

Maryland Judiciary



Equal Employment Opportunity

Report

July 1, 2008

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TABLE OF CONTENTS

Preface

Section 1: EXECUTIVE SUMMARY	1
Section 2: POLICY STATEMENT	5
Section 3: WORKFORCE UTILIZATION.....	8
Section 4: PERSONNEL TRANSACTIONS	10
Section 5: WORKFORCE by GRADE, RACE and GENDER	11
Section 6: DISCRIMINATION CHARGES AND INTERNAL COMPLAINTS	13
Section 7: JUDICIARY WORKFORCE by DIVISIONS.....	14
Appendices	16

Preface

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

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

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

The following report covers the period from July 1, 2007 through June 30, 2008. The purpose of this report is to provide the Management of the Judicial Branch with the information necessary to assess and evaluate the Judiciary's Equal Employment Opportunity (EEO) Program.

To prepare this report, the Office of Fair Practices relied on workforce data as of July 1, 2008, obtained from the Judiciary Human Resources Department and census data from the 2000 EEO Special Files.

SECTION ONE

EXECUTIVE SUMMARY

SECTION 1: EXECUTIVE SUMMARY

- In Fiscal Year 2008, there were 3940 persons employed by the Maryland Judiciary (**Exhibit 1**).
- Minorities comprised 1478 or 37.5 % of the workforce; 33.5% were African American, 1.8% Hispanic, 1.8% were Asian and .3% were American Indian/Alaskan Native (**Exhibit 2**).
- Of the total number of Judiciary employees, 31.9% were male and 68.2% were female (**Exhibit 3**). Of the total number of females, 39.4% were White, 25.6% were African American, 1.4% was Hispanic, 1.4% was Asian, and less than 1% was other Minority. The overall participation rate for women slightly decreased (1.2%) between FY 2007 to FY 2008.
- African American males and females comprised 33.6% of the Judiciary workforce which slightly exceeded their combined availability of 33.4% in the State of Maryland Civilian Labor Force (CLF) ¹ Although African American females represented a larger share of the Judiciary's workforce 25.6 compared to Maryland's CLF14.0%, representation of African American males in the Judiciary (7.8%) fell short of the CLF by almost 4%. Other minority males and other minority females within the Judiciary fell below their availability in the CLF by 4.1% and 1.0%, respectively. Overall female representation in the Judiciary workforce exceeded availability in the CLF by almost 20% (**Exhibit 4**).
- Appointments continued to add to the diversity of the workforce with female accounting for 65.8% of appointments, all minorities accounting for 39.9% and African Americans accounting for 31.9% (**Exhibits 5 and 6**).²
- Female employees within the Judiciary received promotions or reclassifications at rates below their share of the workforce.³ Females represented 68.2% of the workforce and accounted for 65.6% of all promotions and 60.8% of reclassifications (**Exhibit 7**). Minorities, who comprised 37.5% of the workforce, accounted for 42.0% and 36.0% of promotions and reclassifications, respectively. African Americans, who comprised 33.6% of the workforce, accounted for 36.7% of the promotions and 32.0% of the reclassifications (**Exhibit 8**).
- Females had a separation rate of 64.0%. Of the female separations, 39.7% were White, 19.9% were African American, 1.8% was Hispanic, 2.1% were Asian and less than 1% was American Indian/Alaskan Native (**Exhibit 9**). Minorities had a separation rate of 34.1%. Of the minority separations, 28.0% were African American, 1.8% was Hispanic, 2.1% were Asian and less than 1% was American Indian/Alaskan Native (**Exhibit 10**).

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

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

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

- **Exhibit 11** depicts the average salaries (excluding Judges) for males and females. As shown, the salary for both males and females is within a few dollars of the average salary for the Judiciary, \$42,042.
- **Exhibit 12** reflects the average salary by race. The average salary for African Americans was \$40,304, which was less than the average salary for the Judiciary, \$42,042, Whites \$43,203, and Hispanics, \$42,153
- **Exhibit 13** reflects that the average salary for all minorities fell short of the average Judiciary salary with the largest difference for Other Minority males.

Detailed EEO statistical and demographic data are presented in Sections Three and Four of this Report.

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

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

EEO Job Categories include the following:

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

license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

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

involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanic and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewerage treatment plant operators, and kindred workers.

JUDICIARY WORKFORCE

by EEO Job Categories

07/01/08

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	69	129	25	34	0	0	0	0	0	0	0	0	0	0	59	94	163	257
	26.8%	50.2%	9.7%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.0%	36.6%	63.4%	
PROFESSIONALS	438	313	85	148	8	20	7	19	2	1	0	0	0	0	290	540	501	1041
	42.1%	30.1%	8.2%	14.2%	0.8%	1.9%	0.7%	1.8%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	27.9%	51.9%	48.1%	
TECHNICIANS	13	3	9	14	0	0	0	0	0	0	0	0	0	0	23	22	17	39
	33.3%	7.7%	23.1%	35.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	59.0%	56.4%	43.6%	
PROTECTIVE SERVICES	235	9	86	6	2	0	0	0	2	0	0	0	0	0	96	325	15	340
	69.1%	2.6%	25.3%	1.8%	0.6%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.2%	95.6%	4.4%	
PARA-PROFESSIONALS	6	42	2	19	0	0	0	3	0	0	0	0	0	0	24	8	64	72
	8.3%	58.3%	2.8%	26.4%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	11.1%	88.9%	
ADMINISTRATIVE SUPPORT	146	1058	104	788	7	37	7	33	1	6	0	1	0	0	984	265	1923	2188
	6.7%	48.4%	4.8%	36.0%	0.3%	1.7%	0.3%	1.5%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	45.0%	12.1%	87.9%	
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%	
TOTAL	909	1555	312	1010	17	57	14	55	5	7	0	1	0	0	1478	1257	2685	3940
	23.1%	39.5%	7.9%	25.6%	0.4%	1.4%	0.4%	1.4%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	37.5%	31.9%	68.2%	

Judiciary Workforce by Race

07/01/08

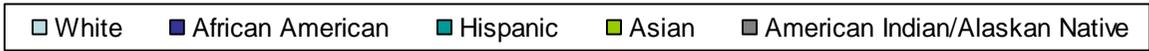
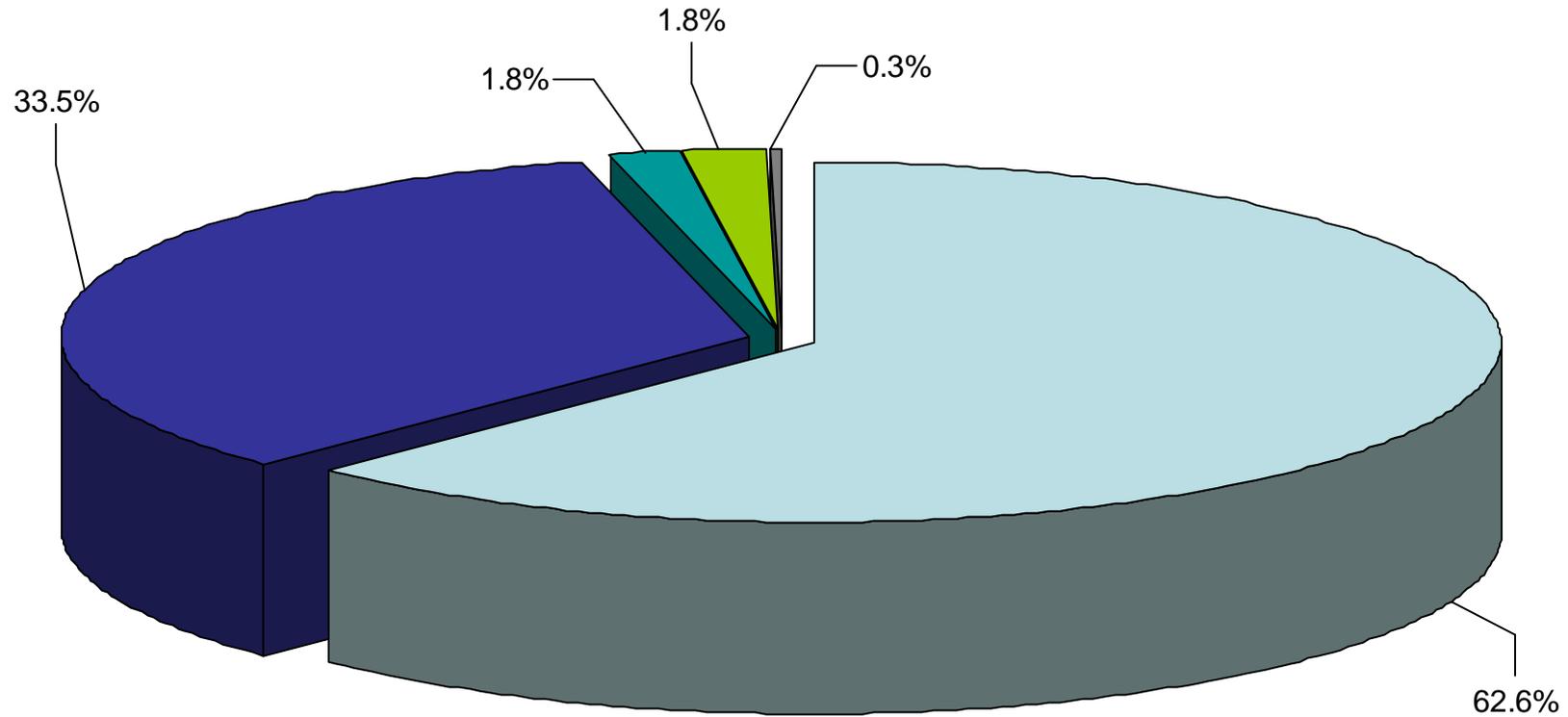


Exhibit 2

Judiciary Workforce by Gender

07/01/08

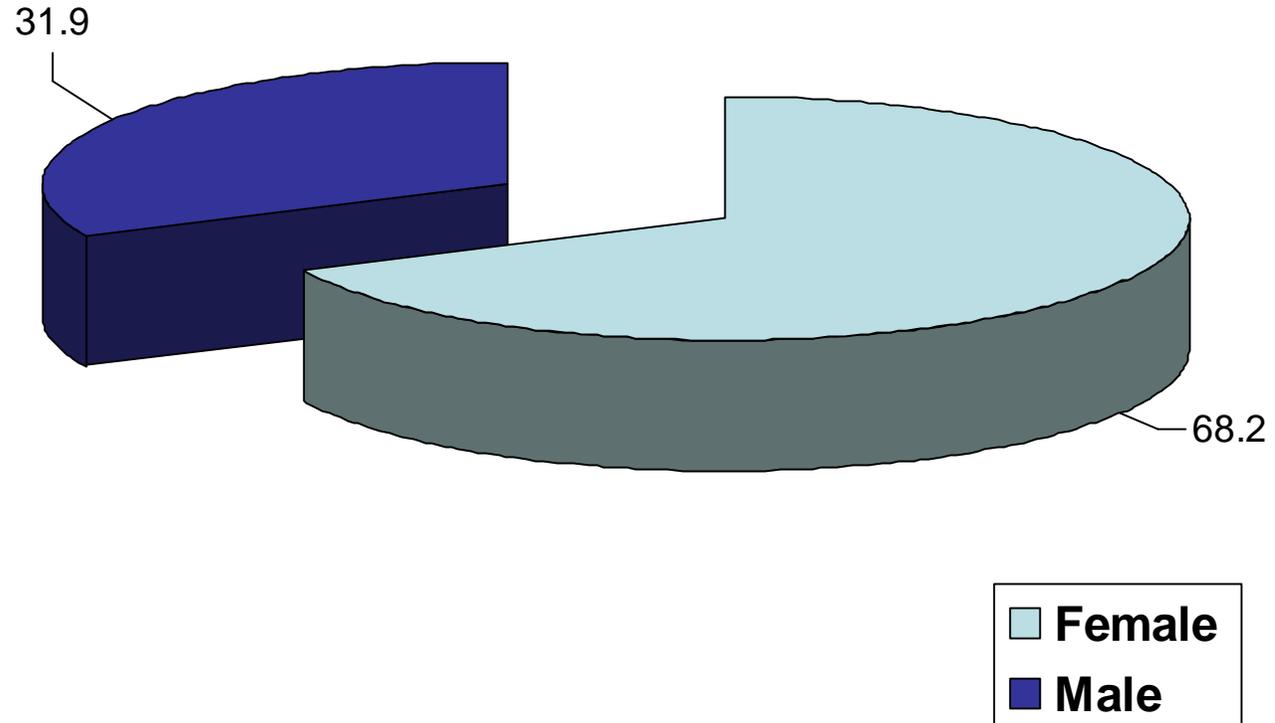


Exhibit 3

Judiciary Workforce vs. Maryland Civilian Labor Force

07/01/08

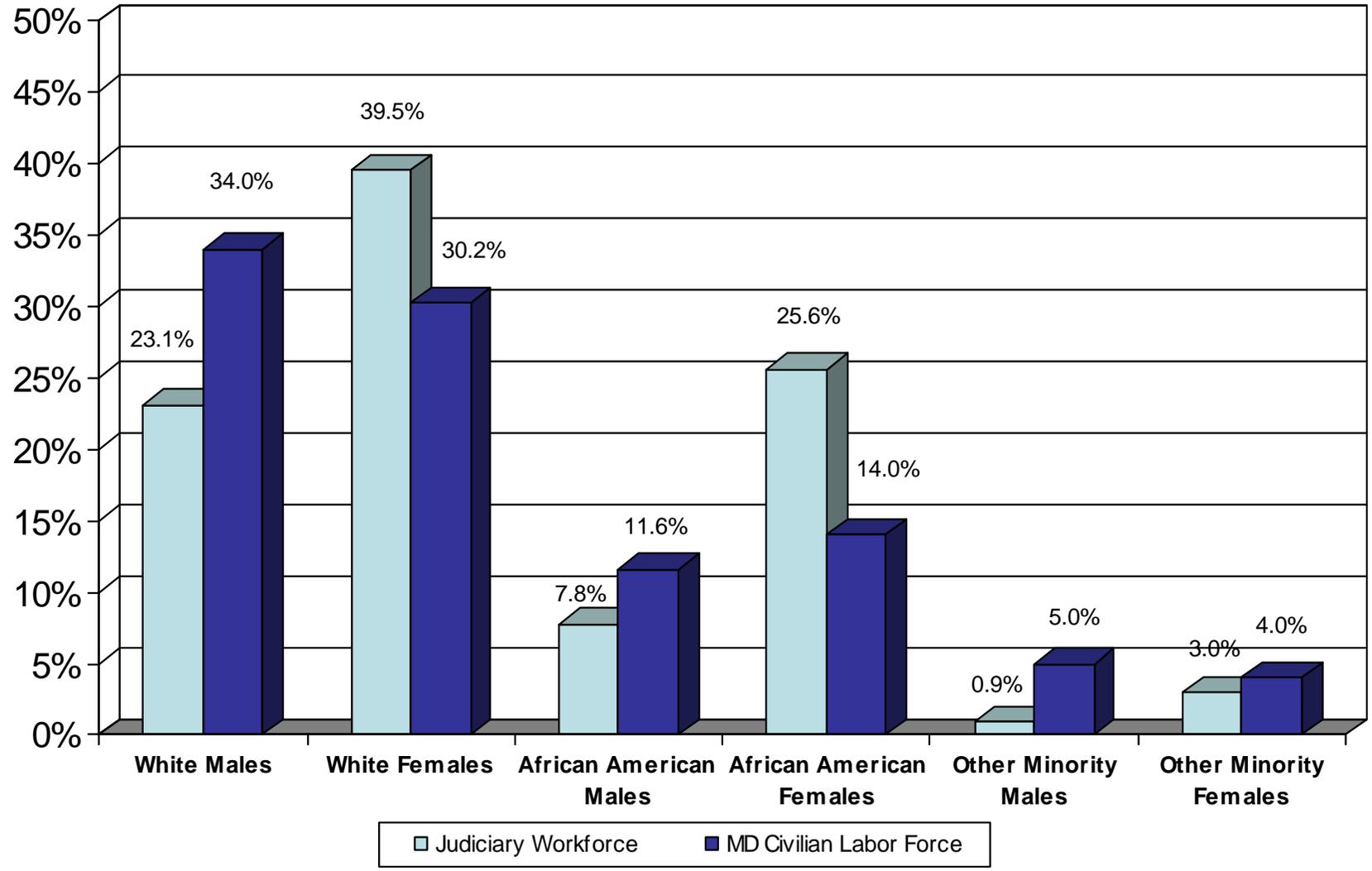


Exhibit 4

Female Appointments

07/01/07 – 06/30/08

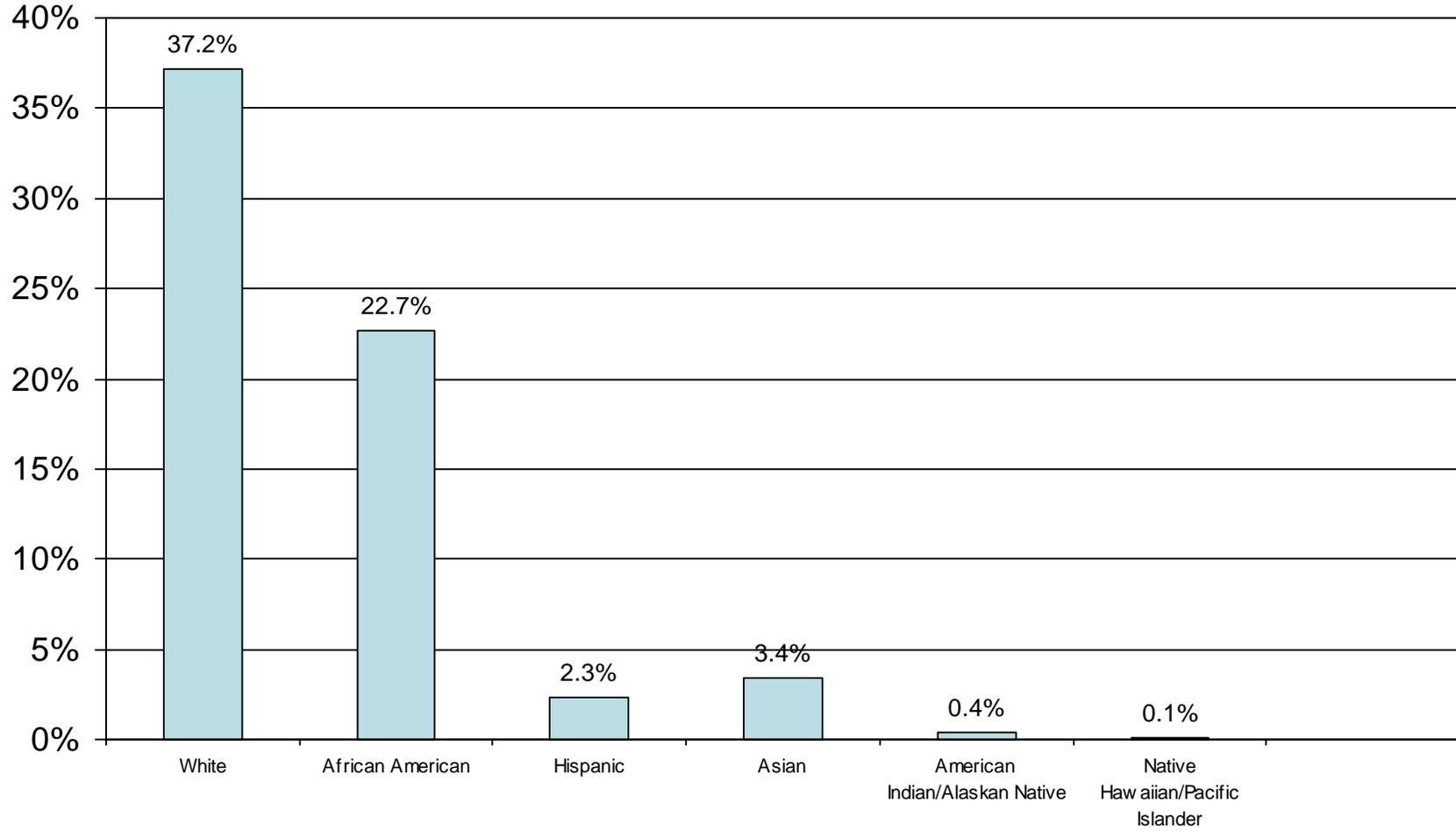


Exhibit 5

Minority Appointments

07/01/07 – 06/30/08

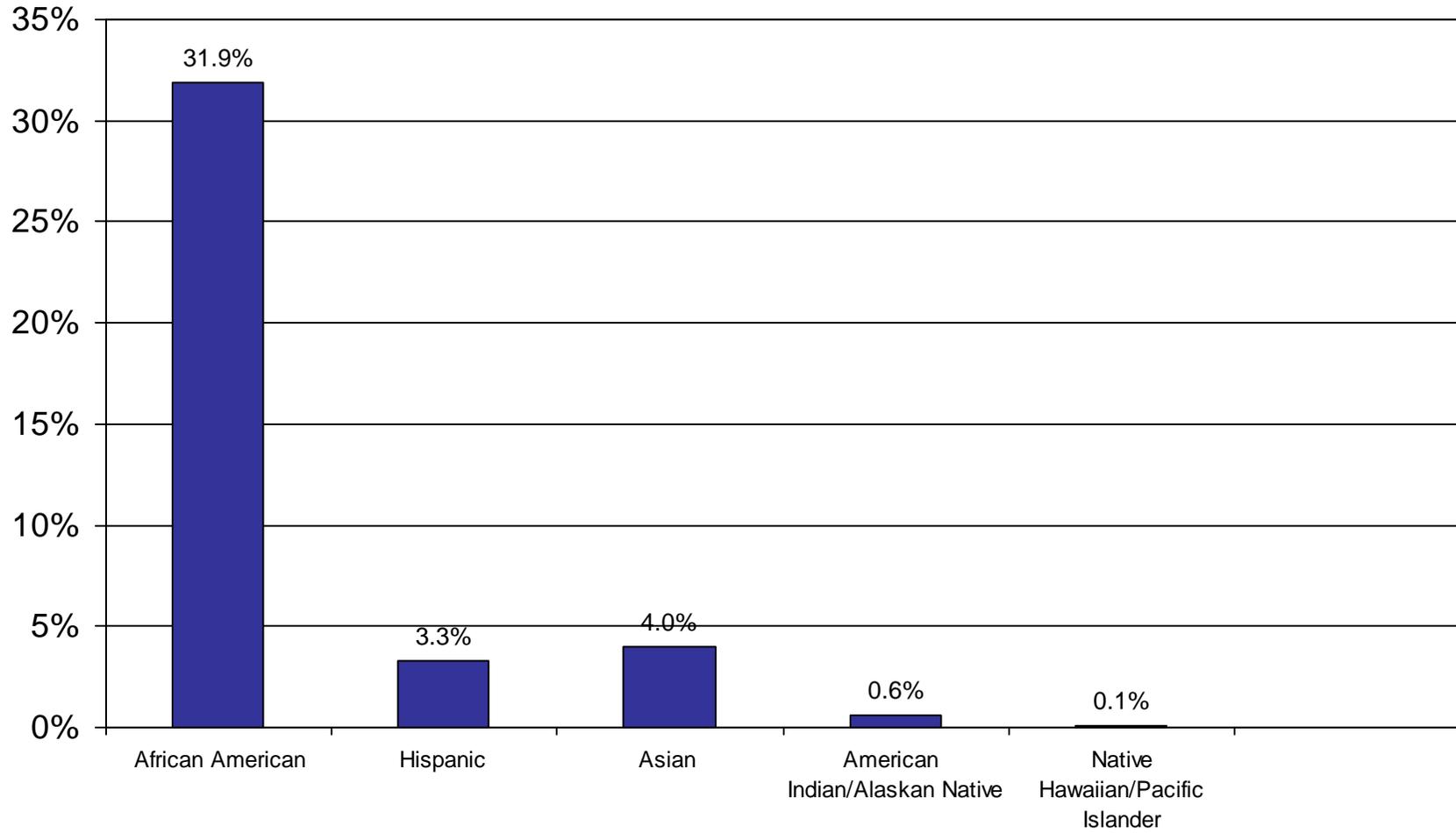
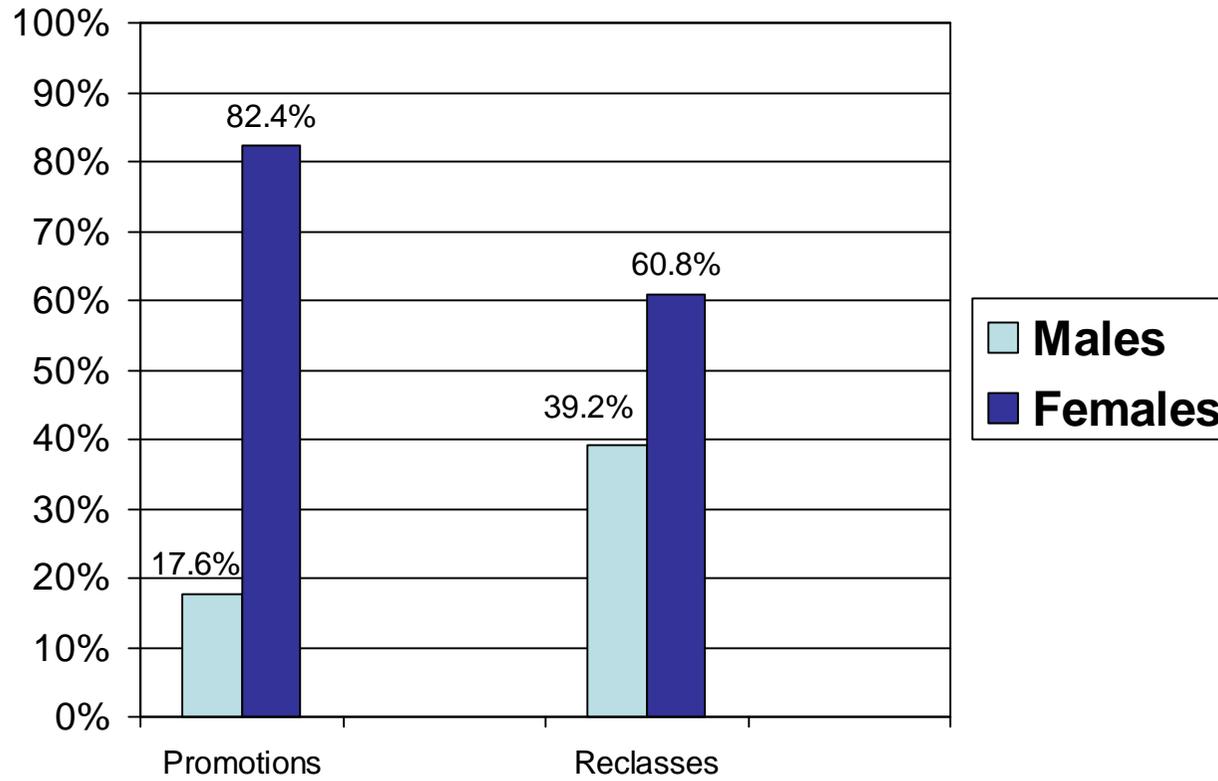


Exhibit 6

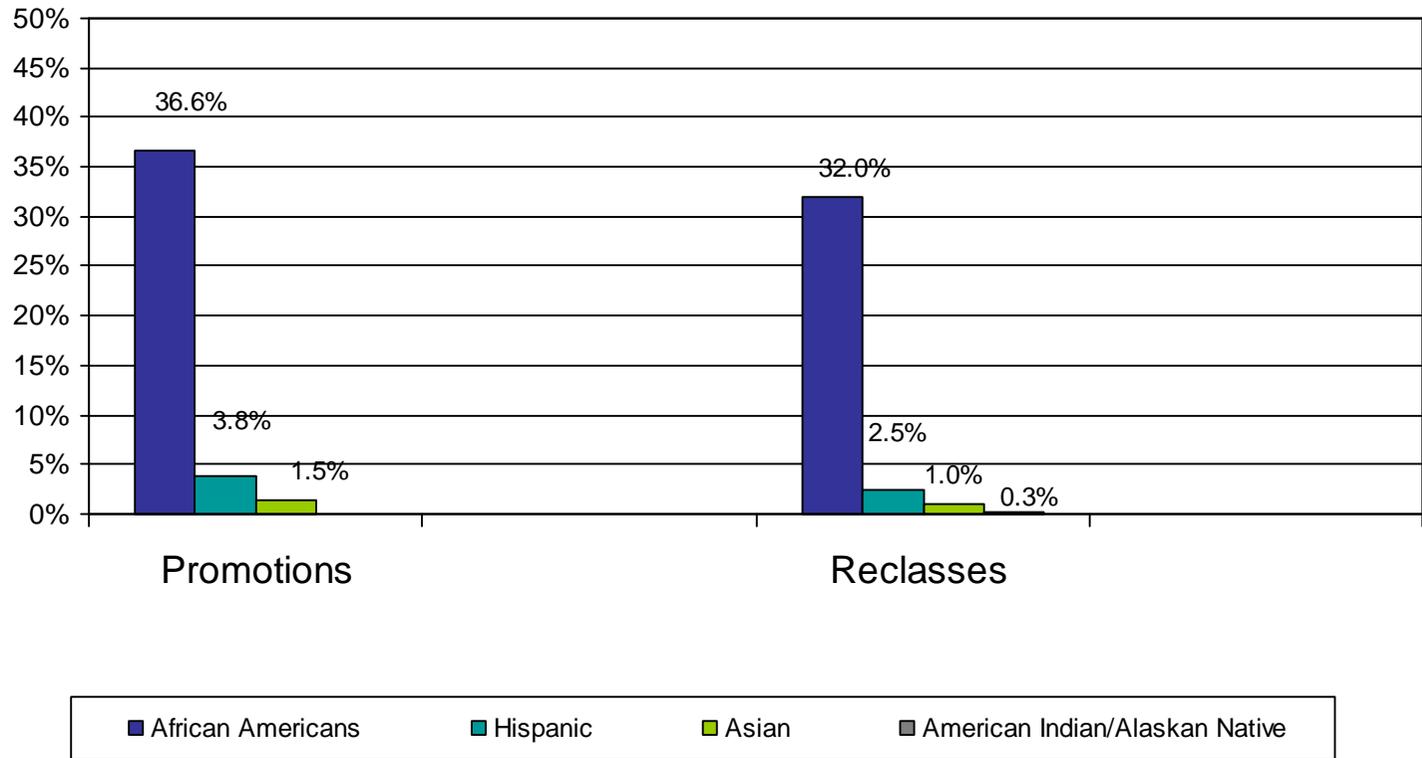
Promotions and Reclasses by Gender

07/01/07 – 06/30/08



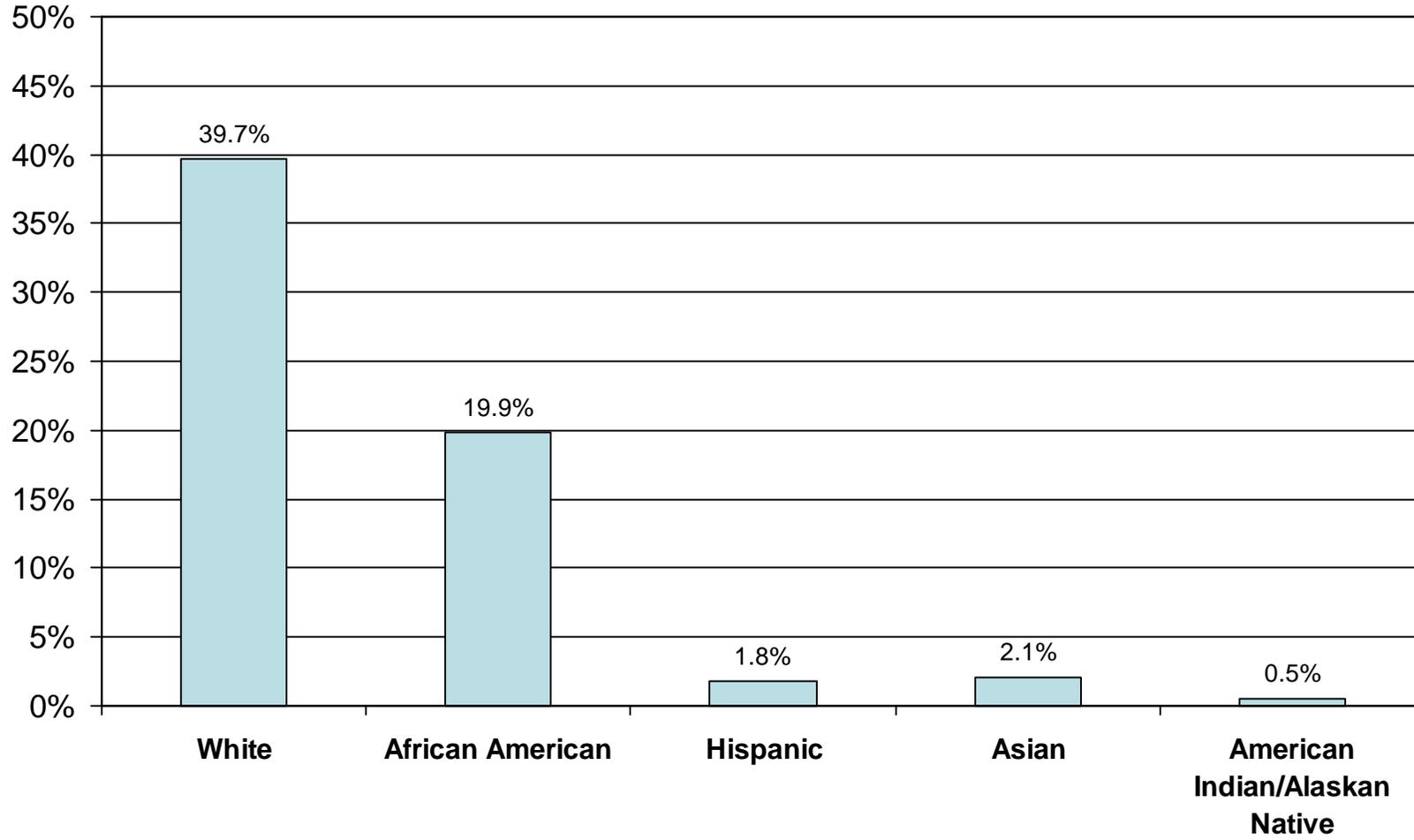
Minority Promotions and Reclasses

07/01/07 – 06/30/08



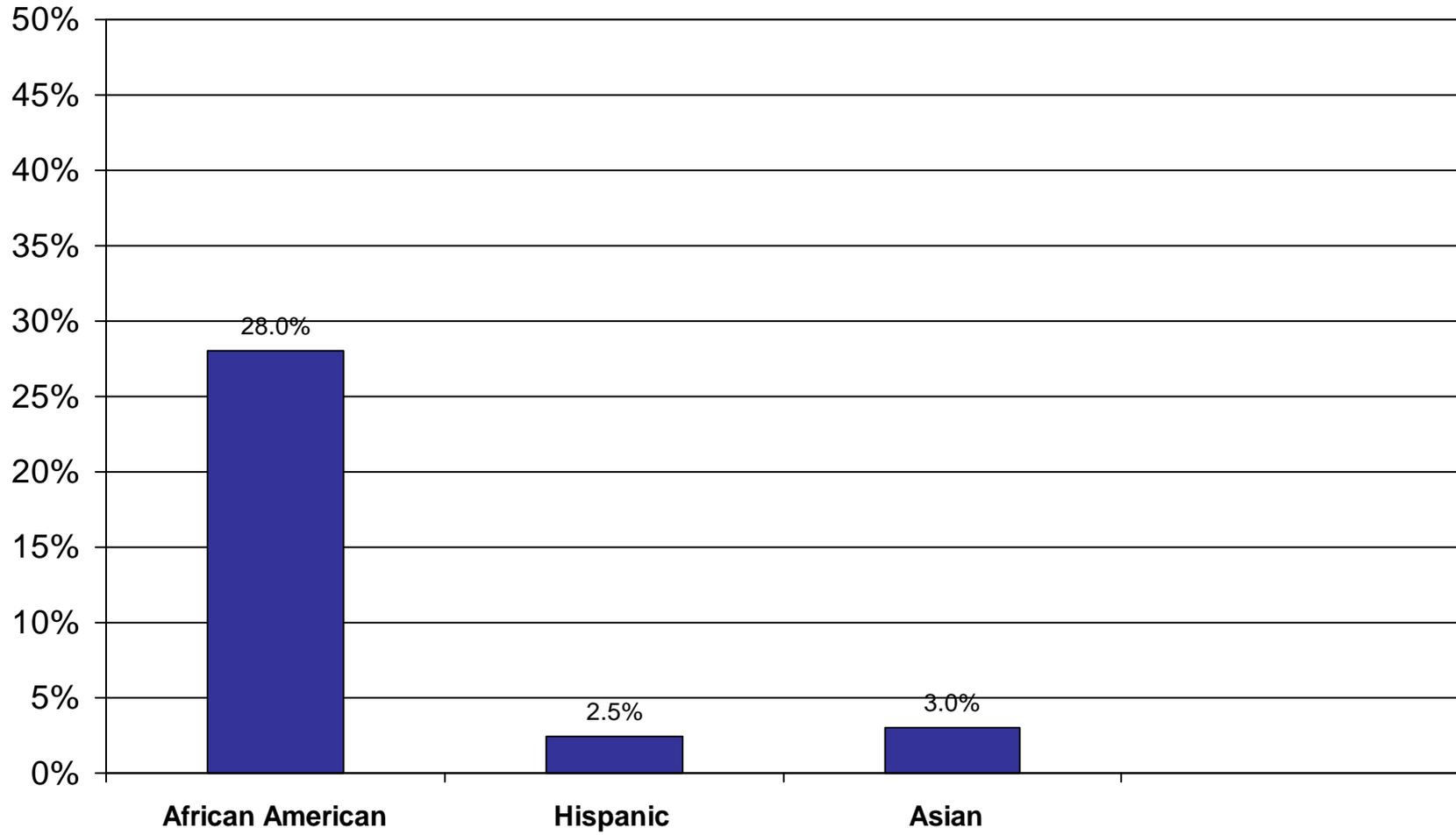
Female Separations

07/01/07 – 06/30/08



Minority Separations

07/01/07 – 06/30/08



Average Salaries by Gender

07/01/08

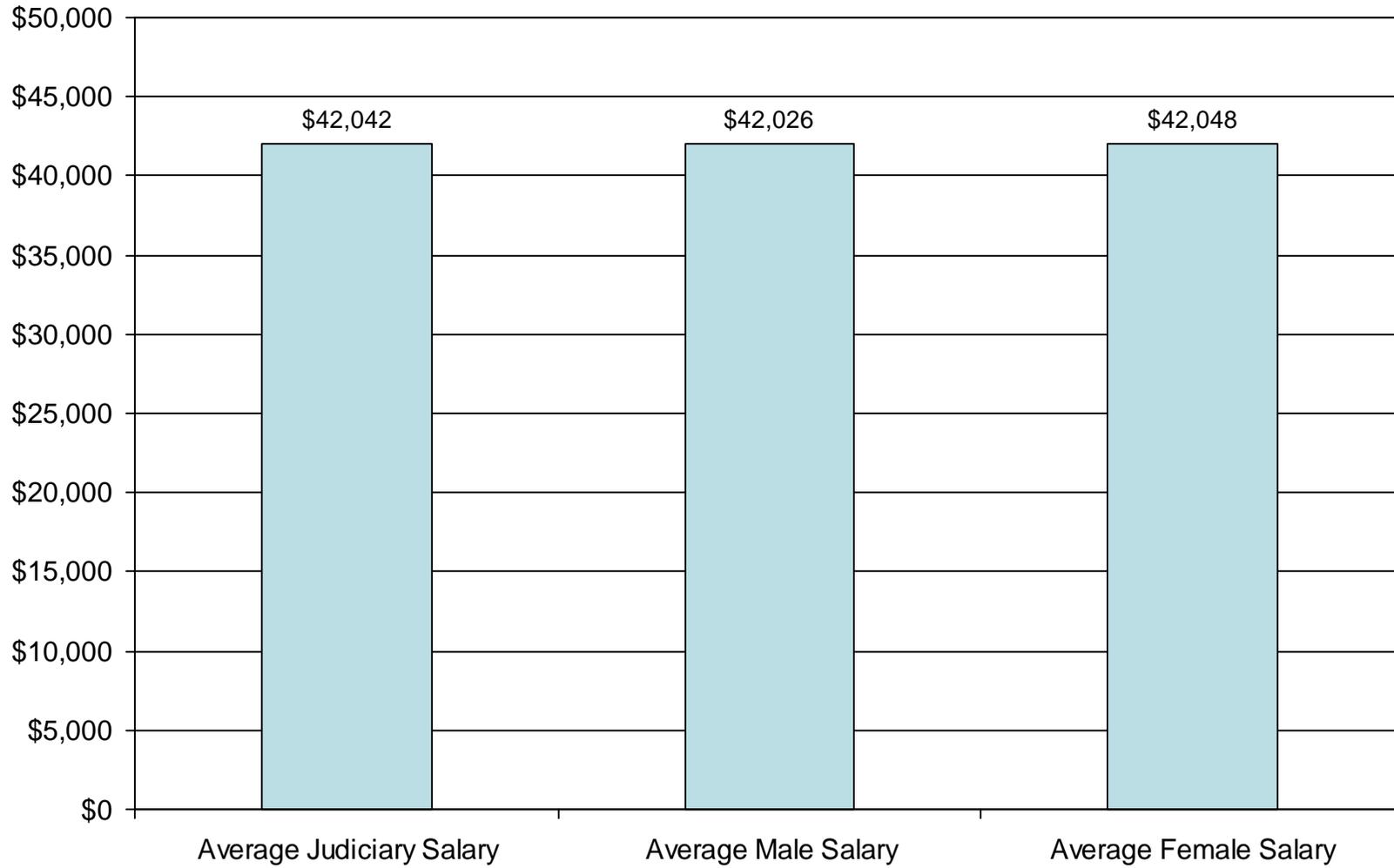


Exhibit 11

Average Salaries by Race

07/01/08

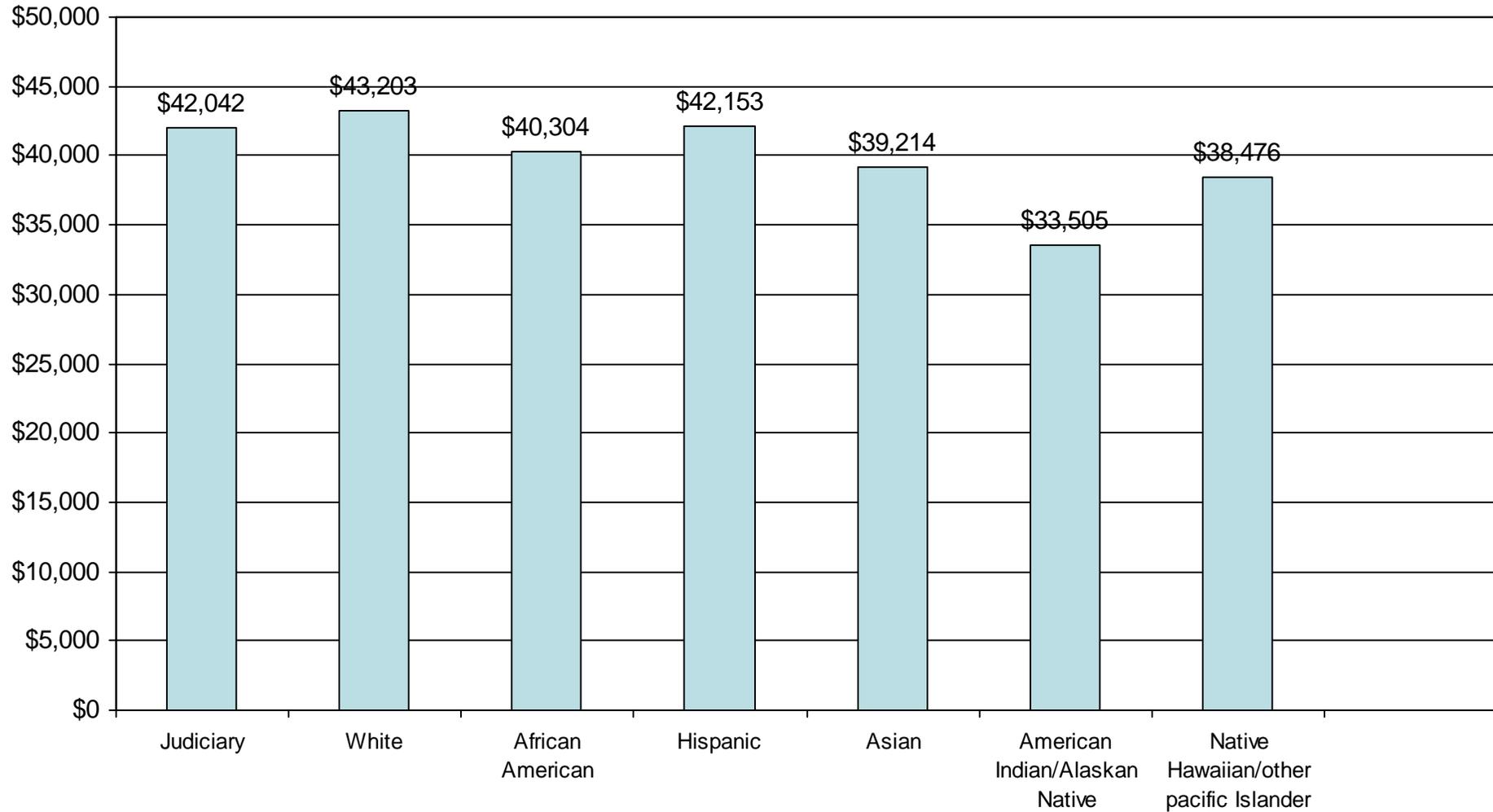
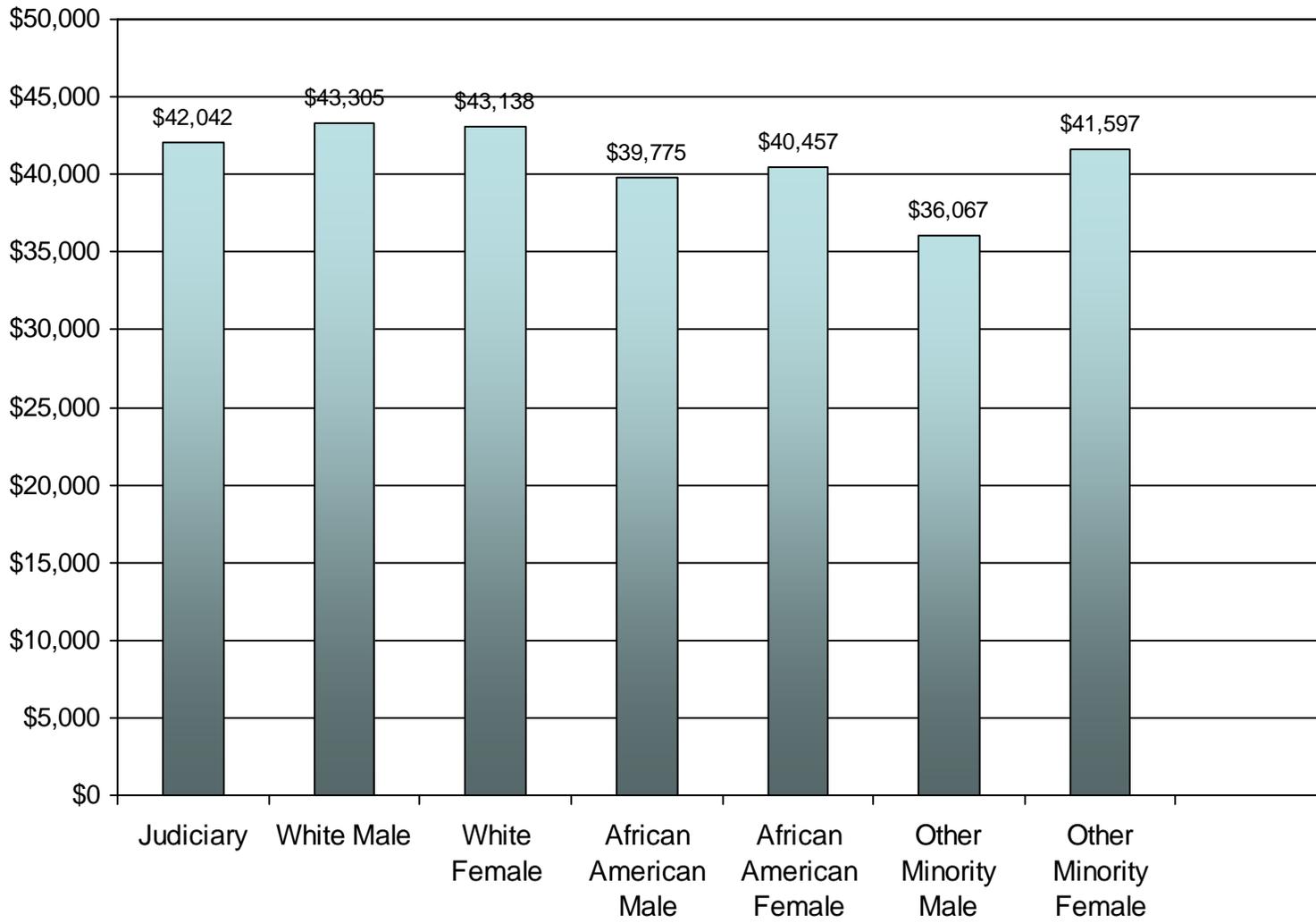


Exhibit 12

Average Salaries by Race and Gender

07/01/08



SECTION TWO

POLICY STATEMENT

SECTION 2: POLICY STATEMENT

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

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

Equal Employment Opportunity and Anti-Discrimination

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

Overcoming Barriers to Equal Opportunity

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

Disabilities Affecting Court Users, Job Applicants and Employees

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

Harassment

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

Sexual Orientation

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

Racial/Ethnic Bias and Hostile Work Environment

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

Filing a Complaint

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

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

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

Prohibition Against Retaliation

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

SECTION THREE

WORKFORCE UTILIZATION

SECTION 3: WORKFORCE UTILIZATION

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

Summary Highlights

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

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

- African American female utilization of 13.2% and African American male utilization of 9.7% exceeded their availability in the CLF for this EEO Category by 2.3% and 1.7%, respectively. White female utilization of 50.2% well exceeded their availability in the CLF (29.2%).
- Other Minorities were not represented in this category. The combined CFL availability 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 the Professionals category.
- African American male utilization of 9.0% exceeded the CLF by 1.0% and African American female utilization of 15.4% exceeded their representation in the CLF by 1.6%.
- Other Minorities were underutilized by 5.3% based on the CLF data.

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

- White females were significantly underutilized by 25.6% in this category.
- African American male utilization of 23.1% and African American female utilization of 35.9% well exceeded their availabilities of 9.7% and 18.0%, respectively.
- Other minorities lacked representation in this EEO job category.

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

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

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

- White female utilization of 58.3% exceeded the CLF availability of 49.7%.
- All other protected group members were under represented when compared with the CLF.

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

- African American males and other Minorities, both male and female are underutilized by 7.4% in this category when compared with the combined CLF.
- White female and African American female utilization of 48.4% and 36.0% 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 represented.

Service and Maintenance

- No employees were in this EEO category during Fiscal Year 2008.

WORKFORCE UTILIZATION ANALYSIS

07/01/08

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	#	129	29.2%	21.0%	25	8.0%	1.7%	34	10.9%	2.3%	0	4.7%	-4.7%	0	3.4%	-3.4%	257
	%	50.2%			9.7%			13.2%			0.0%			0.0%			
Professionals	#	313	35.5%	-5.4%	85	7.2%	1.0%	148	12.6%	1.6%	17	5.6%	-4.0%	40	5.1%	-1.3%	1041
	%	30.1%			8.2%			14.2%			1.6%			3.8%			
Technicians	#	3	33.3%	-25.6%	9	9.7%	13.4%	14	18.0%	17.9%	0	4.4%	-4.4%	0	5.6%	-5.6%	39
	%	7.7%			23.1%			35.9%			0.0%			0.0%			
Protective Service Workers	#	9	10.0%	-7.4%	86	29.1%	-3.8%	6	13.3%	-11.5%	4	3.2%	-2.0%	0	0.9%	-0.9%	340
	%	2.6%			25.3%			1.8%			1.2%			0.0%			
Para Professional	#	42	49.7%	8.6%	2	4.8%	-2.0%	19	34.3%	-7.9%	0	0.9%	-0.9%	3	5.7%	-1.5%	72
	%	58.3%			2.8%			26.4%			0.0%			4.2%			
Administrative Support	#	1058	43.0%	5.4%	104	8.3%	-3.5%	788	21.4%	14.6%	15	2.8%	-2.1%	77	5.3%	-1.8%	2188
	%	48.4%			4.8%			36.0%			0.7%			3.5%			
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	#	1555	30.2%	9.3%	311	11.6%	-4%	1009	14.0%	12%	36	5.0%	-4.1%	120	4.0%	-1.0%	3940
	%	39.5%			7.9%			26%			0.9%			3.0%			

SECTION FOUR

PERSONNEL TRANSACTIONS

SECTION 4: PERSONNEL TRANSACTIONS

The data provided in this section depicts the personnel transactions processed by the Judiciary's Human Resources Department in Fiscal Year 2008. This information also reflects the type of transaction by race and gender.

Summary Highlights

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

There were 741 appointments during Fiscal Year 2008, of which 490 (66.1%) were females and 298 (40.2%) were minorities. Appointments include new hires, rehires, reinstatements and transfers into the Judiciary from other State agencies.

- There were 644 new hires of which minorities comprised 40.5% and females comprised 65.5%.
- There were 65 rehires with 35.4% minority and 64.6 % female.
- Of the 17 reinstatements, minorities represented 52.9% and females represented 76.5%.
- Fifteen persons transferred in from other State agencies, 40.2% were minorities and 86.7% were females.

There were 131 promotions during Fiscal Year 2008. Of this total, minorities represented 42.0% and females represented 82.4%. Of the females promoted, 28.6% were minority females.

Of the 11 demotions that occurred, 27.3% were minority employees and 81.8% were female employees. This is another trend that bears watching.

There were a total of 627 separations. Of those, 600 were voluntary separations of which 57.8% were female and 33.3% were minority.

- A total of 396 resignations occurred of which 34.8% were minorities and 63.4% were females.
- Eighty employees retired during the year of which 28.8% were minorities and 67.5% were females.

Of the 27 involuntary terminations, 16 were minorities and 18 were females.

JUDICIARY PERSONNEL TRANSACTIONS

07/01/2007 - 06/30/2008

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	
APPOINTMENTS*	167	276	69	168	8	17	5	25	2	3	0	1	0	0	298	251	490	741
	22.5%	37.2%	9.3%	22.7%	1.1%	2.3%	0.7%	3.4%	0.3%	0.4%	0.0%	0.1%	0.0%	0.0%	40.2%	33.9%	66.1%	
RECLASSES	75	103	32	57	1	6	0	3	1	0	0	0	0	0	100	109	169	278
	27.0%	37.1%	11.5%	20.5%	0.4%	2.2%	0.0%	1.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	36.0%	39.2%	60.8%	
PROMOTIONS	14	62	9	39	0	5	0	2	0	0	0	0	0	0	55	23	108	131
	10.7%	47.3%	6.9%	29.8%	0.0%	3.8%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.0%	17.6%	82.4%	
TRANSFERS	14	17	3	18	0	0	0	0	0	0	0	0	0	0	21	17	35	52
	26.9%	32.7%	5.8%	34.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.4%	32.7%	67.3%	
DEMOTIONS	1	7	1	2	0	0	0	0	0	0	0	0	0	0	3	2	9	11
		63.6%	9.1%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%	18.2%	81.8%	
SEPARATIONS**	164	249	51	125	5	11	6	13	0	3	0	0	0	0	214	226	401	627
	26.2%	39.7%	8.1%	19.9%	0.8%	1.8%	1.0%	2.1%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	34.1%	36.0%	64.0%	
TOTAL	435	714	165	409	14	39	11	43	3	6	0	1	0	0	691	628	1212	1840
	23.6%	38.8%	9.0%	22.2%	0.8%	2.1%	0.6%	2.3%	0.2%	0.3%	0.0%	0.1%	0.0%	0.0%	37.6%	34.1%	65.9%	

* 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/-1/2007 - 06/30/2008

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	
NEW HIRES	146	237	63	140	7	17	4	24	2	3	0	1	0	0	261	222	422	644
	22.7%	36.8%	9.8%	28.2%	1.1%	2.6%	0.6%	4.8%	-0.3%	0.6%	0.0%	0.2%	0.0%	0.0%	40.5%	34.5%	65.5%	
REHIRES	18	24	4	17	1	0	0	1	0	0	0	0	0	0	23	23	42	65
	27.7%	36.9%	6.2%	26.2%	1.5%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	35.4%	35.4%	64.6%	
REINSTATEMENTS	2	6	1	7	0	0	1	0	0	0	0	0	0	0	9	4	13	17
	13.3%	35.3%	5.9%	41.2%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	52.9%	23.5%	76.5%	
TRANSFER FROM STATE AGENCY	1	9	1	4	0	0	0	0	0	0	0	0	0	0	5	2	13	15
	6.7%	60.0%	6.7%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	13.3%	86.7%	
TOTAL	165	276	69	168	4	17	4	24	2	3	0	1	0	0	298	251	490	741
	29.6%	49.6%	12.4%	30.2%	0.7%	3.1%	0.7%	4.3%	0.4%	0.5%	0.0%	0.1%	0.0%	0.0%	40.2%	33.9%	66.1%	

Judiciary Separations

07/01/2007 - 06/30/2008

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	
VOLUNTARY																		
DECEASED	0	3	0	0	0	0	0	1	0	0	0	0	0	0	1	0	4	4
	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	
END OF ASSIGNMENT	32	41	8	17	2	2	1	2	0	0	0	0	0	0	32	43	62	105
JOB ABANDONMENT	1	4	0	1	0	0	0	0	0	0	0	0	0	0	1	1	5	6
	16.7%	66.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	83.3%	
RESIGNATION	105	153	32	79	3	8	5	8	0	3	0	0	0	0	138	145	251	396
	26.5%	38.6%	8.1%	19.9%	0.8%	2.0%	1.3%	2.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	34.8%	36.6%	63.4%	
RETIREMENT	20	37	6	17	0	0	0	0	0	0	0	0	0	0	23	26	54	80
	25.0%	46.3%	7.5%	21.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.8%	32.5%	67.5%	
TRANSFER TO STATE	2	4	0	3	0	0	0	0	0	0	0	0	0	0	3	2	7	9
	22.2%	44.4%	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%	22.2%	77.8%	
INVOLUNTARY																		
RESIGN IN LIEU OF TERMINATION	1	1	1	1	0	0	0	1	0	0	0	0	0	0	3	2	3	5
	20.0%	20.0%	5.3%	5.3%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	60.0%	

Judiciary Separations

07/01/2007 - 06/30/2008

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	2	5	4	6	0	1	0	1	0	0	0	0	0	0	12	6	13	19
	10.5%	26.3%	21.1%	31.6%	0.0%	5.3%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	63.2%	31.6%	68.4%	
REJECT ON PROBATION	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%	
TOTAL	164	249	51	125	5	11	6	13	0	3	0	0	0	0	214	226	401	627

JUDICIARY APPOINTMENTS

by EEO Job Categories

07/01/07 - 06/30/08

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	5	2	1	0	0	0	0	0	0	0	0	0	0	3	4	6	10
	20.0%	50.0%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	40.0%	60.0%	
PROFESSIONALS	92	106	14	39	4	11	3	12	0	0	0	0	0	0	83	113	168	281
	32.7%	37.7%	5.0%	13.9%	1.4%	3.9%	1.1%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	29.5%	40.2%	59.8%	
TECHNICIANS	1	1	1	1	0	0	0	0	0	0	0	0	0	0	2	2	2	4
	25.0%	25.0%	25.0%	25.0%	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%	
PROTECTIVE SERVICES	42	3	17	3	2	0	0	0	1	0	0	0	0	0	23	62	6	68
	61.8%	4.4%	25.0%	4.4%	2.9%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	33.8%	91.2%	8.8%	
PARA-PROFESSIONALS	1	4	1	3	0	0	0	2	0	0	0	0	0	0	6	2	9	11
	9.1%	36.4%	9.1%	27.3%	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	54.5%	18.2%	81.8%	
ADMINISTRATIVE SUPPORT	28	157	34	121	2	6	2	11	1	3	0	1	0	0	181	67	299	366
	7.7%	42.9%	9.3%	33.1%	0.5%	1.6%	0.5%	3.0%	0.3%	0.8%	0.0%	0.3%	0.0%	0.0%	49.5%	18.3%	81.7%	
Skilled Craft	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
TOTAL	167	276	69	168	8	17	5	25	2	3	0	1	0	0	298	250	490	741
	22.5%	37.2%	9.3%	22.7%	1.1%	2.3%	0.7%	3.4%	0.3%	0.4%	0.0%	0.1%	0.0%	0.0%	40.2%	33.7%	66.1%	

JUDICIARY RECLASSES

by EEO Job Categories

07/01/07 - 06/30/08

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	6	1	1	0	0	0	0	0	0	0	0	0	0	2	5	7	12
	33.3%	50.0%	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%	41.7%	58.3%	
PROFESSIONALS	5	19	1	3	0	0	0	0	0	0	0	0	0	0	4	6	22	28
	17.9%	67.9%	3.6%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	21.4%	78.6%	
TECHNICIANS	4	0	1	1	0	0	0	0	0	0	0	0	0	0	2	5	1	6
	66.7%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	83.3%	16.7%	
PROTECTIVE SERVICES	48	2	14	4	0	0	0	0	1	0	0	0	0	0	19	63	6	69
	69.6%	2.9%	20.3%	5.8%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	27.5%	91.3%	8.7%	
PARA-PROFESSIONALS	0	3	0	1	0	0	0	0	0	0	0	0	0	0	1	0	4	4
	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	14	73	15	47	1	6	0	3	0	0	0	0	0	0	72	30	129	159
	8.8%	45.9%	9.4%	29.6%	0.6%	3.8%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45.3%	18.9%	81.1%	
TOTAL	75	103	32	57	1	6	0	3	1	0	0	0	0	0	100	109	169	278
	27.0%	37.1%	11.5%	20.5%	0.4%	2.2%	0.0%	1.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	36.0%	39.2%	60.8%	

JUDICIARY PROMOTIONS

by EEO Job Categories

07/01/07 - 06/30/08

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	18	1	5	0	0	0	0	0	0	0	0	0	0	6	5	1	28
	90.0%		3.6%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.4%	17.9%	3.6%	
PROFESSIONALS	5	9	5	5	0	0	0	0	0	0	0	0	0	0	10	10	14	24
	0.0%	37.5%	20.8%	20.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	41.7%	20.8%	58.3%	
PROTECTIVE SERVICES	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2
	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	
PARA-PROFESSIONALS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	1	0	3	3
	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%	
ADMINISTRATIVE SUPPORT	4	33	2	28	0	5	0	2	0	0	0	0	0	0	37	6	68	74
	5.4%	44.6%	2.7%	37.8%	0.0%	6.8%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	8.1%	91.9%	
TOTAL	14	62	9	39	0	5	0	2	0	0	0	0	0	0	55	23	86	131
	10.7%	47.3%	6.9%	29.8%	0.0%	3.8%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.0%	17.6%	65.6%	

JUDICIARY INTERNAL TRANSFERS by EEO Job Categories

07/01/07 - 06/30/08

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	1	1	2
	90.0%	0.0%	50.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	
PROFESSIONALS	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	5
	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%	0.0%	0.0%	0.0%	40.0%	
PROTECTIVE SERVICES	8	0	1	0	0	0	0	0	0	0	0	0	0	0	1	9	0	9
	88.9%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	100.0%	0.0%	
PARA-PROFESSIONALS	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%	
ADMINISTRATIVE SUPPORT	2	15	1	17	0	0	0	0	0	0	0	0	0	0	18	3	32	35
	5.7%	42.9%	2.9%	48.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	51.4%	8.6%	91.4%	
TOTAL	14	17	3	18	0	0	0	0	0	0	0	0	0	0	21	17	35	52
	26.9%	32.7%	5.8%	34.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.4%	32.7%	67.3%	

JUDICIARY DEMOTIONS

by EEO Job Categories

07/01/07 - 06/30/08

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	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%	
TECHNICIANS	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%	
PROTECTIVE SERVICES	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	1	5	0	1	0	0	0	0	0	0	0	0	0	0	1	1	6	7
	14.3%	71.4%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	85.7%	
TOTAL	1	8	0	2	0	0	0	0	0	0	0	0	0	0	2	1	10	11
	9.1%	72.7%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	9.1%	90.9%	

JUDICIARY SEPARATIONS

by EEO Job Categories

07/01/07 - 06/30/08

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	7	7	3	1	0	0	0	0	0	0	0	0	0	0	4	10	8	18
	90.0%	38.9%	16.7%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	55.6%	44.4%	
PROFESSIONALS	89	108	14	30	3	3	3	6	0	2	0	0	0	0	61	109	149	258
	0.0%	41.9%	5.4%	11.6%	1.2%	1.2%	1.2%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	21.3%	7.8%	57.8%	
TECHNICIANS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	
PROTECTIVE SERVICES	32	3	5	2	1	0	0	0	0	0	0	0	0	0	8	38	5	43
	74.4%	7.0%	11.6%	4.7%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	18.6%	88.4%	11.6%	
PARA-PROFESSIONALS	5	0	2	0	0	0	0	0	0	0	0	0	0	0	2	7	0	7
	71.4%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	100.0%	0.0%	
ADMINISTRATIVE SUPPORT	30	130	27	92	1	8	3	7	0	1	0	0	0	0	139	61	238	299
	10.0%	43.5%	9.0%	30.8%	0.3%	2.7%	1.0%	2.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	46.5%	20.4%	79.6%	
TOTAL	164	249	51	125	5	11	6	13	0	3	0	0	0	0	214	226	401	627
	26.2%	39.7%	8.1%	19.9%	0.8%	1.8%	1.0%	2.1%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	34.1%	36.0%	64.0%	

SECTION FIVE

WORKFORCE by SALARY, GRADE, RACE, and GENDER

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

Section Five presents the salary and grade of employees by race and gender as of July 1, 2008.

Exhibit 24 shows the salary of employees in increments of \$10,000. A total of 2,475 or 60.9% of all Judiciary employees fell within the \$30,000 to \$50,000 salary ranges. Of this number, 22.1% were males, 77.9% were females and 42.5% were minorities.

Within the Judiciary there are three primary salary scale structures. The J scale, **Exhibit 25**, is the main salary scale for Judiciary employees with 93.7% of the employees compensated in accordance with this scale structure.

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

Exhibit 27 depicts the S scale which is used for senior management. The employees on this scale include Directors and Deputy Directors for AOC and Court-Related Agencies, Assistant Chief Clerks of the District Court, the Clerks of the Appellate Clerks, Directors of Agencies within the Court of Appeals and Court of Special Appeals, Circuit Court Administrators, Masters, the Coordinator of Commissioner Activities, the Chief Clerk of District Court and District Administrative Clerks. Only 2.9% of employees are paid in accordance with the S scale.

Summary Highlights

- With respect to the J scale, female employees held 76.9% of the positions in grades J01 through J12 and 63.8% of the positions in grades J13 through J19.
- In grades J01 through J12, African Americans held 37.3% of the positions; other Minorities held 5.4%; and Whites held 57.3%. In grades J13 through J19, African Americans held 31.9%; other Minorities held 3.7%; and Whites held 64.4%.
- On the T scale, females held 46.1% of these technical positions, Whites held 58.3%, African Americans were represented in 37.4% of the positions and other Minorities were represented in 4.3%.
- During the past Fiscal Year, the S scale was comprised of 52.0% female employees and the racial make-up of the employees on this scale included 81.0% White and 19.0% African American.

Other Salary Structures

The vast majority of Judiciary employees fall under the J, T and S scales. There are exceptions, however. The Judiciary has some flat rate employees (State Court Administrator, Deputy State Court Administrator, law clerks, interpreters, Drug Court case managers and coordinators, an employee in the Court of Special Appeals, and one court transcriber). Flat rate employees are not tied to any scale. Females comprised 60.4% of the flat rate positions; Whites comprised 73.6% African Americans and Other Minorities comprised 15.0% and 11.5%, respectively.

Elected officials (Judges, recalled Judges, and Clerks of Court) are in salary grade 9999; 26.7% of the employees in this salary grade were female. African Americans and other Minorities represented 14.6% and 1.5%, respectively.

WORKFORCE BY SALARY, RACE AND GENDER

07/01/08

Salary	Total			White		African American		Hispanic		Asian		American Indian		Hawaii/Pacific		Multiracial	
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Less than \$10,000	55	47	8	40	5	6	3	0	0	0	0	1	0	0	0	0	0
		85%	15%	72.73%	9.09%	10.91%	5.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$10,000.01 to \$20,000	80	54	26	38	21	14	4	2	1	0	0	0	0	0	0	0	0
		68%	33%	47.50%	26.25%	17.50%	5.00%	2.50%	1.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$20,000.01 to \$30,000	360	141	219	82	114	51	94	3	5	4	5	1	1	0	0	0	0
		39%	61%	22.78%	31.67%	14.17%	26.11%	0.83%	1.39%	1.11%	1.39%	0.28%	0.28%	0.00%	0.00%	0.00%	0.00%
\$30,000.01 to \$40,000	1464	334	1130	207	609	108	458	9	27	9	30	1	5	0	1	0	0
		23%	77%	14.14%	41.60%	7.38%	31.28%	0.61%	1.84%	0.61%	2.05%	0.07%	0.34%	0.00%	0.07%	0.00%	0.00%
\$40,000.01 to \$50,000	1011	212	799	147	460	59	310	4	13	2	15	0	1	0	0	0	0
		21%	79%	14.54%	45.50%	5.84%	30.66%	0.40%	1.29%	0.20%	1.48%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%
\$50,000.01 to \$60,000	322	75	247	52	148	21	93	1	4	1	2	0	0	0	0	0	0
		23%	77%	16.15%	45.96%	6.52%	28.88%	0.31%	1.24%	0.31%	0.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$60,000.01 to \$70,000	163	56	107	38	77	17	27	0	0	1	3	0	0	0	0	0	0
		34%	66%	23.31%	47.24%	10.43%	16.56%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$70,000.01 to \$80,000	61	24	37	15	30	8	6	0	0	1	1	0	0	0	0	0	0
		39%	61%	24.59%	49.18%	13.11%	9.84%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$80,000.01 to \$90,000	33	15	18	12	14	2	3	1	0	0	0	0	1	0	0	0	0
		45%	55%	36.36%	42.42%	6.06%	9.09%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$90,000.01 to \$100,000	53	24	29	22	26	2	3	0	0	0	0	0	0	0	0	0	0
		45%	55%	41.51%	49.06%	3.77%	5.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$100,000.01 to \$110,000	45	18	27	14	18	4	9	0	0	0	0	0	0	0	0	0	0

WORKFORCE BY SALARY, RACE AND GENDER

07/01/08

Salary	Total			White		African American		Hispanic		Asian		American Indian		Hawaii/Pacific		Multiracial	
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
		40%	60%	31.11%	40.00%	8.89%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$110,000.01 to \$120,000	24	14	10	13	4	1	1	0	5	0	0	0	0	0	0	0	0
		58%	42%	54.17%	16.67%	4.17%	4.17%	0.00%	20.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$120,000.01 to \$130,000	105	71	34	62	23	8	10	0	0	1	1	0	0	0	0	0	0
		68%	32%	59.05%	21.90%	7.62%	9.52%	0.00%	0.00%	0.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$130,000.01 to \$140,000	33	27	6	25	5	2	1	0	0	0	0	0	0	0	0	0	0
		82%	18%	75.76%	15.15%	6.06%	3.03%	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	233	177	56	155	38	20	16	0	2	0	0	2	0	0	0	0	0
		76%	24%	66.52%	16.31%	8.58%	6.87%	0.00%	0.86%	0.00%	0.00%	0.86%	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
		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%
\$160,000.01 to \$170,000	5	3	2	2	2	1	0	0	0	0	0	0	0	0	0	0	0
		60%	40%	40.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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
		83%	17%	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%
\$180,000.01 to \$190,000	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
		100%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
\$190,000.01 to \$200,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Workforce by Salary Grades - J Scale
07/01/2008

GRADE	TOTAL			RACE													
				White		African-American		Hispanic		Asian		American Indian & Alaskan Native		Native Hawaiian & Other Pacific Islander		Multi-racial	
Grade	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
J01	24	11	13	1	6	9	7	0	0	0	0	1	0	0	0	0	0
J02	19	7	12	3	7	4	4	0	0	0	0	0	1	0	0	0	0
J03	79	29	50	16	24	9	24	2	0	2	1	0	1	0	0	0	0
J04	38	15	23	9	15	6	8	0	0	0	0	0	0	0	0	0	0
J05	167	35	132	11	63	22	55	2	6	0	7	0	1	0	0	0	0
J06	996	104	892	52	411	43	443	2	15	7	20	0	3	0	0	0	0
J07	653	66	587	44	384	17	182	3	13	2	7	0	1	0	0	0	0
J08	134	39	95	23	59	14	33	1	0	0	2	1	0	0	1	0	0
J09	406	285	121	205	82	77	36	1	1	1	2	1	0	0	0	0	0
J10	99	25	74	18	46	6	25	1	2	0	1	0	0	0	0	0	0
J11	78	16	62	10	36	6	24	0	1	0	1	0	0	0	0	0	0
J12	63	4	59	4	49	0	10	0	0	0	0	0	0	0	0	0	0
J13	276	105	171	67	94	35	67	2	7	1	3	0	0	0	0	0	0
J14	48	19	29	13	19	6	10	0	0	0	0	0	0	0	0	0	0
J15	30	7	23	6	16	1	6	0	0	0	1	0	0	0	0	0	0
J16	20	3	17	2	12	1	4	0	0	0	1	0	0	0	0	0	0
J17	38	14	24	11	21	2	3	1	0	0	0	0	0	0	0	0	0
J18	16	6	10	5	9	1	1	0	0	0	0	0	0	0	0	0	0
J19	8	4	4	4	2	0	2	0	0	0	0	0	0	0	0	0	0

Total J
Employees 3192

Workforce by Salary Grades - T Scale
7/1/2008

GRADE	TOTAL			RACE													
				White		African-American		Hispanic		Asian		American Indian & Alaskan Native		Native Hawaiian & Other Pacific Islander		Multi-racial	
Grade	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
T01	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
T02	6	3	3	1	1	2	2	0	0	0	0	0	0	0	0	0	0
T03	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
T04	4	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0
T05	6	2	4	0	0	2	4	0	0	0	0	0	0	0	0	0	0
T06	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T07	9	7	2	5	0	2	2	0	0	0	0	0	0	0	0	0	0
T08	14	8	6	6	3	1	3	0	0	1	0	0	0	0	0	0	0
T09	10	4	6	2	3	2	3	0	0	0	0	0	0	0	0	0	0
T10	17	14	3	10	3	3	0	0	0	1	0	0	0	0	0	0	0
T11	9	5	4	5	2	0	2	0	0	0	0	0	0	0	0	0	0
T12	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
T13	9	0	9	0	6	0	1	0	0	0	1	0	1	0	0	0	0
T14	6	3	3	2	1	1	1	0	0	0	1	0	0	0	0	0	0
T15	6	3	3	2	3	1	0	0	0	0	0	0	0	0	0	0	0
T16	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
T17	8	5	3	5	3	0	0	0	0	0	0	0	0	0	0	0	0
T18	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
T19	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Total T
Employees 115

Workforce by Salary Grades - S Scale
7/1/2008

GRADE	TOTAL		RACE														
			White		African-American		Hispanic		Asian		American Indian & Alaskan Native		Native Hawaiian & Other Pacific Islander		Multi-racial		
Grade	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
S01	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S03	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S04	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
S05	11	5	6	4	5	1	1	0	0	0	0	0	0	0	0	0	0
S06	8	3	5	2	5	1	0	0	0	0	0	0	0	0	0	0	0
S07	18	6	12	2	11	4	1	0	0	0	0	0	0	0	0	0	0
S08	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
S09	55	30	25	29	17	1	8	0	0	0	0	0	0	0	0	0	0
S10	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
S11	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0

Total S Employees 100

SECTION SIX

INTERNAL COMPLAINTS and DISCRIMINATION CHARGES

SECTION 6: INTERNAL COMPLAINTS and DISCRIMINATION CHARGES

A total of 4 discrimination charges were received during Fiscal Year 2008. No formal internal complaints were filed with the Office of Fair Practices. Highlighted below are the division, location, basis, and disposition of each charge.

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
District Court	Prince George's County	Sex	Closed-NPC
AOC	Baltimore City	Disability	Dismissed-NRTS
District Court	Worcester	Disability	Pending
Circuit Court	Baltimore City	Sex	Pending

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

SECTION SEVEN

JUDICIARY WORKFORCE by DIVISIONS

SECTION 7: JUDICIARY WORKFORCE BY DIVISIONS

The Judiciary is comprised of seven divisions that include the Administrative Office of the Courts (AOC), Circuit Courts (CC), Court of Appeals (COA), Court-Related Agencies (CRA), Court of Special Appeals (CSA), District Court (DC) and Judges of all Courts (JGS). **Exhibit 28** shows the percentage of employees for each division. District Court is the largest division with 41.4% of the total Judiciary workforce and the Court-Related Agencies is the smallest with only 1.0%.

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

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

Summary Highlights

The Administrative Office of the Courts

- **Exhibit 30** reflects the diverse workforce of the Administrative Office of the Courts. Minorities were represented in all categories and Females were represented in all categories except Protective Services.
- Minority employees received 62.5% of reclasses in Fiscal Year 2008 and females received 83.3% (**Exhibit 31**).

Circuit Courts

- Although Minorities and Females represented 37.3% and 84.2% of the workforce, respectively, representation in the Officials and Administrators category is 14.8% for minorities and 72.2% for females. Conversely, Males comprised only 15.8% of the overall workforce but held 27.3% of the positions in Officials and Administrators category (**Exhibit 32**).
- The transaction summary for the Circuit Courts (**Exhibit 33**) reflects that appointments for females and minorities well exceeded their CLF availability.

The Court of Appeals

- **Exhibit 34** shows that the Court of Appeals was comprised of 62 employees with 66.1% female representation and 29.0% minority representation. Females were well represented in all EEO categories. The lowest representation of Minorities was in the professional category, 23.3%.
- There were a total of 20 appointments during the of which 25.0% were Minorities and 60.0% were Females (**Exhibit 35**).

Court-Related Agencies

- The Court-Related Agencies has the smallest employee population within the Judiciary with only 40 employees. Of that total, 17.5% were Minorities and 75.0% were Females (**Exhibit 36**).
- **Exhibit 37** reflects that the Court-Related Agencies had a total of 14 transactions during Fiscal Year 2008 of which 8 were appointments, 4 were separations and one was a promotion. Minorities had an appointment rate of 50% and a separation rate of 25.5% Females had an appointment rate of 75.0% and a separation rate of 100%.

The Court of Special Appeals

- In the Court of Special Appeals, Females held 75.0% of the 64 positions and Minorities held only 4.7% (**Exhibit 38**).
- Although the Court of Special Appeals had 32 appointments during the , only one Minority (3.1%) was hired (**Exhibit 39**).

District Court

- The District Court, the largest division within the Judiciary, was comprised of 66.7 % Females and 45.5% Minorities. The lowest representation of Minorities was in the Officials and Administrators category and female representation was low in the Protective Services categories (**Exhibit 40**).
- **Exhibit 41** shows that of the 264 appointments, 45.6% were Minorities, and 62.1% were Females.

Judges

- Females comprised 25.9% of the Judges' workforce and Minorities comprised 17.1%. African Americans representation was 15.5% (**Exhibit 42**).
- As shown in **Exhibit 43**, a total of 5 Judges were appointed; none were female.

Judiciary Workforce by Divisions

07/01/08

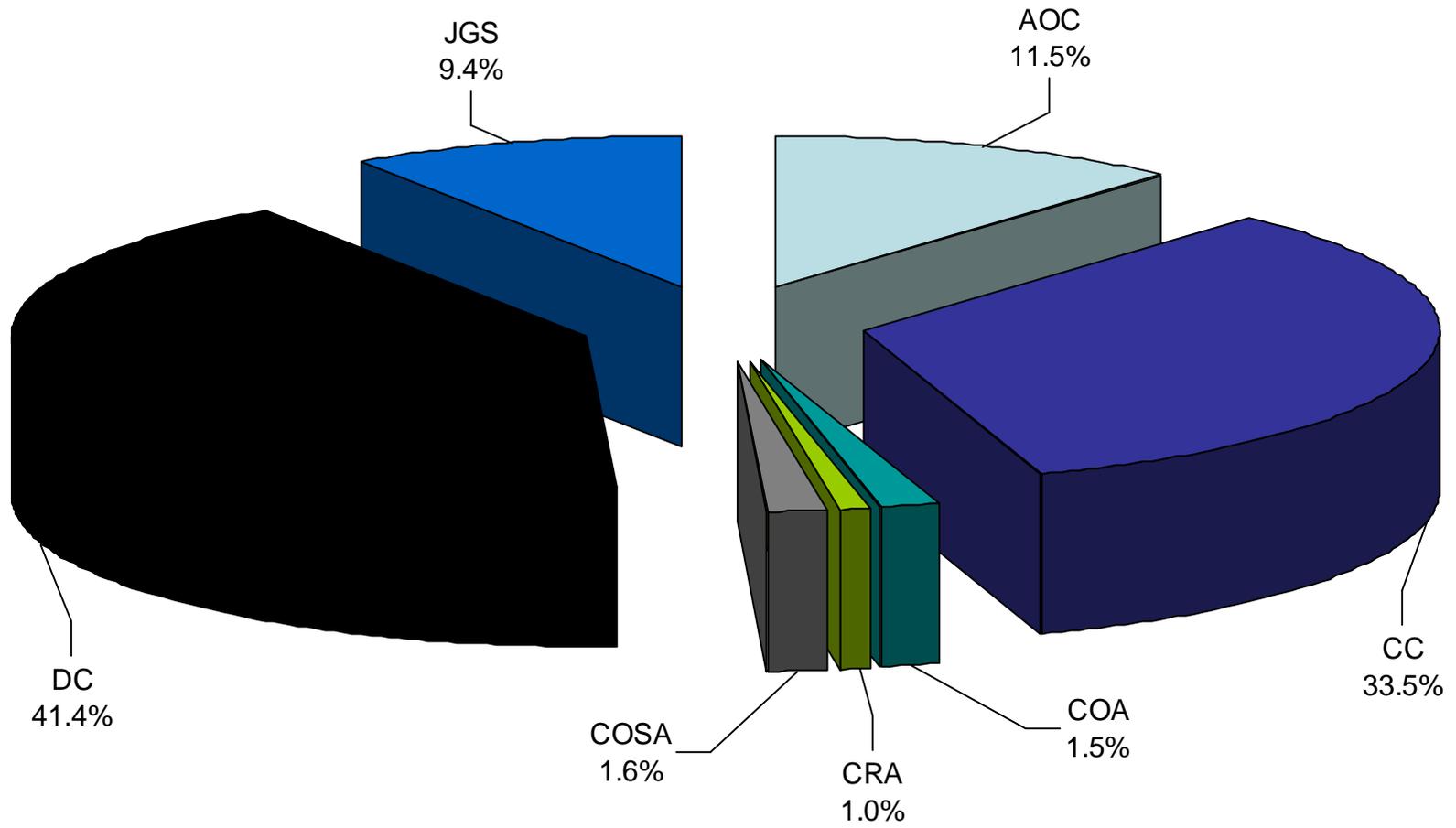
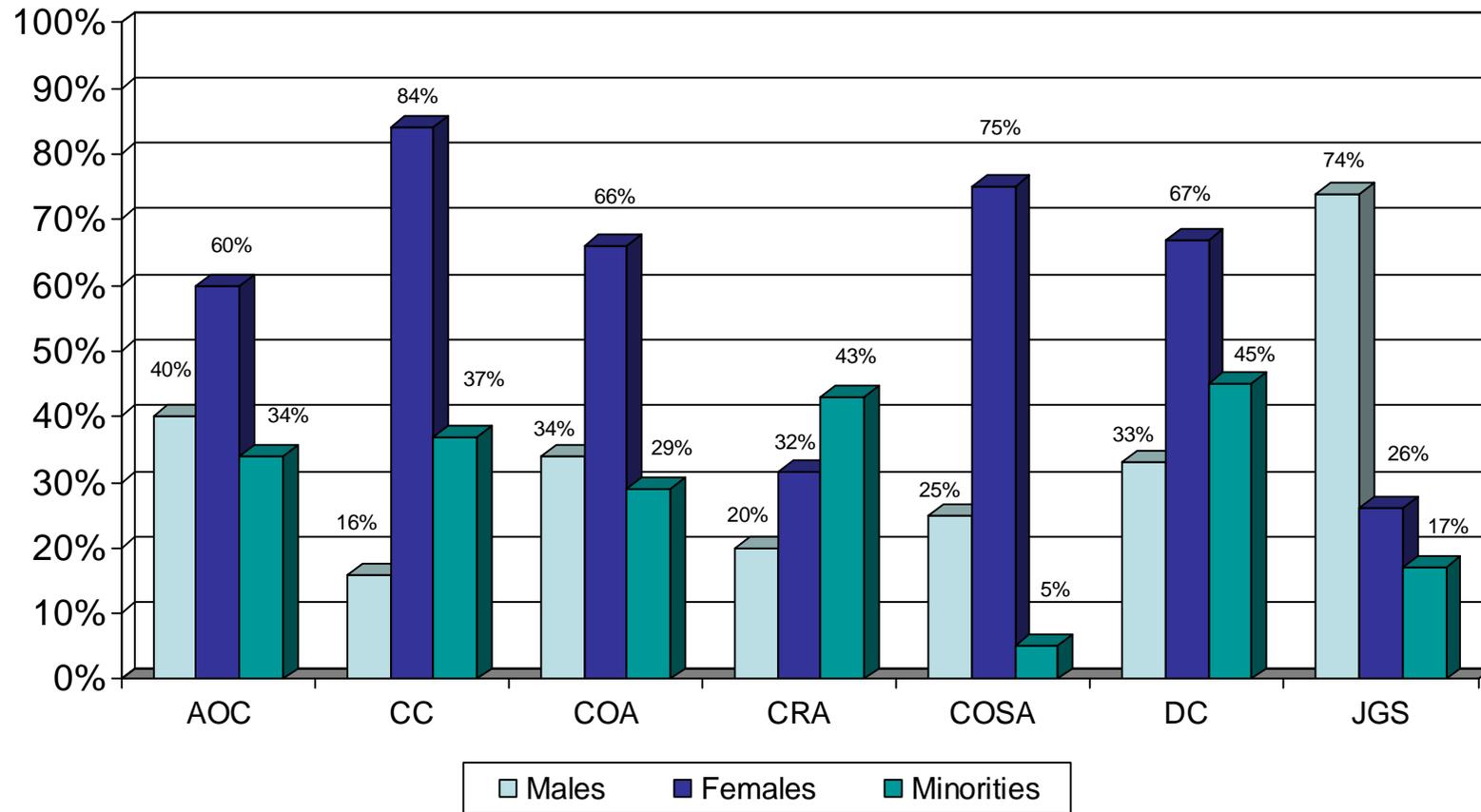


Exhibit 28

Judiciary Divisions
Workforce by Gender and Race
07/01/08



Administrative Office of the Courts Workforce by EEO Job Categories

July 1, 2008

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	13	30	7	7	0	0	0	0	0	0	0	0	0	0	14	20	37	57
	22.8%	52.6%	12.3%	12.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	24.6%	35.1%	64.9%	
PROFESSIONALS	104	101	16	44	4	7	3	12	0	1	0	0	0	0	87	127	165	292
	35.6%	34.6%	5.5%	15.1%	1.4%	2.4%	1.0%	4.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	29.8%	43.5%	56.5%	
TECHNICIANS	12	3	8	13	0	0	0	0	0	0	0	0	0	0	21	20	16	36
	33.3%	8.3%	22.2%	36.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	58.3%	55.6%	44.4%	
PROTECTIVE SERVICES	2	0	2	0	0	0	0	0	0	0	0	0	0	0	2	4	0	4
	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	
PARA-PROFESSIONALS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	1
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT	4	34	7	21	0	0	0	1	0	0	0	0	0	0	29	11	56	67
	6.0%	50.7%	10.4%	31.3%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.3%	16.4%	83.6%	
TOTAL	135	168	40	86	4	7	3	13	0	1	0	0	0	0	154	182	275	457
	29.5%	36.8%	8.8%	18.8%	0.9%	1.5%	0.7%	2.8%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	33.7%	39.8%	60.2%	

**Administrative Office of the Courts
Personnel Transaction Summary
July 1, 2007 - June 30, 2008**

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	
APPOINTMENTS	53	77	9	30	4	7	2	10	0	0	0	0	0	0	62	68	124	192
	27.6%	40.1%	4.7%	15.6%	2.1%	3.6%	1.0%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	32.3%	35.4%	64.6%	
PROMOTIONS	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%	
TRANSFERS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3
	33.3%	66.7%	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%	33.3%	66.7%	
DEMOTIONS	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%	
SEPARATIONS	57	73	11	19	3	1	0	5	0	1	0	0	0	0	40	71	99	170
	33.5%	42.9%	6.5%	11.2%	1.8%	0.6%	0.0%	2.9%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	23.5%	41.8%	58.2%	
RECLASSES	3	6	1	12	0	0	0	2	0	0	0	0	0	0	15	4	20	24
	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, 2008

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	21	54	3	10	0	0	0	0	0	0	0	0	0	0	13	24	64	88
	23.9%	61.4%	3.4%	11.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.8%	27.3%	72.7%	
PROFESSIONALS	3	2	2	2	0	0	1	0	0	0	0	0	0	0	5	6	4	10
	30.0%	20.0%	20.0%	20.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	60.0%	40.0%	
TECHNICIANS	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	1	1	2
	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	
PARA-PROFESSIONALS	4	23	0	7	0	0	0	0	0	0	0	0	0	0	7	4	30	34
	11.8%	67.6%	0.0%	20.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.6%	11.8%	88.2%	
ADMINISTRATIVE SUPPORT	104	616	62	350	1	24	5	18	1	3	0	0	0	0	464	173	1011	1184
	8.8%	52.0%	5.2%	29.6%	0.1%	2.0%	0.4%	1.5%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	39.2%	14.6%	85.4%	
TOTAL	132	695	68	370	1	24	6	18	1	3	0	0	0	0	491	208	1110	1318
	10.0%	52.7%	5.2%	28.1%	0.1%	1.8%	0.5%	1.4%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	37.3%	15.8%	84.2%	

Circuit Court
Personnel Transaction Summary
July 1, 2007 - June 30, 2008

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	91	23	65	1	3	2	4	1	1	0	0	0	0	100	47	164	211
	9.5%	43.1%	10.9%	30.8%	0.5%	1.4%	0.9%	1.9%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	47.4%	22.3%	77.7%	
PROMOTIONS	4	29	0	16	0	4	0	1	0	0	0	0	0	0	21	4	50	54
	7.4%	53.7%	0.0%	29.6%	0.0%	7.4%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.9%	7.4%	92.6%	
TRANSFERS	3	8	1	10	0	0	0	0	0	0	0	0	0	0	11	4	18	22
	13.6%	36.4%	4.5%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	18.2%	81.8%	
DEMOTIONS	0	3	0	1	0	0	0	0	0	0	0	0	0	0	1	0	4	4
	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	
SEPARATIONS	26	75	18	55	1	4	3	1	0	1	0	0	0	0	83	48	136	184
	14.1%	40.8%	9.8%	29.9%	0.5%	2.2%	1.6%	0.5%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	45.1%	26.1%	73.9%	
RECLASSES	4	44	1	8	1	3	0	0	0	0	0	0	0	0	13	6	55	61
	6.6%	72.1%	1.6%	13.1%	1.6%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.3%	9.8%	90.2%	

Court of Appeals Workforce
by EEO Job Categories
July 1, 2008

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	4	4	1	0	0	0	0	0	0	0	0	0	0	0	5	6	5	11
	18.2%	36.4%	36.4%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%	54.5%	45.5%		
PROFESSIONALS	11	12	2	3	0	0	0	2	0	0	0	0	0	0	7	13	17	30	
	36.7%	40.0%	6.7%	10.0%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.3%	43.3%	56.7%		
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	14	1	4	0	0	0	0	0	0	0	0	0	0	5	2	18	20	
	5.0%	70.0%	5.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	10.0%	90.0%		
TOTAL	14	30	7	9	0	0	0	2	0	0	0	0	0	0	18	21	41	62	
	22.6%	48.4%	11.3%	14.5%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	29.0%	33.9%	66.1%		

Court of Appeals
Personnel Transactions
July 1, 2007 - June 30, 2008

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	
APPOINTMENTS*	7	8	1	3	0	0	0	1	0	0	0	0	0	0	5	8	12	20
	35.0%	40.0%	5.0%	15.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	40.0%	60.0%	
PROMOTIONS	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%	
TRANSFERS	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4
	25.0%	75.0%	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%	25.0%	75.0%	
DEMOTIONS	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%	
SEPARATIONS	11	5	2	2	0	0	1	0	0	0	0	0	0	5	14	7	21	
	52.4%	23.8%	9.5%	9.5%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	23.8%	66.7%	33.3%		
RECLASSES	1	0	1	0	0	0	0	0	0	0	0	0	0	1	2	0	2	
	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%		

Court-Related Agencies Workforce
by EEO Job Categories
July 1, 2008

EEO JOB CATEGORIES	White		African American		Hispanic		Asian		American Indian/ Alaskan Native		Native Hawaiian or Other Pacific Islander		Multiracial		TOTALS			Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Minority	Male	Female	
OFFICIALS & ADMINISTRATORS	3	4	1	1	0	0	0	0	0	0	0	0	0	0	2	4	5	9
	33.3%	44.4%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	44.4%	55.6%	
PROFESSIONALS	3	12	0	3	0	0	0	1	0	0	0	0	0	0	4	3	16	19
	15.8%	63.2%	0.0%	15.8%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.1%	15.8%	84.2%	
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	3	6	0	1	0	0	0	0	0	0	0	0	0	0	1	3	7	10
	30.0%	60.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	30.0%	70.0%	
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%	
TOTAL	9	24	1	5	0	0	0	1	0	0	0	0	0	0	7	10	30	40
	22.5%	60.0%	2.5%	12.5%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	17.5%	25.0%	75.0%	

**Court-Related Agencies
Personnel Transaction Summary
July 1, 2007 - June 30, 2008**

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*	1	3	1	3	0	0	0	0	0	0	0	0	0	0	4	2	6	8
	12.5%	37.5%	12.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	75.0%	
PROMOTIONS	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%	
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	0	3	0	1	0	0	0	0	0	0	0	0	0	0	1	0	4	4
	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	100.0%	
RECLASSES	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%	

**Court of Special Appeals Workforce
by EEO Job Categories
July 1, 2008**

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	13	23	0	0	0	1	0	0	0	0	0	0	0	0	1	13	24	37
	35.1%	62.2%	0.0%	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	35.1%	64.9%	
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	1	1	0	0	0	0	0	0	0	0	0	0	2	1	22	23
	0.0%	91.3%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	4.3%	95.7%	
TOTAL	15	46	1	1	0	1	0	0	0	0	0	0	0	0	3	16	48	64
	23.4%	71.9%	1.6%	1.6%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.7%	25.0%	75.0%	

Court of Special Appeals
Personnel Transaction Summary
July 1, 2007 - June 30, 2008

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	
APPOINTMENTS*	13	18	0	0	0	1	0	0	0	0	0	0	0	0	1	13	19	32
	40.6%	56.3%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	40.6%	59.4%	
PROMOTIONS	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%	
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	10	15	1	0	0	0	2	0	0	1	0	0	0	0	4	13	16	29
	34.5%	51.7%	3.4%	0.0%	0.0%	0.0%	6.9%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	13.8%	44.8%	55.2%	
RECLASSES	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%	

District Court Workforce by EEO Job Categories

July 1, 2008

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	36	8	15	0	0	0	0	0	0	0	0	0	0	23	35	51	86
	31.4%	41.9%	9.3%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	26.7%	40.7%	59.3%	
PROFESSIONALS	62	96	36	69	4	10	2	3	0	0	0	0	0	0	124	104	178	282
	22.0%	34.0%	12.8%	24.5%	1.4%	3.5%	0.7%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.0%	36.9%	63.1%	
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	233	9	84	6	2	0	0	0	2	0	0	0	0	0	94	321	15	336
	69.3%	2.7%	25.0%	1.8%	0.6%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	28.0%	95.5%	4.5%	
PARA-PROFESSIONALS	2	17	2	10	0	0	0	3	0	0	0	0	0	0	15	4	30	34
	5.9%	50.0%	5.9%	29.4%	0.0%	0.0%	0.0%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.1%	11.8%	88.2%	
ADMINISTRATIVE SUPPORT	34	367	33	411	6	13	2	14	0	3	0	1	0	0	483	75	809	884
	3.8%	41.5%	3.7%	46.5%	0.7%	1.5%	0.2%	1.6%	0.0%	0.3%	0.0%	0.1%	0.0%	0.0%	54.6%	8.5%	91.5%	
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%	
TOTAL	361	525	163	511	12	23	4	20	2	3	0	1	0	0	739	542	1083	1625
	22.2%	32.3%	10.0%	31.4%	0.7%	1.4%	0.2%	1.2%	0.1%	0.2%	0.0%	0.1%	0.0%	0.0%	45.5%	33.4%	66.7%	

District Court
Personnel Transaction Summary
July 1, 2007 - June 30, 2008

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	
APPOINTMENTS	70	79	34	67	3	6	1	10	1	2	0	1	0	0	125	109	165	274
	25.5%	28.8%	12.4%	24.5%	1.1%	2.2%	0.4%	3.6%	0.4%	0.7%	0.0%	0.4%	0.0%	0.0%	45.6%	39.8%	60.2%	
PROMOTIONS	6	24	5	18	0	1	0	1	0	0	0	0	0	0	25	11	44	55
	10.9%	43.6%	9.1%	32.7%	0.0%	1.8%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%	20.0%	80.0%	
TRANSFERS	8	4	2	8	0	0	0	0	0	0	0	0	0	0	10	10	12	22
	36.4%	18.2%	9.1%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	45.5%	45.5%	54.5%	
DEMOTIONS	1	2	1	1	0	0	0	0	0	0	0	0	0	0	2	2	3	5
	20.0%	40.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	40.0%	60.0%	
SEPARATIONS	50	75	18	48	1	6	0	7	0	0	0	0	0	0	80	69	136	205
	24.4%	36.6%	8.8%	23.4%	0.5%	2.9%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	39.0%	33.7%	66.3%	
RECLASSES	57	37	25	41	0	3	0	3	1	0	0	0	0	0	73	83	84	167
	34.1%	22.2%	15.0%	24.6%	0.0%	1.8%	0.0%	1.8%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	43.7%	49.7%	50.3%	

**Judges Workforce
by EEO Job Categories
06/30/08**

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	242	67	29	27	0	2	1	1	2	0	0	0	0	0	62	274	97	371
	65.2%	18.1%	7.8%	7.3%	0.0%	0.5%	0.3%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	73.9%	26.1%	
TOTAL	243	67	31	27	0	2	1	1	2	0	0	0	0	0	64	277	97	374
	65.0%	17.9%	8.3%	7.2%	0.0%	0.5%	0.3%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	17.1%	74.1%	25.9%	

Judges
Personnel Transaction Summary
July 1, 2007 - June 30, 2008

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	
APPOINTMENTS	3	0	1	0	0	0	0	0	0	0	0	0	0	0	1	4	0	4
	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	100.0%	0.0%	
PROMOTIONS	3	1	1	3	0	0	0	0	0	0	0	0	0	0	4	4	4	8
	37.5%	12.5%	12.5%	37.5%	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%	
TRANSFERS	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%	
SEPARATIONS	10	3	1	0	0	0	0	0	0	0	0	0	0	0	1	11	3	14
	71.4%	21.4%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	78.6%	21.4%	

APPENDICES

Legal Mandates

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Rehabilitation Act of 1973, as amended in 1978, §503 and §504
§503 - requires federal contractors to provide equal employment opportunities for qualified individuals with disabilities and to take affirmative action to hire and advance in employment qualified individuals with disabilities.

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

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