



NORTH CAROLINA  
ADMINISTRATIVE OFFICE  
*of the* COURTS

## **Equal Employment Opportunity Plan - 2007 N.C. Judicial Branch of Government**

June 8, 2008  
Prepared By  
Human Resources Division



## **POLICY STATEMENT**

It is the policy of the North Carolina Administrative Office of the Courts (NCAOC) to provide full and equal employment opportunity for all qualified persons and to prohibit discrimination in employment because of race, color, national origin, sex, age, religion, creed, or disabling condition in accordance with Title VII of the Civil Rights Act of 1964 (as amended in 1991), the Age Discrimination Act of 1967, the Rehabilitation Act of 1973, The Americans with Disabilities Act of 1990, and North Carolina General Statutes Chapter 126, Article 6.

NCAOC will recruit, hire, train, and promote all persons without regard to race, color, national origin, sex, age, religion, creed, or disabling condition. NCAOC will administer all personnel actions including hiring, compensation, benefits, tuition assistance, training, promotion, transfers, reduction in force, disciplinary actions, and terminations uniformly without regard to race, color, national origin, sex, age, religion, creed, or disabling condition. NCAOC will promote a work environment free from discrimination.

NCAOC encourages all judicial branch hiring authorities to follow this policy and overall philosophy regarding equal employment opportunity.

## **INTRODUCTION**

The judicial branch is, along with the executive and legislative branches, a separate but coordinate branch of North Carolina State Government. The judicial branch is comprised of one statewide General Court of Justice with an appellate division consisting of the Supreme Court and Court of Appeals and two trial courts, superior and district courts. The Supreme Court is the state's highest appellate court and has a Chief Justice and 6 associate justices. The Court of Appeals is an intermediate appellate court and has a Chief Judge and 14 judges. In the trial court divisions, the Superior Court Division is divided into 62 superior court judicial districts for electoral purposes; 46 districts for administrative purposes; and 8 divisions for rotation purposes. The Superior Court Division is served by elected resident superior court judges (with one senior resident superior court judge for each judicial district); by appointed special superior court judges; and by elected clerks of superior court – one per county. Like the Superior Court Division, the District Court Division is divided into judicial districts. At the present time, there are 39 district court districts and each district is served by one to fourteen elected district court judges (with one being appointed chief district court judge by the Chief Justice for each district); and by appointed magistrates for each county. There is also an elected district attorney for each of the state's 42 prosecutorial districts; an appointed public defender for 14 judicial districts; and an appointed appellate defender who provides services statewide. In addition, the Chief Justice appoints the following statutory officials: Clerk of Supreme Court, Supreme Court Librarian, and Supreme Court Reporter. The Chief Judge of the Court of Appeals appoints the Clerk of the Court of Appeals. Other statutory officials include the executive secretaries of the Judicial Standards Commission and the Conference of District Attorneys. The chairperson of the Commission or Conference appoints each executive secretary.

As of December 31, 2007, there were 6,279 permanent full-time employees, of which 312 were judicial branch hiring authorities. The judicial branch of Government is exempt from North Carolina's State Personnel Act, and under the common law of North Carolina all judicial branch employees are "employed at will," in that each serves at the pleasure of the hiring authority.

The North Carolina Administrative Office of the Courts is responsible for administrative matters for the judicial branch throughout the state. The Chief Justice of the Supreme Court appoints the NCAOC director and assistant director. The assistant director serves as administrative assistant to the Chief Justice. The NCAOC consists of the Director's Office, Senior Deputy Director's Office, Purchasing Services, Human Resources, Financial Services, Court Services, Court Programs and Management Services, Technology Services, Legal and Legislative Services, and Guardian ad Litem. There were 535 permanent full-time NCAOC employees as of December 31, 2007.

While the EEO Program is designed exclusively for the NCAOC, it is available for review by independent statutory hiring authorities within the judicial branch. Hiring authorities are encouraged to adopt this program as it is written or they have the option of developing a similar program that addresses equitable and fair treatment for all employees and applicants.

### **UTILIZATION NARRATIVE - NCAOC Workforce Only**

The NCAOC workforce was compared to available workers in the Wake County area. As shown on the attached Utilization Chart (Attachment 3), NCAOC positions fall within these federal job categories: Officials/Managers, Professionals, Administrative Support, and Skilled Craft. NCAOC does not employ individuals in the Protective Services or Service/Maintenance job categories. A review of the Utilization Chart indicates a need to establish corrective goals and objectives that address the underutilization of minorities in the NCAOC's workforce.

Black females are underutilized in the following Skilled Craft job category. Black males are underutilized in all job categories: Officials/Managers, Professionals, Administrative Support, and Skilled Craft. Hispanic males are underutilized in all job categories: Officials/Managers, Professionals, Administrative Support, and Skilled Craft. Hispanic females are underutilized in the following job categories: Officials/Managers, Administrative Support, and Skilled Craft. Asian females are underutilized in the Officials/Managers and Skilled Craft job categories. Asian males are underutilized in the Officials/Managers, and Administrative Support job categories. American Indian males and females are not underutilized in any of the job categories.

Possible areas for improvement are: black males in the Official/Manager (underutilized by 1 percent) Administrative Support (underutilized by 4 percent) and Skilled Craft (underutilized by 14 percent) job categories; and Hispanic males in the Skilled Craft (underutilized by 17 percent) job category. The number of NCAOC positions in the Skilled Craft job categories is low; therefore, making increased utilization difficult. It is important to note that 86.5 percent of NCAOC permanent full-time employees work in either Professional or Administrative Support job categories.

### **UTILIZATION NARRATIVE - Judicial Branch of Government Workforce**

The following section describes the North Carolina Judicial Branch of Government workforce as compared to the statewide labor force statistics of available workers. NCAOC employees are included in the data analysis as well as employees of Indigent Defense Services, Conference of District Attorneys, Sentencing and Policy Advisory Commission, Dispute Resolution Commission, Judicial Standards Commission, Conference of Clerks of Superior Court, Innocence Inquiry Commission, and the Chief Justice's Commission on Professionalism.

Judicial branch employees fall within the following federal job categories: Officials/Managers, Professionals, Technicians, Protective Services, Administrative Support and Skilled Craft. The Judicial branch does not employ individuals in the Service/Maintenance job category. A review of the Utilization Chart (Attachment 9) indicates a continued need to work towards goals and objectives that address the underutilization of minorities in the judicial branch workforce.

Black females are underutilized in the following job categories: Technicians and Protective Services. Black males are underutilized in the following job categories: Officials/Managers, Technicians, Administrative Support, and Skilled Craft. Hispanic males are underutilized in the following job categories: Officials/Managers, Professionals, Technicians, Protective Services, and Skilled Craft. Hispanic females are underutilized in the following job categories: Officials/Managers, Professionals, Technicians, Administrative Support and Skilled Craft. Asian females are underutilized the following job categories: Officials/Managers, Administrative Support, Technicians, Skilled Craft, and Protective Services. Asian males are underutilized in the Officials/Managers, Professionals, Technicians, Administrative Support, and Protective Services job categories. American Indian males are underutilized in the following job categories: Technicians, Administrative Support, and Skilled Craft. American Indian females are underutilized in the following job categories: Officials/Managers, Technicians, and Skilled Craft.

Possible areas for improvement are: black males in the Technicians (underutilized by 5.6 percent), Administrative Support (underutilized by 4.46 percent), and Skilled Craft (underutilized by 11.1 percent) job categories; black females in the Technicians (underutilized by 12.4 percent), and Protected Services (underutilized by 7.87 percent) job categories; and Hispanic males in the Skilled Craft (underutilized by 7.2 percent) job category. It is important to note that 97 percent of the judicial branch permanent full-time positions fall in the Professionals or Administrative Support job categories. There are only two (2) judicial branch positions in the Technicians job category and seven (7) positions in the Skilled Craft job category. It is difficult to increase utilization in Technicians and Skilled Craft job categories because of the low number of positions within these job categories.

## **OBJECTIVES**

The NCAOC is committed to improving the underutilization of minorities within the agency and among the NC Judicial Branch of Government as a whole. Efforts will continue to recruit, hire, and promote more minorities in the job categories identified as underutilized. The NCAOC's objective is to match their workforce to the Wake County community labor statistics and to promote a judicial branch workforce that is representative of the available statewide labor force.

Because black males are underrepresented in all applicable NCAOC job categories and all job categories statewide, except the Professionals and Protective Services job categories, it is our goal to increase representation by evaluating our promotional and recruitment practices to ensure this group receives equal opportunity for employment.

According to U.S. Census data, the State's Hispanic population grew from 76,276 (1990) to 378,963 (2000). With this fact being heavily considered, our agency is dedicated to increasing Hispanic representation (male and female) within the judicial branch workforce.

U.S. Census data also indicates an increase in the Asian population from 52,166 (1990) to 113,689 (2000) and an increase in the American Indian population from 80,155 (1990) to 99,551

(2000). Efforts will be made to increase Asian and American Indian representation in the judicial branch in addition to efforts to increase African-American and Hispanic representation.

The NCAOC is committed to the recruitment and employment of qualified minorities found in the Wake County community workforce. The NCAOC emphasizes the same equal employment philosophy to statewide judicial branch work units.

## **STEPS TO ACHIEVE OBJECTIVES**

Judicial branch recruitment efforts go beyond the Wake County community to reach the entire State through the Internet and Employment Security Commissions. National employee searches are done from time to time. Employment opportunities may be advertised through the National Center for State Courts. The State of North Carolina has eleven historically black colleges and universities targeted to increase the recruitment of minorities. In addition, our State has three women's colleges and one predominantly American Indian university. When appropriate, the Recruiting Specialist attends Career Days at these universities and colleges. Several career fairs were attended throughout the year to various areas in North Carolina to seek out a more diverse workforce.

The State of North Carolina has five universities with Law Schools. One of the five is a historically black university. The Recruiting Specialist will continue to stay in contact with the Career Centers at these universities. Hard copies of job opportunities are forwarded to the Career Centers at these universities.

### **Action Steps:**

- Contact historically black colleges and universities within our State to establish a close rapport with their Career Centers and attend their Career Days/Fairs when appropriate.
- Develop contacts and a presence in minority associations and community groups.
- Review the recruitment methods, practices, and policies to insure that minorities and females are informed of our agency's employment opportunities.
- Monitor our promotion policies and procedures to make certain that the judicial branch provides an equal employment opportunity for promotions and transfers for African-American, Hispanics, Asians, and American Indians.
- Periodic review and discussion of judicial branch workforce breakdown by race and sex with the Human Resources Officer.
- The Human Resources Division will conduct annual EEO training for judicial branch hiring authorities.
- The Human Resources Division will continue to screen employment applications for vacant positions.
- The Human Resources Division will continue to provide interview and selection training for hiring managers and supervisors.

- The NC Judicial Branch Human Resources Management Manual found on the agency's Intranet provides easy access to the EEO policy statement.

## **DISSEMINATION**

### **Internal Dissemination**

1. Every hiring authority maintains a copy of the NC Judicial Branch Human Resources Management Manual, which includes the EEO policy.
2. The phrase "An Equal Opportunity Employer" is included on job opportunities that are posted internal to the current judicial branch workforce (i.e. promotional opportunities).
3. EEO posters are conspicuously displayed in judicial branch work units.
4. The EEO policy summary is included in the new employee online orientation.

### **External Dissemination**

1. Recruiting sources are informed of our EEO plan and commitment.
2. The phrase "An Equal Opportunity Employer" is included on job opportunities that are posted openly to the general public.
3. EEO information is listed on the judicial branch's Application for Employment.
4. The EEO policy statement is displayed on our intranet website.

## **ADDITIONAL STATISTICAL DATA**

### **NEW HIRES**

In 2007, there were a total of 1220 new hires: 401 were males (33 percent) and 819 (67 percent) were females. In 2007, 266 (22 percent) of new hires were minorities; a 3 percent decrease based on minority new hires in 2006. Of the minority new hires, 210 (79 percent) were black and 56 (21 percent) of the new hires were from other minority categories.

1200 (98 percent) of the 1220 newly hired employees fell in the either the Professionals job category (44 percent) or the Administrative Support job category (54 percent).

## PROMOTIONS

In 2007, the judicial branch promoted 187 employees, 139 (74 percent) females and 48 (26 percent) males. Minorities were awarded 45 (24 percent) of all judicial branch promotional opportunities. Of the minority promotions, 38 (84 percent) were black.

178 (95 percent) of the 187 promoted employees fell in the either the Professionals job category (52 percent) or the Administrative Support job category (43 percent).

## JUDICIAL SALARIES

As of 12/31/07, the average annual salary of a judicial branch employee was \$47,799. Many employee salaries are statutorily determined. 1087 (17 percent) of the judicial workforce earned salaries between \$20,000 and \$29,999. 1759 (28 percent) of the judicial workforce earned salaries between \$30,000 and \$39,999. 1450 (23 percent) of the judicial workforce earned salaries between \$40,000 and \$49,999.

There were 2506 females (40 percent) employed by the judicial branch that earned less than \$40,000 per year. 2124 females (33 percent) earned salaries of \$40,000 or more per year. There were 339 males (5 percent) employed by the judicial branch that earned less than \$40,000 per year. 1440 males (23 percent) earned salaries of \$40,000 or more per year.

There were 640 minorities (10 percent) employed by the judicial branch that earned less than \$40,000 per year. 632 minorities (10 percent) earned salaries of \$40,000 or more per year.

## ELECTED OFFICIALS

The following data is based on race and sex of judicial branch elected officials as of December 31, 2007. Race and sex breakdown of elected officials is heavily related to choices made by the voting population of the State of North Carolina. There were 512 elected officials as of 12/31/07. These officials account for 8 percent of the Judicial branch workforce.

The Supreme Court was comprised of 4 white males (57 percent), 2 white females (29 percent) and 1 black female (14 percent).

Court of Appeals judges were comprised of 8 males (54 percent) and 7 females (46 percent). The race/sex breakdown of Court of Appeals judges was: 7 white males (47 percent), 1 black male (7 percent), 6 white females (40 percent), and 1 black female (7 percent).

In Superior Court, there were 86 males (90 percent) and 9 females (9 percent). The race/sex breakdown of Superior Court judges was: 71 white males (74 percent), 14 black males (15 percent), 1 other minority male (1 percent), 5 white females (5 percent), and 4 black females (4 percent).

In District Court there were 177 males (69 percent) and 76 females (30 percent). The race/sex breakdown of District Court judges was: 153 white males (60 percent), 21 black males (8 percent), 3 other minority males (1 percent), 61 white females (24 percent), and 15 black females (6 percent).

District Attorneys were comprised of 37 males (88 percent) and 5 females (12 percent). The race/sex breakdown of District Attorneys was: 37 white males (88 percent), 5 white females (12 percent).

Clerks of Superior Court were comprised of 40 males (40 percent) and 60 females (60 percent). The race/sex breakdown for all Clerks of Superior Court was: 39 white males (39 percent), 55 white females (55 percent), 4 black females (4 percent), 1 other minority male (1 percent), and 1 other minority female (1 percent).

## **APPOINTED OFFICIALS**

The following data is based on race and sex of judicial branch appointed officials as of 12/31/07. Appointed officials include those who hold Public Defender or Magistrate positions. There were 746 appointed officials as of 12/31/07. These officials account for 12 percent of the judicial branch workforce.

Public Defenders were comprised of 14 males (100 percent). The race/sex breakdown of Public Defenders was: 11 white males (79 percent), 3 black males (21 percent).

Magistrates were comprised of 482 males (66 percent) and 250 females (34 percent). The race/sex breakdown for all Magistrates was: 407 white males (56 percent), 61 black males (8 percent), 14 other minority males (2 percent), 168 white females (23 percent), 77 black females (11 percent), and 5 other minority females (less than 1 percent).

## **CONCLUSION**

Equal employment opportunity continues to be emphasized by the NCAOC to all judicial branch work units. The NC Judicial Branch of Government workforce continues to be heavily dominated by female workers. As of December 31, 2007, the judicial branch workforce was comprised of 72 percent female and 20 percent minority. Minorities were hired for 22 percent of all judicial branch vacant positions in 2007. Minorities were awarded 24 percent of all judicial branch promotional opportunities in 2007. Elected and appointed officials made up 20 percent of the total judicial branch workforce. Utilization of minorities in the judicial branch workforce continues to be affected by the number of elected and appointed officials.

The judicial branch persistently strives to make the future workforce more diverse – one that will be more representative of under represented classes. We will continue in our efforts as indicated in this report to attract, recruit, and retain the best-qualified persons to very diligently serve our North Carolina court system.

Note: National data used throughout this report comes from the 2000 U.S. Census.



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# Attachment 1: NCAOC Workforce by Job Category as of December 31, 2007

| Job Category           | Total                                    | Male |    |    |      |       | Female |     |    |      |       |
|------------------------|--|------|----|----|------|-------|--------|-----|----|------|-------|
|                        |  | W    | B  | H  | A/PI | AI/AN | W      | B   | H  | A/PI | AI/AN |
| Officials/Managers     | 67                                       | 26   | 3  | 0  | 0    | 1     | 30     | 7   | 0  | 0    | 0     |
|                        |  | 39%  | 4% | 0% | 0%   | 1%    | 45%    | 10% | 0% | 0%   | 0%    |
| Professionals          | 373                                      | 136  | 15 | 1  | 16   | 0     | 148    | 40  | 2  | 12   | 3     |
|                        |  | 36%  | 4% | 0% | 4%   | 0%    | 40%    | 11% | 1% | 3%   | 1%    |
| Technicians            | No NCAOC employees in this job category. |      |    |    |      |       |        |     |    |      |       |
| Protective Services    | No NCAOC employees in this job category. |      |    |    |      |       |        |     |    |      |       |
| Administrative Support | 90                                       | 14   | 3  | 0  | 0    | 0     | 42     | 29  | 0  | 2    | 0     |
|                        |  | 16%  | 3% | 0% | 0%   | 0%    | 47%    | 32% | 0% | 2%   | 0%    |
| Skilled Craft          | 5  | 2    | 0  | 0  | 2    | 0     | 1      | 0   | 0  | 0    | 0     |
|                        |  | 40%  | 0% | 0% | 40%  | 0%    | 20%    | 0%  | 0% | 0%   | 0%    |
| Service/Maintenance    | No NCAOC employees in this job category. |      |    |    |      |       |        |     |    |      |       |
| Total Employees        | 535                                      |      |    |    |      |       |        |     |    |      |       |

## Attachment 2: Wake County Community Labor Statistics – 2000 Census Data

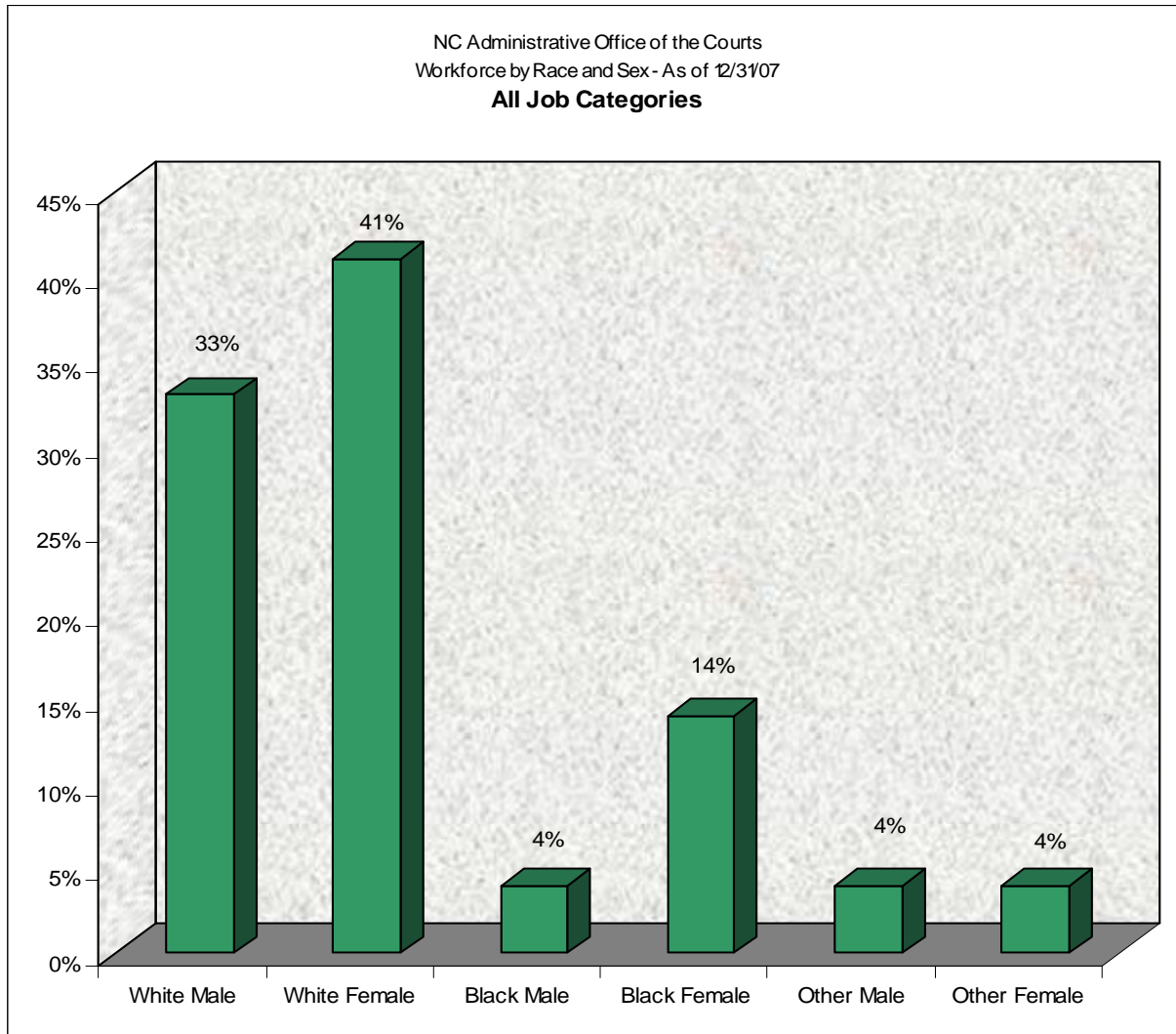
| Job Category           | Total          | Male  |      |      |      |       | Female |       |      |      |       |
|------------------------|----------------|-------|------|------|------|-------|--------|-------|------|------|-------|
|                        |                | W     | B    | H    | A/PI | AI/AN | W      | B     | H    | A/PI | AI/AN |
| Officials/Managers     | 62765          | 34450 | 3090 | 535  | 955  | 65    | 19270  | 3390  | 490  | 470  | 50    |
|                        | 100%           | 55%   | 5%   | 1%   | 2%   | 0%    | 31%    | 5%    | 1%   | 1%   | 0%    |
| Professionals          | 97520          | 41680 | 4520 | 1025 | 3345 | 125   | 37035  | 6940  | 645  | 2050 | 155   |
|                        | 100%           | 43%   | 5%   | 1%   | 3%   | 0%    | 38%    | 7%    | 1%   | 2%   | 0%    |
| Technicians            | 9000           | 3340  | 665  | 60   | 85   | 10    | 3395   | 1130  | 65   | 235  | 15    |
|                        | 100%           | 37%   | 7%   | 1%   | 1%   | 0%    | 38%    | 13%   | 1%   | 3%   | 0%    |
| Protective Services    | Not Applicable |       |      |      |      |       |        |       |      |      |       |
| Administrative Support | 86735          | 23590 | 5760 | 745  | 610  | 70    | 41090  | 12560 | 1095 | 1035 | 180   |
|                        | 100%           | 27%   | 7%   | 1%   | 1%   | 0%    | 47%    | 15%   | 1%   | 1%   | 0%    |
| Skilled Craft          | 27750          | 16560 | 3925 | 4575 | 385  | 100   | 1120   | 735   | 130  | 200  | 20    |
|                        | 100%           | 60%   | 14%  | 17%  | 1%   | 0%    | 4%     | 3%    | 1%   | 1%   | 0%    |
| Service/Maintenance    | Not Applicable |       |      |      |      |       |        |       |      |      |       |

### Attachment 3: Utilization Analysis – NCAOC/Wake County Labor Statistics

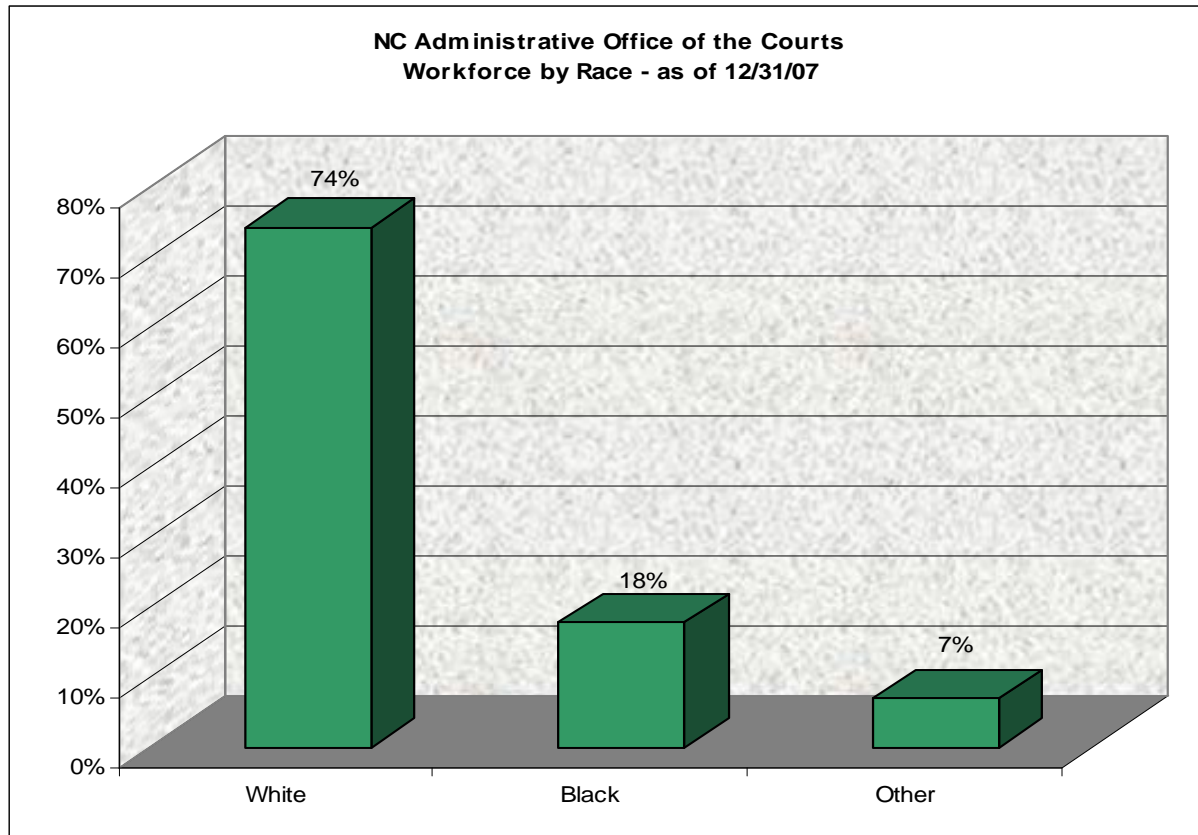
**NCAOC Workforce – As of December 31, 2007  
compared to  
Wake County Community Labor Statistics – 2000 Census Data**

| Job Category           | Male           |      |      |      |       | Female |     |     |      |       |
|------------------------|----------------|------|------|------|-------|--------|-----|-----|------|-------|
|                        | W              | B    | H    | A/PI | AI/AN | W      | B   | H   | A/PI | AI/AN |
| Officials/Managers     |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | 39%            | 4%   | 0%   | 0%   | 1%    | 45%    | 10% | 0%  | 0%   | 0%    |
| Wake County CLS        | 55%            | 5%   | 1%   | 2%   | 0%    | 31%    | 5%  | 1%  | 1%   | 0%    |
| Utilization            | -16%           | -1%  | -1%  | -2%  | 1%    | 14%    | 5%  | 0%  | -1%  | 0%    |
| Professionals          |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | 36%            | 4%   | 0%   | 4%   | 0%    | 40%    | 11% | 2%  | 3%   | 1%    |
| Wake County CLS        | 43%            | 5%   | 1%   | 3%   | 0%    | 38%    | 7%  | 1%  | 3%   | 0%    |
| Utilization            | -7%            | -1%  | -1%  | 1%   | 0%    | 2%     | 4%  | 1%  | 0%   | 1%    |
| Technicians            |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | Not Applicable |      |      |      |       |        |     |     |      |       |
| Wake County CLS        |                |      |      |      |       |        |     |     |      |       |
| Utilization            |                |      |      |      |       |        |     |     |      |       |
| Protective Services    |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | Not Applicable |      |      |      |       |        |     |     |      |       |
| Wake County CLS        |                |      |      |      |       |        |     |     |      |       |
| Utilization            |                |      |      |      |       |        |     |     |      |       |
| Administrative Support |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | 16%            | 3%   | 0%   | 0%   | 0%    | 47%    | 32% | 0%  | 2%   | 1%    |
| Wake County CLS        | 27%            | 7%   | 1%   | 1%   | 0%    | 47%    | 15% | 1%  | 1%   | 0%    |
| Utilization            | -11%           | -4%  | -1%  | -1%  | 0%    | 0%     | 18% | -1% | 1%   | 1%    |
| Skilled Craft          |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | 40%            | 0%   | 0%   | 40%  | 0%    | 20%    | 0%  | 0%  | 0%   | 0%    |
| Wake County CLS        | 60%            | 14%  | 17%  | 1%   | 0%    | 4%     | 3%  | 1%  | 1%   | 0%    |
| Utilization            | -20%           | -14% | -17% | 39%  | 0%    | 16%    | -3% | -1% | -1%  | 0%    |
| Service/Maintenance    |                |      |      |      |       |        |     |     |      |       |
| NCAOC Workforce        | Not Applicable |      |      |      |       |        |     |     |      |       |
| Wake County CLS        |                |      |      |      |       |        |     |     |      |       |
| Utilization            |                |      |      |      |       |        |     |     |      |       |

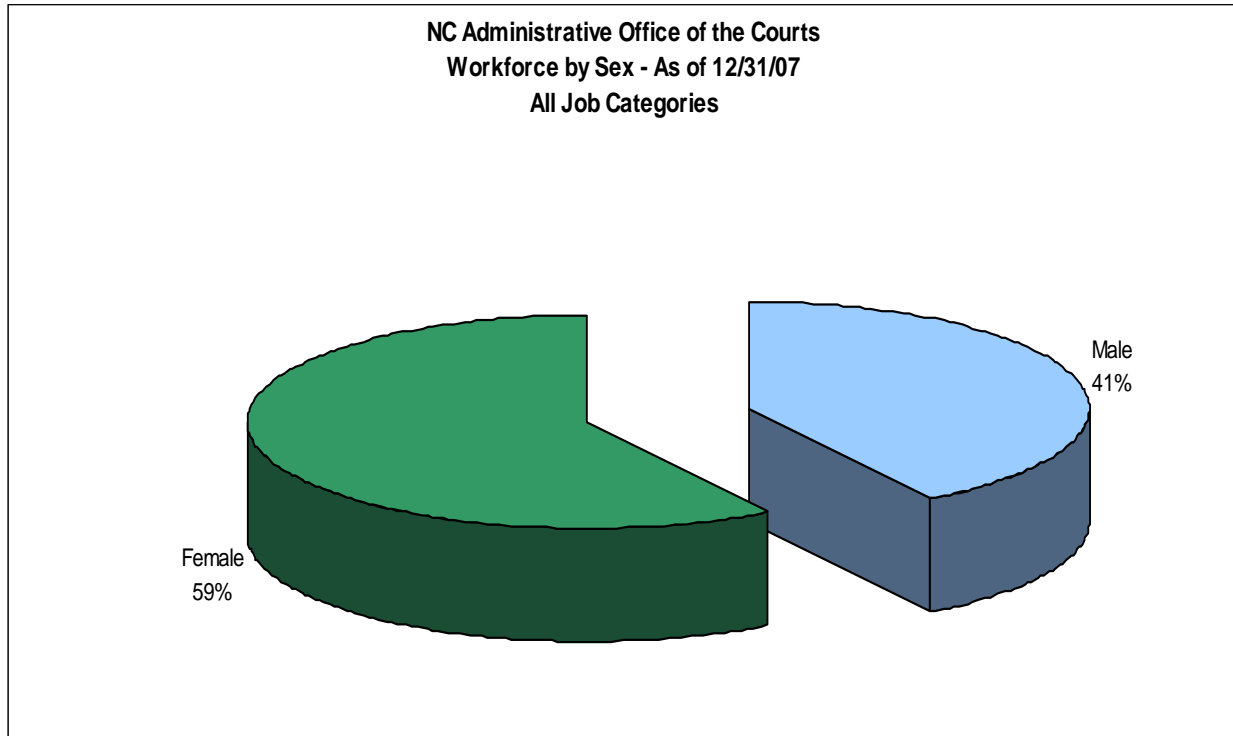
#### Attachment 4: NCAOC Workforce by Race/Sex



## Attachment 5: NCAOC Workforce by Race



## Attachment 6: NCAOC Workforce by Sex



**Attachment 7: Judicial Branch Workforce by Job Category as of December 31, 2007**

| Job Category           | Total  | Male |     |    |      |       | Female |     |    |      |       |
|------------------------|--|------|-----|----|------|-------|--------|-----|----|------|-------|
|                        |  | W    | B   | H  | A/PI | AI/AN | W      | B   | H  | A/PI | AI/AN |
| Officials/Managers     | 82   | 30   | 3   | 0  | 0    | 1     | 41     | 7   | 0  | 0    | 0     |
|                        |  | 37%  | 4%  | 0% | 0%   | 1%    | 50%    | 9%  | 0% | 0%   | 0%    |
| Professionals          | 2802   | 1300 | 169 | 9  | 23   | 19    | 975    | 261 | 14 | 20   | 12    |
|                        |  | 46%  | 6%  | 0% | 1%   | 1%    | 35%    | 9%  | 0% | 1%   | 0%    |
| Technicians            | 2  | 0    | 0   | 0  | 0    | 0     | 2      | 0   | 0  | 0    | 0     |
|                        |  | 0%   | 0%  | 0% | 0%   | 0%    | 100%   | 0%  | 0% | 0%   | 0%    |
| Protective Services    | 87   | 36   | 9   | 0  | 0    | 0     | 31     | 9   | 1  | 0    | 1     |
|                        |  | 41%  | 10% | 0% | 0%   | 0%    | 36%    | 10% | 1% | 0%   | 1%    |
| Administrative Support | 3299   | 130  | 32  | 2  | 1    | 0     | 2459   | 587 | 43 | 12   | 34    |
|                        |  | 4%   | 1%  | 2% | 0%   | 0%    | 75%    | 18% | 1% | 0%   | 1%    |
| Skilled Craft          | 7  | 2    | 0   | 0  | 2    | 0     | 2      | 1   | 0  | 0    | 0     |
|                        |  | 29%  | 0%  | 0% | 29%  | 0%    | 29%    | 14% | 0% | 0%   | 0%    |
| Service/Maintenance    | No Judicial Branch employees in this job category. |      |     |    |      |       |        |     |    |      |       |
| Total Employees        | 6279   |      |     |    |      |       |        |     |    |      |       |



## Attachment 8: North Carolina Community Labor Statistics – 2000 Census Data

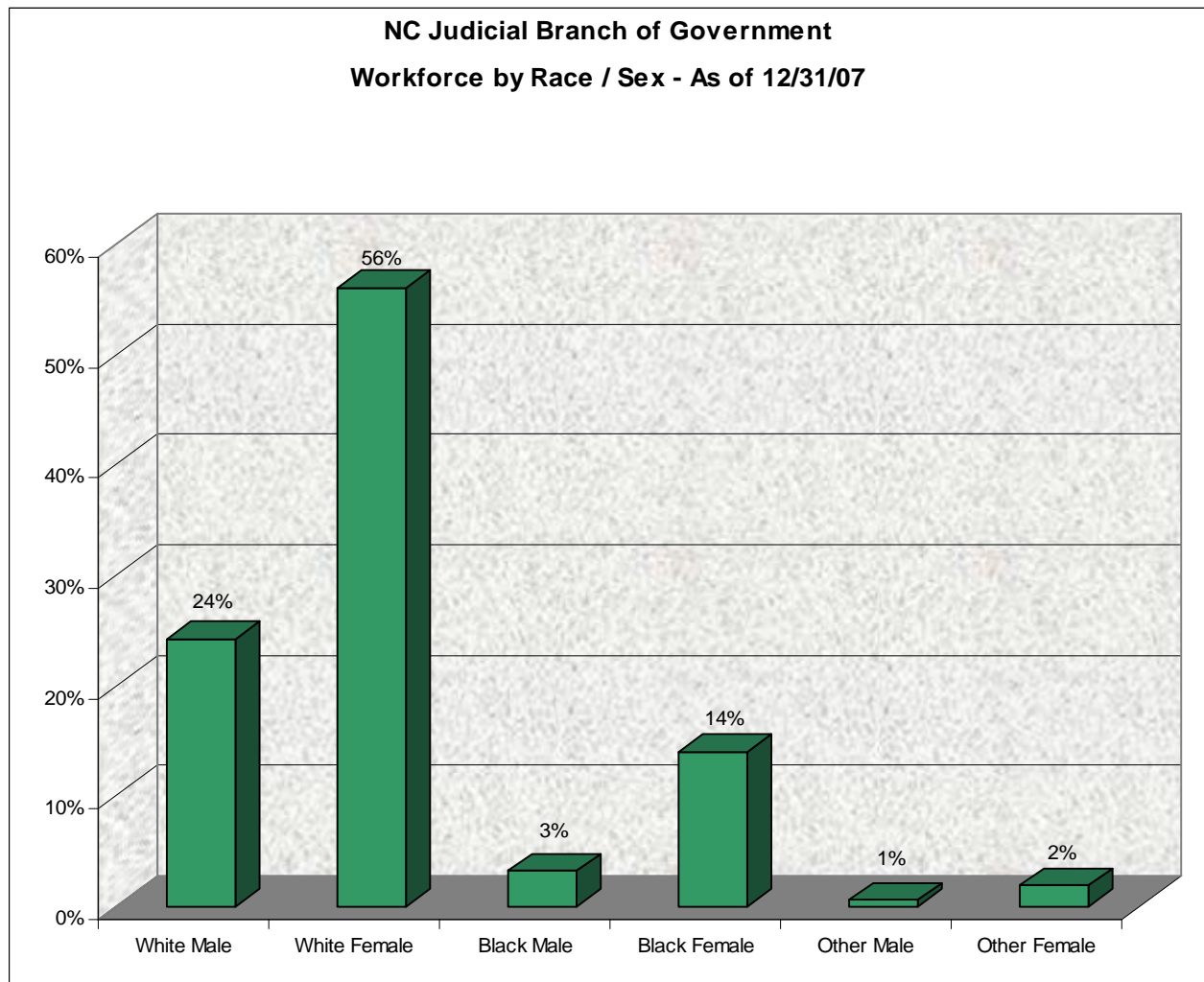
| Job Category           | Total          | Male   |       |       |      |       | Female |        |       |      |       |
|------------------------|----------------|--------|-------|-------|------|-------|--------|--------|-------|------|-------|
|                        |                | W      | B     | H     | A/PI | AI/AN | W      | B      | H     | A/PI | AI/AN |
| Officials/Managers     | 523140         | 284670 | 24995 | 5480  | 3875 | 1695  | 166565 | 28910  | 3100  | 2315 | 1535  |
|                        | 100%           | 54%    | 5%    | 1%    | 1%   | 0%    | 32%    | 6%     | 1%    | 0%   | 0%    |
| Professionals          | 664675         | 236500 | 27045 | 5080  | 9890 | 1455  | 310420 | 59465  | 5370  | 6480 | 2970  |
|                        | 100%           | 36%    | 4%    | 1%    | 1%   | 0%    | 47%    | 9%     | 1%    | 1%   | 0%    |
| Technicians            | 96980          | 32220  | 5440  | 780   | 555  | 280   | 43535  | 12070  | 680   | 830  | 590   |
|                        | 100%           | 33%    | 6%    | 1%    | 1%   | 0%    | 45%    | 12%    | 1%    | 1%   | 1%    |
| Protective Services    | 4478           | 1420   | 370   | 49    | 15   | 0     | 1735   | 800    | 45    | 4    | 40    |
|                        | 100%           | 32%    | 8%    | 1%    | 0%   | 0%    | 39%    | 18%    | 1%    | 0%   | 1%    |
| Administrative Support | 921435         | 226155 | 50340 | 6470  | 2740 | 2030  | 486835 | 124935 | 11130 | 5565 | 5235  |
|                        | 100%           | 25%    | 5%    | 1%    | 0%   | 0%    | 53%    | 14%    | 1%    | 1%   | 1%    |
| Skilled Craft          | 462830         | 331380 | 51510 | 33375 | 2795 | 7820  | 25235  | 7460   | 1455  | 1015 | 785   |
|                        | 100%           | 72%    | 11%   | 7%    | 1%   | 2%    | 5%     | 2%     | 0%    | 0%   | 0%    |
| Service/Maintenance    | Not Applicable |        |       |       |      |       |        |        |       |      |       |

## Attachment 9: Utilization Analysis – Judicial Branch/NC Labor Statistics

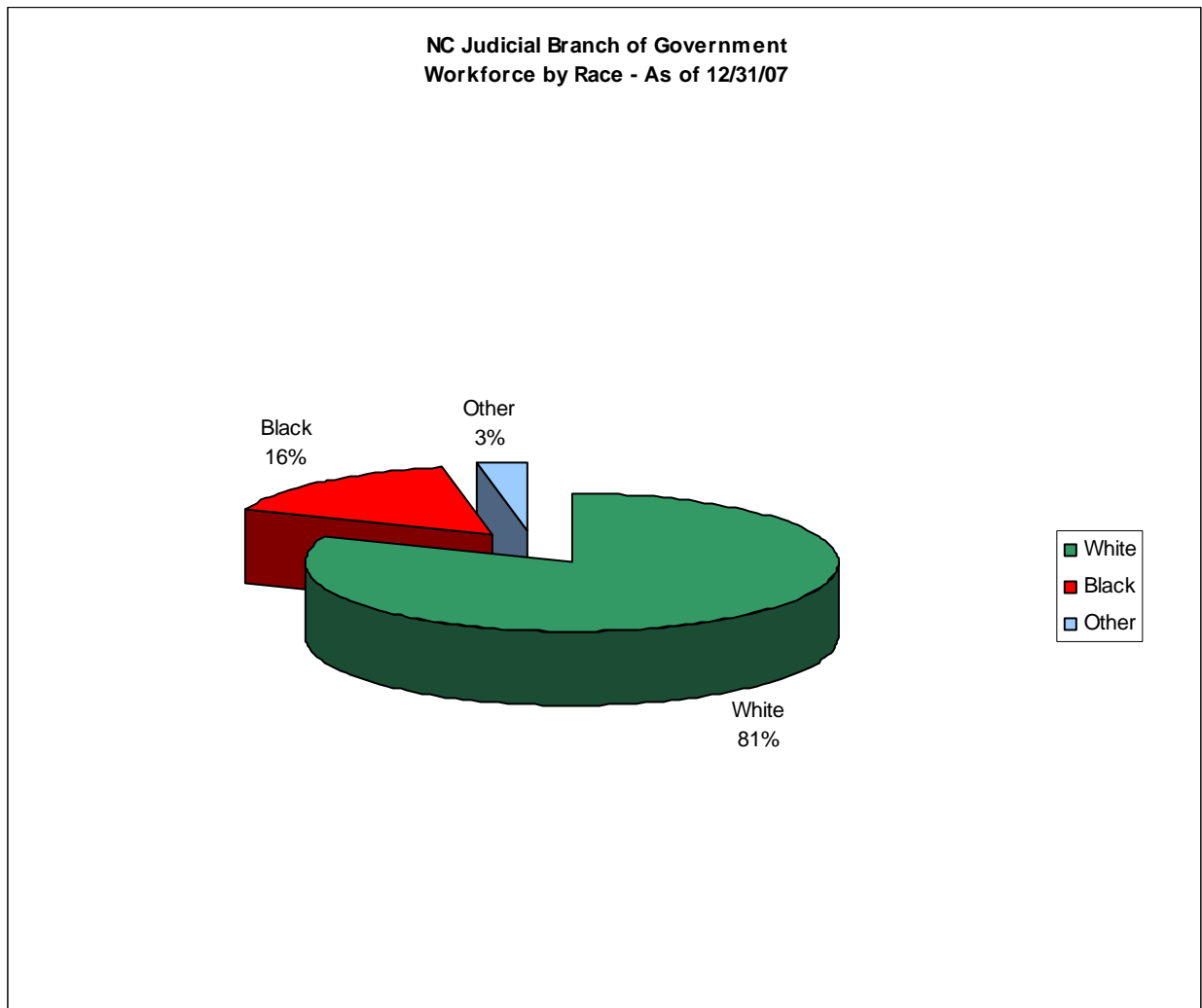
### NC Judicial Branch Workforce as of December 31, 2007 compared to North Carolina Community Labor Statistics – 2000 Census Data

|                           | Male           |         |        |        |        | Female  |         |        |        |        |
|---------------------------|----------------|---------|--------|--------|--------|---------|---------|--------|--------|--------|
| Job Category              | W              | B       | H      | A/PI   | AI/AN  | W       | B       | H      | A/PI   | AI/AN  |
| Officials/Managers        |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | 37.00%         | 4.00%   | 0.00%  | 0.00%  | 1.00%  | 50.70%  | 9.00%   | 0.00%  | 0.00%  | 0.00%  |
| North Carolina CLS        | 54.42%         | 4.78%   | 1.05%  | 0.74%  | 0.32%  | 31.84%  | 5.53%   | 0.59%  | 0.44%  | 0.29%  |
| Utilization               | -17.42%        | -0.78%  | -1.05% | -0.74% | 0.68%  | 18.86%  | 3.47%   | -0.59% | -0.44% | -0.29% |
| Professionals             |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | 46.00%         | 6.00%   | 0.00%  | 1.00%  | 1.00%  | 35.00%  | 9.00%   | 0.00%  | 1.00%  | 0.50%  |
| North Carolina CLS        | 35.58%         | 4.07%   | 0.76%  | 1.49%  | 0.22%  | 46.70%  | 8.95%   | 0.81%  | 0.97%  | 0.45%  |
| Utilization               | 10.42%         | 1.93%   | -0.76% | -0.49% | 0.78%  | -11.70% | 0.05%   | -0.81% | 0.03%  | 0.05%  |
| Technicians               |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | 0.00%          | 0.00%   | 0.00%  | 0.00%  | 0.00%  | 100.00% | 0.00%   | 0.00%  | 0.00%  | 0.00%  |
| North Carolina CLS        | 33.22%         | 5.61%   | 0.80%  | 0.57%  | 0.29%  | 44.89%  | 12.45%  | 0.70%  | 0.86%  | 0.61%  |
| Utilization               | -33.22%        | -5.61%  | -0.80% | -0.57% | -0.29% | 55.11%  | -12.45% | -0.70% | -0.86% | -0.61% |
| Protective Services       |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | 41.00%         | 10.00%  | 0.00%  | 0.00%  | 0.00%  | 36.00%  | 10.00%  | 1.00%  | 0.00%  | 1.00%  |
| North Carolina CLS        | 31.71%         | 8.26%   | 1.09%  | 0.33%  | 0.00%  | 38.74%  | 17.87%  | 1.00%  | 0.09%  | 0.89%  |
| Utilization               | 9.29%          | 1.74%   | -1.09% | -0.33% | 0.00%  | -2.74%  | -7.87%  | 0.00%  | -0.09% | 0.11%  |
| Administrative Support    |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | 4.00%          | 1.00%   | 2.00%  | 0.00%  | 0.00%  | 75.00%  | 18.00%  | 1.00%  | 0.00%  | 1.00%  |
| North Carolina CLS        | 24.54%         | 5.46%   | 0.70%  | 0.30%  | 0.22%  | 52.83%  | 13.56%  | 1.21%  | 0.60%  | 0.57%  |
| Utilization               | -20.54%        | -4.46%  | 1.30%  | -0.30% | -0.22% | 22.17%  | 4.44%   | -0.21% | -0.60% | 0.43%  |
| Skilled Craft             |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | 29.00%         | 0.00%   | 0.00%  | 29.00% | 0.00%  | 29.00%  | 14.00%  | 0.00%  | 0.00%  | 0.00%  |
| North Carolina CLS        | 71.60%         | 11.13%  | 7.21%  | 0.60%  | 1.69%  | 5.45%   | 1.61%   | 0.31%  | 0.22%  | 0.17%  |
| Utilization               | -42.60%        | -11.13% | -7.21% | 28.40% | -1.69% | 23.55%  | 12.39%  | -0.31% | -0.22% | -0.17% |
| Service/Maintenance       |                |         |        |        |        |         |         |        |        |        |
| Judicial branch Workforce | Not Applicable |         |        |        |        |         |         |        |        |        |
| North Carolina CLS        |                |         |        |        |        |         |         |        |        |        |
| Utilization               |                |         |        |        |        |         |         |        |        |        |

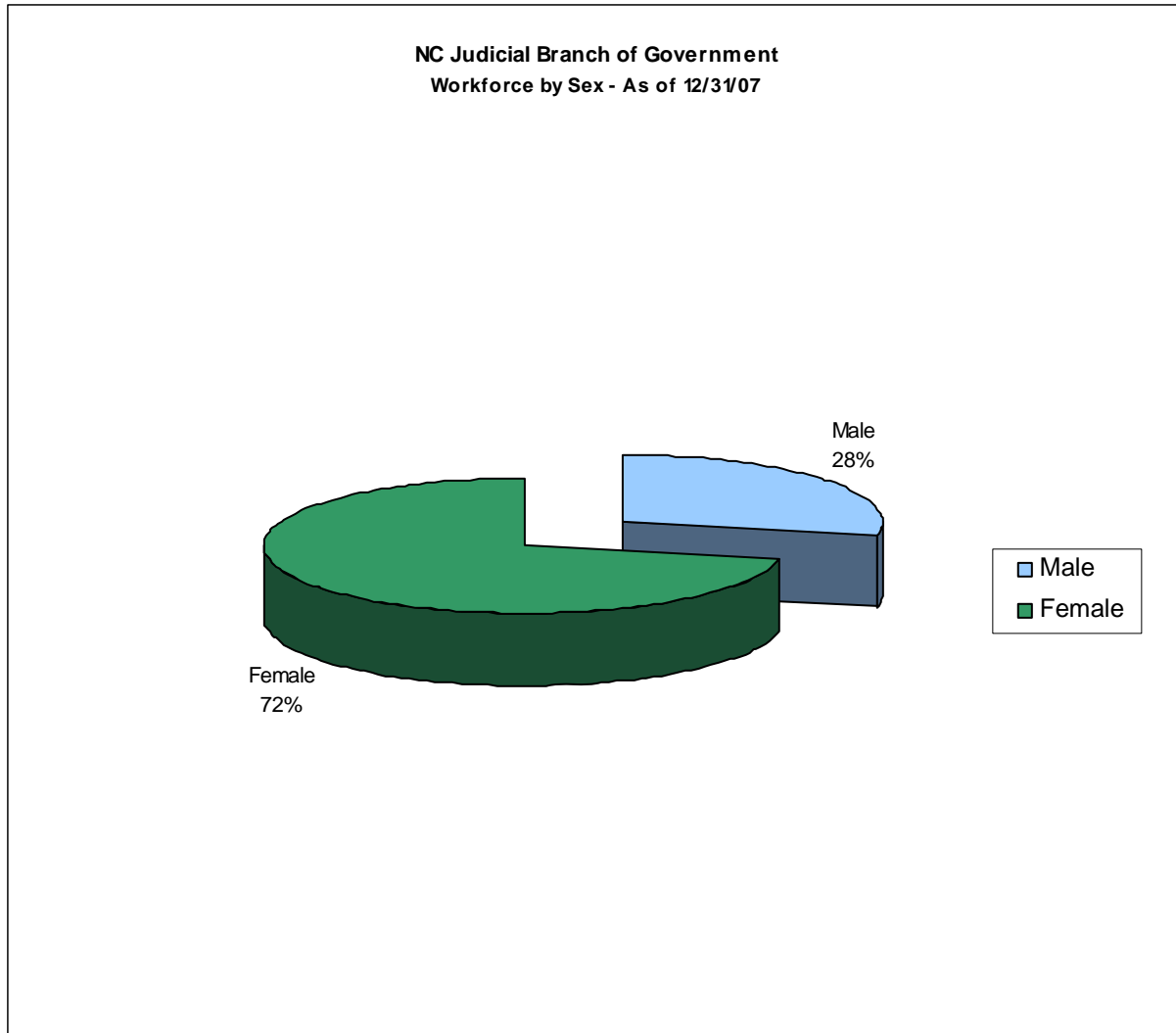
## Attachment 10: Judicial Branch Workforce by Race/Sex



## Attachment 11: Judicial Branch Workforce by Race



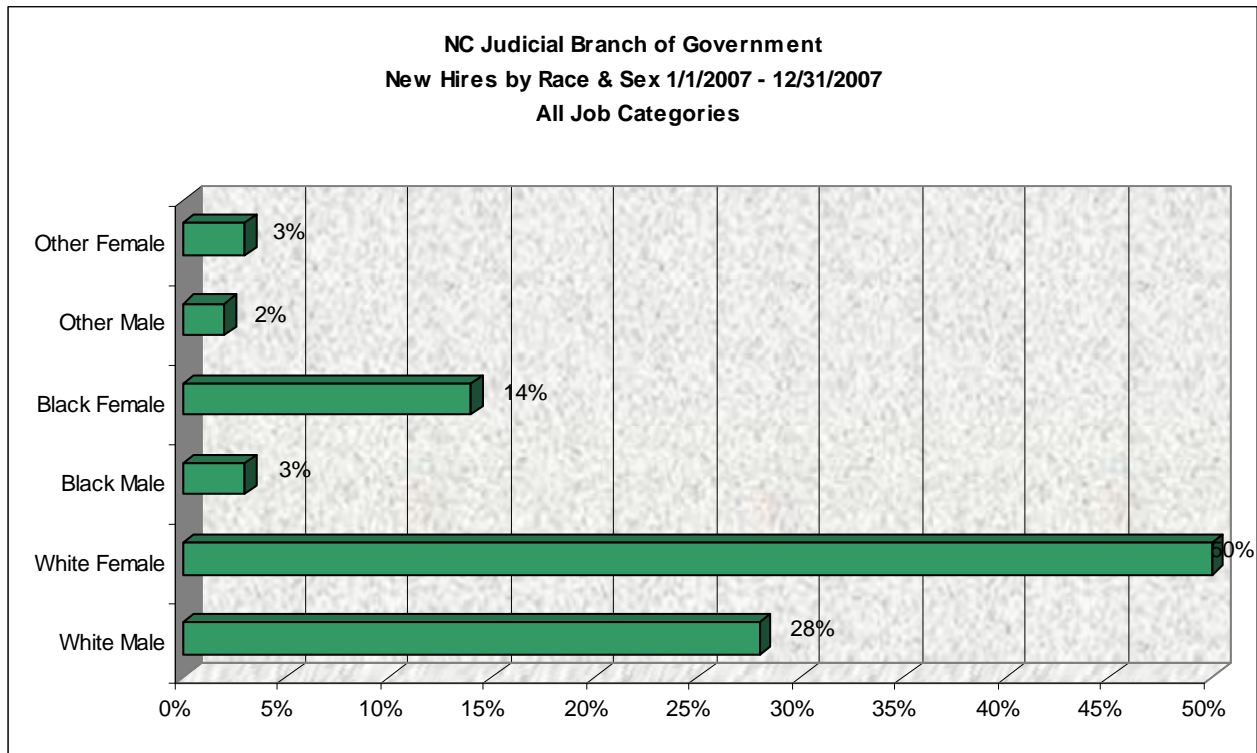
## Attachment 12: Judicial Branch Workforce by Sex



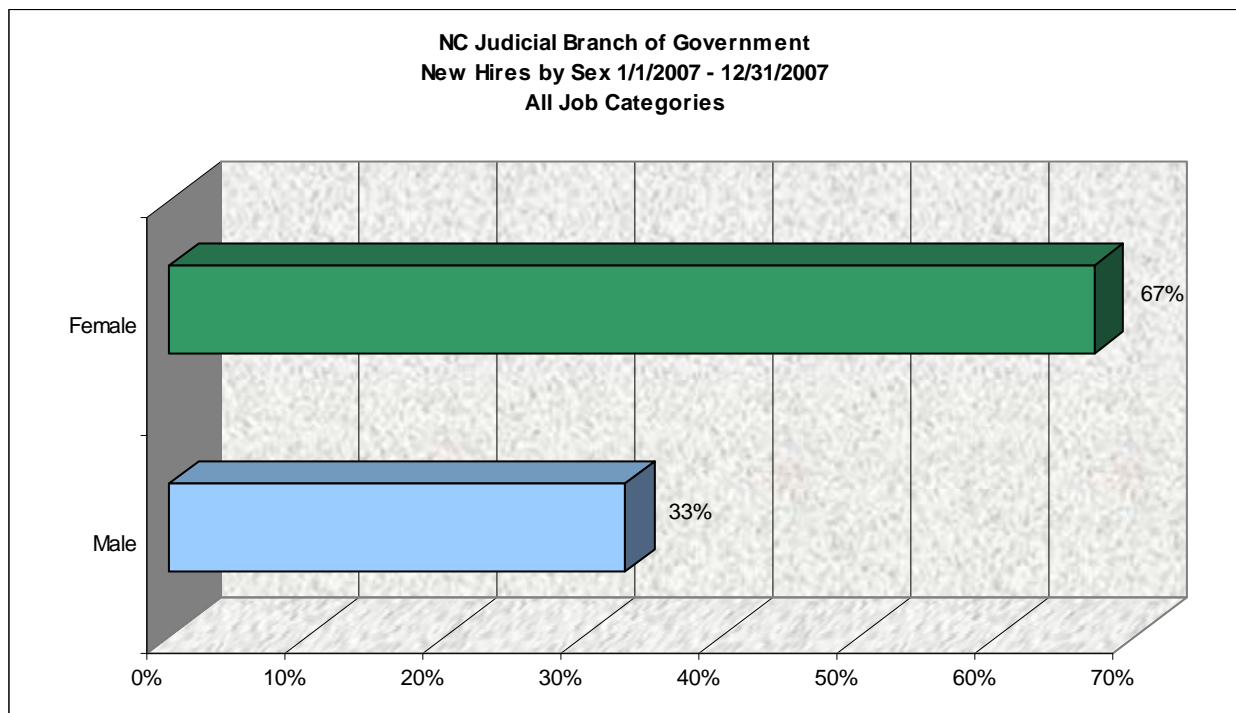
### Attachment 13: New Hires by Job Category and Race

| Job Category           | Total  | Male |     |    |      |       | Female |     |    |      |       |
|------------------------|--|------|-----|----|------|-------|--------|-----|----|------|-------|
|                        |  | W    | B   | H  | A/PI | AI/AN | W      | B   | H  | A/PI | AI/AN |
| Officials/Managers     | 4  | 1    | 0   | 0  | 0    | 0     | 2      | 1   | 0  | 0    |       |
|                        | 100%   | 25%  | 0%  | 0% | 0%   | 0%    | 50%    | 0%  | 0% | 0%   | 0%    |
| Professionals          | 542  | 280  | 27  | 3  | 11   | 2     | 160    | 51  | 1  | 6    | 1     |
|                        | 100%   | 52%  | 5%  | 1% | 2%   | 0%    | 30%    | 9%  | 0% | 1%   | 0%    |
| Technicians            | 0  | 0    | 0   | 0  | 0    | 0     | 0      | 0   | 0  | 0    | 0     |
|                        | 0%   | 0%   | 0%  | 0% | 0%   | 0%    | 0%     | 0%  | 0% | 0%   | 0%    |
| Protective Services    | 15   | 6    | 3   | 0  | 0    | 0     | 3      | 3   | 0  | 0    | 0     |
|                        | 100%   | 40%  | 20% | 0% | 0%   | 0%    | 20%    | 0%  | 0% | 0%   | 0%    |
| Administrative Support | 658  | 53   | 11  | 2  | 0    | 1     | 449    | 113 | 20 | 5    | 4     |
|                        | 100%   | 8%   | 2%  | 0% | 0%   | 0%    | 68%    | 17% | 3% | 1%   | 1%    |
| Skilled Craft          | 1  | 0    | 1   | 0  | 0    | 0     | 0      | 0   | 0  | 0    | 0     |
|                        |  | 0%   | 0%  | 0% | 0%   | 0%    | 0%     | 0%  | 0% | 0%   | 0%    |
| Service/Maintenance    | No Judicial Branch employees in this job category. |      |     |    |      |       |        |     |    |      |       |
| Totals                 | 1220   | 340  | 42  | 5  | 11   | 3     | 614    | 168 | 21 | 11   | 5     |
|                        |  | 28%  | 3%  | 0% | 1%   | 0%    | 50%    | 14% | 2% | 1%   | 0%    |

## Attachment 14: New Hires by Race/Sex



## Attachment 15: New Hires by Sex

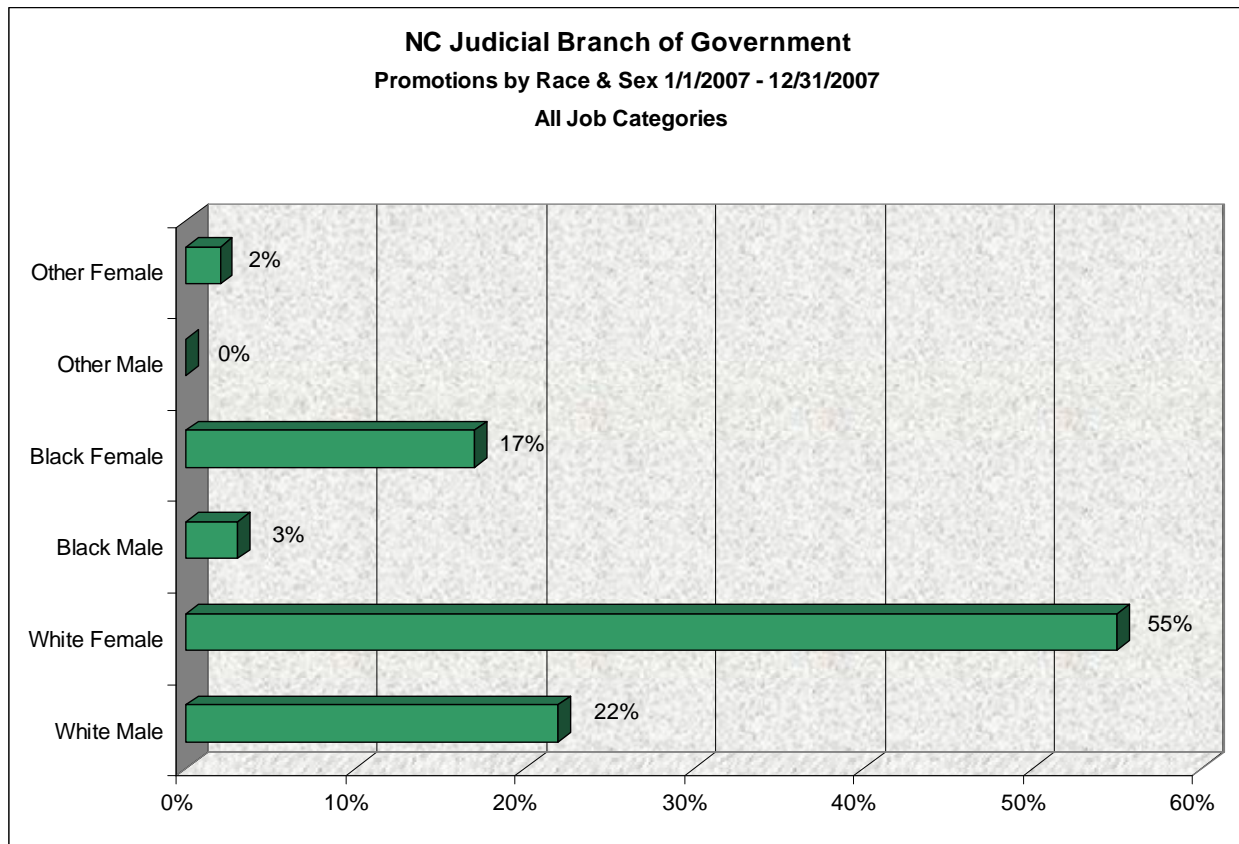




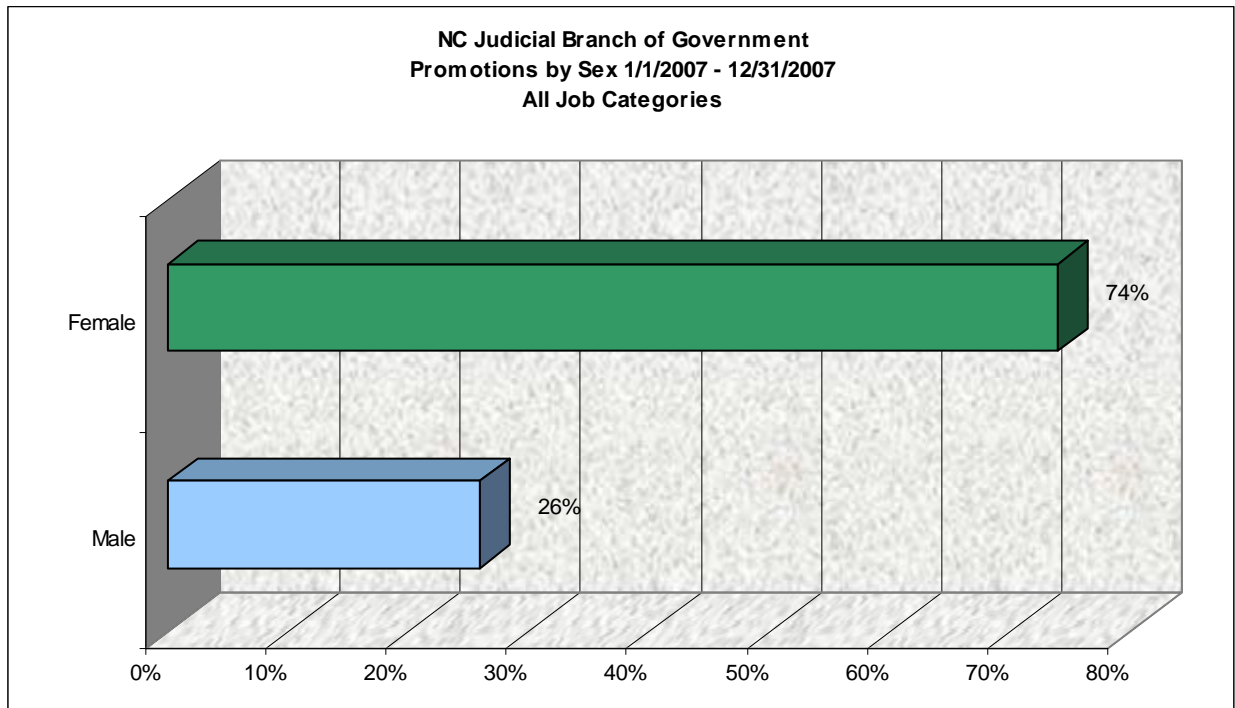
# Attachment 16: Promotions by Job Category/Race/Sex

| Job Category           | Male   |     |    |    |      |       | Female |     |    |      |       |
|------------------------|--|-----|----|----|------|-------|--------|-----|----|------|-------|
|                        | Total  | W   | B  | H  | A/PI | AI/AN | W      | B   | H  | A/PI | AI/AN |
| Officials/Managers     | 4  | 1   | 0  | 0  | 0    | 0     | 2      | 1   | 0  | 0    | 0     |
|                        | 100%   | 25% | 0% | 0% | 0%   | 0%    | 50%    | 25% | 0% | 0%   | 0%    |
| Professionals          | 98   | 40  | 5  | 0  | 0    | 0     | 38     | 13  | 0  | 2    | 0     |
|                        | 100%   | 41% | 5% | 0% | 0%   | 0%    | 39%    | 13% | 0% | 0%   | 0%    |
| Technicians            | 0  | 0   | 0  | 0  | 0    | 0     | 0      | 0   | 0  | 0    | 0     |
|                        | 0%   | 0%  | 0% | 0% | 0%   | 0%    | 0%     | 0%  | 0% | 0%   | 0%    |
| Protective Services    | 5  | 1   | 0  | 0  | 0    | 0     | 4      | 0   | 0  | 0    | 0     |
|                        | 100%   | 20% | 0% | 0% | 0%   | 0%    | 80%    | 0%  | 0% | 0%   | 0%    |
| Administrative Support | 80   | 0   | 1  | 0  | 0    | 0     | 59     | 18  | 2  | 0    | 0     |
|                        | 100%   | 0%  | 0% | 0% | 0%   | 0%    | 74%    | 23% | 0% | 0%   | 0%    |
| Skilled Craft          | 0  | 0   | 0  | 0  | 0    | 0     | 0      | 0   | 0  | 0    | 0     |
|                        | 0%   | 0%  | 0% | 0% | 0%   | 0%    | 0%     | 0%  | 0% | 0%   | 0%    |
| Service/Maintenance    | No Judicial branch employees in this job category. |     |    |    |      |       |        |     |    |      |       |
| Totals                 | 187  | 42  | 6  | 0  | 0    | 0     | 103    | 32  | 2  | 2    | 0     |
|                        | 100%   | 22% | 3% | 0% | 0%   | 0%    | 55%    | 17% | 1% | 1%   | 0%    |

## Attachment 17: Promotions by Race/Sex



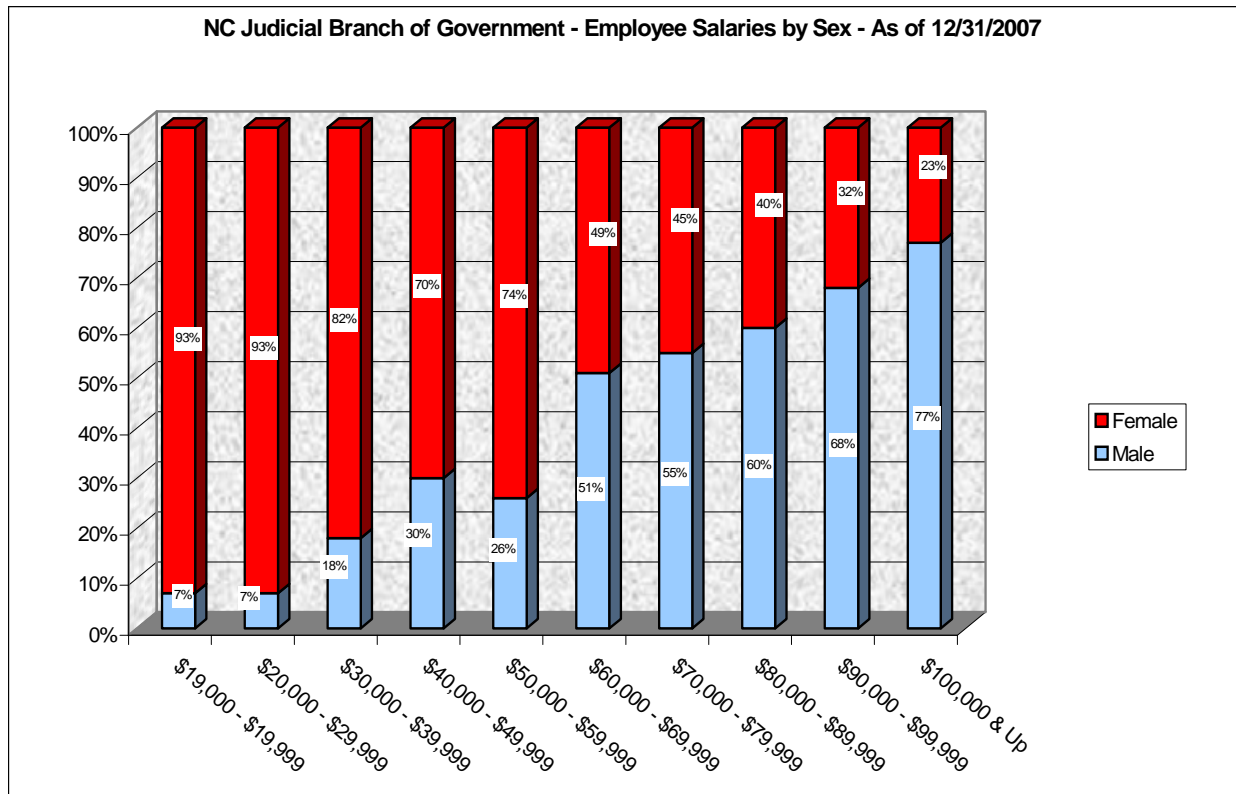
## Attachment 18: Promotions by Sex



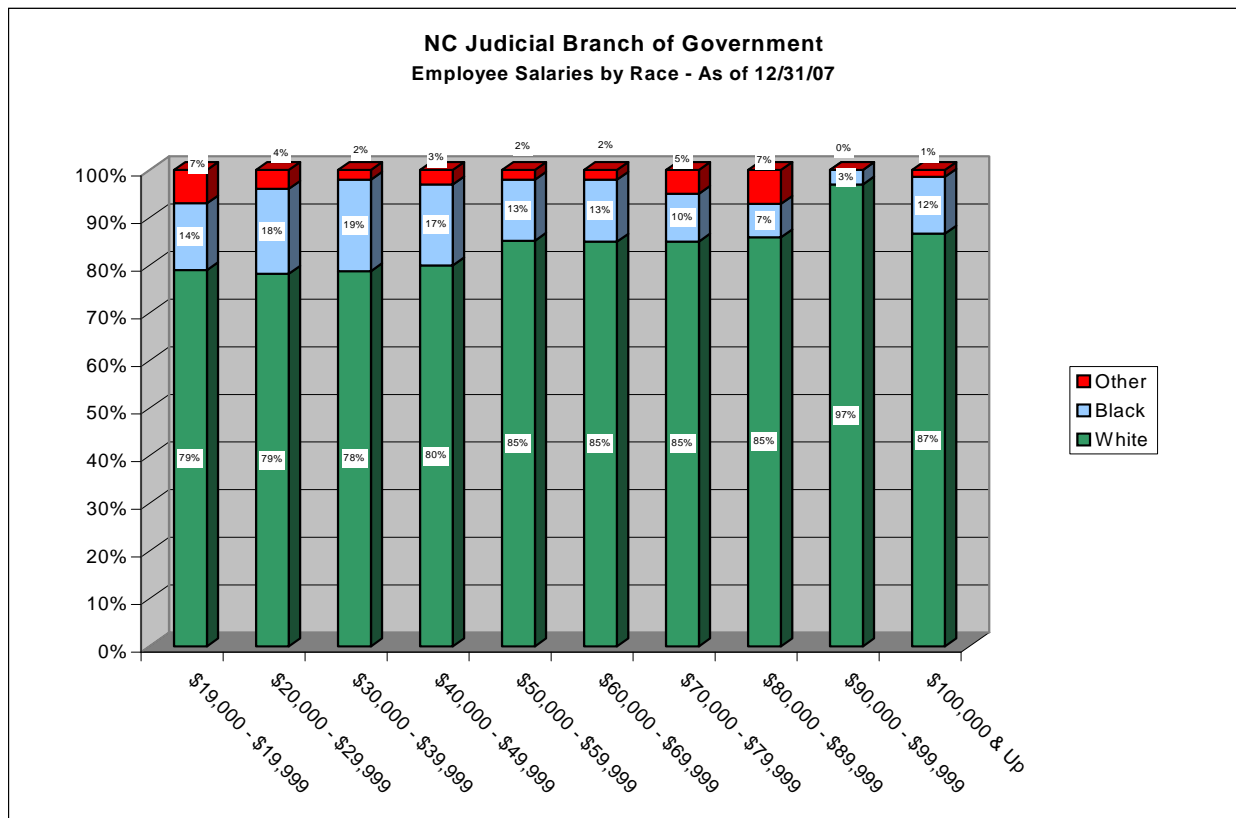
**Attachment 19: Employee Salaries by Race/Sex/Age as of December 31, 2007**

| <b>Salary Category</b> | <b>White</b> | <b>Black</b> | <b>Other</b> | <b>Male</b> | <b>Female</b> | <b>Avg. Age</b> | <b>Avg. Salary</b> | <b>Number of Employees</b> |
|------------------------|--------------|--------------|--------------|-------------|---------------|-----------------|--------------------|----------------------------|
| \$20,000 - \$29,999    | 842          | 198          | 46           | 77          | 1009          | 38              | \$27,617           | 1087                       |
|                        | 77%          | 18%          | 4%           | 7%          | 93%           |                 |                    |                            |
| \$30,000 - \$39,999    | 1351         | 359          | 37           | 262         | 1497          | 43              | \$35,100           | 1759                       |
|                        | 77%          | 20%          | 2%           | 15%         | 85%           |                 |                    |                            |
| \$40,000 - \$49,999    | 1129         | 282          | 39           | 450         | 1000          | 45              | \$43,950           | 1450                       |
|                        | 78%          | 19%          | 3%           | 31%         | 69%           |                 |                    |                            |
| \$50,000 - \$59,999    | 727          | 110          | 16           | 200         | 653           | 49              | \$53,902           | 853                        |
|                        | 85%          | 13%          | 2%           | 23%         | 77%           |                 |                    |                            |
| \$60,000 - \$69,999    | 187          | 29           | 7            | 89          | 134           | 44              | \$64,859           | 223                        |
|                        | 84%          | 13%          | 2%           | 40%         | 60%           |                 |                    |                            |
| \$70,000 - \$79,999    | 152          | 25           | 10           | 110         | 77            | 44              | \$74,933           | 187                        |
|                        | 81%          | 13%          | 5%           | 59%         | 41%           |                 |                    |                            |
| \$80,000 - \$89,999    | 184          | 17           | 20           | 124         | 97            | 49              | \$83,287           | 221                        |
|                        | 83%          | 8%           | 9%           | 56%         | 44%           |                 |                    |                            |
| \$90,000 - \$99,999    | 89           | 7            | 0            | 63          | 33            | 50              | \$94,994           | 96                         |
|                        | 93%          | 7%           | 0%           | 66%         | 34%           |                 |                    |                            |
| \$100,000 & Up         | 464          | 64           | 6            | 404         | 130           | 53              | \$112,759          | 483                        |
|                        | 96%          | 13%          | 1%           | 84%         | 27%           |                 |                    |                            |
| <b>TOTALS</b>          | <b>4757</b>  | <b>960</b>   | <b>156</b>   | <b>1628</b> | <b>4245</b>   | <b>45</b>       | <b>\$47,799</b>    | <b>6359</b>                |

## Attachment 20: Employee Salaries by Sex



## Attachment 21: Employee Salaries by Race



## Attachment 22: Elected Officials by Race/Sex as of December 31, 2007

| Supreme Court Justices |        |            |
|------------------------|--------|------------|
| Category               | Number | Percentage |
| White / Male           | 4      | 57%        |
| White / Female         | 2      | 29%        |
| Black / Male           | 0      | 0%         |
| Black / Female         | 1      | 14%        |
| Other / Male           | 0      | 0%         |
| Other / Female         | 0      | 0%         |
| TOTAL                  | 7      | 100%       |

| Court of Appeals Judges |        |            |
|-------------------------|--------|------------|
| Category                | Number | Percentage |
| White / Male            | 7      | 47%        |
| White / Female          | 6      | 40%        |
| Black / Male            | 1      | 7%         |
| Black / Female          | 1      | 7%         |
| Other / Male            | 0      | 0%         |
| Other / Female          | 0      | 0%         |
| TOTAL                   | 15     | 100%       |

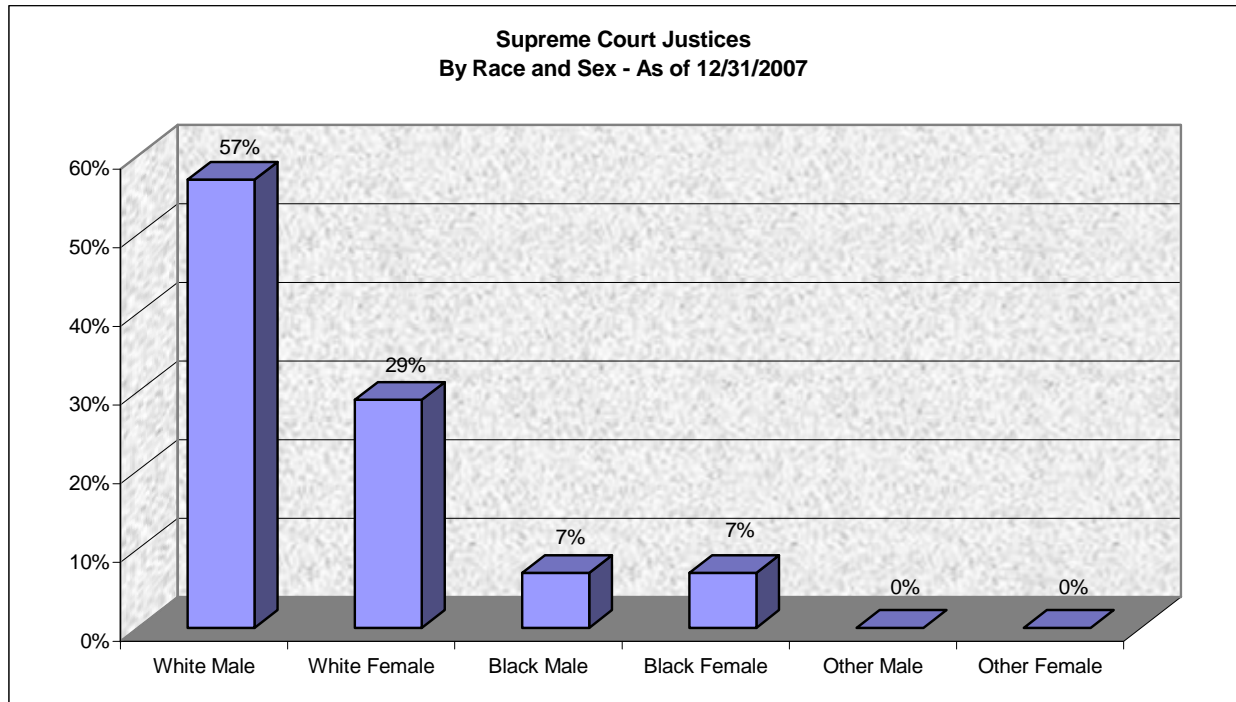
| Superior Court Judges |        |            |
|-----------------------|--------|------------|
| Category              | Number | Percentage |
| White / Male          | 71     | 74%        |
| White / Female        | 5      | 5%         |
| Black / Male          | 14     | 15%        |
| Black / Female        | 4      | 4%         |
| Other / Male          | 1      | 1%         |
| Other / Female        | 0      | 0%         |
| TOTAL                 | 95     | 100%       |

| District Court Judges |        |            |
|-----------------------|--------|------------|
| Category              | Number | Percentage |
| White / Male          | 153    | 60%        |
| White / Female        | 61     | 24%        |
| Black / Male          | 21     | 8%         |
| Black / Female        | 15     | 6%         |
| Other / Male          | 3      | 1%         |
| Other / Female        | 0      | 0%         |
| TOTAL                 | 253    | 100%       |

| Clerks of Superior Court |        |            |
|--------------------------|--------|------------|
| Category                 | Number | Percentage |
| White / Male             | 39     | 39%        |
| White / Female           | 55     | 55%        |
| Black / Male             | 0      | 0%         |
| Black / Female           | 4      | 4%         |
| Other / Male             | 1      | 1%         |
| Other / Female           | 1      | 1%         |
| TOTAL                    | 100    | 100%       |

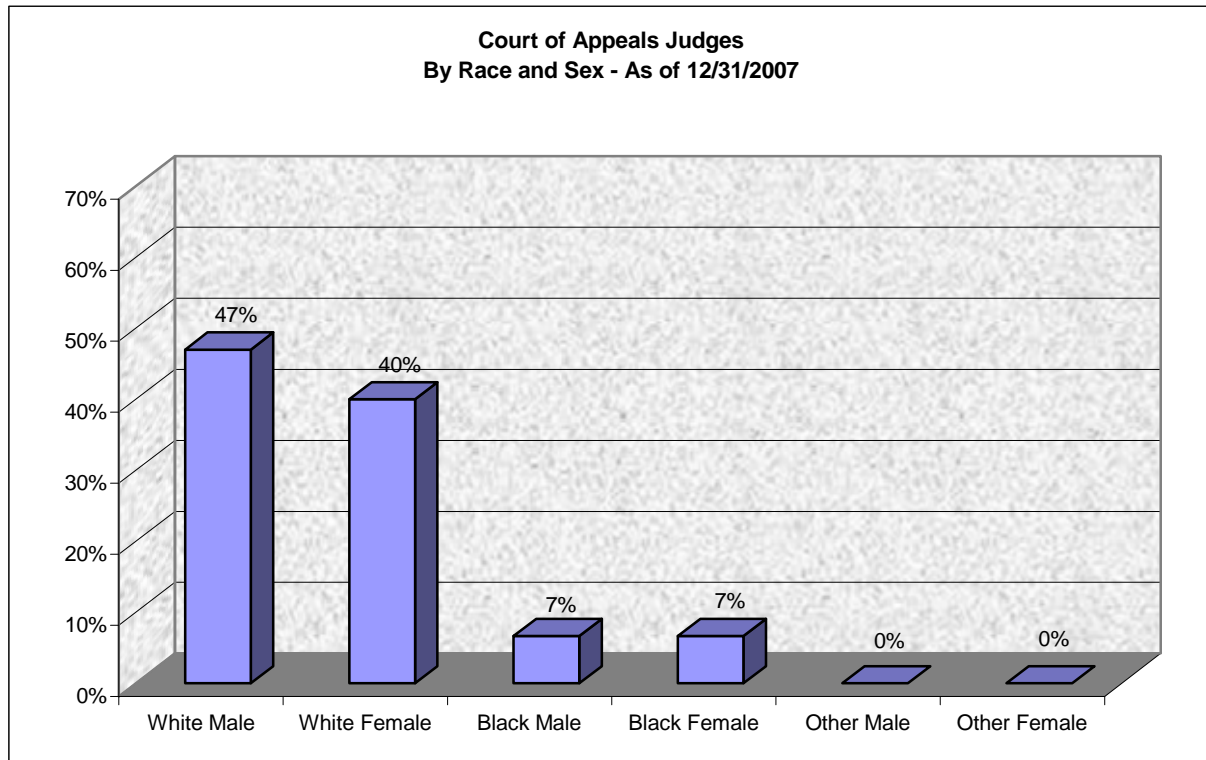
| District Attorneys |        |            |
|--------------------|--------|------------|
| Category           | Number | Percentage |
| White / Male       | 37     | 88%        |
| White / Female     | 5      | 12%        |
| Black / Male       | 0      | 0%         |
| Black / Female     | 0      | 0%         |
| Other / Male       | 0      | 0%         |
| Other / Female     | 0      | 0%         |
| TOTAL              | 42     | 100%       |

## Attachment 23: Supreme Court Justices by Race/Sex

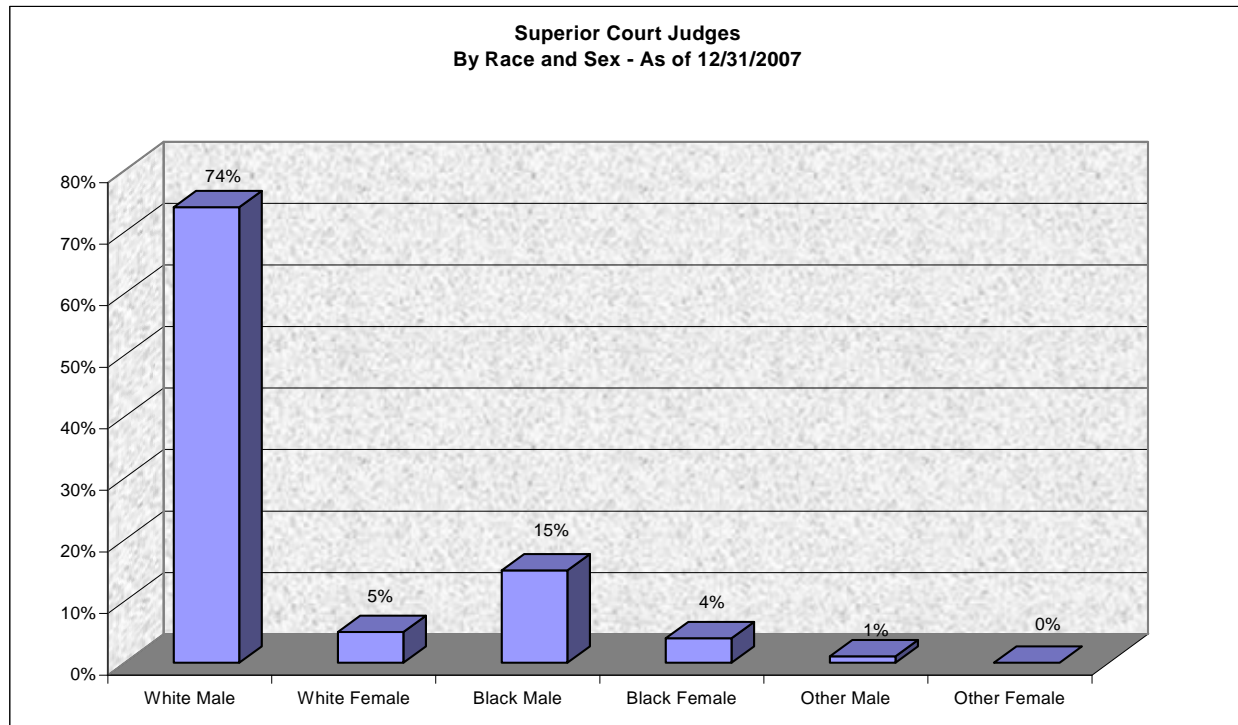




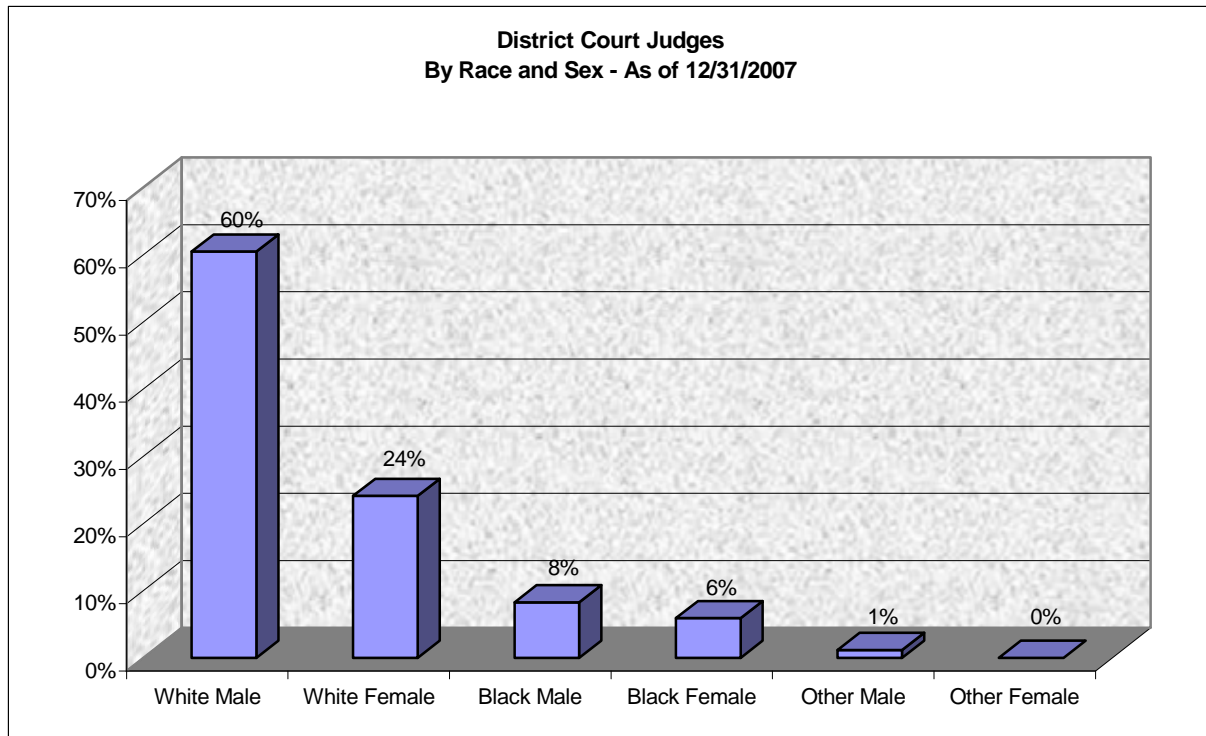
## Attachment 24: Court of Appeals Judges by Race/Sex



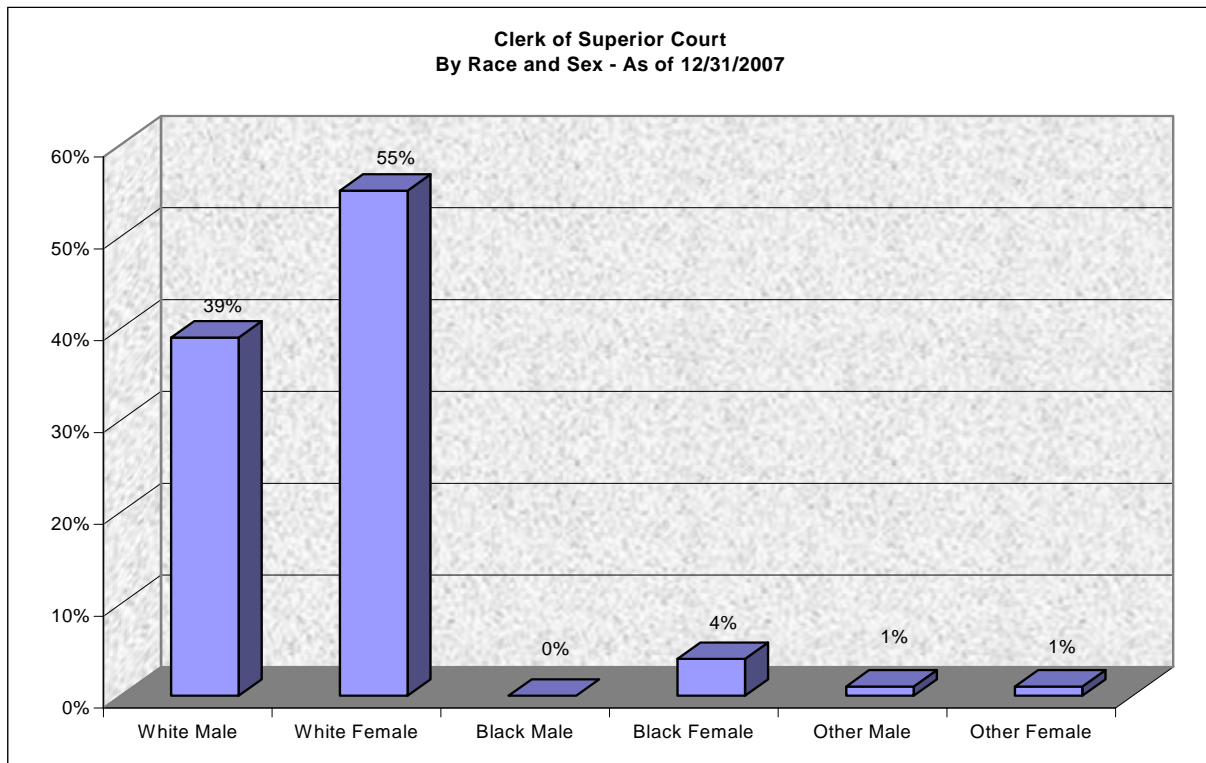
## Attachment 25: Superior Court Judges by Race/Sex



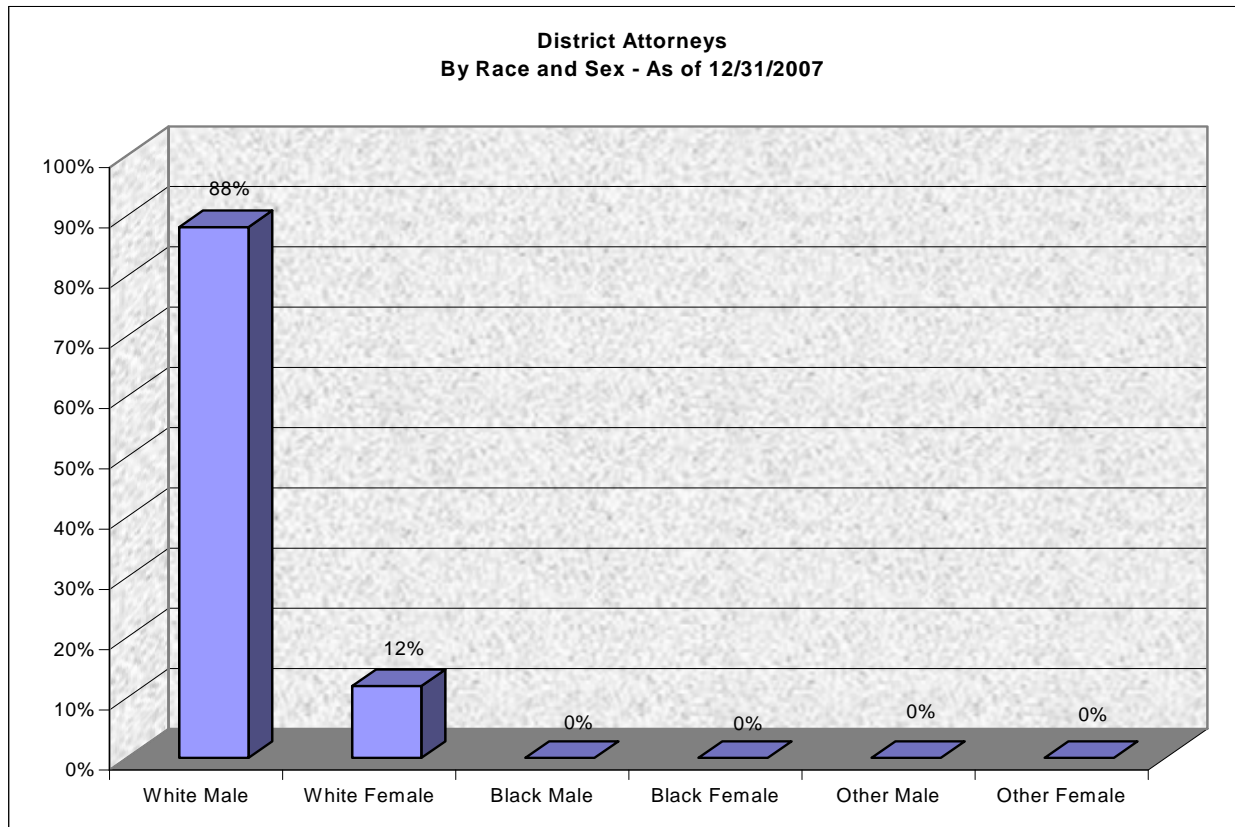
## Attachment 26: District Court Judges by Race/Sex



## Attachment 27: Clerk of Superior Court by Race/Sex



## Attachment 28: District Attorneys by Race/Sex



**Attachment 29: Appointed Officials by Race/Sex as of December 31, 2007**

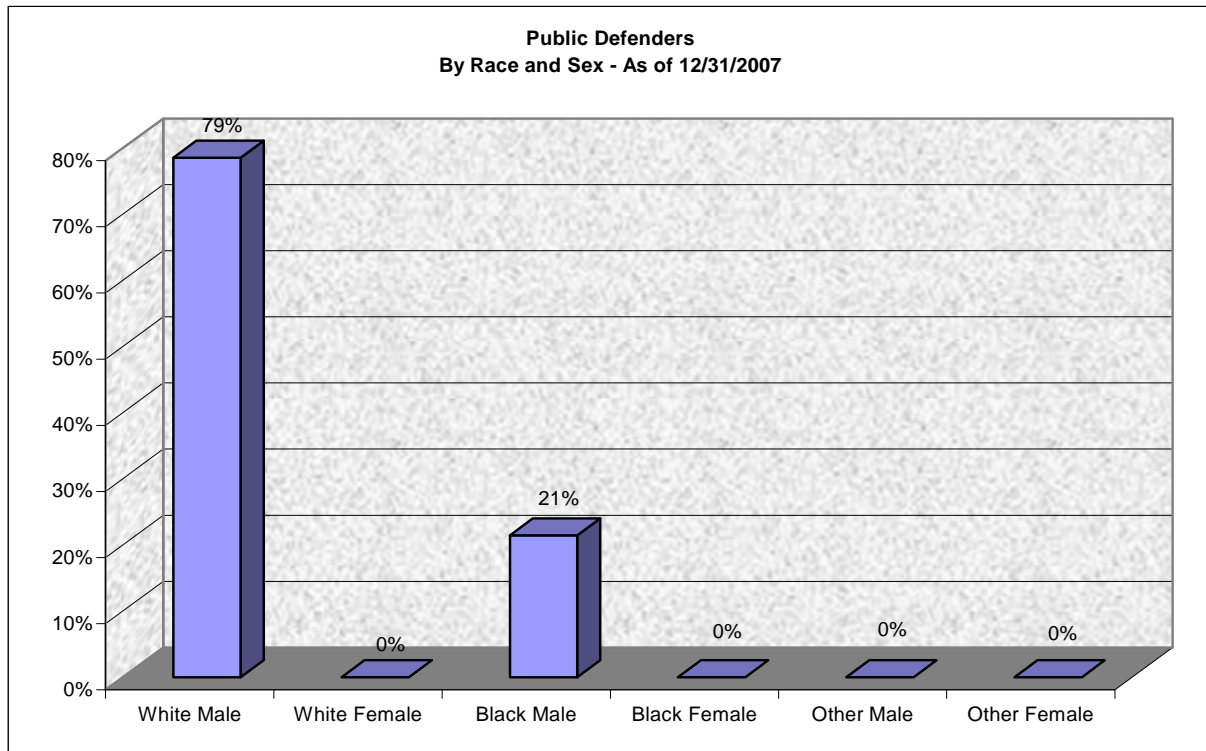
| <b>Public Defenders</b> |               |                   |
|-------------------------|---------------|-------------------|
| <b>Race / Sex</b>       | <b>Number</b> | <b>Percentage</b> |
| White / Male            | 11            | 79%               |
| White / Female          | 0             | 0%                |
| Black / Male            | 3             | 21%               |
| Black / Female          | 0             | 0%                |
| Other / Male            | 0             | 0%                |
| Other / Female          | 0             | 0%                |
| <b>TOTAL</b>            | <b>14</b>     | <b>100%</b>       |

| <b>Race</b>  | <b>Number</b> | <b>Percentage</b> |
|--------------|---------------|-------------------|
| White        | 11            | 79%               |
| Black        | 3             | 21%               |
| Other        | 0             | 0%                |
| <b>TOTAL</b> | <b>14</b>     | <b>100%</b>       |

| <b>Magistrates</b> |               |                   |
|--------------------|---------------|-------------------|
| <b>Race / Sex</b>  | <b>Number</b> | <b>Percentage</b> |
| White / Male       | 407           | 56%               |
| White / Female     | 168           | 23%               |
| Black / Male       | 61            | 8%                |
| Black / Female     | 77            | 11%               |
| Other / Male       | 14            | 2%                |
| Other / Female     | 5             | 1%                |
| <b>TOTAL</b>       | <b>732</b>    | <b>100%</b>       |

| <b>Race</b>  | <b>Number</b> | <b>Percentage</b> |
|--------------|---------------|-------------------|
| White        | 575           | 79%               |
| Black        | 138           | 19%               |
| Other        | 19            | 3%                |
| <b>TOTAL</b> | <b>732</b>    | <b>100%</b>       |

## Attachment 30: Public Defenders by Race/Sex



## Attachment 31: Magistrates by Race/Sex

