



## Maryland Judiciary



## Equal Employment Opportunity

### Report

July 1, 2009

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# **SECTION ONE**

## **EXECUTIVE SUMMARY**

## **SECTION 1: EXECUTIVE SUMMARY**

### **Commitment to Equal Employment Opportunity**

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 purpose of this report is to provide the Management of the Judiciary with the information necessary to assess and evaluate the Judiciary's Equal Employment Opportunity (EEO) Program. The first section of this report reviews the organization of the Judiciary's EEO program and identifies the goals and objectives of the Judiciary's Office of Fair Practices.

During Fiscal Year 2009, the Office of Fair Practices (OFP) reviewed over 700 employment selection packages to ensure that applicants were selected for open positions on the basis of skills, knowledge and abilities.

Further, the OFP, in conjunction with Human Resources Professional Development Unit, engaged in training of employees on the importance of understanding and appreciating diversity in the Judiciary, training for new Managers and Supervisors to provide an overview of EEO and ADA laws and regulations, as well as to review their EEO responsibilities as part of the management team, and training on preventing workplace harassment. A total of 86 employees participated in EEO-related training; 34.9% were minorities, 88.4% were female and 11.6% were males.

The OFP also provided continued guidance to the Administrative Officials and ADA Coordinators and employees on EEO and ADA matters. During the past year, the OFP received, investigated and responded to 4 charges of discrimination filed with the EEOC /FEPA. Additionally, 7 internal complaints were received and investigated. The basis for the complaints and charges, as well as the status of each, is contained in Section Seven.

During Fiscal Year 2010, the Office of Fair Practices plans to engage in the following activities:

- Development and distribution of a quarterly EEO newsletter to keep managers abreast of new EEO/ADA developments and equally important, to serve as a regular reminder of their roles and responsibilities with respect to creating an environment free of discrimination.
- Improvement of the OFP webpage to include the mission and vision of the OFP, Frequently Asked Questions, policies, procedures and forms.

- Provision of training for ADA Coordinators with respect to physical and program accessibility and procedures for responding to requests for accommodations.

## Data Analysis

Detailed EEO statistical and demographic data for Fiscal Year 2009 are presented in Sections Three and Four of this Report.<sup>1</sup>

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.

The EEO Job Categories include the following:

- **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.

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<sup>1</sup> Civilian Labor Force demographics are based upon the 2000 Census Special EEO Tabulation Files.

- **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.
- **PARAPROFESSIONALS:** 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.
- **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.
- **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.

- **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.

## Workforce Diversity

The Judiciary workforce has increased by 16.5 % between FY 2005 and FY 2009. During that period, female representation declined by 2.7 %, male representation increased by 2.7%, and minority representation increased by 0.7%. While representation of Whites and African Americans decreased by 0.6% and 0.7%, respectively, representation of other minorities increased by 1.4% (**Exhibit 1**).

African Americans comprised 33.4% of the Judiciary workforce although their availability in the State of Maryland Civilian Labor Force (CLF) is 25.6%.<sup>2</sup> African American females represented a larger share of the Judiciary's workforce compared to Maryland's CLF, while representation of African American males in the Judiciary falls short of the CLF by almost 4% and other minorities within the Judiciary fall below their respective representation in the CLF. Female representation in the Judiciary workforce exceeded their representation in the CLF by 19.3% (**Exhibit 2**).

## Applicant Data

The self identification of an applicant's race and gender is made strictly on a voluntary basis. **Exhibit 3** shows that 68.4% of the applicants were female, 23.2 % were male applicants and 8.4% were unknown. Additionally, of the applicants who chose to provide race information, 17.5% were White, 17.0% were African American, and 4% were other Minorities; 61.4% were unknown.

During Fiscal Year 2009, new hires continued to add to the diversity of the workforce with female accounting for 65.8% of appointments, all minorities accounting for 39.1% and African-Americans accounting for 31.1% (**Exhibits 4 and 5**).<sup>3</sup>

## Advancement Opportunities

In Fiscal Year 2009, females within the Judiciary generally received promotions or reclassifications at rates above their share of the workforce.<sup>4</sup>

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<sup>2</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.

<sup>3</sup> Appointments include new hires, rehires, reinstatements, and transfers into the Judiciary from other State agencies.

<sup>4</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.

Females represented 67.8% of the workforce and accounted for 71.4% of all promotions and 79.0% of reclassifications. Minorities accounted for 36.9% and 29.7% of reclassifications and promotions, respectively. African-Americans, who comprised 33.4 % of the workforce, accounted for 27.5% of the promotions and 31.8% of the reclassifications (**Exhibit 6**).

### **Disciplinary Personnel Transactions**

Both Females and African Americans were over-represented with respect to involuntary terminations. Females represented 71.4% of involuntary terminations and African Americans represented 39.2% (**Exhibit 7**). This is a trend that bears watching.

### **Disparities Remain**

While Females and Minorities are well represented in the Judiciary, disparities remain between the genders and races with respect to employment responsibilities and pay. Whites, for example, held 75.6% of positions classified as Officials and Administrators and 72.8% of positions classified as Professionals. African Americans, in contrast, held 40.2% of the Administrative Support positions.

Females are also underutilized in certain job categories. They are less likely than men to serve as Protective Service Workers (6.0%), but are far more likely than men to serve in Administrative Support positions (87.2%).

**Exhibit 8** depicts the Fiscal Year 2009 average salaries (excluding Judges) for males and females. The average salary of females, \$42,334.35, exceeded the average Judiciary salary of \$41,992.04, and the average salary for males, \$41,090.82.

**Exhibit 9** reflects the average salary by race. The average salary for African Americans was \$40,505.50, which was less than the average salary for the Judiciary, \$41,992.04, Whites \$42,896.08, and other Minorities, \$41,749.54.

**Exhibit 10** reflects that African American males, African American females, and other Minority males fell short of the average Judiciary salary by \$2,859.51, \$1087.86 and \$3,552.04, respectively. White males, White females, and other Minority females exceeded the average Judiciary salary by \$94.75, \$718.93, and \$1,265.95, respectively.

### **Goals**

At this point, the Judiciary has not established numerical goals, with respect to hiring; however, we will engage in outreach efforts to attract qualified female and minority applicants to create a more diverse workforce.

## JUDICIARY WORKFORCE UTILIZATION COMPARISON

July 1, 2005 and July 1, 2009

EEO JOB CATEGORY			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	
Officials and Administrators	2005		95	162	32	36	0	0	0	0	0	0	0	0	0	0	68	127	198	325
			29.2%	49.8%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.9%	39.1%	
	2009		67	110	21	36	0	0	0	0	0	0	0	0	0	0	57	88	146	234
			28.6%	47.0%	9.0%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.4%	37.6%	
<b>% change (+/-)</b>			<b>-0.6%</b>	<b>-2.8%</b>	<b>-2.1%</b>	<b>4.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3.4%</b>	<b>-1.5%</b>	<b>1.5%</b>	
Professionals	2005		295	279	67	132	4	13	6	13	1	2	0	0	0	0	238	373	439	812
			36.3%	34.4%	8.3%	16.3%	0.5%	1.6%	0.7%	1.6%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	29.3%	45.9%	54.1%	
	2009		469	336	91	155	5	20	7	15	2	1	1	0	4	1	302	579	528	1107
			42.4%	30.4%	8.2%	14.0%	0.5%	1.8%	0.6%	1.4%	0.2%	0.1%	-0.1%	0.0%	0.4%	0.1%	27.3%	52.3%	47.7%	
<b>% change (+/-)</b>			<b>6.0%</b>	<b>-4.0%</b>	<b>0.0%</b>	<b>-2.3%</b>	<b>0.0%</b>	<b>0.2%</b>	<b>-0.1%</b>	<b>-0.2%</b>	<b>0.1%</b>	<b>-0.2%</b>	<b>-0.1%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>-2.0%</b>	<b>6.4%</b>	<b>-6.4%</b>	
Technicians	2005		9	2	5	12	0	0	0	0	0	0	0	0	0	19	14	14	28	
			32.1%	7.1%	17.9%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	67.9%	50.0%		50.0%
	2009		13	2	9	12	0	0	0	0	0	0	0	0	1	0	22	15	12	37
			35.1%	5.4%	24.3%	32.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	59.5%	40.5%	32.4%	
<b>% change (+/-)</b>			<b>3.0%</b>	<b>-1.7%</b>	<b>6.5%</b>	<b>-10.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.7%</b>	<b>0.0%</b>	<b>-8.4%</b>	<b>-9.5%</b>	<b>-17.6%</b>	
Protective Service Workers	2005		186	8	59	4	1	0	0	0	1	0	0	0	0	65	247	12	259	
			71.8%	3.1%	22.8%	1.5%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	25.1%	95.4%		4.6%
	2009		257	9	86	13	3	0	0	0	1	0	0	0	0	103	346	22	369	
			69.6%	2.4%	23.3%	3.5%	0.8%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	27.9%	93.8%		6.0%
<b>% change (+/-)</b>			<b>-2.2%</b>	<b>-0.6%</b>	<b>0.5%</b>	<b>2.0%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.8%</b>	<b>-1.6%</b>	<b>1.3%</b>		
Para-Professionals	2005		21	37	6	15	0	0	0	1	0	0	0	0	0	22	53	34	80	
			26.3%	46.3%	7.5%	18.8%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.5%	66.3%		42.5%
	2009		9	45	3	21	0	0	0	4	0	0	0	0	0	28	7	45	82	
			11.0%	54.9%	3.7%	25.6%	0.0%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.1%	8.5%		54.9%
<b>% change (+/-)</b>			<b>-15.3%</b>	<b>8.6%</b>	<b>-3.8%</b>	<b>6.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.6%</b>	<b>-57.7%</b>	<b>12.4%</b>		

## JUDICIARY WORKFORCE UTILIZATION COMPARISON

July 1, 2005 and July 1, 2009

Cont'd

EEO JOB CATEGORIES			White		African American		Hispanic		Asian		American Indian/Native Alaskan		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	All Employees
Administrative Support	2005		137	975	96	729	6	23	6	26	0	3	0	0	0	0	889	245	1756	2001
			6.8%	48.7%	4.8%	36.4%	0.3%	1.1%	0.3%	1.3%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	44.4%	12.2%	
	2009		161	1135	122	833	9	47	10	41	1	9	0	0	0	2	1074	303	2067	2370
			6.8%	47.9%	5.1%	35.1%	0.4%	2.0%	0.4%	1.7%	0.0%	0.4%	0.0%	0.0%	0.0%	0.1%	45.3%	12.8%	87.2%	
% change (+/-)			-0.1%	-0.8%	0.4%	-1.3%	0.1%	0.8%	0.1%	0.4%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.9%	0.5%	-0.5%	
Skilled Craft	2005		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%	
	2009		2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	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%	33.3%	66.7%	
% change (+/-)			-33.3%	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%	66.7%	
Service Maintenance	2005		0	1	4	0	0	0	0	0	0	0	0	0	0	0	4	4	1	5
			0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	80.0%	20.0%	
	2009		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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
% change (+/-)			0.0%	-20.0%	-80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-80.0%	-80.0%	-20.0%	
TOTAL	2005		744	1463	266	928	11	36	12	40	2	5	0	0	0	0	1300	1035	2472	3507
			21.2%	41.7%	7.6%	26.5%	0.3%	1.0%	0.3%	1.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	37.1%	29.5%	70.5%	
	2009		978	1638	332	1070	17	67	17	60	4	10	1	0	5	3	1586	1354	2848	4202
			23.3%	39.0%	7.9%	25.5%	0.4%	1.6%	0.4%	1.4%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	37.7%	32.2%	67.8%	
% change (+/-)			2.1%	-2.7%	0.3%	-1.0%	0.1%	0.6%	0.1%	0.3%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.7%	2.7%	-2.7%	

# Judiciary Workforce vs. Maryland Civilian Labor Force

07/01/2009

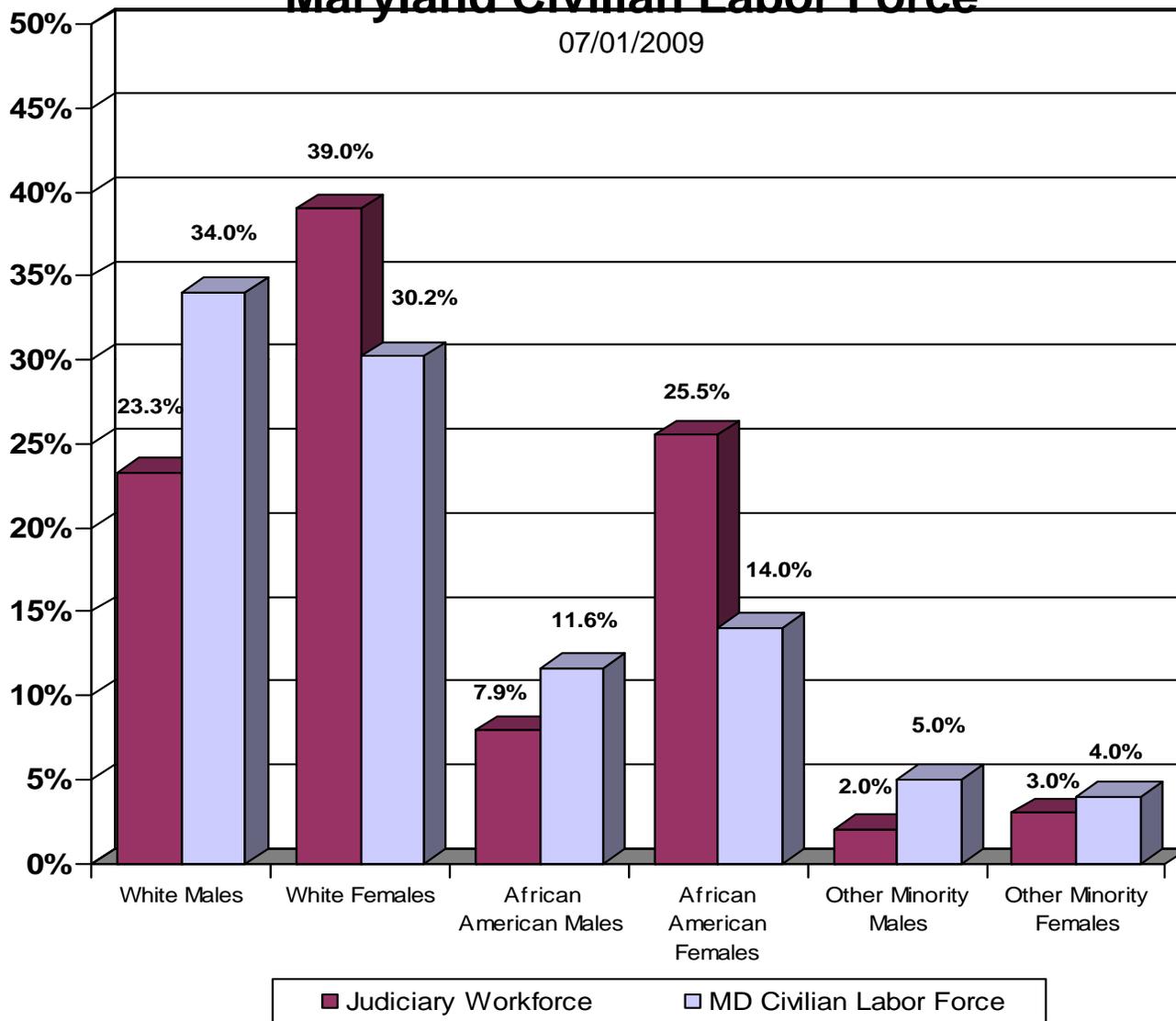
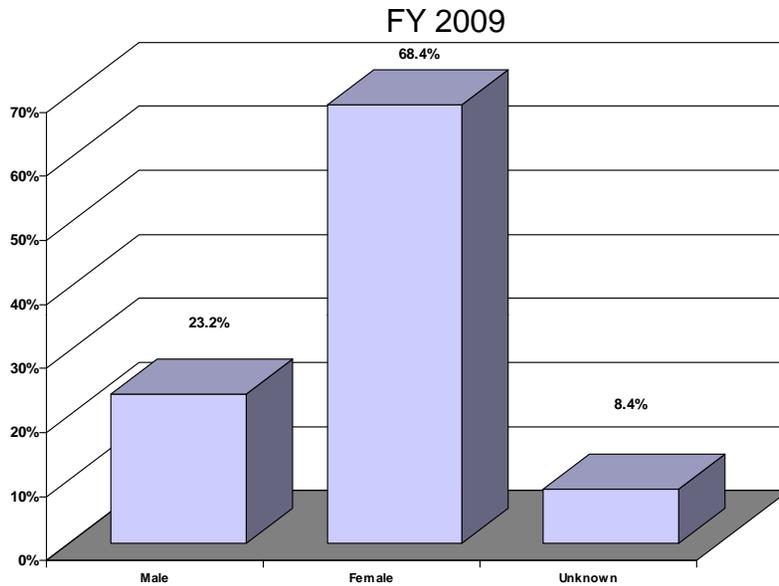
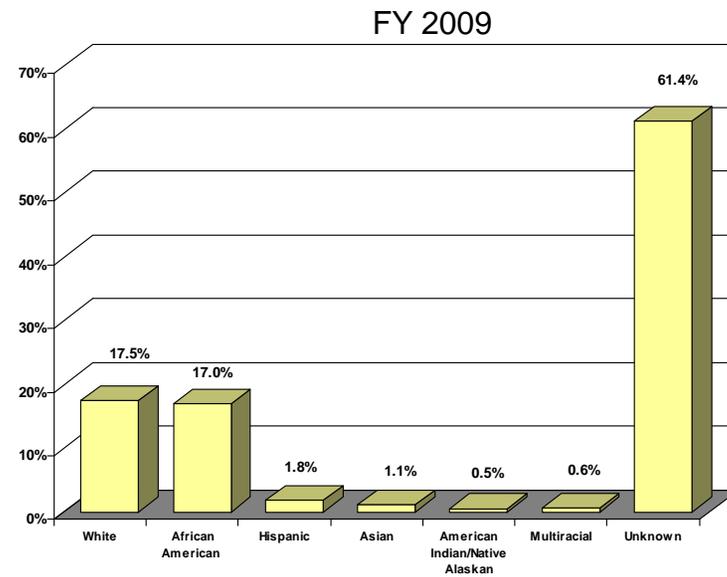


Exhibit 2

## Applicant Data by Gender



## Applicant Data by Race



# Female Appointments

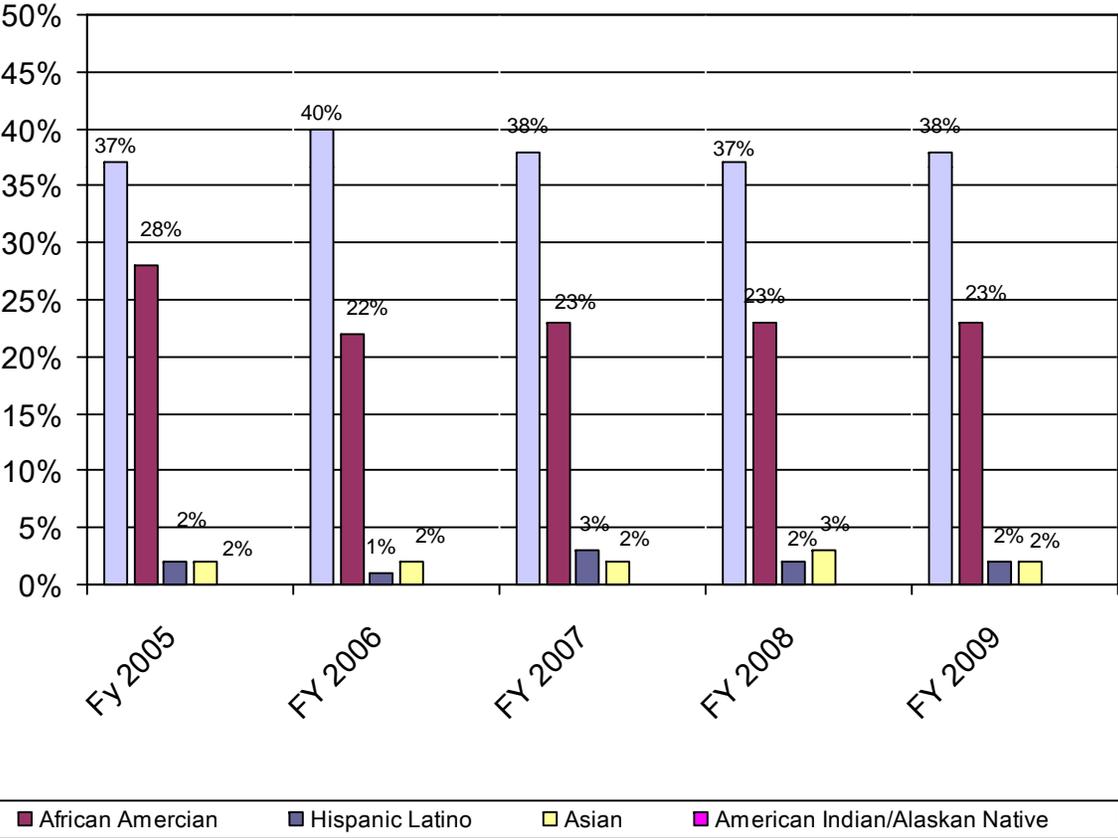
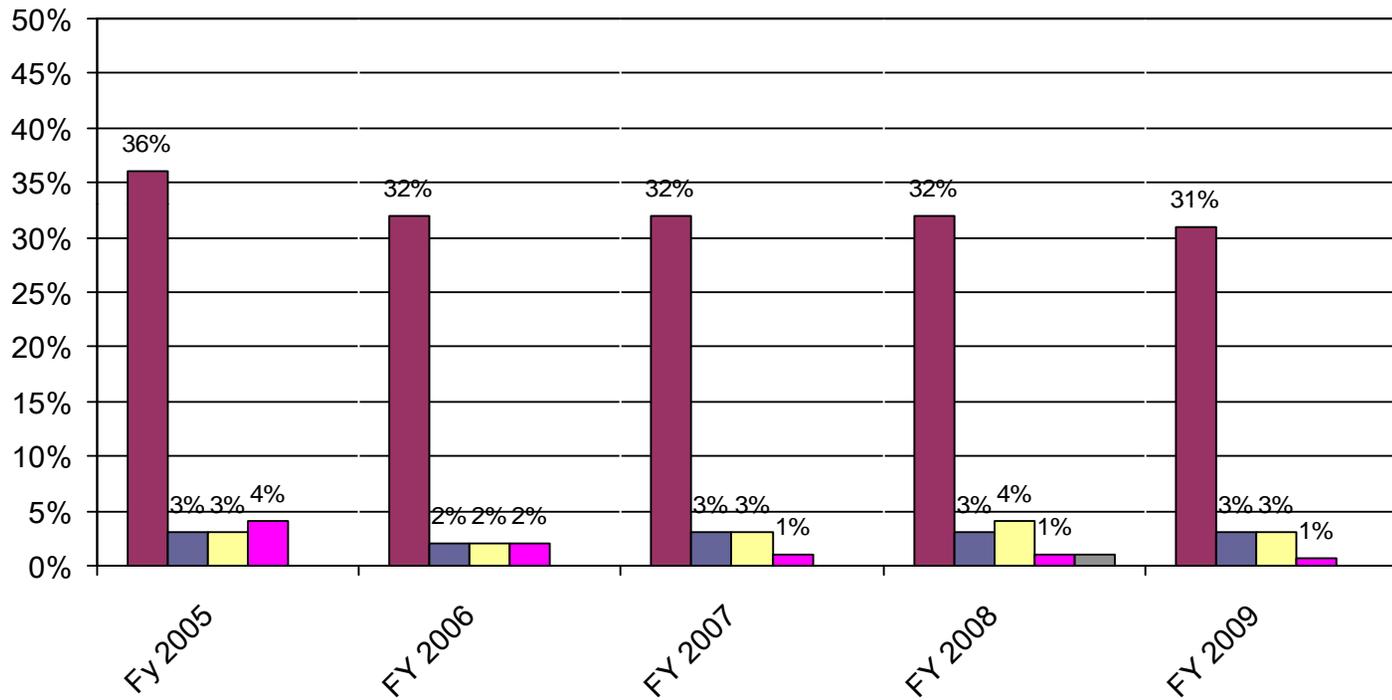


Exhibit 4

# Minority Appointments

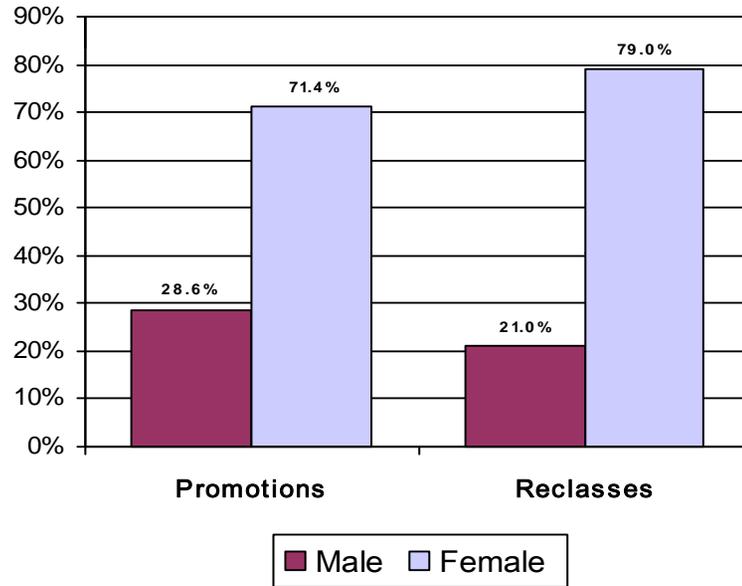


■ African American    ■ Hispanic Latino    ■ Asian    ■ American Indian/Alaskan Native    ■ Native Hawaiian/Pacific Islander

Exhibit 5

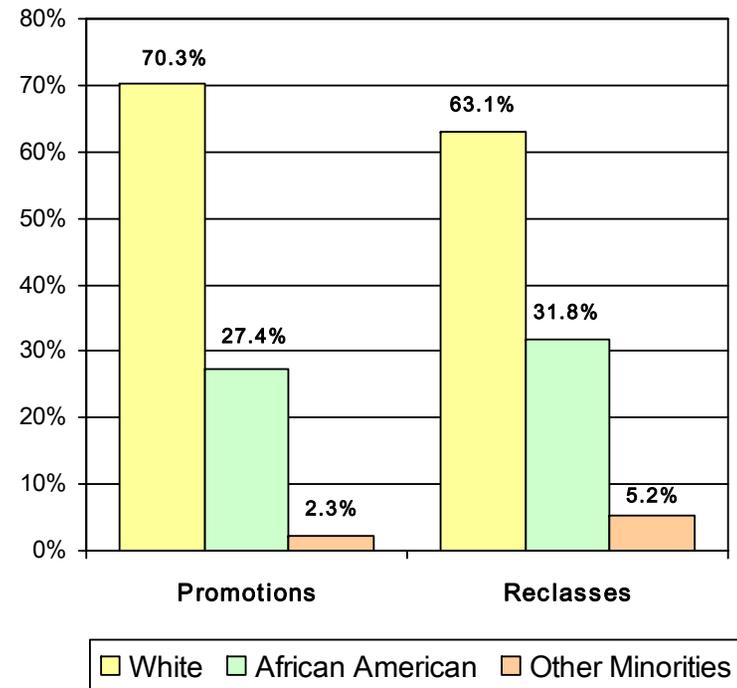
## Promotions and Reclasses by Gender

07/01/08 – 06/30/09



## Promotions and Reclasses by Race

07/01/08 – 06/30/09



# INVOLUNTARY TERMINATIONS - FEMALES and MINORITIES

07/01/2008 - 06/30/2009

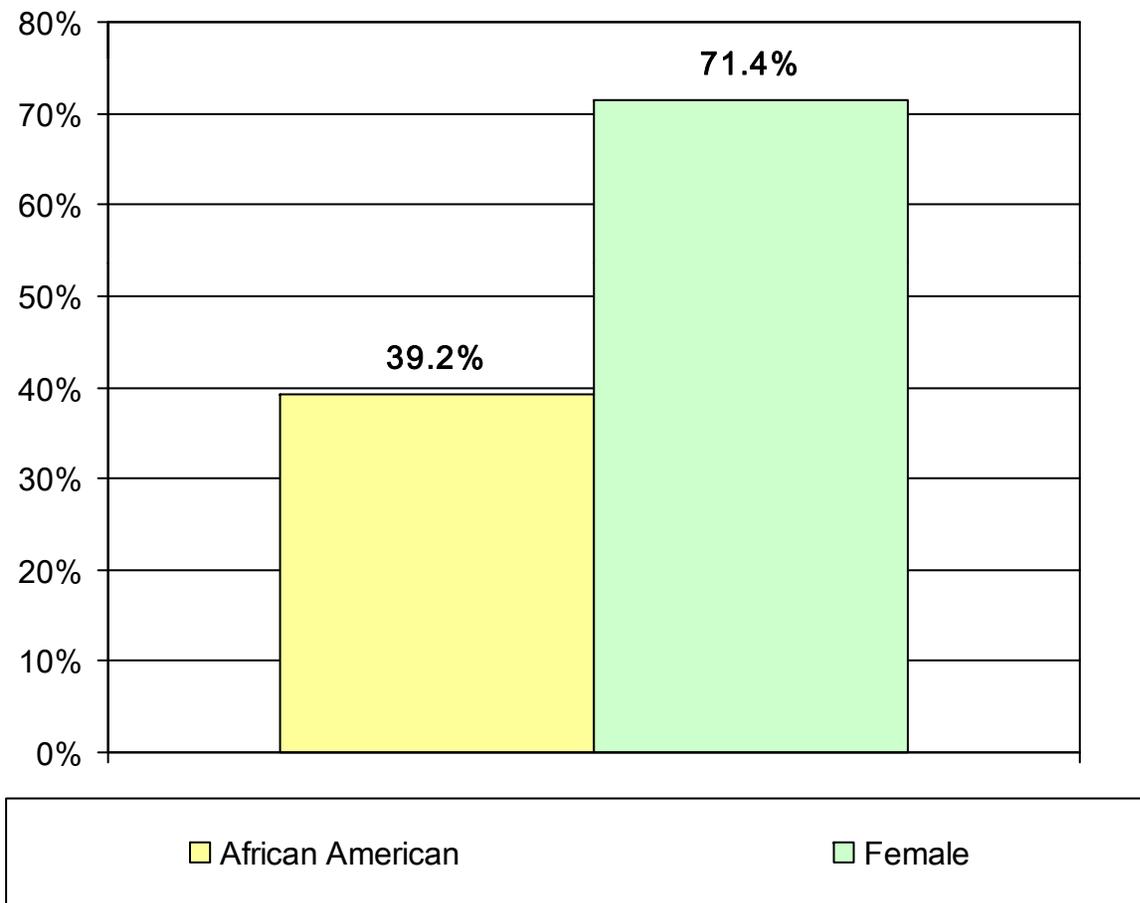


Exhibit 7

# Average Salaries by Gender

(Excluding Judges)

07/01/2009

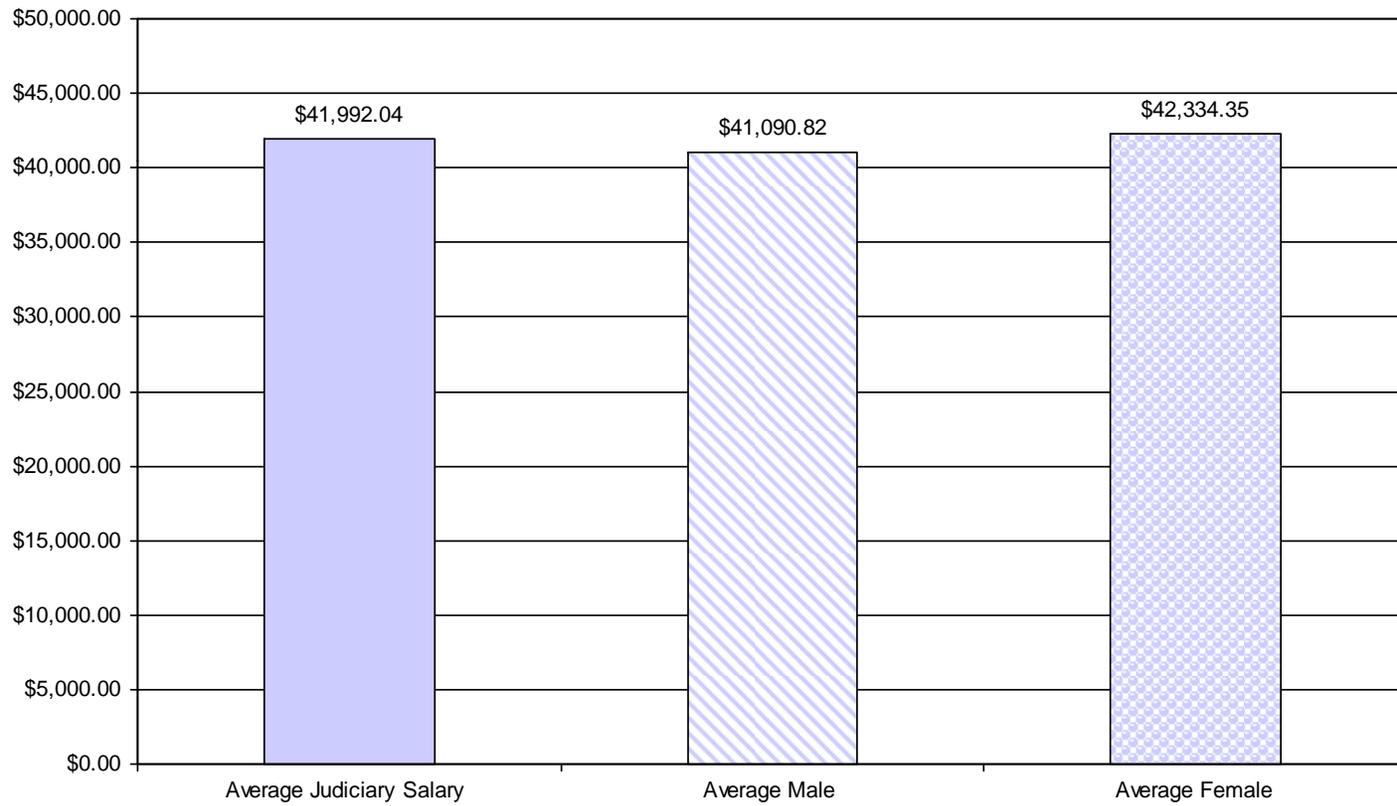
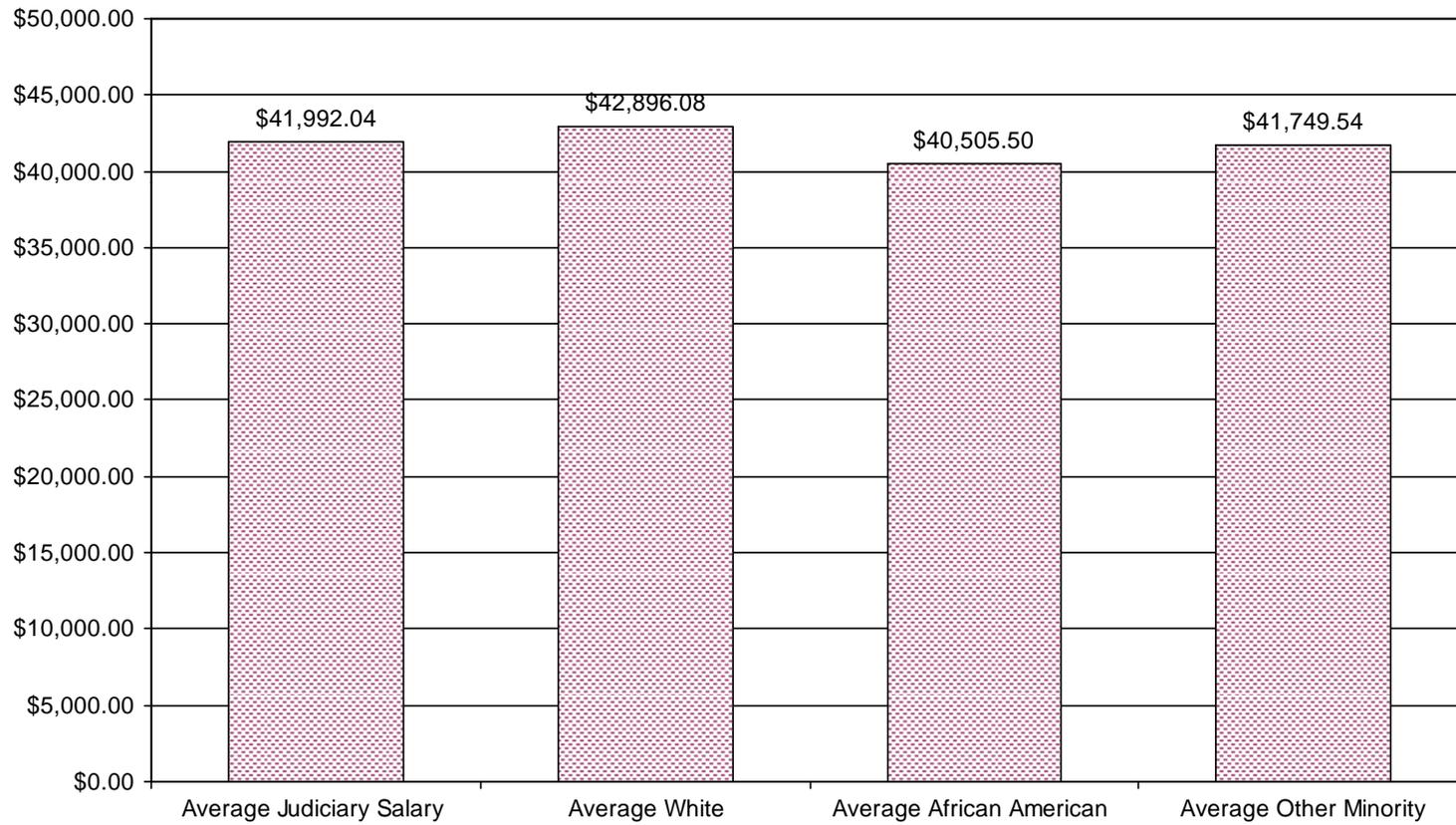


Exhibit 8

# Average Salaries by Race

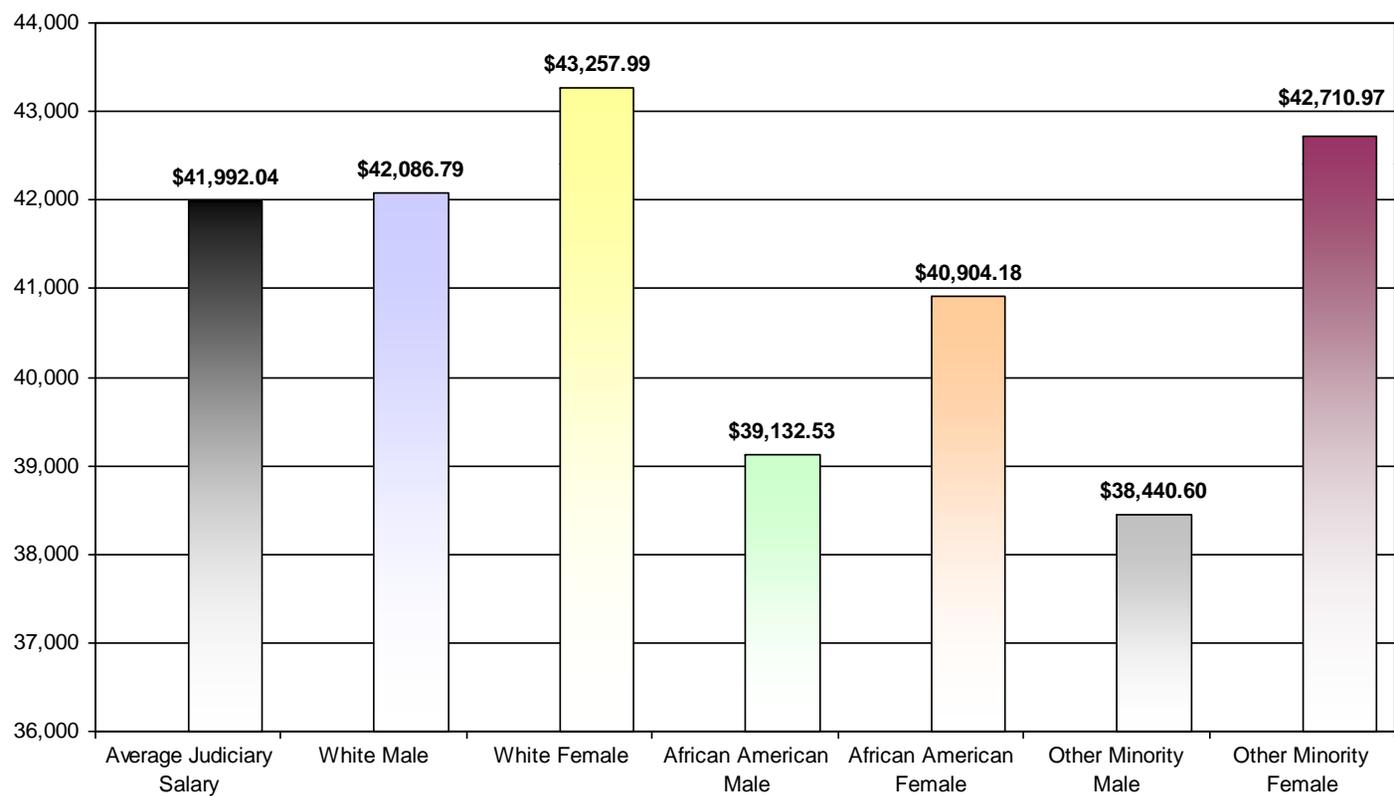
(Excluding Judges)

07/01/2009



# Average Salaries by Gender and Race (Excluding Judges)

07/01/2009



# **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 and/or ADA

Coordinator. 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**

## **JUDICIARY WORKFORCE STATISTICS**

## SECTION 3: STATEWIDE JUDICIARY WORKFORCE STATISTICS

- Section Three contains charts that reflect the total number of employees in the Judiciary by age, gender and race.

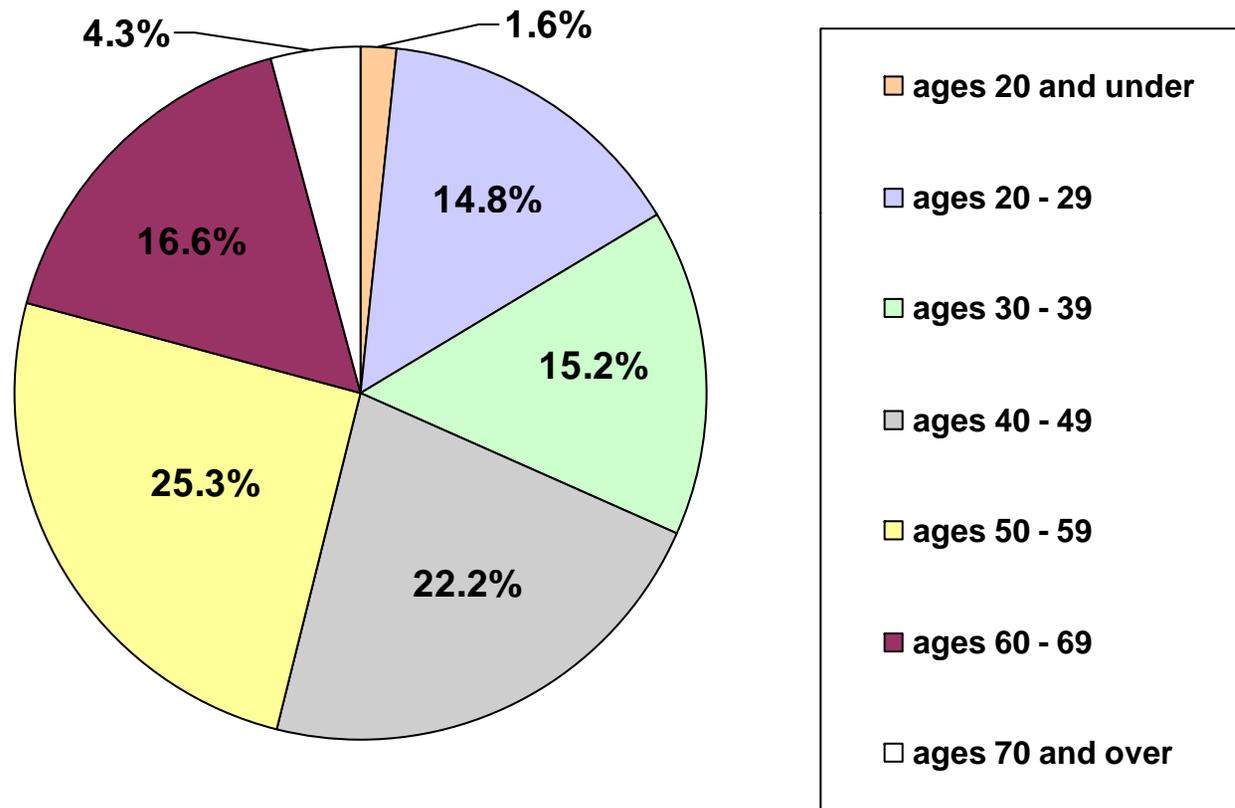
### Summary Highlights

Highlights of the demographic information presented in the following charts include:

- Over 65% of the Judiciary's workforce in Fiscal Year 2009 was over the age of 40 (**Exhibit 11**).
- Females represented 67.8% of the Judiciary's workforce in Fiscal Year 2009 (**Exhibit 12**).
- The Judiciary has a racially diverse workforce with African Americans holding slightly more than 33% of Judiciary positions and employees identifying themselves as belonging to other minority groups holding almost 5% of positions (**Exhibit 13**).

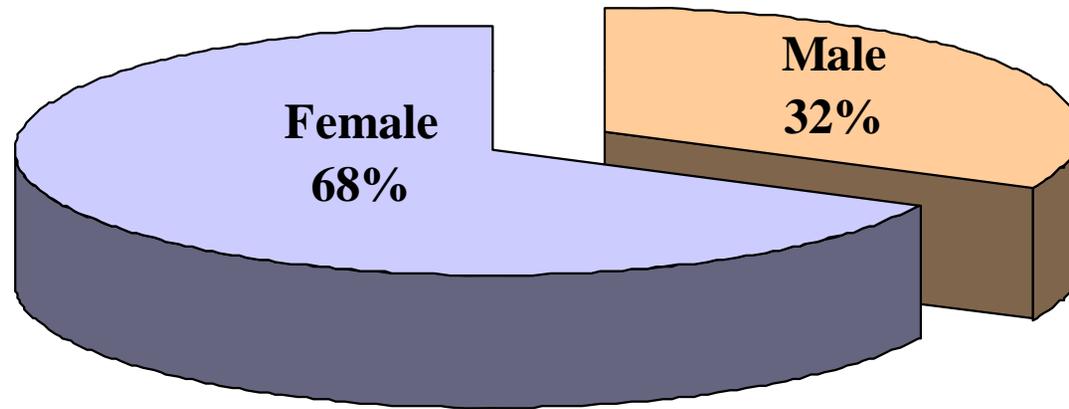
# JUDICIARY WORKFORCE by AGE

07/01/09



# Judiciary Workforce by Gender

07/01/2009



# Judiciary Workforce by Race

07/01/2009

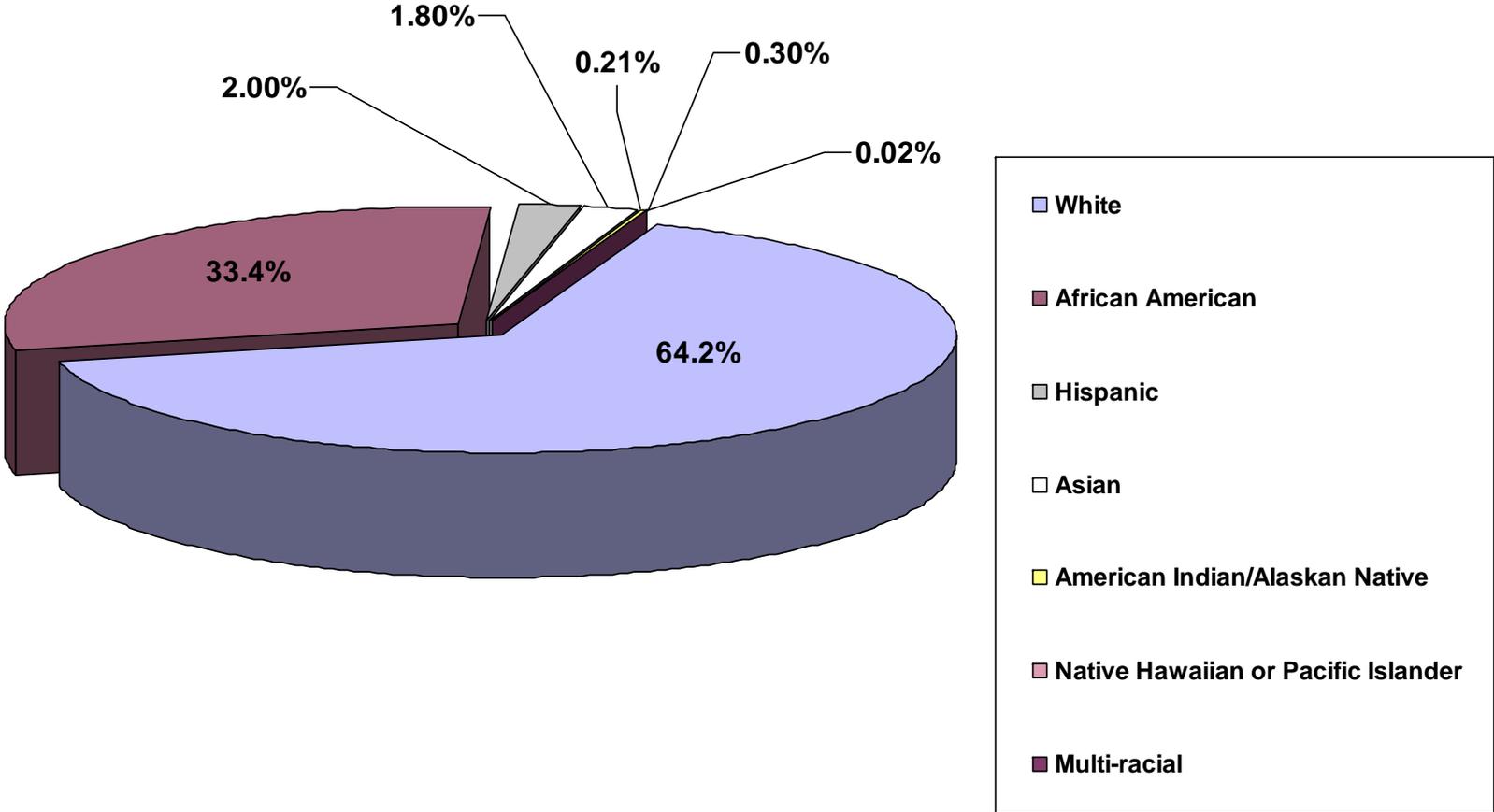


Exhibit 13

# **SECTION FOUR**

## **WORKFORCE UTILIZATION**

## SECTION 4: WORKFORCE UTILIZATION

Section Four 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 geographic area which an employer would recruit (**Exhibits 14 and 15**).

### Summary Highlights

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

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

- African American female utilization of 15.4% and African American male utilization of 9.0% exceeded the availability in the CLF for this EEO Category. White female utilization of 47.0% well exceeded the CLF by 17.8%.
- Other minorities were not represented in this category. The combined CFL for other Minorities, male and female, was 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 5.1% in this category.
- African American male utilization of 9.0% and African American female utilization of 15.4% slightly exceeded their representation in the CLF in this category.
- Other Minorities were underutilized by 5.7% based on the CLF figures.

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

- White females were significantly underutilized by 27.9% in this category.
- African American male and female utilization well exceeded the CLF of 9.7% and 18.0%, respectively.
- Other minorities lacked sufficient representation when compared to the CLF.

**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.

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

- White female utilization of 54.9% exceeded the CLF in this category.
- All other protected group members were underutilized

**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 Clerk Procurement Associate)

- African American males and other Minorities, both male and female are underutilized by 6.3% in this category when compared with the CLF.
- White and African American female utilization of 47.9% and 35.1%, respectively, exceeded their representation in the CLF

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

- There were only three employees in this category. Female utilization of 33.3% far exceeded female CLF availability. No minorities were utilized.

**Service and Maintenance**

- No employees were in this EEO category during Fiscal Year 2009.

**JUDICIARY WORKFORCE**  
**by EEO Job Categories**  
**07/01/09**

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multi-racial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	67	110	21	36	0	0	0	0	0	0	0	0	0	0	57	88	146	234
	28.6%	47.0%	9.0%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.4%	37.6%	62.4%	
PROFESSIONALS	469	336	91	155	5	20	7	15	2	1	1	0	4	1	302	579	528	1107
	42.4%	30.4%	8.2%	14.0%	0.5%	1.8%	0.6%	1.4%	0.2%	0.1%	0.1%	0.0%	0.4%	0.1%	27.3%	52.3%	47.7%	
TECHNICIANS	13	2	9	12	0	0	0	0	0	0	0	0	1	0	22	23	14	37
	35.1%	5.4%	24.3%	32.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	59.5%	62.2%	37.8%	
PROTECTIVE SERVICES	257	9	86	13	3	0	0	0	1	0	0	0	0	0	103	347	22	369
	69.6%	2.4%	23.3%	3.5%	0.8%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	27.9%	94.0%	6.0%	
PARA-PROFESSIONALS	9	45	3	21	0	0	0	4	0	0	0	0	0	0	28	12	70	82
	11.0%	54.9%	3.7%	25.6%	0.0%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.1%	14.6%	85.4%	
ADMINISTRATIVE SUPPORT	161	1135	122	833	9	47	10	41	1	9	0	0	0	2	1074	303	2067	2370
	6.8%	47.9%	5.1%	35.1%	0.4%	2.0%	0.4%	1.7%	0.0%	0.4%	0.0%	0.0%	0.0%	0.1%	45.3%	12.8%	87.2%	
SKILLED CRAFT	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%	
<b>TOTAL</b>	<b>978</b>	<b>1638</b>	<b>333</b>	<b>1071</b>	<b>17</b>	<b>67</b>	<b>17</b>	<b>60</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>1588</b>	<b>1355</b>	<b>2849</b>	<b>4202</b>
	23.3%	39.0%	7.9%	25.5%	0.4%	1.6%	0.4%	1.4%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	37.8%	32.2%	67.8%	

**WORKFORCE UTILIZATION ANALYSIS**  
**07/01/09**

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	#	110	29.2%	17.8%	21	8.0%	1.0%	36	10.9%	4.5%	0	4.7%	-4.7%	0	3.4%	-3.4%	234
	%	47.0%			9.0%			15.4%			0.0%			0.0%			
Professionals	#	336	35.5%	-5.1%	91	7.2%	1.0%	155	12.6%	1.4%	19	5.6%	-3.9%	37	5.1%	-1.8%	1107
	%	30.4%			8.2%			14.0%			1.7%			3.3%			
Technicians	#	2	33.3%	-27.9%	9	9.7%	14.6%	12	18.0%	14.4%	1	4.4%	-1.7%	0	5.6%	-5.6%	37
	%	5.4%			24.3%			32.4%			2.7%			0.0%			
Protective Service Workers	#	9	10.0%	-7.6%	86	29.1%	-5.8%	13	13.3%	-9.8%	4	3.2%	-2.1%	0	0.9%	-0.9%	369
	%	2.4%			23.3%			3.5%			1.1%			0.0%			
Para Professional	#	45	49.7%	5.2%	3	4.8%	-1.1%	21	34.3%	-8.7%	0	0.9%	-0.9%	4	5.7%	-0.8%	82
	%	54.9%			3.7%			25.6%			0.0%			4.9%			
Administrative Support	#	1135	43.0%	4.9%	122	8.3%	-3.2%	833	21.4%	13.7%	20	2.8%	-2.0%	99	5.3%	-1.1%	2370
	%	47.9%			5.1%			35.1%			0.8%			4.2%			
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%	3
	%	33.3%			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	#	1638	30.2%	8.8%	332	11.6%	-4%	1070	14.0%	11%	44	5.0%	-4.0%	140	4.0%	-0.7%	4202
	%	39.0%			7.9%			25%			1.0%			3.3%			

# **SECTION FIVE**

## **PERSONNEL TRANSACTIONS**

## SECTION 5: PERSONNEL TRANSACTIONS

The data provided in this section depicts the personnel transactions processed by the Judiciary Human Resources Department during Fiscal Year 2009. This information also reflects the type of transaction by race and gender.

### Summary Highlights

Trends reflected in the following **Exhibits 16 - 24** are highlighted as follows:

There were 775 appointments during Fiscal Year 2009, of which 510 (65.8%) were female and 303 (39.1%) were minorities. Appointments include new hires, rehires, reinstatements and transfers into the Judiciary from other State agencies.

- There were 663 new hires of which minorities comprised 37.3% and females comprised 66.1%.
- There were 88 rehires with 50.0% minority and 62.2 % female.
- Of the 15 reinstatements, minorities represented 46.7% and females represented 86.7%.
- Nine persons transferred in from other State agencies, 55.6% were minorities and 44.4% were females.

There were 175 promotions during Fiscal Year 2009. Of this total, minorities represented 29.7% and females represented 71.4%. Of the females promoted, 28.6% were minority females.

Of the 17 demotions that occurred, 41.4% were minority employees and 76.5% were female employees. This is another trend that bears watching.

There were a total of 541 separations during Fiscal Year 2009. Of those, 513 were voluntary separations. A total of 208 resignations occurred of which 42.3% were minorities and 64.4% were females. Sixty-six employees retired during the year of which 22.7% were minorities and 60.6% were females.

Of the 25 involuntary terminations, 11 were minorities and 18 were females.

# JUDICIARY PERSONNEL TRANSACTIONS

07/01/2008 - 06/30/2009

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>	181	291	66	175	6	19	6	18	2	3	0	0	4	4	303	265	510	<b>775</b>
	23.4%	37.5%	8.5%	22.6%	0.8%	2.5%	0.8%	2.3%	0.3%	0.4%	0.0%	0.0%	0.5%	0.5%	39.1%	34.2%	65.8%	
<b>RECLASSES</b>	56	178	19	99	3	4	0	11	0	1	0	0	0	0	137	78	293	<b>371</b>
	15.1%	48.0%	5.1%	26.7%	0.8%	1.1%	0.0%	3.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	36.9%	21.0%	79.0%	
<b>PROMOTIONS</b>	37	86	12	36	0	3	1	0	0	0	0	0	0	0	52	50	125	<b>175</b>
	21.1%	49.1%	6.9%	20.6%	0.0%	1.7%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	29.7%	28.6%	71.4%	
<b>TRANSFERS</b>	10	33	2	16	0	1	0	1	0	0	0	0	0	0	20	12	51	<b>63</b>
	15.9%	52.4%	3.2%	25.4%	0.0%	1.6%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.7%	19.0%	81.0%	
<b>DEMOTIONS</b>	2	8	2	5	0	0	0	0	0	0	0	0	0	0	7	4	13	<b>17</b>
		47.1%	11.8%	29.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	41.2%	23.5%	76.5%	
<b>SEPARATIONS**</b>	136	210	48	115	6	6	4	11	3	1	0	1	0	0	195	197	344	<b>541</b>
	25.1%	38.8%	8.9%	21.3%	1.1%	1.1%	0.7%	2.0%	0.6%	0.2%	0.0%	0.2%	0.0%	0.0%	36.0%	36.4%	63.6%	
<b>TOTAL</b>	<b>422</b>	<b>806</b>	<b>149</b>	<b>446</b>	<b>15</b>	<b>33</b>	<b>11</b>	<b>41</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>714</b>	<b>606</b>	<b>1336</b>	<b>1942</b>
	21.7%	41.5%	7.7%	23.0%	0.8%	1.7%	0.6%	2.1%	0.3%	0.3%	0.0%	0.1%	0.2%	0.2%	36.8%	31.2%	68.8%	

\* 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/-1/2008 - 06/30/2009

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>	160	256	53	142	4	19	3	16	2	1	0	0	3	4	247	225	438	<b>663</b>
	24.1%	38.6%	8.0%	28.6%	0.6%	2.9%	0.5%	3.2%	-0.3%	0.2%	0.0%	0.0%	0.5%	0.6%	37.3%	33.9%	66.1%	
<b>REHIRES</b>	17	27	12	25	2	0	2	2	0	1	0	0	0	0	44	33	55	<b>88</b>
	19.3%	30.7%	13.6%	28.4%	2.3%	0.0%	2.3%	2.3%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	50.0%	37.5%	62.5%	
<b>REINSTATEMENTS</b>	1	7	0	5	0	0	1	1	0	0	0	0	0	0	7	2	13	<b>15</b>
	11.1%	46.7%	0.0%	33.3%	0.0%	0.0%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.7%	13.3%	86.7%	
<b>TRANSFER FROM STATE AGENCY</b>	3	1	1	3	0	0	0	0	0	0	0	0	1	0	5	5	4	<b>9</b>
	33.3%	11.1%	11.1%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	55.6%	55.6%	44.4%	
<b>TOTAL</b>	<b>180</b>	<b>291</b>	<b>66</b>	<b>175</b>	<b>4</b>	<b>19</b>	<b>3</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>303</b>	<b>265</b>	<b>510</b>	<b>775</b>
	32.3%	52.2%	11.8%	31.4%	0.7%	3.4%	0.5%	2.9%	0.4%	0.2%	0.0%	0.1%	0.0%	0.0%	39.1%	34.2%	65.8%	

## Judiciary Separations

07/01/2008 - 06/30/2009

SEPARATIONS	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multi-racial		TOTAL			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
<b>VOLUNTARY</b>																		
DECEASED	6	3	2	0	0	0	0	0	1	0	0	0	0	0	3	9	3	12
	50.0%	25.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	25.0%	
END OF ASSIGNMENT	58	80	12	39	1	2	4	7	1	1	0	0	0	0	67	76	129	205
JOB ABANDONMENT	1	2	1	3	0	0	0	0	0	0	0	0	0	0	4	2	5	7
	14.3%	28.6%	14.3%	42.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	28.6%	71.4%	
RESIGNATION	44	76	24	49	5	4	0	4	1	0	0	1	0	88	74	134	208	
	21.2%	36.5%	11.5%	23.6%	2.4%	1.9%	0.0%	1.9%	0.5%	0.0%	0.0%	0.5%	0.0%	42.3%	35.6%	64.4%		
RETIREMENT	20	31	6	9	0	0	0	0	0	0	0	0	0	15	26	40	66	
	30.3%	47.0%	9.1%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.7%	39.4%	60.6%		
TRANSFER TO STATE	1	7	1	6	0	0	0	0	0	0	0	0	0	7	2	13	15	
	6.7%	46.7%	6.7%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.7%	13.3%	86.7%		
<b>INVOLUNTARY</b>																		
RESIGN IN LIEU OF TERMINATION	0	3	0	4	0	0	0	0	0	0	0	0	0	4	0	7	7	
	0.0%	42.9%	0.0%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	0.0%	100.0%		

## Judiciary Separations

07/01/2008 - 06/30/2009

SEPARATIONS	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multi-racial		TOTAL			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
TERMINATION	6	5	1	3	0	0	0	0	0	0	0	0	0	0	4	7	8	15
	40.0%	33.3%	6.7%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	46.7%	53.3%	
REJECT ON PROBATION	0	3	1	2	0	0	0	0	0	0	0	0	0	0	3	1	5	6
	0.0%	50.0%	16.7%	33.3%	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%	
TOTAL	136	210	48	115	6	6	4	11	3	1	0	1	0	0	195	197	344	541

**JUDICIARY APPOINTMENTS**  
**by EEO Job Categories**  
**07/01/08 - 06/30/09**

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	4	4	3	4	0	0	0	0	0	0	0	0	0	0	7	7	8	15
	26.7%	26.7%	20.0%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.7%	46.7%	53.3%	
PROFESSIONALS	92	103	17	36	2	5	4	7	0	0	0	0	3	1	75	118	152	270
	34.1%	38.1%	6.3%	13.3%	0.7%	1.9%	1.5%	2.6%	0.0%	0.0%	0.0%	0.0%	1.1%	0.4%	27.8%	43.7%	56.3%	
TECHNICIANS	1	0	0	1	0	0	0	0	0	0	0	0	1	0	2	2	1	3
	33.3%	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%	66.7%	33.3%	
PROTECTIVE SERVICES	45	1	7	8	1	0	0	0	1	0	0	0	0	0	17	54	9	63
	71.4%	1.6%	11.1%	12.7%	1.6%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	27.0%	85.7%	14.3%	
PARA-PROFESSIONALS	4	4	1	2	0	0	0	2	0	0	0	0	0	0	5	5	8	13
	30.8%	30.8%	7.7%	15.4%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.5%	38.5%	61.5%	
ADMINISTRATIVE SUPPORT	35	179	38	124	3	14	2	9	1	3	0	0	0	3	197	79	332	411
	8.5%	43.6%	9.2%	30.2%	0.7%	3.4%	0.5%	2.2%	0.2%	0.7%	0.0%	0.0%	0.0%	0.7%	47.9%	19.2%	80.8%	
<b>TOTAL</b>	<b>181</b>	<b>291</b>	<b>66</b>	<b>175</b>	<b>6</b>	<b>19</b>	<b>6</b>	<b>18</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>303</b>	<b>265</b>	<b>510</b>	<b>775</b>
	23.4%	37.5%	8.5%	22.6%	0.8%	2.5%	0.8%	2.3%	0.3%	0.4%	0.0%	0.0%	0.5%	0.5%	39.1%	34.2%	65.8%	

**JUDICIARY RECLASSES**  
**by EEO Job Categories**  
**07/01/08 - 06/30/09**

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	5	16	0	11	0	0	0	0	0	0	0	0	0	0	11	5	27	32
	15.6%	50.0%	0.0%	34.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.4%	15.6%	84.4%	
PROFESSIONALS	1	29	0	9	0	0	0	2	0	0	0	0	0	0	11	1	40	41
	2.4%	70.7%	0.0%	22.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.0%	2.4%	97.6%	
TECHNICIANS	1	0	0	4	0	0	0	0	0	0	0	0	0	0	4	1	4	5
	20.0%	0.0%	0.0%	80.0%	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%	
PROTECTIVE SERVICES	40	1	16	9	3	0	0	0	0	0	0	0	0	0	28	59	10	69
	58.0%	1.4%	23.2%	13.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.6%	85.5%	14.5%	
PARA-PROFESSIONALS	4	47	2	24	0	0	0	4	0	0	0	0	0	0	30	6	75	81
	4.9%	58.0%	2.5%	29.6%	0.0%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.0%	7.4%	92.6%	
ADMINISTRATIVE SUPPORT	5	85	1	42	0	4	0	5	0	1	0	0	0	0	53	6	137	143
	3.5%	59.4%	0.7%	29.4%	0.0%	2.8%	0.0%	3.5%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	37.1%	4.2%	95.8%	
<b>TOTAL</b>	<b>56</b>	<b>178</b>	<b>19</b>	<b>99</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>137</b>	<b>78</b>	<b>293</b>	<b>371</b>
	15.1%	48.0%	5.1%	26.7%	0.8%	1.1%	0.0%	3.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	36.9%	21.0%	79.0%	

**JUDICIARY PROMOTIONS**  
**by EEO Job Categories**  
**07/01/08 - 06/30/09**

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Pacific Islander		Two or more races		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
	OFFICIALS & ADMINISTRATORS	4	24	3	1	0	0	0	0	0	0	0	0	0	0	4	7	
	90.0%		9.4%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	21.9%	3.1%	
PROFESSIONALS	24	18	5	5	0	0	0	0	0	0	0	0	0	0	10	29	23	52
	0.0%	34.6%	9.6%	9.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.2%	9.6%	44.2%	
PROTECTIVE SERVICES	3	0	2	0	0	0	0	0	0	0	0	0	0	0	2	5	0	5
	60.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	100.0%	0.0%	
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	6	43	2	30	0	3	1	0	0	0	0	0	0	0	36	9	76	85
	7.1%	50.6%	2.4%	35.3%	0.0%	3.5%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.4%	10.6%	89.4%	
<b>TOTAL</b>	<b>37</b>	<b>86</b>	<b>12</b>	<b>36</b>	<b>0</b>	<b>3</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>52</b>	<b>50</b>	<b>101</b>	<b>175</b>
	21.1%	49.1%	6.9%	20.6%	0.0%	1.7%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	29.7%	28.6%	57.7%	

**JUDICIARY INTERNAL TRANSFERS**  
**by EEO Job Categories**  
**07/01/08 - 06/30/09**

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	0	0	1	0	0	0	0	0	0	0	0	0	0	1	2	1	3
	90.0%		0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	33.3%	
PROFESSIONALS	8	10	1	1	0	0	0	0	0	0	0	0	0	0	2	9	11	20
	0.0%	50.0%	5.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	5.0%	55.0%	
PROTECTIVE SERVICES	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%	
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	21	1	13	0	1	0	1	0	0	0	0	0	0	16	1	36	37
	0.0%	56.8%	2.7%	35.1%	0.0%	2.7%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.2%	2.7%	97.3%	
<b>TOTAL</b>	<b>10</b>	<b>33</b>	<b>2</b>	<b>16</b>	<b>0</b>	<b>1</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>20</b>	<b>12</b>	<b>51</b>	<b>63</b>
	15.9%	52.4%	3.2%	25.4%	0.0%	1.6%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.7%	19.0%	81.0%	

**JUDICIARY DEMOTIONS**  
**by EEO Job Categories**  
**07/01/08 - 06/30/09**

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	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
	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%	0.0%
TECHNICIANS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2	0	2	2
	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%	
PROTECTIVE SERVICES	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2
	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%	
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	0	7	0	3	0	0	0	0	0	0	0	0	0	0	3	0	10	10
	0.0%	70.0%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	0.0%	100.0%	
<b>TOTAL</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>5</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>7</b>	<b>4</b>	<b>13</b>	<b>17</b>
	11.8%	47.1%	11.8%	29.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	41.2%	23.5%	76.5%	

**JUDICIARY SEPARATIONS**  
**by EEO Job Categories**  
**07/01/08 - 06/30/09**

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multi-racial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	6	10	2	1	0	0	0	0	0	0	0	0	0	0	3	8	11	19
	90.0%	52.6%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.8%	42.1%	57.9%	
PROFESSIONALS	90	90	16	37	5	2	4	10	0	0	0	0	0	0	74	115	139	254
	0.0%	35.4%	6.3%	14.6%	2.0%	0.8%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.2%	9.8%	54.7%	
TECHNICIANS	1	1	0	3	0	0	0	0	0	0	0	0	0	0	3	1	4	5
	20.0%	20.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	20.0%	80.0%	
PROTECTIVE SERVICES	19	1	9	0	0	0	0	0	2	0	0	0	0	0	11	30	1	31
	61.3%	3.2%	29.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	35.5%	96.8%	3.2%	
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	20	107	21	74	1	4	0	1	1	1	0	1	0	0	104	43	188	231
	8.7%	46.3%	9.1%	32.0%	0.4%	1.7%	0.0%	0.4%	0.4%	0.4%	0.0%	0.4%	0.0%	0.0%	45.0%	18.6%	81.4%	
<b>TOTAL</b>	<b>136</b>	<b>210</b>	<b>48</b>	<b>115</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>11</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>195</b>	<b>197</b>	<b>344</b>	<b>541</b>
	25.1%	38.8%	8.9%	21.3%	1.1%	1.1%	0.7%	2.0%	0.6%	0.2%	0.0%	0.2%	0.0%	0.0%	36.0%	36.4%	63.6%	

# **SECTION SIX**

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

## SECTION 6: WORKFORCE by SALARY, GRADE, RACE, and GENDER

Section Six presents the salary and grade of employees by race and gender.

**Exhibit 25** shows the salary of employees in increments of \$10,000. A total of 2,476 or 58.9% of all Judiciary employees fell within the \$30,000 to \$50,000 salary ranges. Of this number, 20.9% were males, 79.0% were females and 42.5% were minorities.

Within the Judiciary there are three primary salary scale structures. The J scale, **Exhibit 26**, is the main salary scale for Judiciary employees with 94.20% of the employees compensated in accordance with this scale structure.

The T scale, **Exhibit 27**, 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 3.1% of the Judiciary employees fall within the T scale.

**Exhibit 28** 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 2.7% of employees are paid in accordance with the S scale.

### Summary Highlights

- With respect to the J scale, female employees held 76.7% of the positions in grades J01 through J12 and 68.9% of the positions in grades J13 through J19.
- African Americans held 38.5% and other Minority held 4.9% of the positions in grades J01 through J12. For grades J13 through J19, African American representation was 25.8% and other Minority representation was 2.9%.
- On the T scale, females held 43.8% of these technical positions, Whites held 58.7%, African Americans were represented in 36.4% of the positions and other Minorities were represented in 4.9%.
- During the past Fiscal Year, the S scale was comprised of 43.8% female employees and the racial make-up of the employees on this scale included 73.8% White, 23.4% African American and slightly less than 1% other Minorities.

## **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 59.5% of the flat rate positions; Whites comprised 72.8%; African Americans and Other Minorities comprised 17.2% and 9.9%, respectively.

Elected officials (Judges, recalled Judges, and Clerks of Court) are in salary grade 9999. During Fiscal Year, 27.8% of the employees in this salary grade were female. African Americans and other Minorities represented 14.9% and 1.6%, respectively.

## WORKFORCE BY SALARY, RACE AND GENDER

07/01/09

Salary	Total		White		African		Hispanic		Asian		American		Native Hawaiian		Multiracial		
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Less than \$10,000	62	54 87.10%	8 12.90%	47 75.81%	5 8.06%	6 9.68%	3 4.84%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$10,000.01 to \$20,000	92	68 73.91%	24 26.09%	49 53.26%	19 20.65%	16 17.39%	4 4.35%	3 3.26%	1 1.09%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$20,000.01 to \$30,000	388	169 43.56%	219 56.44%	96 24.74%	117 30.15%	67 17.27%	90 23.20%	3 0.77%	5 1.29%	3 0.77%	5 1.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 0.00%
\$30,000.01 to \$40,000	1469	303 20.63%	1166 79.37%	197 13.41%	624 42.48%	91 6.19%	470 31.99%	7 0.48%	33 2.25%	7 0.48%	31 2.11%	1 0.07%	8 0.54%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$40,000.01 to \$50,000	1007	216 21.45%	791 78.55%	144 14.30%	445 44.19%	63 6.26%	314 31.18%	3 0.30%	13 1.29%	3 0.30%	17 1.69%	0 0.00%	1 0.10%	1 0.10%	0 0.00%	2 0.20%	1 0.10%
\$50,000.01 to \$60,000	354	83 23.45%	271 76.55%	61 17.23%	160 45.20%	20 5.65%	102 28.81%	1 0.28%	6 1.69%	1 0.28%	3 0.85%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$60,000.01 to \$70,000	184	58 32%	126 68%	38 20.65%	98 53.26%	18 9.78%	27 14.67%	0 0.00%	0 0.00%	1 0.54%	1 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.00%	0 0.00%
\$70,000.01 to \$80,000	78	32 41.03%	46 58.97%	22 28.21%	33 42.31%	9 11.54%	10 12.82%	0 0.00%	1 1.28%	1 1.28%	2 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$80,000.01 to \$90,000	32	14 43.75%	18 56.25%	12 37.50%	13 40.63%	2 6.25%	4 12.50%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$90,000.01 to \$100,000	50	21 42.00%	29 58.00%	19 38.00%	24 48.00%	2 4.00%	5 10.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
\$100,000.01 to \$110,000	44	17 38.64%	27 61.36%	12 27.27%	19 43.18%	4 9.09%	8 18.18%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 0.00%	0 0.00%

## WORKFORCE BY SALARY, RACE AND GENDER

07/01/09

Salary	Total		White		African		Hispanic		Asian		American		Native Hawaiian		Multiracial			
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
\$110,000.01 to \$120,000	29	16	13	15	5	1	2	0	6	0	0	0	0	0	0	0	0	0
		55.17%	44.83%	51.72%	17.24%	3.45%	6.90%	0.00%	20.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$120,000.01 to \$130,000	114	75	39	63	26	10	12	0	0	1	1	0	0	0	0	1	0	0
		65.79%	34.21%	55.26%	22.81%	8.77%	10.53%	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$130,000.01 to \$140,000	36	30	6	28	6	2	0	0	0	0	0	0	0	0	0	0	0	0
		83.33%	16.67%	77.78%	16.67%	5.56%	0.00%	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	240	179	61	158	40	19	19	0	2	0	0	2	0	0	0	0	0	0
		74.58%	25.42%	65.83%	16.67%	7.92%	7.92%	0.00%	0.83%	0.00%	0.00%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$150,000.01 to \$160,000	10	10	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		100.00%	0.00%	100.00%	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%	0.00%
\$160,000.01 to \$170,000	6	3	3	2	3	1	0	0	0	0	0	0	0	0	0	0	0	0
		50.00%	50.00%	33.33%	50.00%	16.67%	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	6	5	1	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		83.33%	16.67%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$180,000.01 to \$190,000	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
		100.00%	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%	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
		0.00%	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%	0.00%	0.00%	0.00%
<b>Total</b>	<b>4202</b>	<b>1354</b>	<b>2848</b>	<b>978</b>	<b>1638</b>	<b>332</b>	<b>1070</b>	<b>17</b>	<b>67</b>	<b>17</b>	<b>60</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>3</b>	
		<b>32.22%</b>	<b>67.78%</b>	<b>23.27%</b>	<b>38.98%</b>	<b>7.90%</b>	<b>25.46%</b>	<b>0.40%</b>	<b>1.59%</b>	<b>0.60%</b>	<b>2.11%</b>	<b>0.10%</b>	<b>0.24%</b>	<b>0.02%</b>	<b>0.00%</b>	<b>0.12%</b>	<b>0.07%</b>	

## Workforce by Salary Grades - J Scale

07/01/09

Grade/ Salary	TOTAL			RACE													
				White		African American		Hispanic		Asian		American Indian /Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
J01 \$21,381- \$36,475	36	13	23	3	10	10	11	0	0	0	0	0	0	0	0	0	2
		36%	64%	8.33%	27.78%	27.78%	30.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J02 \$22,654- \$38,385	8	2	6	1	4	1	1	0	0	0	0	0	0	0	0	0	0
		25%	75%	12.50%	50.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J03 \$24,016- \$40,430	91	32	59	16	24	13	30	2	0	1	1	0	1	0	0	0	2
		35%	65%	17.58%	26.37%	14.29%	32.97%	2.20%	0.00%	1.10%	1.10%	0.00%	1.10%	0.00%	0.00%	0.00%	0.00%
J04 \$25,474- \$42,615	43	13	30	6	18	7	12	0	0	0	0	0	0	0	0	0	0
		30%	70%	13.95%	41.86%	16.28%	27.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J05 \$27,035- \$44,956	170	48	122	16	56	27	51	3	11	1	4	1	0	0	0	0	0
		28%	72%	9.41%	32.94%	15.88%	30.00%	1.76%	6.47%	0.59%	2.35%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%
J06 \$28,703- \$47,459	1,134	105	1029	49	484	46	495	4	16	6	28	0	6	0	0	0	0
		9%	91%	4.32%	42.68%	4.06%	43.65%	0.35%	1.41%	0.53%	2.47%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%
J07 \$30,490- \$50,140	712	68	644	49	406	16	214	1	15	2	6	0	3	0	0	0	0
		10%	90%	6.88%	57.02%	2.25%	30.06%	0.14%	2.11%	0.28%	0.84%	0.00%	0.42%	0.00%	0.00%	0.00%	0.00%
J08 \$32,399- \$53,005	213	49	164	36	106	13	52	0	2	0	3	0	1	0	0	0	0
		23%	77%	16.90%	49.77%	6.10%	24.41%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J09 \$34,445- \$56,119	515	353	162	246	103	101	53	4	2	1	4	1	0	0	0	0	0
		69%	31%	47.77%	20.00%	19.61%	10.29%	0.78%	0.39%	0.19%	0.78%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%
J10 \$36,635- \$59,467	120	34	86	24	51	9	30	1	2	0	3	0	0	0	0	0	0
		28%	72%	20.00%	42.50%	7.50%	25.00%	0.83%	1.67%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J11 \$38,975- \$63,049	86	18	68	14	42	4	24	0	1	0	1	0	0	0	0	0	0
		21%	79%	16.28%	48.84%	4.65%	27.91%	0.00%	1.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

## Workforce by Salary Grades - J Scale

07/01/09

Grade/ Salary	TOTAL			RACE													
				White		African American		Hispanic		Asian		American Indian /Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
J12 \$41,478- \$66,881	64	5	59	5	49	0	10	0	0	0	0	0	0	0	0	0	0
		8%	92%	7.81%	76.56%	0.00%	15.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J13 \$44,158- \$70,983	301	120	181	72	99	43	73	2	7	2	2	0	0	0	0	1	0
		40%	60%	23.92%	32.89%	14.29%	24.25%	0.66%	2.33%	0.66%	0.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J14 \$47,027- \$75,369	56	21	35	16	23	5	12	0	0	0	0	0	0	0	0	0	0
		38%	63%	28.57%	41.07%	8.93%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J15 \$50,143- \$80,065	41	8	33	6	25	2	5	0	2	0	1	0	0	0	0	0	0
		20%	80%	14.63%	60.98%	4.88%	12.20%	0.00%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J16 \$53,492- \$84,994	32	7	25	6	17	1	8	0	0	0	0	0	0	0	0	0	0
		22%	78%	18.75%	53.13%	3.13%	FALSE	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J17 \$57,075- \$90,264	56	16	40	13	36	3	4	0	0	0	0	0	0	0	0	0	0
		29%	71%	23.21%	64.29%	5.36%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J18 \$60,910- \$95,903	16	5	11	4	10	1	1	0	0	0	0	0	0	0	0	0	0
		31%	69%	25.00%	62.50%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
J19 \$65,003- \$101,945	10	6	4	6	3	0	2	0	0	0	0	0	0	0	0	0	0
		60%	40%	60.00%	30.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total</b>	<b>3,704</b>	<b>923</b>	<b>2,781</b>	<b>588</b>	<b>1,566</b>	<b>302</b>	<b>1,088</b>	<b>17</b>	<b>58</b>	<b>13</b>	<b>53</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>
		<b>24.92%</b>	<b>75.08%</b>	<b>15.87%</b>	<b>42.28%</b>	<b>8.15%</b>	<b>29.37%</b>	<b>0.46%</b>	<b>1.57%</b>	<b>0.47%</b>	<b>1.91%</b>	<b>0.05%</b>	<b>0.30%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.03%</b>	<b>0.11%</b>

## Workforce by Salary Grades - T Scale

07/01/09

Grade/ Salary	TOTAL			RACE													
				White		African American		Hispanic		Asian		American Indian/Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
T01 \$28,755- \$47,537	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
		50%	50%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T02 \$30,544- \$50,222	5	3	2	1	1	2	1	0	0	0	0	0	0	0	0	0	0
		60%	40%	20.00%	20.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T03 \$32,460- \$53,095	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
		0%	100%	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%
T04 \$34,507- \$56,218	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%
T05 \$36,700- \$59,570	10	2	8	0	0	2	8	0	0	0	0	0	0	0	0	0	0
		20%	80%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T06 \$39,047- \$63,158	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%
T07 \$41,555- \$67,001	6	6	0	3	0	2	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	50.00%	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%
T08 \$44,243- \$71,109	17	10	7	8	2	1	5	0	0	1	0	0	0	0	0	0	0
		59%	41%	47.06%	11.76%	5.88%	29.41%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T09 \$47,115- \$75,505	11	3	8	2	5	1	3	0	0	0	0	0	0	0	0	0	0
		27%	73%	18.18%	45.45%	9.09%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T10 \$50,240- \$80,211	16	14	2	10	2	3	0	0	0	1	0	0	0	0	0	0	0
		88%	13%	62.50%	12.50%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T11 \$53,596- \$85,146	7	5	2	5	1	0	1	0	0	0	0	0	0	0	0	0	0
		71%	29%	71.43%	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

## Workforce by Salary Grades - T Scale

07/01/09

Grade/ Salary	TOTAL			RACE													
				White		African American		Hispanic		Asian		American Indian/Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
T12 \$57,186- \$90,426	7	6	1	3	0	3	1	0	0	0	0	0	0	0	0	0	0
		86%	14%	42.86%	0.00%	42.86%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T13 \$60,755- \$95,675	11	2	9	1	6	1	0	0	0	0	1	0	2	0	0	0	0
		18%	82%	9.09%	54.55%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T14 \$64,553- \$101,262	7	3	4	2	2	1	1	0	0	0	1	0	0	0	0	0	0
		43%	57%	28.57%	28.57%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T15 \$68,601- \$107,212	4	2	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0
		50%	50%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T16 \$72,911- \$113,550	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
		50%	50%	50.00%	50.00%	0.00%	TRUE	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T17 \$77,436- \$120,299	10	6	4	6	3	0	1	0	0	0	0	0	0	0	0	0	0
		60%	40%	60.00%	30.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
T18 \$82,597- \$128,041	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	100.00%	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%
T19 \$88,119- \$136,325	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total</b>	<b>121</b>	<b>68</b>	<b>53</b>	<b>45</b>	<b>26</b>	<b>20</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>56.20%</b>	<b>43.80%</b>	<b>37.19%</b>	<b>21.49%</b>	<b>16.53%</b>	<b>19.83%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.77%</b>	<b>3.77%</b>	<b>0.00%</b>	<b>1.65%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>

## Workforce by Salary Grades - S Scale

07/01/09

(Corrected June 1, 2010)

Grade/ Salary	TOTAL			RACE													
				White		African		Hispanic		Asian		American		Native Hawaiian or		Multiracial	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
S01 \$57,751- \$91,256	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%
S02 \$60,583- \$95,421	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%
S03 \$63,558- \$99,798	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%
S04 \$266,682- \$104,390	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
		0%	100%	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%
S05 \$69,962- \$109,214	9	4	5	3	5	1	0	0	0	0	0	0	0	0	0	0	0
		44%	56%	33.33%	55.56%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
S06 \$73,407- \$114,279	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	0
		38%	63%	25.00%	62.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
S07 \$79,968- \$119,596	20	7	13	3	9	4	4	0	0	0	0	0	0	0	0	0	0
		35%	65%	15.00%	45.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
S08 \$80,689- \$125,178	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
S09 \$84,597- \$131,042	62	30	32	28	20	1	12	0	0	0	0	0	0	0	0	1	0
		48%	52%	45.16%	32.26%	1.61%	19.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
S10 \$88,702- \$137,198	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	100.00%	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%
S11 \$93,010- \$143,661	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	100.00%	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%
<b>Total</b>	<b>107</b>	<b>49</b>	<b>58</b>	<b>39</b>	<b>42</b>	<b>9</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>						
		<b>45.79%</b>	<b>54.21%</b>	<b>36.45%</b>	<b>39.25%</b>	<b>8.41%</b>	<b>14.95%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.93%</b>	<b>0.00%</b>						

# **SECTION SEVEN**

## **INTERNAL COMPLAINTS and DISCRIMINATION CHARGES**

## SECTION 7: INTERNAL COMPLAINTS and DISCRIMINATION CHARGES

A total of 7 internal complaints and 4 discrimination charges were received during Fiscal Year 2009. Highlighted below are the division, location, basis, and disposition of each complaint and charge.

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
AOC	Annapolis	Race Harassment	Closed – Reasonable Cause*
District Court	Headquarters	Sexual Harassment	Closed – No Reasonable Cause
District Court	Prince George's County	Color	Resolved via informal mediation
Circuit Court	Baltimore City	Sexual Harassment	Closed – No Reasonable Cause
JIS	Annapolis	Race/Harassment	Closed – No Reasonable Cause
JIS	Annapolis	Discrimination/Retaliation	Closed – No Reasonable Cause
JIS	Annapolis	National Origin/Harassment	Closed – No Reasonable Cause

Discrimination charges are those filed with the Maryland Commission on Human Relations and/or the Equal Employment Opportunity Commission.

Discrimination Charges			
Division	Location	Basis	Status
Circuit Court	Anne Arundel County	Race/Sex/Retaliation	Pending
Circuit Court	Baltimore City	Race/Color/Sex/Age	Dismissed -Notice of Right to Sue issued
District Court	Anne Arundel County	Race	Pending
District Court	St. Mary's County	Sex	Closed – No Probable Cause

\*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 EIGHT**

## **JUDICIARY WORKFORCE by DIVISIONS**

## SECTION 8: 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 29** shows the percentage of employees for each division. District Court is the largest division with 41.03% of the total Judiciary workforce and the Court-Related Agencies is the smallest with only 1.66%.

**Exhibit 30** 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 in which males significantly exceed female representation.

Division workforces by EEO Categories and personnel transaction summaries are included in **Exhibits 31** through **44**.

### Summary Highlights

#### The Administrative Office of the Courts

- **Exhibit 31** reflects the diverse workforce of the Administrative Office of the Courts. Minorities and Females were represented in all categories except Protective Services, which lacked female representation.
- While Minorities received only 12.5% of the promotions versus Whites who received 87.5%, Minorities received 62.5% of all reclasses and Whites received only 37.5% (**Exhibit 32**).

#### Circuit Courts

- Although Minorities and Females represented 38.5% and 83.6% of the workforce, respectively, representation in the Officials and Administrators category is 16.7% for minorities and 70.5% for females. Conversely, Males comprised only 16.4% of the overall workforce but held 29.5% of the positions in Officials and Administrators category (**Exhibit 33**).
- The transaction summary for the Circuit Courts (**Exhibit 34**) reflects that there were a total of 9 demotions of which 33.3% were minority employees; 100% were female employees.

#### The Court of Appeals

- **Exhibit 35** shows that the Court of Appeals was comprised of 70 employees with 68.6% female representation and 30.0% minority representation. Females were well utilized in all EEO categories. The most significant representation of Females and Minorities was in the Officials and Administrators category, in which Minorities held 50% of the positions and Females held 60%.
- There were a total of 28 appointments during the Fiscal Year 2009 of which 32.1% were Minority and 75.0% were Female (**Exhibit 36**).

## Court-Related Agencies

- The Court-Related Agencies division has the smallest employee population within the Judiciary with only 43 employees. Minority representation in the Officials and Administrators category (18.2%), as well as in the Administrative Support category (16.7%), falls well below the representation of Whites who hold 81.9% of the Officials and Administrator positions and 83.3% of the Administrative Support positions (**Exhibit 37**).
- **Exhibit 38** reflects that the Court-Related Agencies had a total of 11 transactions during Fiscal Year 2009 of which 7 were appointments, 3 were separations and one was a reclassification action. Minorities had an appointment rate of 14.3% and a separation rate of 33.3% Females had an appointment rate of 57.1% and a separation rate of 66.7%

## The Court of Special Appeals

- In the Court of Special Appeals, Females held 74.3% of the positions and Minorities held only 2.7%. Minorities lacked representation in all EEO categories except Administrative Support. **Exhibit 39** shows that minority representation in that category was 8.7%.
- Although the Court of Special Appeals had 38 appointments during the Fiscal Year 2009, only one Minority (2.6%) was hired (**Exhibit 40**). This is an area that bears closer analysis and monitoring.

## District Court

- The District Court, the largest division within the Judiciary, was comprised of 66.4 % Females and 45.2% Minorities. The lowest representation of Minorities was in the Officials and Administrators category and female representation was low in the Protective Services categories (**Exhibit 41**).
- **Exhibit 42** shows that of the 264 appointments, Minorities represented 42.8%, and Females represented 62.1%. For Minorities, the separation rate of 48.0% was slightly above the hire rate and the separation rate versus the hire rate for Females was almost even at 62.5%.

## Judges

- Females comprised 26.4% of the Judges' workforce and Minorities comprised 17.0%. African Americans representation was 14.8% (**Exhibit 43**).
- As shown in **Exhibit 44**, a total of 24 Judges were promoted. Of that total, 25% were female and none were minority.

# State of Maryland Judiciary Workforce

07/01/2009

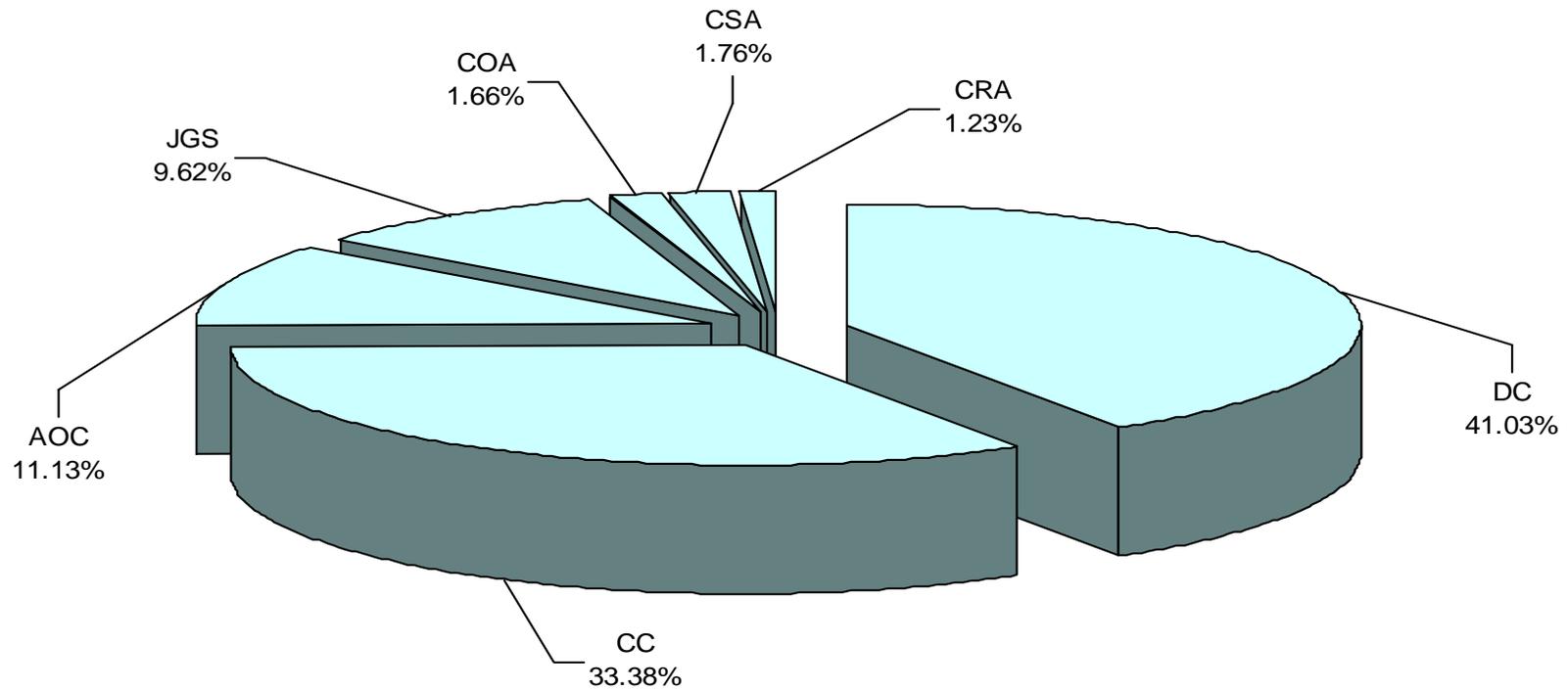


Exhibit 29

# Judiciary Divisions Workforce by Race and Gender

07/01/2009

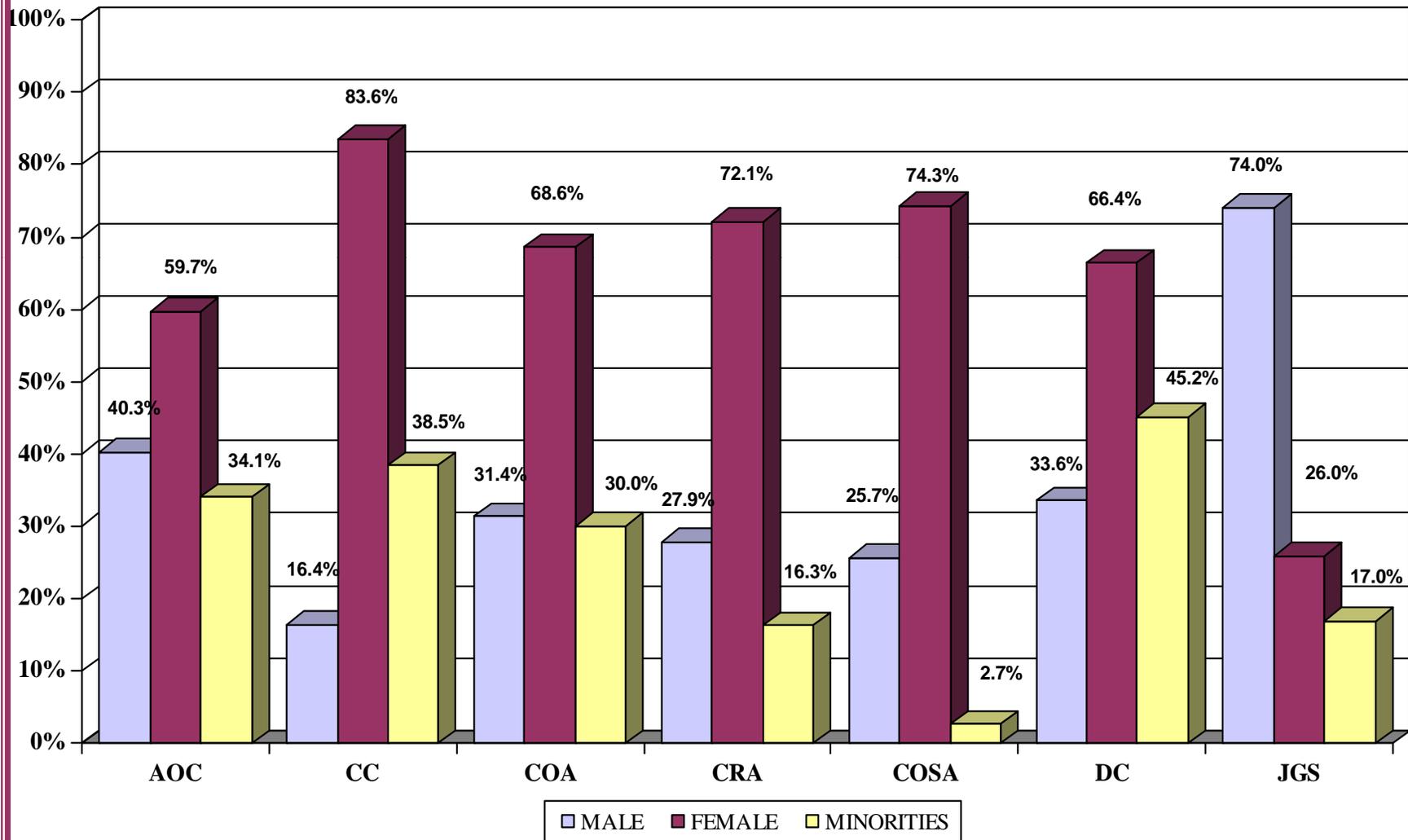


Exhibit 30

**Administrative Office of the Courts Workforce  
by EEO Job Categories  
July 1, 2009**

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	Total
OFFICIALS & ADMINISTRATORS	12	20	5	8	0	0	0	0	0	0	0	0	0	0	13	17	28	45
	26.7%	44.4%	11.1%	17.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.9%	37.8%	62.2%	
PROFESSIONALS	106	108	19	44	1	7	3	10	0	1	0	0	3	1	89	132	171	303
	35.0%	35.6%	6.3%	14.5%	0.3%	2.3%	1.0%	3.3%	0.0%	0.3%	0.0%	0.0%	1.0%	0.3%	29.4%	43.6%	56.4%	
TECHNICIANS	12	2	8	12	0	0	0	0	0	0	0	0	1	0	21	21	14	35
	34.3%	5.7%	22.9%	34.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	60.0%	60.0%	40.0%	
PROTECTIVE SERVICES	4	0	2	0	0	0	0	0	0	0	0	0	0	0	2	6	0	6
	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	1	0	0	0	0	0	0	0	0	0	0	1	1	2	3
	33.3%	33.3%	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%	33.3%	66.7%	
ADMINISTRATIVE SUPPORT	5	38	7	25	0	1	0	1	0	0	0	0	0	0	34	12	65	77
	6.5%	49.4%	9.1%	32.5%	0.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.2%	15.6%	84.4%	
<b>TOTAL</b>	<b>140</b>	<b>169</b>	<b>41</b>	<b>90</b>	<b>1</b>	<b>8</b>	<b>3</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>160</b>	<b>189</b>	<b>280</b>	<b>469</b>
	29.9%	36.0%	8.7%	19.2%	0.2%	1.7%	0.6%	2.3%	0.0%	0.2%	0.0%	0.0%	0.9%	0.2%	34.1%	40.3%	59.7%	

**Administrative Office of the Courts  
Personnel Transaction Summary  
July 1, 2008 - June 30, 2009**

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>	63	69	16	29	2	3	2	6	0	0	0	0	4	1	63	87	108	<b>195</b>
	32.3%	35.4%	8.2%	14.9%	1.0%	1.5%	1.0%	3.1%	0.0%	0.0%	0.0%	0.0%	2.1%	0.5%	32.3%	44.6%	55.4%	
<b>PROMOTIONS</b>	3	4	1	0	0	0	0	0	0	0	0	0	0	0	1	4	4	<b>8</b>
	37.5%	50.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	50.0%	50.0%	
<b>TRANSFERS</b>	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	<b>3</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>DEMOTIONS</b>	2	0	0	2	0	0	0	0	0	0	0	0	0	0	2	2	2	<b>4</b>
	50.0%	0.0%	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%	50.0%	50.0%	
<b>SEPARATIONS</b>	57	65	12	28	5	1	2	8	0	0	0	0	0	0	56	76	102	<b>178</b>
	32.0%	36.5%	6.7%	15.7%	2.8%	0.6%	1.1%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.5%	42.7%	57.3%	
<b>RECLASSES</b>	3	6	1	12	0	0	0	2	0	0	0	0	0	0	15	4	20	<b>24</b>
	12.5%	25.0%	4.2%	50.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%	16.7%	83.3%	

**Circuit Court Workforce  
by EEO Job Categories  
July 1, 2009**

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	20	45	3	10	0	0	0	0	0	0	0	0	0	0	13	23	55	78
	25.6%	57.7%	3.8%	12.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	29.5%	70.5%	
PROFESSIONALS	2	2	2	2	0	0	1	0	0	0	0	0	0	0	5	5	4	9
	22.2%	22.2%	22.2%	22.2%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	55.6%	44.4%	
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%	
PARA-PROFESSIONALS	4	22	0	7	0	0	0	1	0	0	0	0	0	0	8	4	30	34
	11.8%	64.7%	0.0%	20.6%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.5%	11.8%	88.2%	
ADMINISTRATIVE SUPPORT	113	656	75	375	2	28	7	21	0	6	0	0	0	1	515	197	1087	1284
	8.8%	51.1%	5.8%	29.2%	0.2%	2.2%	0.5%	1.6%	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	40.1%	15.3%	84.7%	
<b>TOTAL</b>	<b>139</b>	<b>725</b>	<b>81</b>	<b>394</b>	<b>2</b>	<b>28</b>	<b>8</b>	<b>22</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>542</b>	<b>230</b>	<b>1176</b>	<b>1406</b>
	9.9%	51.6%	5.8%	28.0%	0.1%	2.0%	0.6%	1.6%	0.0%	0.4%	0.0%	0.0%	0.0%	0.1%	38.5%	16.4%	83.6%	

**Circuit Court  
Personnel Transaction Summary  
July 1, 2008 - June 30, 2009**

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	
APPOINTMENTS	20	105	28	69	2	4	1	8	0	2	0	0	0	2	116	51	190	241
	8.3%	43.6%	11.6%	28.6%	0.8%	1.7%	0.4%	3.3%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	48.1%	21.2%	78.8%	
PROMOTIONS	4	42	1	12	0	1	1	0	0	0	0	0	0	0	15	6	55	61
	6.6%	68.9%	1.6%	19.7%	0.0%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.6%	9.8%	90.2%	
TRANSFERS	0	13	1	10	0	0	0	1	0	0	0	0	0	0	12	1	24	25
	0.0%	52.0%	4.0%	40.0%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.0%	4.0%	96.0%	
DEMOTIONS	0	6	0	3	0	0	0	0	0	0	0	0	0	0	3	0	9	9
	0.0%	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%	33.3%	0.0%	100.0%	
SEPARATIONS	13	72	14	42	1	0	0	1	1	0	0	0	0	0	59	29	115	144
	9.0%	50.0%	9.7%	29.2%	0.7%	0.0%	0.0%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	41.0%	20.1%	79.9%	
RECLASSES	5	70	1	22	0	2	0	0	0	0	0	0	0	0	25	6	94	100
	5.0%	70.0%	1.0%	22.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	6.0%	94.0%	

**Court of Appeals Workforce  
by EEO Job Categories  
July 1, 2009**

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	4	3	2	0	0	0	0	0	0	0	0	0	0	5	4	6	10
	10.0%	40.0%	30.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	40.0%	60.0%	
PROFESSIONALS	13	14	3	5	0	0	0	1	0	0	0	0	0	0	9	16	20	36
	36.1%	38.9%	8.3%	13.9%	0.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	44.4%	55.6%	
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	16	1	5	0	0	0	0	0	0	0	0	0	0	6	2	21	23
	4.3%	69.6%	4.3%	21.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.1%	8.7%	91.3%	
<b>TOTAL</b>	<b>15</b>	<b>34</b>	<b>7</b>	<b>13</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>21</b>	<b>22</b>	<b>48</b>	<b>70</b>
	21.4%	48.6%	10.0%	18.6%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	31.4%	68.6%	

**Court of Appeals  
Personnel Transactions  
July 1, 2008 - June 30, 2009**

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>	6	13	1	8	0	0	0	0	0	0	0	0	0	0	9	7	21	<b>28</b>
	21.4%	46.4%	3.6%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.1%	25.0%	75.0%	
<b>PROMOTIONS</b>	3	3	1	0	0	0	0	0	0	0	0	0	0	0	1	4	3	<b>7</b>
	42.9%	42.9%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	57.1%	42.9%	
<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>	5	8	1	3	0	0	0	1	0	0	0	0	0	0	5	6	12	<b>18</b>
	27.8%	44.4%	5.6%	16.7%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.8%	33.3%	66.7%	
<b>RECLASSES</b>	0	1	0	2	0	0	0	0	0	0	0	0	0	0	2	0	3	<b>3</b>
	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	100.0%	

**Court-Related Agencies Workforce  
by EEO Job Categories  
July 1, 2009**

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	4	5	1	1	0	0	0	0	0	0	0	0	0	0	2	5	6	11
	36.4%	45.5%	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	45.5%	54.5%	
PROFESSIONALS	3	12	0	2	0	0	0	1	0	0	0	0	0	0	3	3	15	18
	16.7%	66.7%	0.0%	11.1%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	83.3%	
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	3	7	1	1	0	0	0	0	0	0	0	0	0	0	2	4	8	12
	25.0%	58.3%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	33.3%	66.7%	
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>10</b>	<b>26</b>	<b>2</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>7</b>	<b>12</b>	<b>31</b>	<b>43</b>
	23.3%	60.5%	4.7%	9.3%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.3%	27.9%	72.1%	

**Court-Related Agencies  
Personnel Transaction Summary  
July 1, 2008 - June 30, 2009**

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	
APPOINTMENTS*																		
	2	4	1	0	0	0	0	0	0	0	0	0	0	0	1	3	4	7
	28.6%	57.1%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	42.9%	57.1%	
PROMOTIONS																		
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANSFERS																		
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEMOTIONS																		
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEPARATIONS																		
	1	1	0	1	0	0	0	0	0	0	0	0	0	1	1	2	3	
	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	66.7%		
RECLASSES																		
	0	1	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%	

**Court of Special Appeals Workforce  
by EEO Job Categories  
July 1, 2009**

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	17	30	0	0	0	0	0	0	0	0	0	0	0	0	0	17	30	47
	36.2%	63.8%	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%	36.2%	63.8%	
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	0	21	0	2	0	0	0	0	0	0	0	0	0	0	2	0	23	23
	0.0%	91.3%	0.0%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	0.0%	100.0%	
<b>TOTAL</b>	<b>19</b>	<b>53</b>	<b>0</b>	<b>2</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>2</b>	<b>19</b>	<b>55</b>	<b>74</b>
	25.7%	71.6%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	25.7%	74.3%	

**Court of Special Appeals  
Personnel Transaction Summary  
July 1, 2008 - June 30, 2009**

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>	15	22	0	1	0	0	0	0	0	0	0	0	0	0	0	1	15	23	<b>38</b>
	39.5%	57.9%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	39.5%	60.5%	
<b>PROMOTIONS</b>	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	<b>5</b>
	20.0%	80.0%	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%	20.0%	80.0%	
<b>TRANSFERS</b>	0	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	0	<b>0</b>
<b>SEPARATIONS</b>	11	18	1	0	0	1	0	0	0	0	0	0	0	0	2	12	19	<b>31</b>	
	35.5%	58.1%	3.2%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%	38.7%	61.3%		
<b>RECLASSES</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%		

**District Court Workforce  
by EEO Job Categories  
July 1, 2009**

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	35	8	15	0	0	0	0	0	0	0	0	0	0	23	35	50	85
	31.8%	41.2%	9.4%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.1%	41.2%	58.8%	
PROFESSIONALS	67	99	36	72	4	11	2	3	0	0	1	0	0	0	129	110	185	295
	22.7%	33.6%	12.2%	24.4%	1.4%	3.7%	0.7%	1.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	43.7%	37.3%	62.7%	
TECHNICIANS	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%	
PROTECTIVE SERVICES	253	9	84	13	3	0	0	0	1	0	0	0	0	0	101	341	22	363
	69.7%	2.5%	23.1%	3.6%	0.8%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	27.8%	93.9%	6.1%	
PARA-PROFESSIONALS	4	20	3	12	0	0	0	3	0	0	0	0	0	0	18	7	35	42
	9.5%	47.6%	7.1%	28.6%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	16.7%	83.3%	
ADMINISTRATIVE SUPPORT	38	397	38	425	7	18	3	18	1	3	0	0	0	1	514	87	862	949
	4.0%	41.8%	4.0%	44.8%	0.7%	1.9%	0.3%	1.9%	0.1%	0.3%	0.0%	0.0%	0.0%	0.1%	54.2%	9.2%	90.8%	
SKILLED CRAFT	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
	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>392</b>	<b>560</b>	<b>170</b>	<b>537</b>	<b>14</b>	<b>29</b>	<b>5</b>	<b>24</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>786</b>	<b>584</b>	<b>1154</b>	<b>1737</b>
	22.6%	32.2%	9.8%	30.9%	0.8%	1.7%	0.3%	1.4%	0.1%	0.2%	0.1%	0.0%	0.0%	0.1%	45.2%	33.6%	66.4%	

**District Court  
Personnel Transaction Summary  
July 1, 2008 - June 30, 2009**

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>	73	78	20	68	2	12	3	4	2	1	0	0	0	1	113	100	164	<b>264</b>
	27.7%	29.5%	7.6%	25.8%	0.8%	4.5%	1.1%	1.5%	0.8%	0.4%	0.0%	0.0%	0.0%	0.4%	42.8%	37.9%	62.1%	
<b>PROMOTIONS</b>	8	27	9	24	0	2	0	0	0	0	0	0	0	0	35	17	53	<b>70</b>
	11.4%	38.6%	12.9%	34.3%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	24.3%	75.7%	
<b>TRANSFERS</b>	2	10	1	6	0	1	0	0	0	0	0	0	0	0	8	3	17	<b>20</b>
	10.0%	50.0%	5.0%	30.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	15.0%	85.0%	
<b>DEMOTIONS</b>	0	2	2	0	0	0	0	0	0	0	0	0	0	0	2	2	2	<b>4</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>	34	45	19	43	0	4	2	1	2	1	0	1	0	0	73	57	95	<b>152</b>
	22.4%	29.6%	12.5%	28.3%	0.0%	2.6%	1.3%	0.7%	1.3%	0.7%	0.0%	0.7%	0.0%	0.0%	48.0%	37.5%	62.5%	
<b>RECLASSES</b>	48	100	17	63	3	2	0	9	0	1	0	0	0	0	95	68	175	<b>243</b>
	19.8%	41.2%	7.0%	25.9%	1.2%	0.8%	0.0%	3.7%	0.0%	0.4%	0.0%	0.0%	0.0%	39.1%	28.0%	72.0%		

**Judges Workforce  
by EEO Job Categories  
July 1, 2009**

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	0	2	0	0	0	0	0	0	0	0	0	0	0	2	3	0	3
	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	100.0%	0.0%	
PROFESSIONALS	261	74	30	30	0	2	1	1	2	0	0	0	1	0	67	295	107	402
	64.9%	18.4%	7.5%	7.5%	0.0%	0.5%	0.2%	0.2%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	16.7%	73.4%	26.6%	
<b>TOTAL</b>	<b>262</b>	<b>74</b>	<b>32</b>	<b>30</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>69</b>	<b>298</b>	<b>107</b>	<b>405</b>
	64.7%	18.3%	7.9%	7.4%	0.0%	0.5%	0.2%	0.2%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	17.0%	73.6%	26.4%	

**Judges**  
**Personnel Transaction Summary**  
**July 1, 2008 - June 30, 2009**

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>	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	<b>2</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>PROMOTIONS</b>	18	6	0	0	0	0	0	0	0	0	0	0	0	0	0	18	6	<b>24</b>
	75.0%	25.0%	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%	75.0%	25.0%	
<b>TRANSFERS</b>	8	7	0	0	0	0	0	0	0	0	0	0	0	0	0	8	7	<b>15</b>
	53.3%	46.7%	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%	53.3%	46.7%	
<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>	15	1	1	0	0	0	0	0	0	0	0	0	0	0	1	16	1	<b>17</b>
	88.2%	5.9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	94.1%	5.9%		
<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 of 2008 – 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.