PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2007 JUDICIARY WORKFORCE

Job Category		TOTAL	MALE B	MALE W	MALE H	MALE A/PI	MALE AI/AN	FEMALE B	FEMALE W	FEMALE H	FEMALE A/PI	FEMALE AI/AN
Officials/Administrators		4 100%	0 0%	2 50%	0 0%	0 0%	0 0%	0 0%	2 50%	0 0%	0 0%	0 0%
Professionals		The Judiciary does not have any employees in this job category										
Technicians		The Judiciary does not have any employees in this job category										
Protective Services	Sworn	21 100%	1 4.761%	13 61.904%	0 0%	0 0%	0 0%	0 0%	7 33.333%	0 0%	0 0%	0 0%
	Non-Sworn	The Judiciary does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		16 100%	0 0%	5 31.25%	0 0%	0 0%	0 0%	0 0%	11 68.75%	0 0%	0 0%	0 0%
Skilled Craft		The Judiciary does not have any employees in this job category										
Service/Maintenance		The Judiciary does not have any employees in this job category										

08/27/07

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 (OFFICE OF ELECTED OFFICIAL) – 2007 JUDICIARY 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 %		50% 59.3% -9.3%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	50% 29.8% 20.2%	0% 1.4% -1.4%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
TECHNICIANS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	61.904% 64% -2.096%	4.761% 8.1% -3.339%	0% 6.8% -6.8%	0% .5% -.5%	0% 0% 0%	33.333% 16.2% 17.133%	0% 1.9% -1.9%	0% 1% -1%	0% .5% -.5%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		31.25% 25.9% 5.35%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	68.75% 52.8% 15.95%	0% 3.5% -3.5%	0% 8.9% -8.9%	0% .7% -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

9/17/07

JUDICIARY EEOC ANALYSIS

Narrative Utilization Analysis

The Judiciary workforce, when compared to the demographic make up of the Kane County , is under-represented in the numbers of Backs and Hispanics that are employed by the office.

In the Officials/Administrators category both Black and Hispanic males are under represented.

In the Protective Services, (Bailiffs) Hispanic males and Black and Hispanic females are under represented.

In Office/Clerical category the office is under represented in the numbers of Black and Hispanic females and Hispanic males.

Objectives

The Judiciary is committed to the attraction and retention of employees who reflect the racial and ethnic background of the public we serve. We shall continue to recruit minority candidates for the office in an effort to meet this goal.

Steps to Achieve Objectives

Expansion of advertising for Law Clerk positions to Law Schools in the Chicago area in an effort to attract minority students.

Continue to use County Human Resource Department to assist in recruiting non Law Clerk employees.

Disciplinary Actions

For the year 2006 through 2007,

One verbal warning- white male

One verbal warning-white female

Promotion/Transfer

Promotion of white male Law Clerk to Senior Law Clerk

Employment Practices and Policies

The Judiciary Department complies with all requirements of Kane County in the interview and selection of all job applicants.

Job Posting Locations

John Marshall Law School, College of Chicago Kent Law School, Loyola Law School, DePaul Law School, Northern Illinois Law School, University of Illinois Law School

For Professional Administrative positions we also post with the National Center for State Courts.