



NORTH CAROLINA  
ADMINISTRATIVE OFFICE  
*of the* COURTS

## **Equal Employment Opportunity Plan - 2008 N.C. Judicial Branch of Government**

Prepared By  
Human Resources Division  
June 14, 2009



## **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 16 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, 2008, there were 6,953 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, Assistant Director's Office, Purchasing Services, Human Resources, Financial Services, Court Services, Court Programs and Management Services, Technology Services, Legal and Legislative Services, Organizational Development and Planning and Guardian ad Litem. There were 608 permanent full-time NCAOC employees as of December 31, 2008.

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 NCAOC Utilization Chart (Figure 1.1), 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, Technicians, 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.

Figure 1.1 NCAOC Utilization Chart

**NC Administrative Office of the Courts - Workforce - As of 12/31/08**  
*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
<b>Officials/Managers</b>										
AOC Workforce	39.00%	4.00%	0.00%	0.00%	1.00%	45.00%	10.00%	0.00%	0.00%	0.00%
Wake County CLS	54.90%	4.90%	0.90%	1.50%	0.10%	30.70%	5.40%	0.80%	0.70%	0.10%
Utilization	-15.90%	-0.90%	-0.90%	-1.50%	0.90%	14.30%	4.60%	-0.80%	-0.70%	-0.10%
<b>Professionals</b>										
AOC Workforce	36.00%	4.00%	0.40%	4.00%	0.00%	40.00%	11.00%	2.00%	3.20%	0.80%
Wake County CLS	42.70%	4.60%	1.10%	3.40%	0.10%	38.00%	7.10%	0.70%	3.00%	0.20%
Utilization	-6.70%	-0.60%	-0.70%	0.60%	-0.10%	2.00%	3.90%	1.30%	0.20%	0.60%
<b>Administrative Support</b>										
AOC Workforce	16.30%	3.00%	0.00%	0.00%	0.00%	47.00%	32.00%	0.00%	2.00%	1.30%
Wake County CLS	27.20%	6.60%	0.90%	0.70%	0.10%	47.40%	14.50%	1.30%	1.20%	0.20%
Utilization	-10.90%	-3.60%	-0.90%	-0.70%	-0.10%	-0.40%	17.50%	-1.30%	0.80%	1.10%
<b>Skilled Craft</b>										
AOC Workforce	40.00%	0.00%	0.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Wake County CLS	59.70%	14.10%	16.50%	1.40%	0.40%	4.00%	2.60%	0.50%	0.70%	0.10%
Utilization	-19.70%	-14.10%	-16.50%	38.60%	-0.40%	16.00%	-2.60%	-0.50%	-0.70%	-0.10%

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

Minority representation needs improvement when a particular race is underrepresented or underutilized at a rate greater than one (1) percent. Areas identified as needing increased representation are: black males in the Administrative Support (underutilized by 3.6 percent) job category and Hispanic females in the Administrative Support (underutilized by 1.3 percent) job category.

The following groups are underutilized in the Skilled Craft job category: black males, black females, Hispanic males, Hispanic females, Asian females, American Indian males, and American Indian females. There are only five (5) NCAOC positions in the Skilled Craft job category; therefore, increased utilization of minorities in the Skilled Craft job category is extremely difficult to accomplish.

It is important to note that eighty-seven (87) percent of the total NCAOC workforce is employed in the Professionals or Administrative Support job categories. The remaining thirteen (13) percent of the NCAOC workforce is employed in the Officials/Managers or Skilled Craft 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 Judicial Branch Utilization Chart (Figure 1.2) indicates a continued need to work towards goals and objectives that address the underutilization of minorities in the judicial branch workforce.

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

Technicians, Protective Services, Administrative Support, and Skilled Craft. 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, Professionals, Technicians, and Skilled Craft.

Minority representation needs improvement when a particular race is underrepresented or underutilized at a rate greater than one (1) percent. Areas identified as needing increased representation are: black males in the Administrative Support (underutilized by 4.46 percent) job category; black females in the Protected Services (underutilized by 8.87 percent) job category; and Hispanic males in the Officials/Managers (underutilized by 1.05 percent) job category.

The following groups are underutilized in the Skilled Craft job category: black males, Hispanic males, Hispanic females, Asian females, American Indian males, and American Indian females. Out of 6,953 judicial branch positions there are only seven (7) positions in the Skilled Craft job category. Increasing utilization of minorities in this job category is a difficult achievement.

The following groups are underutilized in the Technicians job category: black males, black females, Hispanic males, Hispanic females, Asian males, Asian females, American Indian males, and American Indian females. Out of 6,953 judicial branch positions there are only two (2) positions in the Technicians job category. Increasing utilization of minorities in this job category is also a difficult achievement.

It is important to note that ninety-seven (97) percent of all judicial branch permanent full-time positions fall in the Professionals or Administrative Support job categories. The remaining three (3) percent of the judicial branch workforce falls into Officials/Managers, Technicians, Protective Services, and Skilled Craft job categories.

Figure 1.2: Judicial Branch Utilization Chart

**NC Judicial Branch - Workforce - As of 12/31/08**  
**compared to**  
**North Carolina - Community Labor Statistics 2000 Census Data**

Job Category	Male					Female				
	W	B	H	A/PI	AI/AN	W	B	H	A/PI	AI/AN
<b>Officials/Managers</b>										
Judicial Branch Workforce	38.00%	4.00%	0.00%	0.00%	1.00%	48.00%	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	-16.42%	-0.78%	-1.05%	-0.74%	0.68%	16.16%	3.47%	-0.59%	-0.44%	-0.29%
<b>Professionals</b>										
Judicial Branch Workforce	46.00%	6.00%	0.00%	1.00%	1.00%	35.00%	9.00%	1.00%	1.00%	0.00%
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%	0.19%	0.03%	-0.45%
<b>Technicians</b>										
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%
<b>Protective Services</b>										
Judicial Branch Workforce	41.00%	9.00%	3.00%	0.00%	0.00%	34.00%	9.00%	2.00%	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%	0.74%	1.91%	-0.33%	0.00%	-4.74%	-8.87%	1.00%	-0.09%	0.11%
<b>Administrative Support</b>										
Judicial Branch Workforce	4.00%	1.00%	2.00%	0.00%	0.00%	74.00%	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%	21.17%	4.44%	-0.21%	-0.60%	0.43%
<b>Skilled Craft</b>										
Judicial Branch Workforce	29.00%	11.00%	0.00%	22.00%	0.00%	33.00%	11.00%	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%	-0.13%	-7.21%	21.40%	-1.69%	27.55%	9.39%	-0.31%	-0.22%	-0.17%

**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 and Hispanic males are underrepresented in all applicable NCAOC job categories, it is our goal to increase representation by evaluating our promotional and recruitment practices to ensure these groups receive 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. Efforts from previous years include national employee searches, advertising job opportunities with the National Center for State Courts, establishing relationships with the historically black colleges and universities in the State of North Carolina, establishing relationships with North Carolina colleges primarily for women as well as the one heavily populated by American Indian students. In the past the Human Resources recruiter attended career fairs at these institutions to promote the NC Judicial Branch of Government as an employer of choice for minorities.

### **Action Steps Completed in Year 2008**

- Created a recruiting video for job seekers; posted on public website
- Developed and delivered recruitment and selection training for managers
- Developed content for the Judicial department web page for managers
- Attended career fairs at North Carolina Central University, St. Augustine's College, North Carolina State University, and Wake Tech Community College
- Trained managers about equal employment and diversity
- Held monthly unlawful workplace harassment training classes for managers and for non-managers
- Included the "Equal Employment Opportunity" logo on all job postings
- Advised hiring managers on processes necessary to ensure fair and equitable hiring of new employees

## Action Steps for Year 2009

- Remain in contact with historically black colleges and universities within our State to maintain good rapport with career centers; attend career fairs as appropriate
- Remove the voluntary demographic questions (i.e. age, race, gender, disability status) from the application for employment and create an automated process for collection of demographic data from job applicants; data collected will not be disseminated to hiring managers
- 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 ensure 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 and NCAOC Executive Staff members
- Continue to screen employment applications for vacant NCAOC positions
- Provide interview and selection training for hiring managers and supervisors
- Maintain the NC Judicial Branch Human Resources Management Manual to ensure procedures include any new or revised federal or state laws related to equal employment opportunity
- Remind hiring managers of the EEO policy statement and how to access the policy on the agency Intranet
- Remind hiring managers of the requirement to have EEO laws posted conspicuously within each work unit

## DISSEMINATION

### Internal Dissemination

1. Every hiring authority has access to the online NC Judicial Branch Human Resources Management Manual, which includes 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 available on the intranet site and are conspicuously displayed in judicial branch work units for hiring authorities and employees to review.
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. The EEO statement is included 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 2008, there were 678 new hires: 206 were males (30 percent) and 472 (70 percent) were females. In 2008, 171 (25 percent) new hires were minorities; a 3 percent increase when compared to 2007 minority new hires. Of the minority new hires, 134 (78 percent) were black and 37 (22 percent) of the new hires were from other minority categories.

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

*Figure 1.3: Judicial Branch New Hires by Sex*

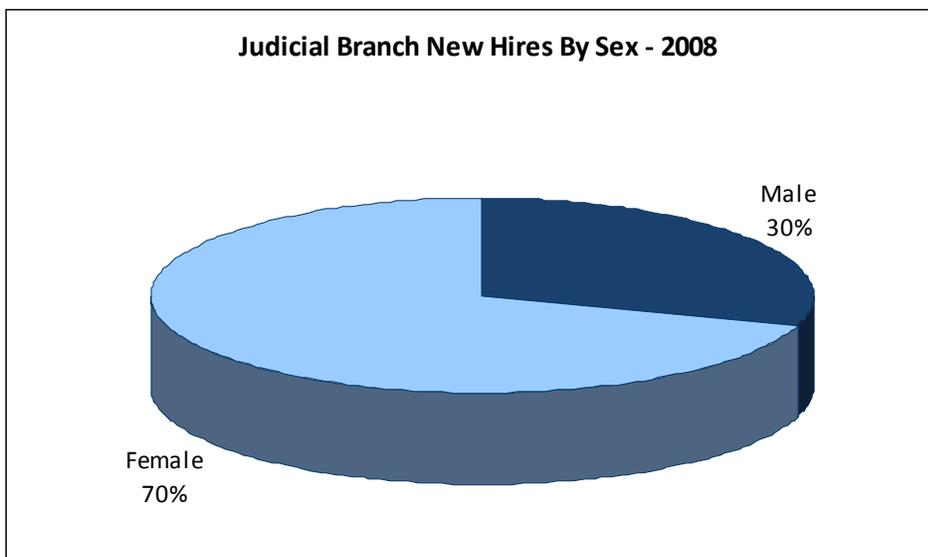
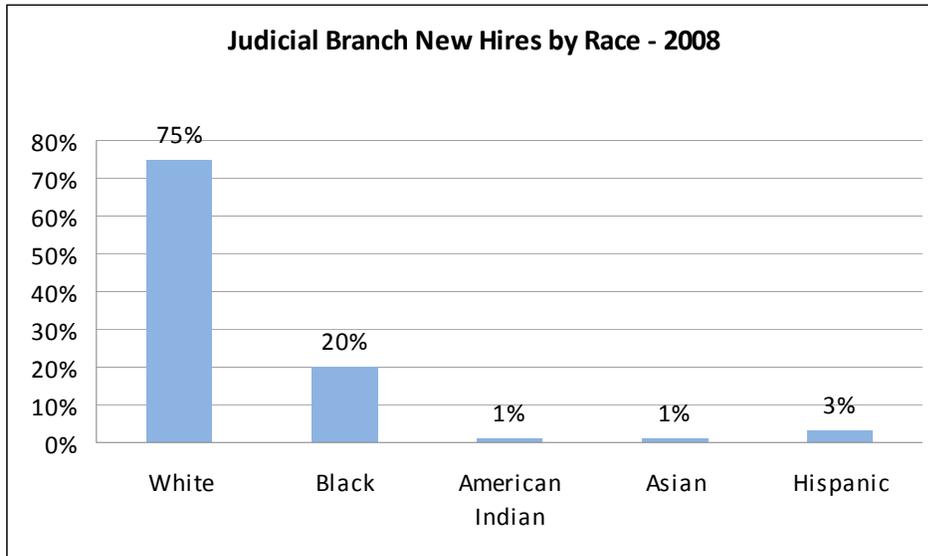


Figure 1.4: Judicial Branch New Hires by Race



### PROMOTIONS

In 2008, the judicial branch promoted 132 employees; 102 (77 percent) females and 30 (23 percent) males. Minorities were awarded 32 (24 percent) of all judicial branch promotional opportunities. Of the 32 promotions awarded to minorities, 31 (97 percent) went to members of the black race and one (3 percent) went to another minority group.

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 45 promotions awarded to minorities, 38 (84 percent) went to members of the black race and seven (16 percent) went to members of other minority groups.

Figure 1.5: Judicial Branch Promotions by Sex

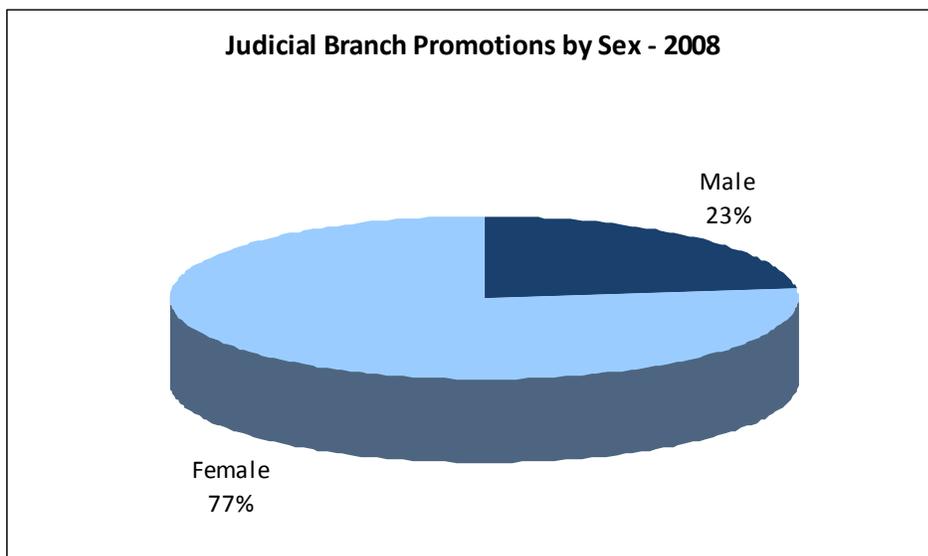
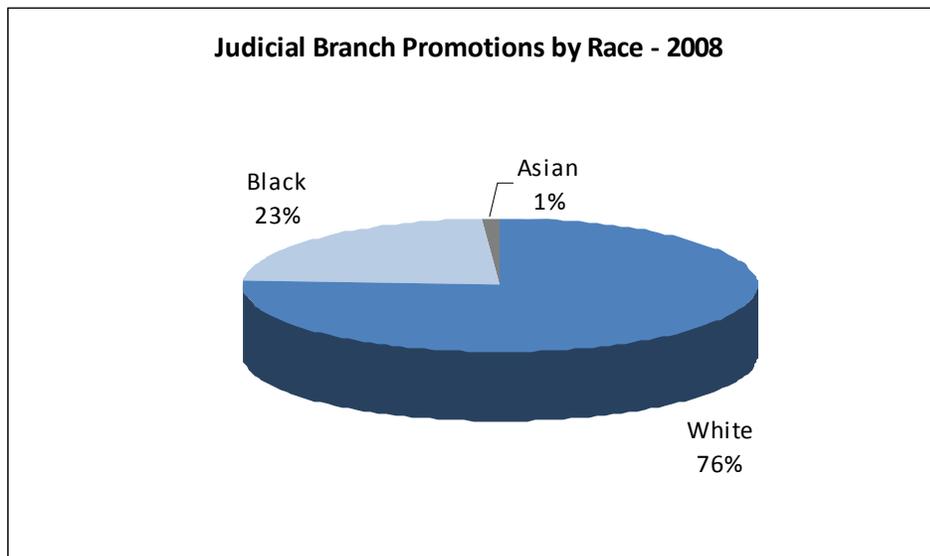


Figure 1.6: Judicial Branch Promotions by Race



### NCAOC SALARIES

As of 12/31/08, the average salary of a NCAOC employee was \$61,349. Of the total NCAOC workforce 3 percent earned salaries between \$20,000 and \$29,999; 13 percent earned salaries between \$30,000 and \$39,999; and 17 percent earned salaries between \$40,000 and \$49,999. Sixty seven percent earns \$50,000 or more.

Of the total females employed by the NCAOC, 12 percent earned less than \$40,000 per year while 88 percent earned salaries of \$40,000 or more per year. Of the total males employed by the NCAOC, 4 percent earned less than \$40,000 per year while 96 percent earned salaries of \$40,000 or more per year.

Of the total minorities employed by the NCAOC, 4 percent earned less than \$40,000 per year while 96 percent earned salaries of \$40,000 or more per year.

Figure 1.7 NCAOC Salary Ranges by Sex

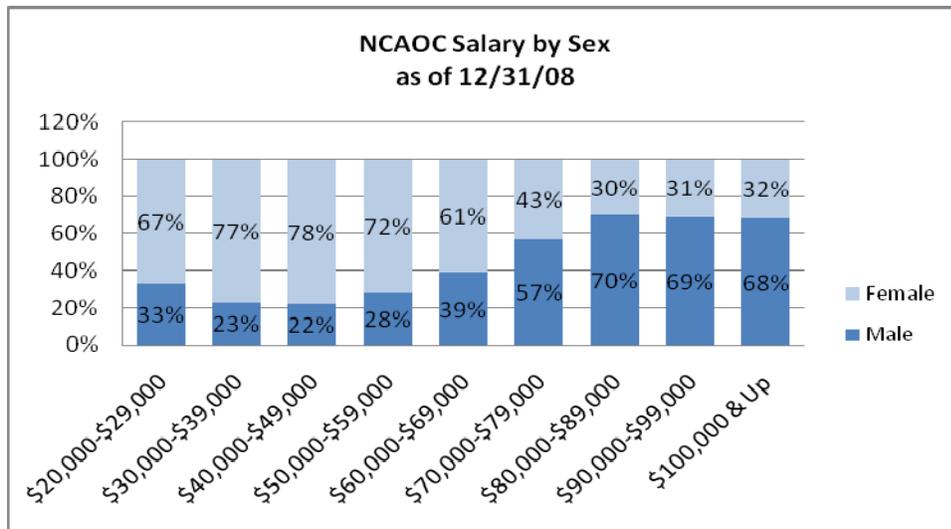
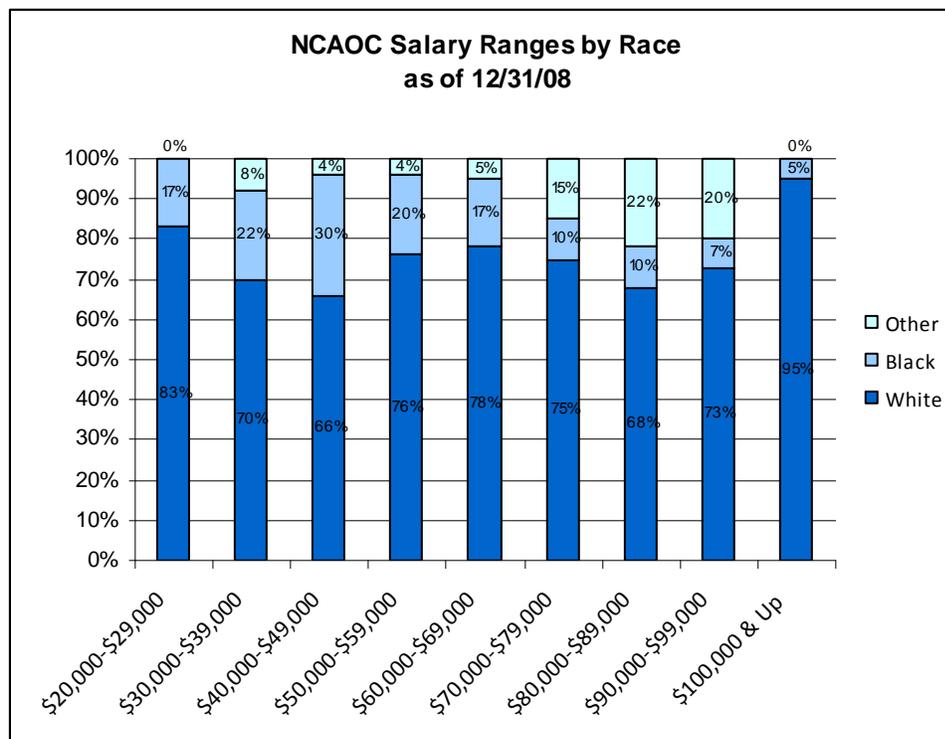


Figure 1.8: NCAOC Salary Ranges by Race



## JUDICIAL BRANCH SALARIES

As of 12/31/08, the average annual salary of judicial branch employees was \$51,171, which represents a 7% increase from 2007. Many employee salaries are statutorily determined. Of the total judicial branch workforce 14 percent earned salaries between \$20,000 and \$29,999; 25 percent earned salaries between \$30,000 and \$39,999; and 23 percent earned salaries between \$40,000 and \$49,999. Thirty eight percent earned salaries of \$50,000 or more

Of the total females employed by the judicial branch 34 percent earned less than \$40,000 per year; while 66 percent earned salaries of \$40,000 or more per year. Of the total males employed by the judicial branch 5 percent earned less than \$40,000 per year; while 95 percent earned salaries of \$40,000 or more per year.

Of the total minorities employed by the judicial branch 9 percent earned less than \$40,000 per year; while 91 percent earned salaries of \$40,000 or more per year.

Figure 1.9: Judicial Branch Salary Ranges by Sex

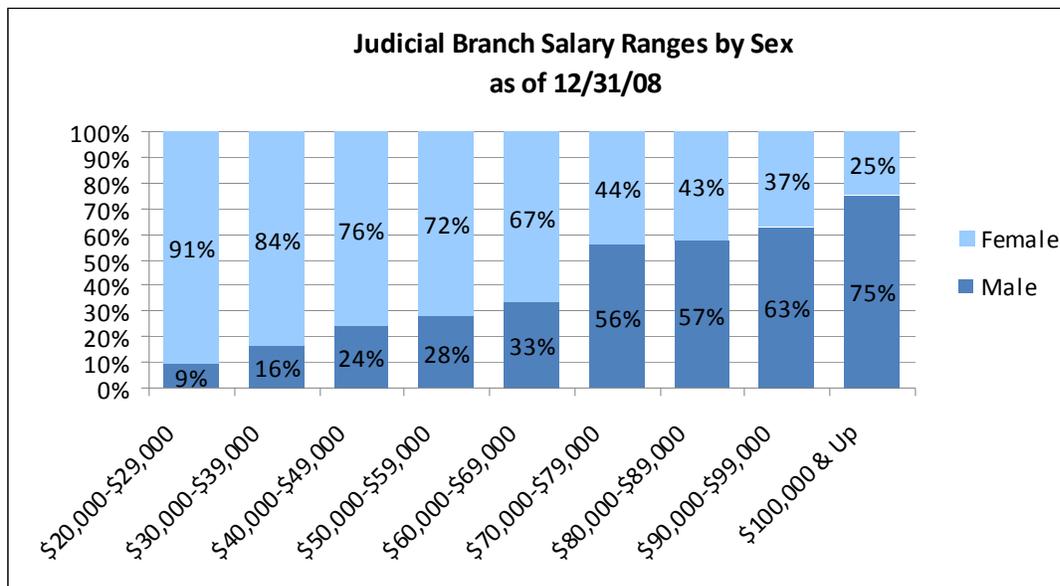
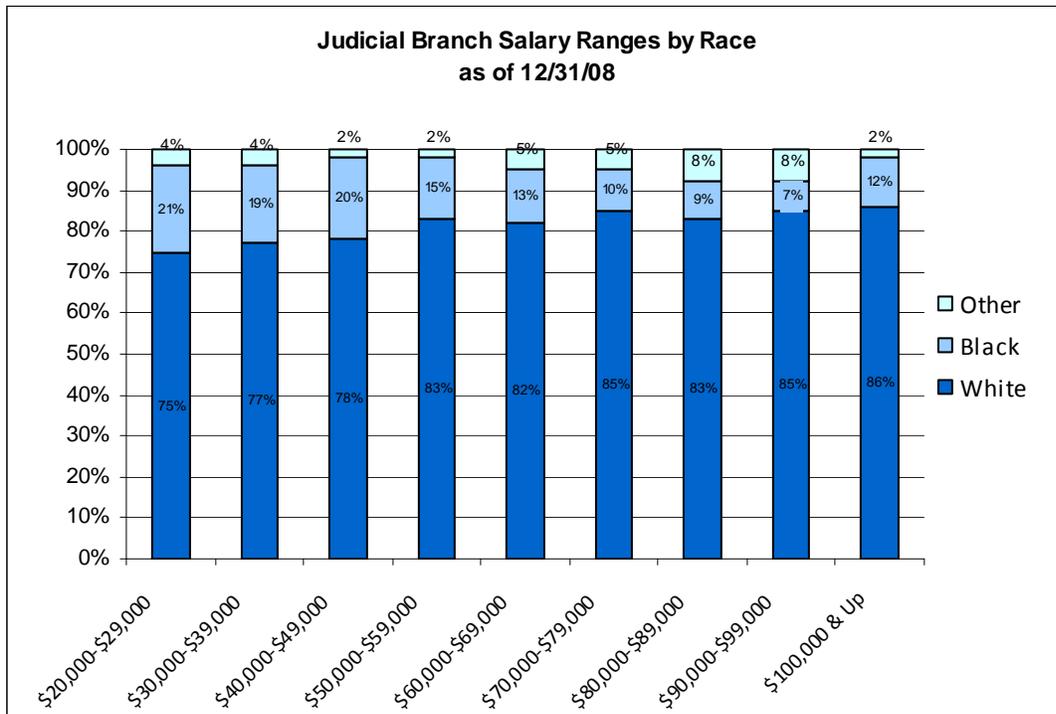


Figure 2.1: Judicial Branch Salary Ranges by Race

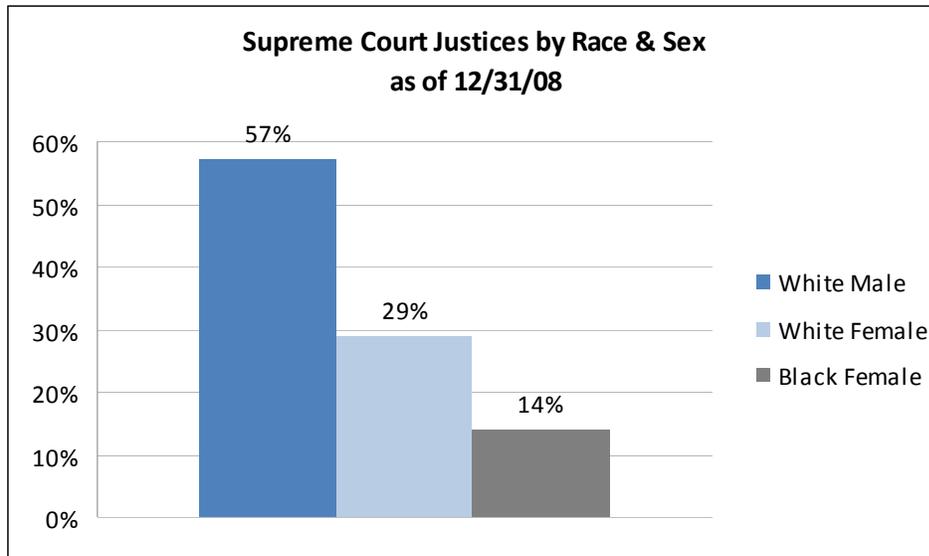


## ELECTED OFFICIALS

The following data is based on race and sex of judicial branch elected officials as of 12/31/08. 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 520 elected officials as of 12/31/08. These officials account for 7 percent of the Judicial Branch workforce.

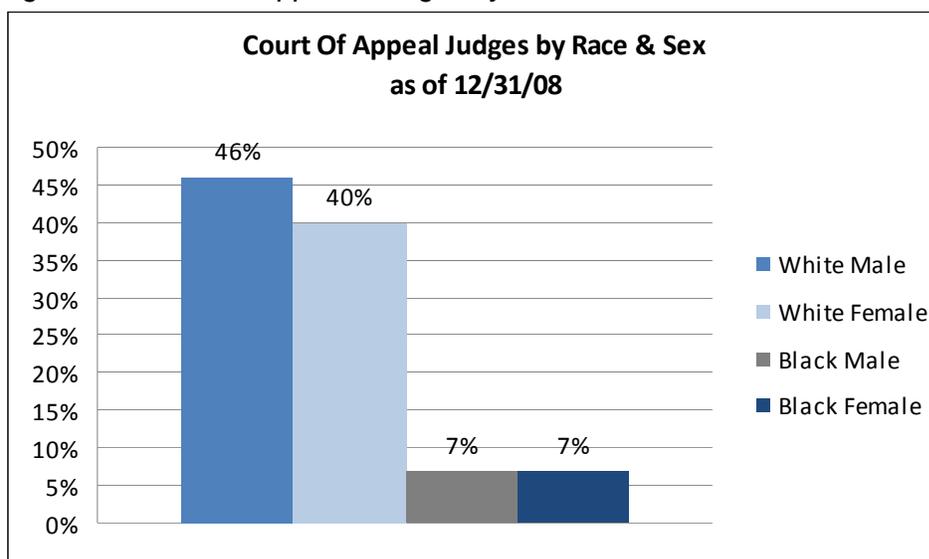
The Supreme Court was comprised of 4 white males (57 percent), 2 white females (29 percent) and 1 black female (14 percent).

Figure 2.2: Supreme Court Justices by Race & Sex



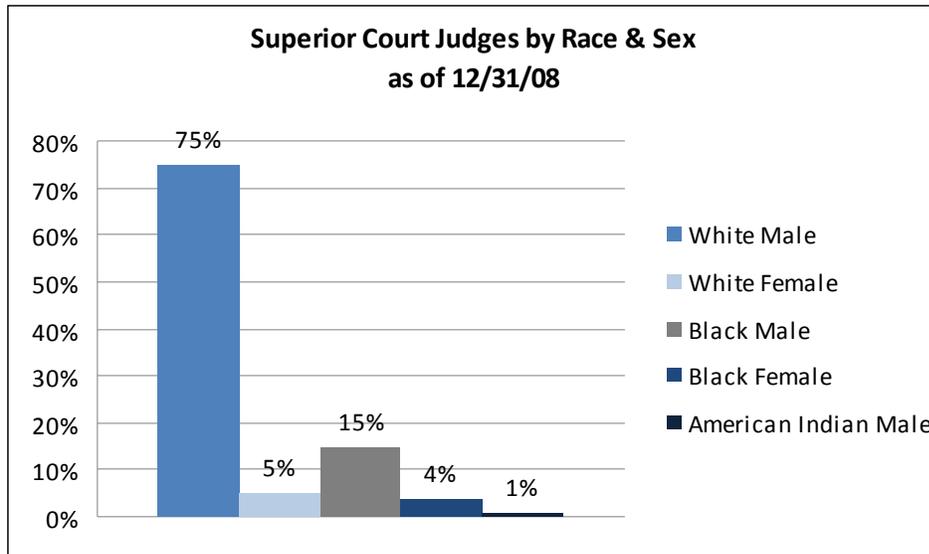
The Court of Appeals was comprised of 8 male judges (54 percent) and 7 female judges (46 percent). The race/sex breakdown of the Court of Appeals was: 7 white males (47 percent), 1 black male (7 percent), 6 white females (40 percent), and 1 black female (7 percent).

Figure 2.3: Court of Appeals Judges by Race & Sex



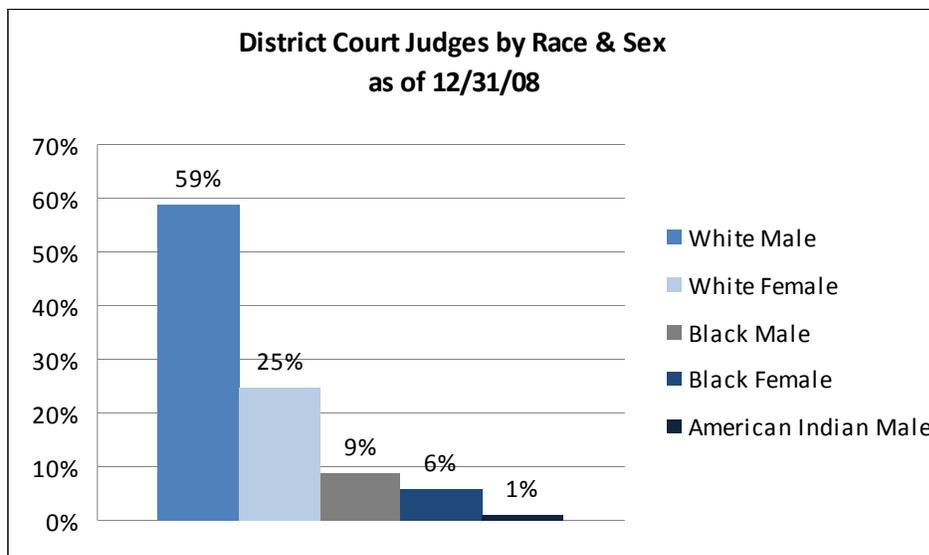
In Superior Court, there were 86 male judges (90 percent) and 9 female judges (9 percent). The race/sex breakdown of Superior Court judges was: 71 white males (75 percent), 14 black males (15 percent), 1 other minority male (1 percent), 5 white females (5 percent), and 4 black females (4 percent).

Figure 2.4: Superior Court Judges by Race & Sex



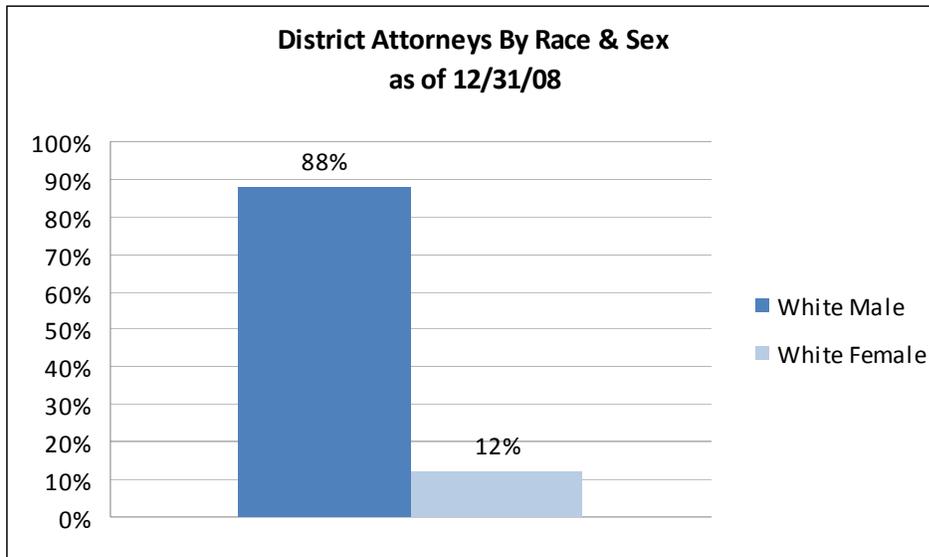
In District Court there were 180 male judges (69 percent) and 81 female judges (31 percent). The race/sex breakdown of District Court judges was: 154 white males (59 percent), 23 black males (8 percent), 3 other minority males (1 percent), 65 white females (25 percent), and 16 black females (6 percent).

Figure 2.5: District Court Judges by Race & Sex



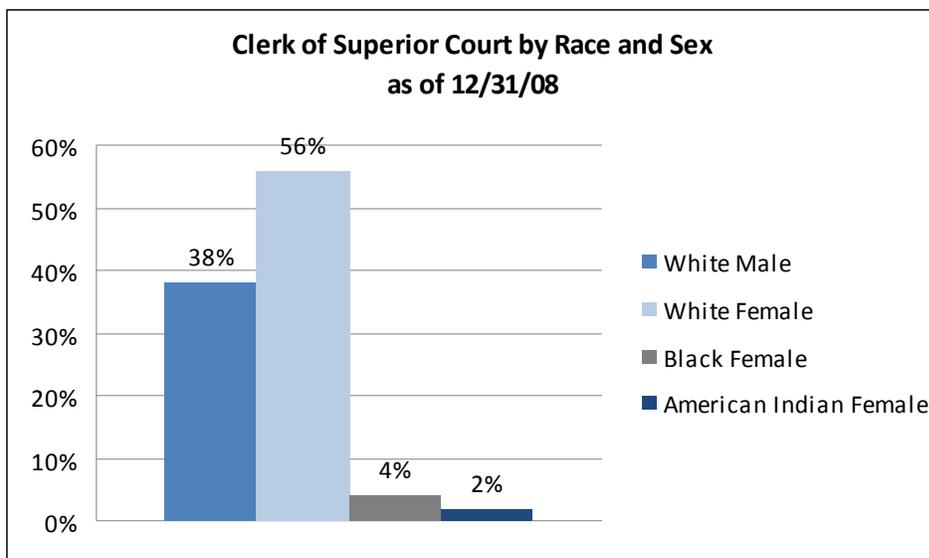
The elected District Attorneys included 37 males (88 percent) and 5 females (12 percent). The race/sex breakdown of District Attorneys was: 37 white males (88 percent), 5 white females (12 percent).

Figure 2.6: District Attorneys by Race & Sex



Clerks of Superior Court were comprised of 38 males (38 percent) and 62 females (62 percent). The race/sex breakdown for all Clerks of Superior Court was: 38 white males (38 percent), 56 white females (56 percent), 4 black females (4 percent), and 2 other minority females (2 percent).

Figure 2.7: Clerks of Superior Court by Race & Sex

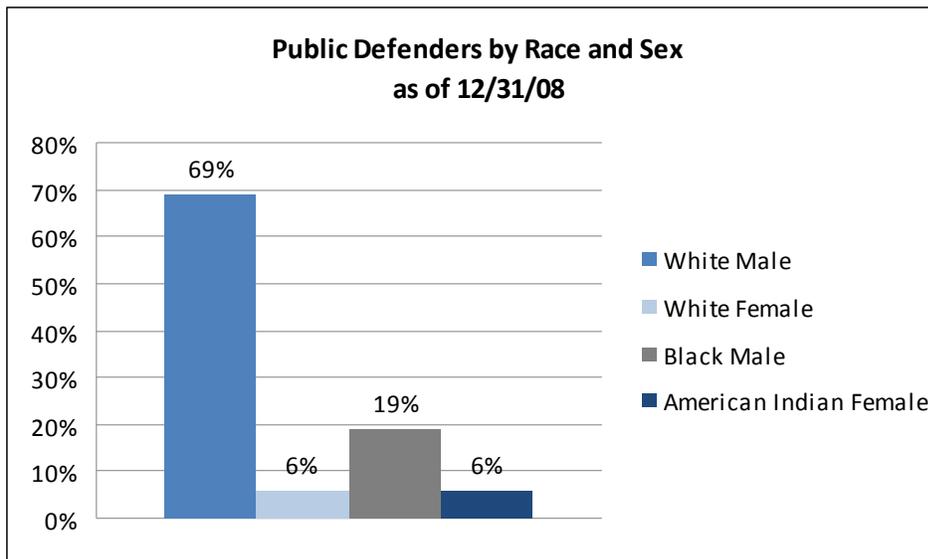


## APPOINTED OFFICIALS

The following data is based on race and sex of judicial branch appointed officials as of 12/31/08. Appointed officials include those who hold Public Defender or Magistrate positions. There were 748 appointed officials as of 12/31/08. These officials account for 11 percent of the judicial branch workforce.

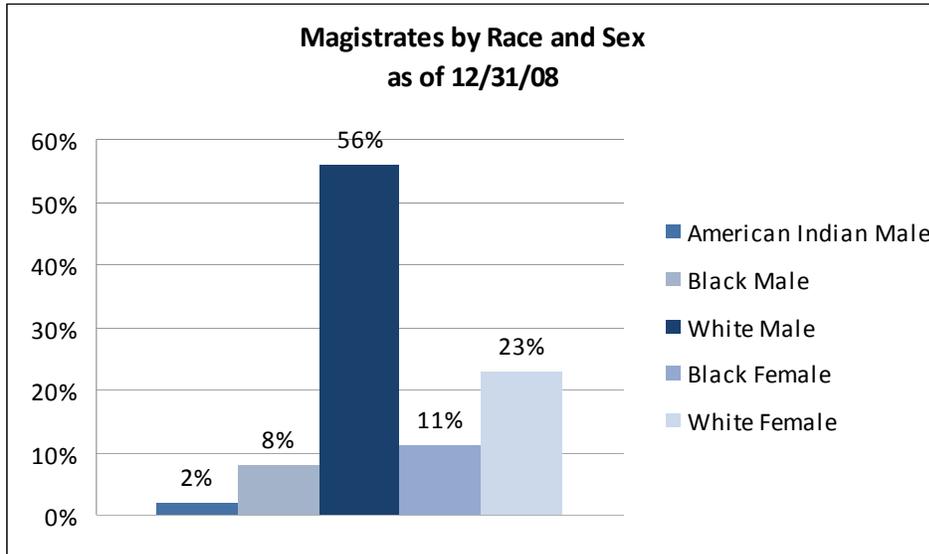
Public Defenders were comprised of 14 males (88 percent) and 2 females (12 percent). The race/sex breakdown of Public Defenders was: 11 white males (69 percent), 3 black males (19 percent), 1 white female (6 percent), and 1 American Indian female (6 percent).

Figure 2.8: Public Defenders by Race & Sex



Magistrates were comprised of 482 males (66 percent) and 250 females (34 percent). The race/sex breakdown for all Magistrates was: 412 white males (56 percent), 56 black males (8 percent), 14 other minority males (2 percent), 166 white females (23 percent), 79 black females (11 percent), and 5 other minority females (less than 1 percent).

Figure 2.9: Magistrates by Race & Sex



**ADDITIONAL NCAOC INFORMATION**

Figure 3.1: NCAOC Workforce by Job Category

**NC Administrative Office of the Courts**

**Workforce by Job Category - As of 12/31/08**

Job Category	Total	Male					Female				
		W	B	H	A/PI	AI/AN	W	B	H	A/PI	AI/AN
Officials/Managers	75	29	4	0	0	1	33	8	0	0	0
		39%	5%	0%	0%	1%	44%	11%	0%	0%	0%
Professionals	406	146	15	4	20	1	155	46	4	13	2
		36%	4%	1%	5%	0%	38%	11%	1%	3%	0%
Administrative Support	122	17	3	0	0	0	64	35	0	3	0
		14%	2%	0%	0%	0%	52%	29%	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%

608 Total Employees

Figure 3.2: NCAOC Employment Distribution by Race & Sex

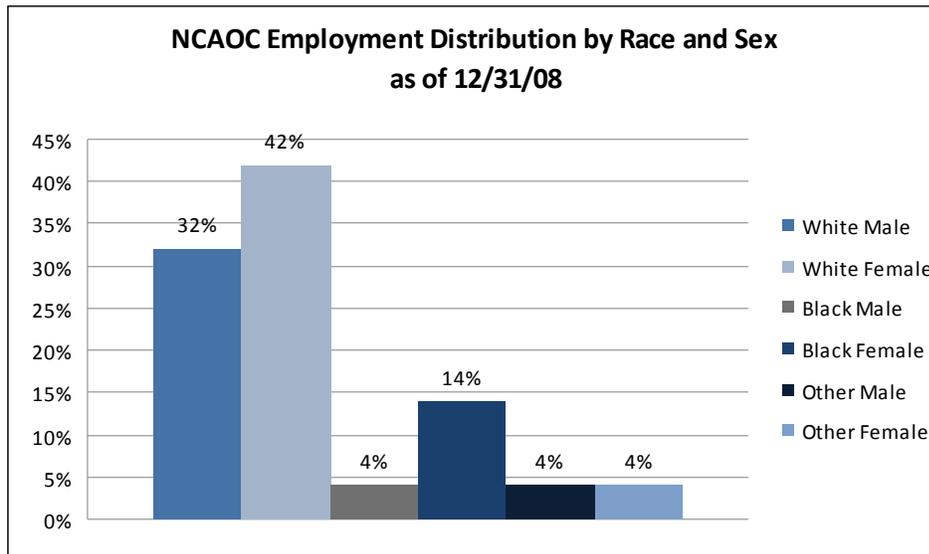


Figure 3.3: NCAOC Employment Distribution by Race

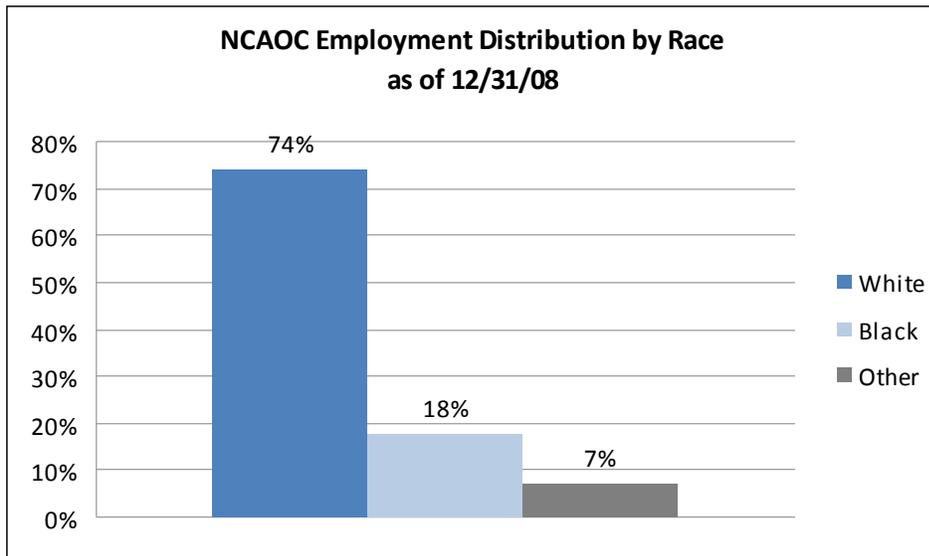


Figure 3.4: NCAOC Employment Distribution by Sex

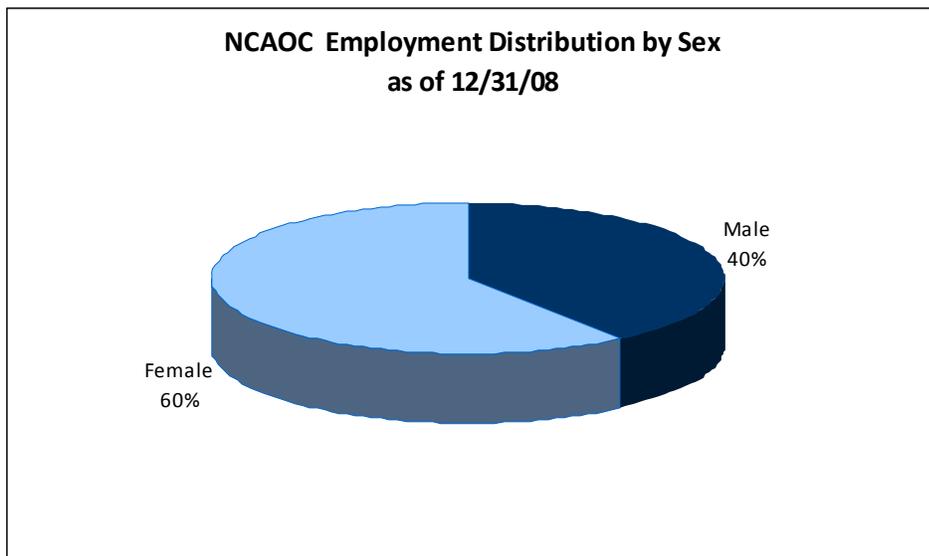


Figure 3.5 Judicial Branch Workforce by Job Category

## NC Judicial Branch of Government

### Workforce by Job Category - As of 12/31/08

Job Category	Total	Male					Female				
		W	B	H	A/PI	AI/AN	W	B	H	A/PI	AI/AN
Officials/Managers	94	36	4	0	0	1	45	8	0	0	0
		38%	4%	0%	0%	1%	48%	9%	0%	0%	0%
Professionals	3103	1440	183	10	26	22	1083	288	16	21	13
		46%	6%	0%	1%	1%	35%	9%	1%	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	97	40	9	3	0	0	33	9	2	0	1
		41%	9%	3%	0%	0%	34%	9%	2%	0%	1%
Administrative Support	3648	162	36	4	0	2	2696	648	45	13	38
		4%	1%	2%	0%	0%	74%	18%	1%	0%	1%
Skilled Craft	9	2	1	0	2	0	3	1	0	0	0
		22%	11%	0%	22%	0%	33%	11%	0%	0%	0%
Service/Maintenance	No Judicial Branch employees in this job category.										

6953 Total Employees

Figure 3.6: Judicial Branch Employment Distribution by Race & Sex

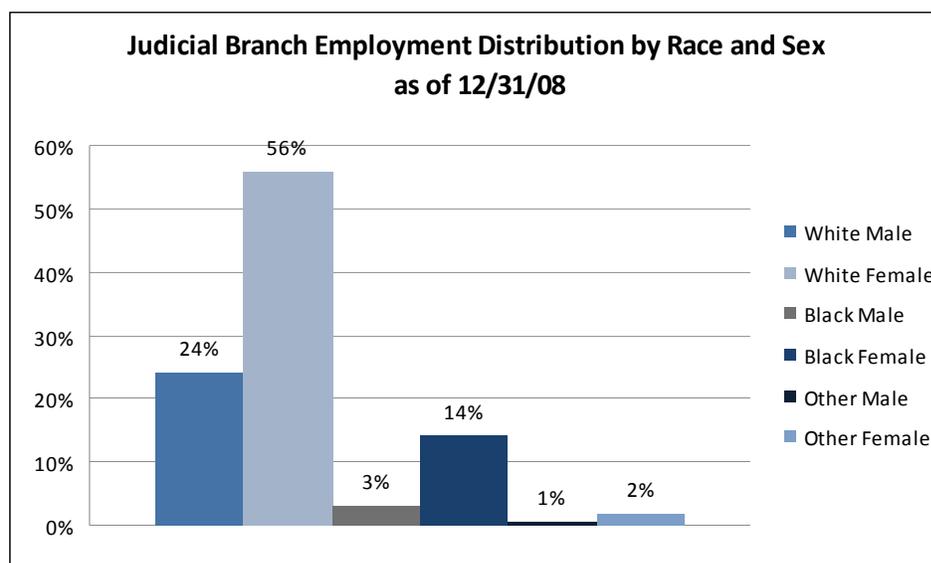


Figure 3.7: Judicial Branch Employment Distribution by Race

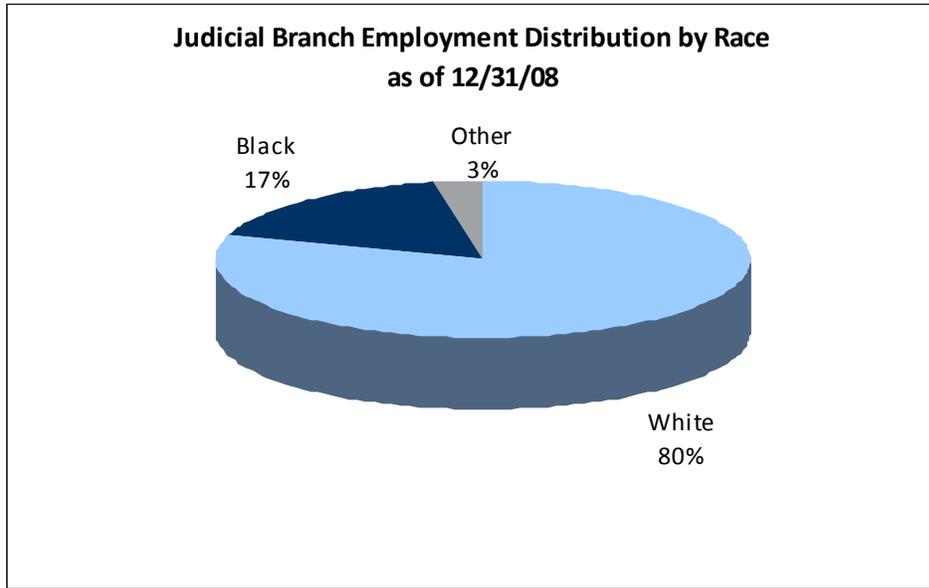
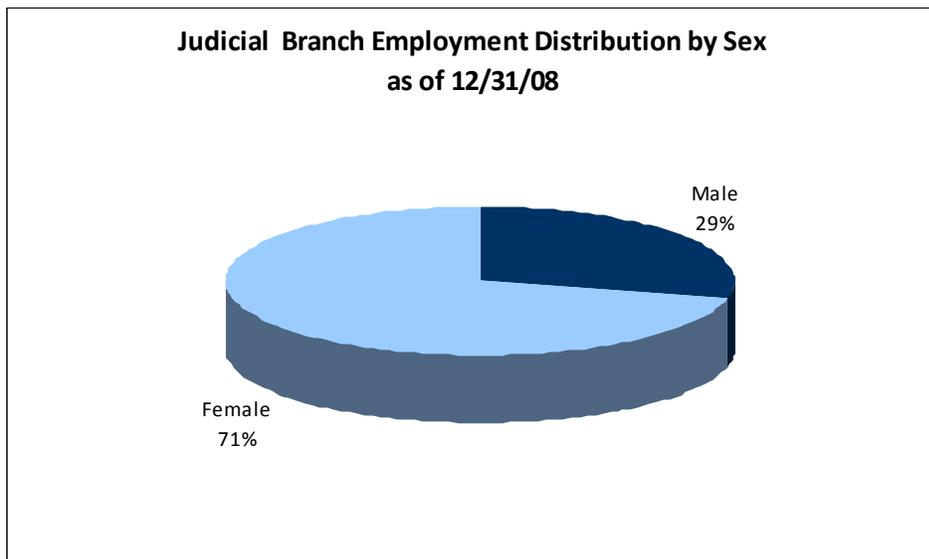


Figure 3.8: Judicial Branch Employment Distribution by Sex



## 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, 2008, the judicial branch workforce was comprised of 71 percent female and 20 percent minority. Minorities were hired for 25 percent of all judicial branch vacant positions in 2008. Minorities were awarded 24 percent of all judicial branch promotional opportunities in 2008. Elected and appointed officials made up 18 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 underrepresented 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.

## NOTES

No. 1 - National data used throughout this report comes from the 2000 U.S. Census.

No. 2 - Categories of race listed in report charts are as follows:

W	White
B	Black
H	Hispanic
A/PI	Asian or Pacific Islander
AI/AN	American Indian or Alaskan Native