PART II. COUNTY OF KANE (APPOINTED OFFICIAL) – 2006 PUBLIC DEFENDER WORKFORCE

			MALE					FEMALE				
Job Category		**TOTAL**	**B**	**W**	**H**	**A/PI**	**AI/AN**	**B**	**W**	**H**	**A/PI**	**AI/AN**
Officials/Administrators		1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (Attorneys)		32 100%	0 0%	10 31.25%	0 0%	1 3.125%	0 0%	2 6.25%	16 50%	2 6.25%	1 3.125%	0 0%
Technicians		The Public Defender's Office does not have any employees in this job category										
Protective Services	Sworn (Investigators)	4 100%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	2 50%	1 25%	0 0%	0 0%
	Non-Sworn	The Public Defender's Office does not have any employees in this job category										
Para-Professional		THIS CATEGORY NOT LONGER EXISTS IN THE 2000 CENSUS DATA										
Office/Clerical		9 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6 66.666%	1 11.111%	1 11.111%	1 11.111%
Skilled Craft		The Public Defender's Office does not have any employees in this job category										
Service/Maintenance		The Public Defender's Office does not have any employees in this job category										

8/1/06

KEY

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

PART II. COUNTY OF KANE (APPOINTED OFFICIAL) - - 2006 PUBLIC DEFENDER UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE White	MALE Black	MALE Hispanic	MALE Asian	MALE American Indian	FEMALE White	FEMALE Black	FEMALE Hispanic	FEMALE Asian	FEMALE American Indian
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %		100% 59.3% 40.7%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	0% 29.8% -29.8%	0% 1.4% -1.4%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		31.25% 41.2% -9.95%	0% 1.4% -1.4%	0% 2.3% -2.3%	3.125% 1.6% 1.525%	0% .1% -.1%	50% 47.1% 2.6%	6.25% 1.9% 4.35%	6.25% 2.4% 3.85%	3.125% 1.4% 1.725%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	25% 64% -39%	0% 8.1% -8.1%	0% 6.8% -6.8%	0% .5% -.5%	0% 0% 0%	50% 16.2% 33.8%	0% 1.9% -1.9%	25% 1% 24%	0% .5% -.5%	0% 0% 0%
	NON-SWORN Workforce #/% Civ. Labor Force #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NOT LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		0% 25.9% -25.9%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	66.666% 52.8% 13.866%	0% 3.5% -3.5%	11.111% 8.9% 2.211%	11.111% .7% 10.411%	11.111% .1% 11.011%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

8/1/06

DEPARTMENTAL ANALYSIS FOR THE KANE COUNTY PUBLIC DEFENDER'S OFFICE

A comparison of the Public Defender's Office workforce to the community labor statistics for Kane County indicates the underutilization of white professional males, white male protective services employees, black male protective services employees, Hispanic male protective services employees, white female protective services employees, white male office/clerical employees and black female office/clerical employees. This analysis does not address the Officials/Executive category, which consist of one person.

The Public Defender's Office hires without regard to ethnicity or gender. Minorities are recruited in the same manner as any other potential employee. The greatest discrepancies between the workforce utilization percentages and the Public Defender Office utilization percentages occur in the white male categories (professionals –9.95%, protective services –39%, office/clerical –25.9%). The protective services category consists of four individuals, one of whom is a white male. These individuals function as investigators for the Public Defender's Office. Applications for protective services employees are solicited through word-of-mouth and through the Human Resources Department. The office/clerical category has no white males. Applications for office/clerical positions are received from Human Resources and are not solicited by the Public Defender's Office. One white male has interviewed for a position as an office/clerical staff with the Public Defender's Office in the past thirteen (13) years, and he was found to be unqualified for the position.

The Public Defender's Office recruits professionals through publications and postings at various law schools. Unsolicited resumes are received on an almost daily basis, as are telephone inquiries. The Public Defender's Office receives a disproportionate number of resumes and inquiries from female applicants. The percentage of male professional staff and female professional staff is a fairly accurate reflection of the percentage of resumes received. When considering potential professional staff hires, experience in the field is the foremost criteria for hiring. Gender and ethnicity play no significant role in the decision making process, other than that the Public Defender's Office is ever mindful of the need for a diverse workforce to better serve the needs of our clients, who are black, Asian, Hispanic and white.

DISCIPLINARY ACTIONS

Two white females were formally disciplined during the past fiscal year. One was terminated from her employment for failing to maintain her registration with the Attorney Registration and Disciplinary Commission, and lying to the Department Head when questioned about her status. The second white female was suspended without pay for one (1) day for absenteeism without permission or any valid reason. Her honesty prevented a more harsh sanction.

TRANSFER REQUESTS

No employee has requested a transfer or promotion during the past fiscal year. Professional staff (attorneys) are moved from time to time, but that is not considered a promotion or transfer, merely a reassignment within the department to better serve the needs of our clients.

PUBLICATIONS/WEBSITES

When the Public Defender's Office is hiring for professional positions, and a sufficient number of resumes of seemingly qualified individuals is not on hand, an ad is normally placed in the Chicago Daily Law Bulletin, and area law schools are notified of an opening. The Public Defender's Office only takes these steps when there is an opening and there are not a sufficient number of resumes on hand. Office/clerical positions and investigator positions have historically been filled with applicants forwarded to the Public Defender's Office by the Human Resources Department.

COMPLIANCE WITH 28 CFR 42.202

The Public Defender's Office hires without regard to race, gender or any other factor. The main hiring criterion is relevant work experience. If one or more applicants have equal levels of experience, consideration is then given to special skills, such as a second language. Because a high percentage of Public Defender clients are black or Hispanic, consideration is given to that fact when hiring decisions are made, with the goal of better serving the diverse needs of our clients. Once hired, all staff are treated equally and in an unbiased fashion. The Code of Federal Regulations prohibits discrimination and other forms of unequal treatment. The Public Defender's Office follows the procedures and guidelines set forth in the Kane County Personnel Policy Handbook, which more than adequately meets the mandates of the Code of Federal Regulations.