or activities receiving federal financial assistance.

Title VII, Civil Rights Act of 1964, as amended in 1972 - Prohibits discrimination because of race, color, religion, sex or national origin, in any term, condition or privilege of employment. Title VII also covers sexual harassment and pregnancy-related discrimination.

Title 1, Civil Rights Act of 1968 - Provides for the imposition of criminal penalties for interference with a person's civil rights, including employment because of person's race, color, religion or national origin.

The Civil Rights Restoration Act of 1987 - Restores the broad scope of coverage and clarifies the application of Title IX of the Education Amendments of 1972, Sec 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Title VI of the Civil Rights Act of 1964.

The Civil Rights Act of 1991 - Provides for additional remedies (monetary) under federal law to deter intentional discrimination and unlawful harassment; clarifies and codifies "business

necessity" and job relatedness; provides clarification and statutory guidelines for disparate impact; and expands scope of relevant civil rights statutes.

The Equal Pay Act of 1963, as amended in 1974 - Prohibits sex discrimination compensation by barring employers from paying an employee "at a rate less than the rate at which it pays wages to employees of the opposite sex in such establishments for equal work on jobs, the performance of which requires equal skill, effort, responsibility, and which are performed under similar working conditions."

Executive Order 11246, as amended by Executive Orders 11375 and 12086 in 1978 - Prohibits employers doing business with the federal government from discriminating in employment by federal contractors and subcontractors based on race, color, religion, sex, or national origin, and requires covered contractors to develop and implement an affirmative action plan.

The Fair Labor Standards Act (FLSA) - Establishes standards for minimum wages, equal pay, overtime, and child labor. The Equal Pay Act of 1963 added an equal pay standard in 1964 as an amendment to the FLSA.

The Fifth Amendment, U. S. Constitution - Provides that no person may be deprived of life, liberty, or property without due process of law.

Fourteenth Amendment, U. S. Constitution - Prohibits states from depriving any person of life, liberty, or property without due process of law and from denying any person the equal protection of the law.

State and Local Fiscal Assistance Act of 1972, as amended - Prohibits discrimination on the grounds of race, color, national origin, sex, age, mental or physical disability, and religion in all programs and activities of state and local governments receiving funds under the Act.

The Genetic Information Nondiscrimination Act – Prohibits the use of genetic information in making employment decisions, restricts the acquisition of genetic information by employers and others, imposes strict confidentiality requirements, and prohibits retaliation against individuals who oppose actions made unlawful by GINA or who participates in proceedings to vindicate rights under the law or aid others in doing so.

The Job Training Partnership Act (JTPA) of 1982, as amended and implementing regulations at 29 CFR 34 - Prohibits discrimination in any JTPA funded or assisted activity based on race, color, sex, national origin, religion, age, handicap, political affiliation or belief, citizenship, or status as a JTPA participant.

Rehabilitation Act of 1973, as amended in 1978, §503 and §504

§503 - requires federal contractors to provide equal employment opportunities for qualified individuals with disabilities and to take affirmative action to hire and advance in employment qualified individuals with disabilities.

§504 - prohibits discrimination against individuals with disabilities in any program or activity receiving federal financial assistance.

Vietnam Era Veterans' Readjustment and Assistance Act of 1974, as amended - Prohibits employment discrimination against qualified disabled veterans and veterans of the Vietnam era and requires affirmative action of certain contractors and subcontractors to hire qualified disabled veterans and veterans of the Vietnam era.