

OREGON JUDICIAL DEPARTMENT



AFFIRMATIVE ACTION REPORT

JANUARY 2013

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OREGON JUDICIAL DEPARTMENT
AFFIRMATIVE ACTION STATEMENT

January 2013

This plan represents the Oregon Judicial Department's statement of its voluntary commitment to ensuring equal employment opportunity and to valuing diversity in our courts and offices.

Our goal is to employ a highly qualified workforce that provides great service to this state and that represents the diverse population of Oregon. This plan enumerates our efforts and initiatives to achieve that end.



Thomas A. Balmer
Chief Justice



Kingsley W. Click
State Court Administrator

I. AFFIRMATIVE ACTION REPORT

A. Purpose

This Affirmative Action Report has been developed to assure that the Oregon Judicial Department (OJD) is providing equal employment opportunities.

B. Policy

OJD's rule on Equal Employment Opportunity is set forth in the Judicial Department Personnel Rules as follows:

Rule 5, Equal Employment Opportunity

All recruitment, hiring, training, promotions, transfers, and administration of all personnel policies, procedures, practices, programs, and services shall be conducted or administered without regard to race, color, religion, national origin, sex, political affiliation, age, marital status, mental or physical disability, or sexual orientation.

Administrative authorities are required to assure that equal employment opportunity provisions are applied to all employment practices. (Also see the OJD Policy on Unlawful Discrimination and Harassment.)

II. ORGANIZATION AND FUNCTIONS

A. Overview

OJD is created in Article III, Section 1, of the Oregon Constitution. The Chief Justice is responsible for the administration of the judicial branch of government and is designated as the administrative head of OJD which includes the appellate, tax, and circuit courts. It is the Chief Justice's responsibility to promulgate a personnel plan for all officers and employees of the courts governing appointment, compensation, promotion, discipline, and all other aspects of employment. The Chief Justice is also charged with the duty of supervising a statewide plan for budgeting, accounting, and fiscal management of OJD. The department has 1,453 employees as of September 30, 2012. Judges are elected officials and not employees and, as such, not subject to the report. There are a total of 191 judges in the Oregon appellate, tax, and circuit courts.

B. Appellate and Tax Courts

The Supreme Court consists of seven justices and is the court of last appellate resort in the state court system. The Court of Appeals consists of ten judges who hear appeals from circuit courts, agencies, and boards. One Tax Court judge hears matters arising from Oregon tax law. The Tax Magistrate Division includes three tax magistrates, appointed by the Tax Judge, who oversee less formal tax appeal proceedings.

C. Office of the State Court Administrator

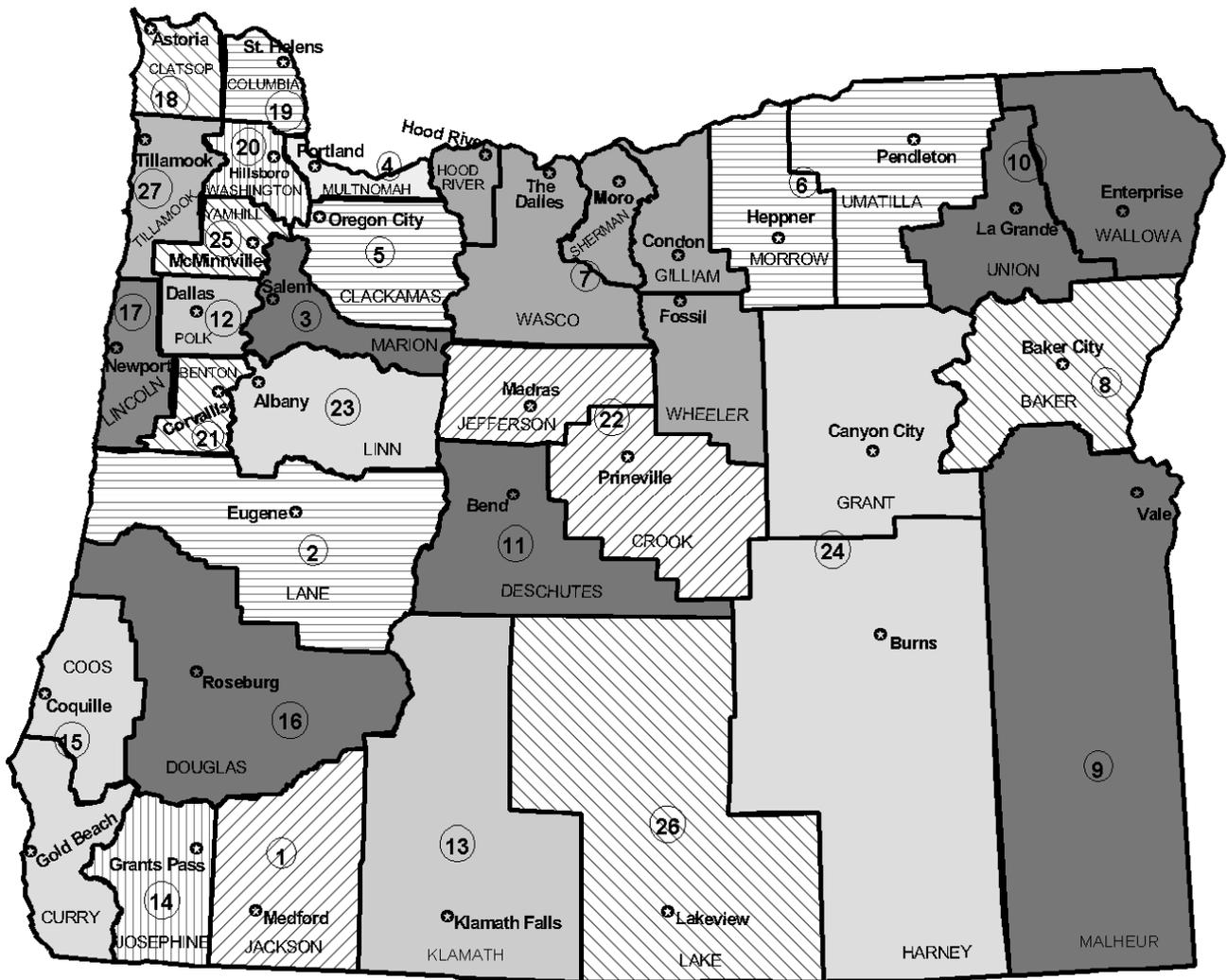
ORS Chapter 8 (primarily) establishes and defines the duties of the Office of the State Court Administrator. The State Court Administrator serves under the direction of the Chief Justice. The State Court Administrator is generally responsible for certain centralized functions of the unified Oregon State court system including legal counsel, internal audit, judicial and staff education, enterprise technology systems, budget and financial administration, court statistics and program support, human resource management, and intergovernmental relations. Administration of the Citizens Review Board Program, Court Interpreter Services Program, State of Oregon Law Library, and Appellate Court Records Section are also funded and managed within the office.

D. Circuit Courts

The circuit courts are general jurisdiction trial courts located in each of the 36 counties, organized as 27 judicial districts, and served by 173 judges (as of September 30, 2012). These courts adjudicate matters and disputes in criminal, civil, domestic relations, traffic, juvenile, small claims, violations, abuse prevention act, probate, civil commitment, adoption, and guardianship cases.

Pursuant to ORS 1.003, the Chief Justice has appointed 27 judges to serve as presiding judge in each district for administrative purposes. Their general authority is described in ORS 1.171. The nonjudicial operations of the circuit courts are managed by 27 trial court administrators who are appointed and supervised by the presiding judges. Their general authority is described in ORS 8.225. Their duties include personnel administration, budget and financial management, court operations, and jury management.

III. OREGON'S JUDICIAL DISTRICTS



There are 27 judicial districts with a circuit court in each county.

1st Judicial District	Jackson County	14th Judicial District	Josephine County
2nd Judicial District	Lane County	15th Judicial District	Coos and Curry Counties
3rd Judicial District	Marion County	16th Judicial District	Douglas County
4th Judicial District	Multnomah County	17th Judicial District	Lincoln County
5th Judicial District	Clackamas County	18th Judicial District	Clatsop County
6th Judicial District	Morrow and Umatilla Counties	19th Judicial District	Columbia County
7th Judicial District	Gilliam, Hood River, Sherman, Wasco, and Wheeler Counties	20th Judicial District	Washington County
8th Judicial District	Baker County	21st Judicial District	Benton County
9th Judicial District	Malheur County	22nd Judicial District	Crook and Jefferson Counties
10th Judicial District	Union and Wallowa Counties	23rd Judicial District	Linn County
11th Judicial District	Deschutes County	24th Judicial District	Grant and Harney Counties
12th Judicial District	Polk County	25th Judicial District	Yamhill County
13th Judicial District	Klamath County	26th Judicial District	Lake County
		27th Judicial District	Tillamook County

IV. EEO/AA RESPONSIBILITIES AND DUTIES

A. Chief Justice and State Court Administrator

The Chief Justice has committed OJD to a policy of equal employment opportunity. The Chief Justice has delegated the overall administrative responsibility for ensuring equal employment opportunity to the State Court Administrator through the OJD Personnel Rules.

B. Human Resource Services Director

The Human Resource Services Director, as directed by the State Court Administrator, has day-to-day responsibility for the implementation of the Equal Employment Opportunity (EEO) Plan. Such responsibility includes:

1. Developing and monitoring the department's written EEO Plan. The plan is periodically updated as deemed appropriate by the Human Resource Services Director.
2. Disseminating the plan internally.
3. Assisting trial court administrators, managers, and supervisors as necessary.
4. Providing employee counseling related to informal discrimination complaints.
5. Auditing and insuring that all OJD policies are in compliance with equal opportunity (and affirmative action) laws and regulations.
6. Serving as liaison between the department and enforcement agencies.
7. Identifying the need for and developing EEO management and supervisory training programs.
8. Assisting hiring authorities in broad dissemination of recruitment announcements in order to attract diverse applicant pools.

C. Administrative Authorities

Within their respective jurisdictions, administrative authorities are responsible for:

1. Establishing a positive climate for equal employment.
2. Evaluating subordinate managers and supervisors on the basis of their EEO practices.
3. Assuring that all personnel practices and procedures, including training, hiring, and promoting, are applied equally and in compliance with OJD Personnel Rule 5.
4. Communicating the availability of the department's Affirmative Action Report to each judge and each manager and supervisor.
5. Reviewing diversity goals and employing outreach strategies to achieve such goals.

D. Managers and Supervisors

The following responsibilities are assigned to managers and supervisors as it relates to employees under their supervision:

1. Establishing a positive climate for equal employment.
2. Assuring that all personnel practices and procedures, including training, hiring, and promotion, are applied equally and in compliance with OJD Personnel Rule 5.
3. Taking necessary action(s) to prevent discrimination and/or harassment.
4. Reviewing diversity goals and employing outreach strategies to achieve such goals.

E. Employees Who Regularly Represent the Department to External Organizations

Employees who regularly present information to external organizations should, when feasible, make a statement that affirms OJD's commitment to workforce diversity and that employment applications are welcome from all qualified persons.

V. UTILIZATION ANALYSIS

The goal of OJD is to have an employee workforce which reflects the Oregon labor force in terms of the representation of women, people of color, and persons with disabilities. To determine how close OJD is to this goal, the following steps were taken:

- A. The Oregon labor force was identified in the “Census 2000 EEO Data Tool” published by the U.S. Census Bureau. This report outlines EEO residence data for each occupational category by race and ethnicity. *Note:* The 2010 census information was not available as of this date of publication.
- B. The Oregon labor force was summarized by EEO job categories (as defined by current EEOC guidelines).
- C. OJD workforce was summarized by county and by EEO job categories based on the workforce as of September 30, 2012.
- D. A form requesting information on race/ethnicity and disability status is provided to new employees.
- E. OJD workforce was compared with the Oregon labor force.

County labor force data was used to evaluate the EEO job categories of *Administrative Support* and *Service and Maintenance*. In the *Administrative Support* job category, this equals 72.20 percent of the OJD workforce. Most persons who apply for jobs in these two job categories reside within the county where the jobs are located.

Statewide labor force data was used to evaluate the remaining EEO job categories of *Officials and Administrators*, *Professionals*, and *Technicians*. These jobs tend to attract applicants from all areas of the state as well as outside the state. In addition, they represent such a small number of positions per circuit court that a countywide utilization analysis would be irrelevant.

The analysis of OJD’s workforce included individual racial/ethnic groups and also a combined total of all racial/ethnic groups. The analysis further separates the racial/ethnic groups and job categories by gender.

The analysis also included a report (by county) of the department’s (self-reported) disabled workforce and is compared to the state’s disabled workforce published by the Employment Department as of October 2004. *Note:* This report has not been updated. This report is not separated by occupational category therefore the data is less exact.

In determining the FTE underutilization, all fractions were dropped, rounding down to the nearest whole number.

A designation was added to this Affirmative Action Report (as of 2003) to provide employees the option of choosing “multi-racial/ethnic” (now titled “two or more races”) as their primary designation. (Employees so electing were also asked to select from among the state of Oregon’s recognized racial/ethnic categories for reporting purposes.) A work force analysis report in the Appendix reflects this information. The percentage of employees designating “two or more races” increased slightly from the previous report period (4.15 percent) to 4.20 percent.

During the 2009 report period, OJD revised the racial/ethnic categories as directed by the U.S. Department of Justice, Office of Justice Programs. The revision (from five racial/ethnic categories to seven) brings OJD into compliance with the reporting requirements for obtaining federal grant monies. As a result, a new census survey was conducted and a database was developed to store and analyze the information. In addition to reporting to the U.S. Department of Justice, OJD is using the revised categories to report to the Oregon Legislature.

Note: The State of Oregon still uses the five racial/ethnic categories as required to report to the U.S. Equal Employment Opportunity Commission. The OJD reports this information to the Executive Branch using a “cross-walk” matrix.

During the previous two report periods, OJD experienced unprecedented budget shortfalls which no doubt have impacted the percentages of the workforce in the race/ethnicity categories (since new, and even replacement, hiring was at a minimum). For example, the number of regular status vacancies filled was 531 (July 2006 – June 2008), 214 (July 2008 – June 2010), and 288 (July 2010 – June 2012). The changes are also evidenced by the reduction of 132 employees in the total OJD workforce during the previous report period and an additional workforce reduction during this report period of 67 employees. OJD continues to experience a budgetary inability to fill many mission-critical positions after employees separate, and some courts and divisions had to effect additional layoffs.

VI. DATA DURING PERIOD OF REPORT

A comparison of OJD's Affirmative Action Report data since 2001 indicates that since the 2007 report period the department has maintained its percentages of representation for women in all job categories, although improvement is still needed in one category. The department has increased the percentage of representation for people of color, although improvement is still needed in three of five categories. In the area of persons with disabilities, four of five categories were found to be underutilized. Below is a summary of the findings. The following two pages provide specific numerical information as well as a comparison to previous years.

FTE UTILIZATION SUMMARY:

	<u>Women</u>	<u>People of Color</u>	<u>Persons with Disabilities</u>
Officials/Administrators	Utilized	<i>Underutilized</i>	<i>Underutilized</i>
Professionals	Utilized	Utilized	<i>Underutilized</i>
Technicians	<i>Underutilized</i>	<i>Underutilized</i>	<i>Underutilized</i>
Administrative Support	Utilized	<i>Underutilized</i>	<i>Underutilized</i>
Service/Maintenance	Utilized	Utilized	Utilized

Note: Changes in the above utilization (from prior reports) are impacted each time new demographic data is incorporated into the census report. Over the past few years, the demographic data has shifted in Oregon with the exception of the period September 30, 2008 to September 30, 2010, where there was no change in utilization in any of the categories.

YEARLY COMPARISON OF “UNDERUTILIZATION”

This table shows the number of positions currently “underutilized” in each job category compared to the past reports.

Job Categories	2003				2005				2007			
	Underutilization				Underutilization				Underutilization			
	No. EEs	Female FTE	People of Color FTE	Disabled FTE	No. EEs	Female FTE	People of Color FTE	Disabled FTE	No. EEs	Female FTE	People of Color FTE	Disabled FTE
Officials & Admin.	43	1	0	1	46	0	1	3	53	0	2	4
Professionals	285	0	0	13	284	0	0	20	309	0	0	24
Technicians	45	4	0	3	54	10	1	4	55	8	1	4
Paraprofessionals**	7	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Support	1157	0	1	38	1232	0	4	82	1247	0	12	82
Service/Maintenance	4	0	0	0	4	1	0	0	4	0	2	0
Overall Dept. Totals	1541	5	1	55	1620	11	6	109	1668	8	17	114

*See Appendix pages 19 - 62 for data underlying these numbers.

**Employees in the “Paraprofessionals” job category moved to “Administrative Support” in “2005” columns.

Note: This update of the AA Report continues to reflect a significant increase in underutilization of **persons with disabilities** because the number of OJD employees (who were self-reporting) remained virtually unchanged. (This is the “numerator” of availability.) At the same time, the availability data, as compiled by the Oregon Employment Department, was (significantly) changed as they switched from 1990 to 2004 data. (This is the “denominator” of availability.)

YEARLY COMPARISON OF “UNDERUTILIZATION” (continued)

Job Categories	2009*				2011				2013			
	Underutilization				Underutilization				Underutilization			
	No. EEs	Female FTE	People of Color FTE	Disabled FTE	No. EEs	Female FTE	People of Color FTE	Disabled FTE	No. EEs	Female FTE	People of Color FTE	Disabled FTE
Officials & Admin.	51	0	0	2	51	0	0	2	47	0	2	3
Professionals	333	0	0	21	327	0	0	20	316	0	0	22
Technicians	52	8	2	3	48	8	2	3	39	8	1	2
Paraprofessionals**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Support	1305	0	10	77	1183	0	7	77	1049	0	5	67
Service/Maintenance	2	0	0	0	2	0	0	0	2	0	0	0
Overall Dept. Totals	1743	8	12	103	1611	8	9	102	1453	8	8	94

*See Appendix pages 19 - 62 for data underlying these numbers.

**Employees in the “Paraprofessionals” job category moved to “Administrative Support” in “2005” columns.

Note: This update of the AA Report continues to reflect a significant increase in underutilization of **persons with disabilities** because the number of OJD employees (who were self-reporting) remained virtually unchanged. (This is the “numerator” of availability.) At the same time, the availability data, as compiled by the Oregon Employment Department, was (significantly) changed as they switched from 1990 to 2004 data. (This is the “denominator” of availability.)

VII. SUMMARY OF FINDINGS

As of September 2012, OJD met or exceeded parity for women in four of the five job categories. The job category with underutilization of women is *Technicians*. The department's goal is to continue to improve representation in this job category.

Regarding people of color, the department met or exceeded parity in two of the five job categories. Parity was maintained since the 2003 report in the *Professionals* and the *Service and Maintenance* job categories. The department's goal is to improve representation in the *Officials and Administrators* job category and continue improvement in the *Technicians* and *Administrative Support* job categories.

In the *Service and Maintenance* job category, there is no underutilization when comparing to the county data because of the number of positions (two). As these positions become vacant, the department will strive to recruit a more diverse workforce in this job category.

During this report period, employees with disabilities comprise 2.00 percent of OJD workforce, a continued decrease from 2.7 percent reported in 2009 and 2.48 percent reported in 2011. Although the data on the disabled workforce is not separated by occupational category, the department's goal is to improve representation in this area in four of five categories and work toward the 9.5 percent statewide goal.

A summary of each EEO category listed below provides a brief review and findings. A detailed breakdown of each EEO category can be found in the Appendix.

EEO Category: *Officials and Administrators*

Occupations in which employees set broad policies; exercise overall responsibility for execution of these policies; direct individual departments or special phases of the court's or division's operations; or provide specialized consultation on a regional, district, or area basis.

Classifications include:

Court Operations Manager 1, 2, 3
Legal Counsel
OSCA Division Directors
State Court Administrator
Trial Court Administrator 1, 2, 3, 4, 5

OJD has 47 employees in this category of work. There are 31 females, 2 people of color, and 1 person with disabilities in this category. The

statewide labor force availability for this group indicates that a goal should be established to hire two persons of color and three persons with disabilities in this category.

EEO Category: *Professionals*

Occupations that require specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training that provides comparable knowledge. Classifications include:

Accountant 1, 2	Judicial Clerk
Administrative Analyst 1, 2	Law Clerk
Appellate Legal Counsel	Law Librarian
Appellate Staff Attorney	OJD Analyst 1, 2, 3, 4
Assistant Appellate Legal Counsel	OJD Benefits Manager
Assistant Division Director	OJD CRB Coordinator 1, 2
Assistant Legal Counsel	OJD CRB Field Supervisor
Court of Appeals Settlement Programs Director	OJD Electronic Services Librarian
Executive Analyst	OJD Fiscal Analyst 1, 2, 3
Hearings Referee	OJD Human Resource Manager
Information Technology Manager	OJD Librarian
Information Technology Specialist 1, 2, 3	OJD Procurement Officer 1, 2
Internal Auditor 1, 2	OJD Program Coordinator 1, 2, 3, 4
Interpreter 1, 2	Tax Magistrate
Interpreter Translator	Technical Support Specialist, Supervising
	Technical Writer

OJD currently has 316 employees in this category of work. There are 185 females, 41 people of color, and 8 persons with disabilities in this category. The statewide labor force availability for this group indicates that a goal should be established to hire 22 persons with disabilities in this category.

EEO Category: *Technicians*

Occupations in which workers are responsible for technical applications. Classifications include:

Editor—Composer
Assistant Editor—Composer
Technical Support Specialist 1, 2, 3, 4

OJD has 39 employees in this category of work. There are 12 females, 3 people of color, and 1 person with disabilities in this category. The

statewide labor force availability for this group indicates that a goal should be established to hire eight females, one person of color and two persons with disabilities in this category.

EEO Category: *Administrative Support (including Office/Clerical)*

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Classifications include:

Appellate Court Office Manager	Management Assistant 1, 2
Budget and Finance Specialist 1, 2	Paralegal
Collections Agent	Payroll/Benefits Technician 1, 2
Court Operations Supervisor 1, 2, 3	Release Assistance Officer
Judicial Services Specialist 1, 2, 3, 4	Stenographic Court Reporter
Library Assistant	

OJD currently has 1,049 employees in this category of work. There are 950 females, 156 people of color, and 19 persons with disabilities. The chart on the following page recommends specific goals.

Unless specifically mentioned below, circuit court workforces met or exceeded county labor force availability in the *Administrative Support* category. The following units should establish targets for people of color and persons with disabilities:

Administrative Support Category

Court/Division	Number of People of Color Underutilized	Number of Persons with Disabilities Underutilized*
OSCA/Appellate Courts	3	5
Benton	--	1
Clackamas	--	5
Clatsop	--	1
Coos	--	1
Curry	--	1
Deschutes	--	2
Douglas	1	3
Jackson	--	3
Josephine	--	3
Klamath	1	2
Lane	--	6
Lincoln	--	1
Linn	--	1
Marion	--	6
Multnomah	--	14
Polk	--	1
Tillamook	--	1
Umatilla	--	2
Union	--	1
Washington	--	5
Yamhill	--	2

***Note:** This update of the AA Report continues to reflect a slight decrease in underutilization of persons with disabilities because the number of OJD employees (who were self-reporting) remained virtually unchanged. (This is the “numerator” of availability).

At the same time, the availability data, as compiled by the Oregon Employment Department, was (significantly) changed as they switched from 1990 to 2004 data. (This is the “denominator” of availability.)

EEO Category: *Service and Maintenance Workers*

Service and maintenance workers provide a wide variety of services which do not produce a good or provide transportation. Classifications include:

Custodian
Facilities Services Coordinator

OJD has two employees in this category of work. There are no females, people of color, or persons with disabilities in this category. The county labor force availability for this group indicates that no goals should be established in this category.

VIII. JUDICIAL DEPARTMENT NEW AND ONGOING INITIATIVES

OJD is working to develop and implement initiatives, as budget allows, which attract and recognize diversity in the work place and provide better customer service.

Some of the initiatives include:

Language Initiatives

- Providing testing and a pay differential for eligible department employees who possess bilingual skills. (*This has been ongoing since 2000.*)

Training

- Providing a separate, comprehensive recruitment and selection training module to supervisors and lead workers with a component on affirmative action and diversity. (*This has been ongoing since 2004.*)

OJD Job Announcements

- Providing links to all department job announcements postings on popular web sites as well as the department's internet and intranet web pages. (*Ongoing*)
- Providing links to all department job announcements postings on the state of Oregon jobs page. (*Ongoing*)
- Posting announcements of professional-level positions on the National Center for State Courts (NCSC) web page and other related sites. (*This has been ongoing since 2002.*)

OJD Recruitment

- Implementing a new recruitment software system (NEOGOV™) purchased by the executive branch for use in all three branches. This will allow applicants to apply for OJD jobs online and to follow the recruitment process, and also allows hiring managers to expedite the recruitment process by up to 30%. (*This occurred in January 2010.*)

OJD EEO Census

- Updating the census form regarding race/ethnicity and disability status in the new employee packet information to reflect the additional racial/ethnic categories. (*This occurred in May 2008.*)

School-to-Work

- Participating in mock interviews of high school students to provide feedback on their interviewing skills, resumés, and appearance. (*This has been ongoing since 2001.*)

Job Fairs and Employee Development

- Creating developmental and rotational job opportunities and job shadowing for those employees interested in furthering their career with OJD. (*This has been ongoing since 2004.*)
- Developing opportunities for underfilling positions for those employees who do not meet the minimum qualifications and where recruitment for qualified individuals is difficult. (*This has been ongoing since 2002.*)
- Providing a centrally coordinated mentorship program for new trial court administrators and division directors. (*This has been ongoing since 2002.*)
- Including in all personnel-related training programs (for employees and judges) relevant information on affirmative action and discrimination. (*Ongoing*)
- Attending selected job fairs throughout the state to conduct outreach and promote the work of OJD. (*This has been ongoing since 2006.*)

Other Initiatives

- Posting the Affirmative Action Report, personnel rules/policies, and other personnel-related information to the department's intranet web page for all employees to access. (*This has been ongoing since 2001.*)
- Posting the Equal Employment Opportunity Plan (EEO) to the department's intranet web page for all employees to access. (*This has been ongoing since 2006.*)
- Incorporating the Affirmative Action Report into the existing EEO module of supervisory training. (*Ongoing*)
- Ensuring OJD statewide committees and boards represent the diversity of the workforce. (*Ongoing*)
- Maintaining recruitment software (NEOGOV™) which tracks applicant data for analysis to determine recruitment and outreach strategies. (*This was implemented January 2010.*)

IX. 2013-15 AFFIRMATIVE ACTION GOALS AND STRATEGIES

The department has maintained parity for representation of women in the *Officials and Administrators, Professionals, Administrative Support, and Service and Maintenance* job categories. Improvement is needed to achieve parity for representation of women in the *Technicians* job category. Parity for representation of people of color was maintained in the *Professionals* and *Service and Maintenance* job categories. OJD continues to work to achieve parity for people of color in the *Officials and Administrators, Technicians, and Administrative Support* job categories. Although parity was maintained for representation of persons with disabilities in the *Service and Maintenance* job category, more effort and emphasis is needed to recruit for persons with disabilities in the remaining job categories.

In the 2013-2015 biennium, OJD will continue to pursue the following goals and strategies:

1. Recruit open competitively; use diverse interview panels where possible.
2. Prioritize efforts to recruit people of color, women, and persons with disabilities to reflect an improved representation in all job categories.

3. Maintain gains during the 2011-2013 biennium and continue to strive to reach parity in all categories.
4. Participate annually in career fairs and other outreach events targeting women, people of color, and persons with disabilities (as budget allows).
5. Provide developmental and rotational job opportunities for current employees to enhance their careers.
6. Promote efforts to utilize underfill recruitments and establish career ladders for current employees.
7. Capture applicant data for analysis to determine or improve recruitment and outreach strategies.
8. Encourage participation in programs to reach out to students interested in a career in the judicial branch of state government.

AFFIRMATIVE ACTION REPORT
APPENDIX

**Oregon Judicial Department
Work Force Analysis by EEO Category**

(Depicting employees choosing multi-racial/ethnic as primary designation)

EEO Category	Total Emp.	Males	%	Females	%	People of Color	%	Two or More Races*	%	Disabled	%
Officials/Administrators	47	16	34.00%	31	65.96%	2	4.26%	0	0.00%	1	2.13%
Professionals	316	131	41.50%	185	58.54%	41	12.97%	14	4.40%	8	2.50%
Technicians	39	27	69.20%	12	30.77%	3	7.69%	1	2.60%	1	2.60%
Administrative Support	1049	99	9.40%	950	90.56%	156	14.87%	46	4.40%	19	1.81%
Service/Maintenance	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Totals	1453	275	18.93%	1178	81.07%	202	13.90%	61	4.20%	29	2.00%

Information reflects a snapshot of the work force as of 9/30/12 and does not include EEO parity goals.

*"Two or More Races" category was added to give employees a choice beyond the state-recognized racial/ethnic categories. Those who chose this category were also asked to designate, for record keeping purposes, one of the five state-recognized categories.

Oregon Judicial Department
Utilization Analysis by Gender, Race and Disability

Statewide Summary
EEO Category: All

Underutilization

EEO Category	2012					Underutilization														
	Total	People				Female					People of Color					Disabled**				
	Employees	Males	Females	of Color	Disabled*	FTE					FTE					FTE				
						2005	2007	2009	2011	2013	2005	2007	2009	2011	2013	2005	2007	2009	2011	2013
Officials/ Administrators	47	16	31	2	1	0	0	0	0	0	1	2	0	0	2	3	4	2	2	3
Professionals	316	131	185	41	8	0	0	0	0	0	0	0	0	0	0	20	24	21	20	22
Technicians	39	27	12	3	1	10	8	8	8	8	1	1	2	2	1	4	4	3	3	2
Administrative Support	1049	99	950	156	19	0	0	0	0	0	4	12	10	7	5	82	82	77	77	67
Service/ Maintenance	2	2	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0
Totals	1453	275	1178	202	29	11	8	8	8	8	6	17	12	9	8	109	114	103	102	94

*Based upon voluntary self-identification via employee survey.



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Officials and Administrators
 Geographic Data Source: Oregon
 Occupational Category: Officials and Managers

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	16	60.7%	34.0%	26.7%	12
White	16	55.2%	34.0%	21.2%	9
Hispanic	0	1.8%	0.0%	1.8%	0
Black or African American	0	0.5%	0.0%	0.5%	0
Asian	0	1.6%	0.0%	1.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Males of Color	0	5.5%	0.0%	5.5%	2
Females	31	39.3%	66.0%	0.0%	0
White	29	35.5%	61.7%	0.0%	0
Hispanic	0	1.2%	0.0%	1.2%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	1	1.1%	2.1%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	1	0.4%	2.1%	0.0%	0
Two or More Races	0	0.7%	0.0%	0.7%	0
Total Females of Color	2	3.8%	4.3%	0.0%	0
Total Employees of Color	2	9.3%	4.3%	5.0%	2
Total Disabled Employee	1	9.5%	2.1%	7.4%	3
Total Employees	47				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Professionals
 Geographic Data Source: Oregon
 Occupational Category: Professionals

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	131	47.9%	41.5%	6.4%	20
White	114	42.6%	36.1%	6.5%	20
Hispanic	5	1.2%	1.6%	0.0%	0
Black or African American	0	0.6%	0.0%	0.6%	1
Asian	5	2.4%	1.6%	0.8%	2
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	1	0.3%	0.3%	0.0%	0
Two or More Races	6	0.7%	1.9%	0.0%	0
Total Males of Color	17	5.3%	5.4%	0.0%	0
Females	185	52.1%	58.5%	0.0%	0
White	161	46.6%	50.9%	0.0%	0
Hispanic	11	1.6%	3.5%	0.0%	0
Black or African American	0	0.6%	0.0%	0.6%	1
Asian	2	1.8%	0.6%	1.2%	3
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	3	0.4%	0.9%	0.0%	0
Two or More Races	8	1.1%	2.5%	0.0%	0
Total Females of Color	24	5.6%	7.6%	0.0%	0
Total Employees of Color	41	10.9%	13.0%	0.0%	0
Total Disabled Employee	8	9.5%	2.5%	7.0%	22
Total Employees	316				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Technicians
 Geographic Data Source: Oregon
 Occupational Category: Technicians

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	27	47.2%	69.2%	0.0%	0
White	26	40.6%	66.7%	0.0%	0
Hispanic	1	2.2%	2.6%	0.0%	0
Black or African American	0	0.8%	0.0%	0.8%	0
Asian	0	2.0%	0.0%	2.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Males of Color	1	6.6%	2.6%	4.0%	1
Females	12	52.8%	30.8%	22.0%	8
White	10	47.1%	25.6%	21.5%	8
Hispanic	0	1.8%	0.0%	1.8%	0
Black or African American	0	0.7%	0.0%	0.7%	0
Asian	1	1.7%	2.6%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	1	1.0%	2.6%	0.0%	0
Total Females of Color	2	5.9%	5.1%	0.8%	0
Total Employees of Color	3	12.5%	7.7%	4.8%	1
Total Disabled Employee	1	9.5%	2.6%	6.9%	2
Total Employees	39				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Statewide
 EEO Category: Service and Maintenance Workers
 Geographic Data Source: Salem PMSA
 Occupational Category: Service Maintenance

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	2	61.1%	100.0%	0.0%	0
White	2	38.6%	100.0%	0.0%	0
Hispanic	0	19.2%	0.0%	19.2%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Males of Color	0	22.5%	0.0%	22.5%	0
Females	0	38.9%	0.0%	38.9%	0
White	0	28.3%	0.0%	28.3%	0
Hispanic	0	7.8%	0.0%	7.8%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	1.1%	0.0%	1.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Females of Color	0	10.6%	0.0%	10.6%	0
Total Employees of Color	0	33.1%	0.0%	33.1%	0
Total Disabled Employee	0	10.3%	0.0%	10.3%	0
Total Employees	2				



Utilization Analysis by Gender, Race, and Disability

County Summary for EEO Category: Administrative Support

Location	Total Employees	Underutilized			Underutilized			Underutilized		
		Total Females	%	FTE	Total People of Color	%	FTE	Total Disabled	%	FTE
Baker	4	4	0.0%	0	0	2.1%	0	0	9.0%	0
Benton	18	18	0.0%	0	3	0.0%	0	0	5.8%	1
Clackamas	69	58	0.0%	0	12	0.0%	0	1	7.7%	5
Clatsop	16	16	0.0%	0	0	5.9%	0	0	9.4%	1
Columbia	13	13	0.0%	0	1	0.0%	0	1	1.6%	0
Coos	22	22	0.0%	0	2	0.3%	0	1	8.0%	1
Crook	9	9	0.0%	0	0	7.9%	0	1	0.9%	0
Curry	8	8	0.0%	0	2	0.0%	0	0	17.6%	1
Deschutes	38	35	0.0%	0	3	0.0%	0	1	6.7%	2
Douglas	32	31	0.0%	0	1	4.0%	1	0	10.3%	3
Gilliam	1	1	0.0%	0	0	5.7%	0	0	7.9%	0
Grant	3	3	0.0%	0	0	3.1%	0	0	6.5%	0
Harney	4	4	0.0%	0	0	7.2%	0	0	6.9%	0
Hood River	6	6	0.0%	0	1	4.2%	0	0	7.7%	0
Jackson	57	52	0.0%	0	6	0.0%	0	2	6.1%	3
Jefferson	9	9	0.0%	0	3	0.0%	0	1	2.5%	0
Josephine	28	27	0.0%	0	4	0.0%	0	0	10.8%	3
Klamath	24	23	0.0%	0	2	4.5%	1	0	11.4%	2
Lake	4	3	4.0%	0	0	7.8%	0	0	6.7%	0
Lane	76	68	0.0%	0	10	0.0%	0	0	9.0%	6
Lincoln	18	17	0.0%	0	2	0.0%	0	0	11.0%	1
Linn	29	29	0.0%	0	2	0.0%	0	1	6.5%	1
Malheur	11	11	0.0%	0	2	4.6%	0	0	8.8%	0
Marion	76	66	0.0%	0	13	0.0%	0	1	9.0%	6
Morrow	3	3	0.0%	0	0	11.7%	0	0	8.6%	0

Location	Total Employees	Underutilized			Underutilized			Underutilized		
		Total Females	%	FTE	Total People of Color	%	FTE	Total Disabled	%	FTE
Multnomah	207	175	0.0%	0	53	0.0%	0	4	7.2%	14
OSCA-Appellate	83	68	0.0%	0	8	3.9%	3	3	6.7%	5
Polk	18	16	0.0%	0	2	2.4%	0	0	10.3%	1
Sherman	1	1	0.0%	0	0	7.2%	0	0	6.3%	0
Tillamook	8	8	0.0%	0	0	7.2%	0	0	14.1%	1
Umatilla	24	23	0.0%	0	5	0.0%	0	0	10.0%	2
Union	12	12	0.0%	0	0	6.8%	0	0	9.1%	1
Wallowa	3	3	0.0%	0	0	3.0%	0	0	8.7%	0
Wasco	8	8	0.0%	0	0	10.2%	0	0	7.7%	0
Washington	83	76	0.0%	0	17	0.0%	0	2	6.7%	5
Yamhill	24	24	0.0%	0	2	0.0%	0	0	11.7%	2

Totals 1049 950 * 0 156 * 5 19 * 67

* % calculation by county only

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Baker
 EEO Category: Administrative Support
 Geographic Data Source: Baker
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	19.2%	0.0%	19.2%	0
White	0	18.9%	0.0%	18.9%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Males of Color	0	0.3%	0.0%	0.3%	0
Females	4	81.1%	100.0%	0.0%	0
White	4	79.3%	100.0%	0.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Females of Color	0	1.8%	0.0%	1.8%	0
Total Employees of Color	0	2.1%	0.0%	2.1%	0
Total Disabled Employee	0	9.0%	0.0%	9.0%	0
Total Employees	4				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Benton
 EEO Category: Administrative Support
 Geographic Data Source: Benton
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	28.7%	0.0%	28.7%	5
White	0	24.6%	0.0%	24.6%	4
Hispanic	0	1.3%	0.0%	1.3%	0
Black or African American	0	0.9%	0.0%	0.9%	0
Asian	0	0.4%	0.0%	0.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	1.0%	0.0%	1.0%	0
Total Males of Color	0	4.0%	0.0%	4.0%	0
Females	18	71.3%	100.0%	0.0%	0
White	15	65.1%	83.3%	0.0%	0
Hispanic	1	2.6%	5.6%	0.0%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	2.2%	0.0%	2.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	2	0.7%	11.1%	0.0%	0
Total Females of Color	3	6.2%	16.7%	0.0%	0
Total Employees of Color	3	10.2%	16.7%	0.0%	0
Total Disabled Employee	0	5.8%	0.0%	5.8%	1
Total Employees	18				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Clackamas
 EEO Category: Administrative Support
 Geographic Data Source: Portland-Vancouver PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	11	33.6%	15.9%	17.7%	12
White	9	28.8%	13.0%	15.8%	10
Hispanic	1	1.5%	1.4%	0.1%	0
Black or African American	0	0.9%	0.0%	0.9%	0
Asian	0	1.2%	0.0%	1.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	1	0.8%	1.4%	0.0%	0
Total Males of Color	2	4.7%	2.9%	1.8%	1
Females	58	66.4%	84.1%	0.0%	0
White	48	57.8%	69.6%	0.0%	0
Hispanic	3	2.7%	4.3%	0.0%	0
Black or African American	0	1.4%	0.0%	1.4%	0
Asian	1	2.1%	1.4%	0.7%	0
Native-Hawaiian or Other Pacific Islander	2	0.2%	2.9%	0.0%	0
American-Indian or Alaskan Native	1	0.6%	1.4%	0.0%	0
Two or More Races	3	1.6%	4.3%	0.0%	0
Total Females of Color	10	8.6%	14.5%	0.0%	0
Total Employees of Color	12	13.3%	17.4%	0.0%	0
Total Disabled Employee	1	9.1%	1.4%	7.7%	5
Total Employees	69				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Clatsop
 EEO Category: Administrative Support
 Geographic Data Source: Clatsop
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	25.5%	0.0%	25.5%	4
White	0	23.4%	0.0%	23.4%	3
Hispanic	0	1.0%	0.0%	1.0%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	0.3%	0.0%	0.3%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	0.1%	0.0%	0.1%	0
Total Males of Color	0	2.1%	0.0%	2.1%	0
Females	16	74.6%	100.0%	0.0%	0
White	16	70.8%	100.0%	0.0%	0
Hispanic	0	1.0%	0.0%	1.0%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	1.0%	0.0%	1.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	0.7%	0.0%	0.7%	0
Total Females of Color	0	3.8%	0.0%	3.8%	0
Total Employees of Color	0	5.9%	0.0%	5.9%	0
Total Disabled Employee	0	9.4%	0.0%	9.4%	1
Total Employees	16				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Columbia
 EEO Category: Administrative Support
 Geographic Data Source: Columbia
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	26.1%	0.0%	26.1%	3
White	0	24.9%	0.0%	24.9%	3
Hispanic	0	0.3%	0.0%	0.3%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.5%	0.0%	0.5%	0
Total Males of Color	0	1.1%	0.0%	1.1%	0
Females	13	73.8%	100.0%	0.0%	0
White	12	70.2%	92.3%	0.0%	0
Hispanic	0	1.0%	0.0%	1.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.1%	0.0%	1.1%	0
Two or More Races	1	1.3%	7.7%	0.0%	0
Total Females of Color	1	3.6%	7.7%	0.0%	0
Total Employees of Color	1	4.7%	7.7%	0.0%	0
Total Disabled Employee	1	9.3%	7.7%	1.6%	0
Total Employees	13				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Coos
 EEO Category: Administrative Support
 Geographic Data Source: Coos
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	25.7%	0.0%	25.7%	5
White	0	22.9%	0.0%	22.9%	5
Hispanic	0	0.6%	0.0%	0.6%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Males of Color	0	2.9%	0.0%	2.9%	0
Females	22	74.3%	100.0%	0.0%	0
White	20	67.9%	90.9%	0.0%	0
Hispanic	1	1.8%	4.5%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	1	1.4%	4.5%	0.0%	0
Two or More Races	0	2.8%	0.0%	2.8%	0
Total Females of Color	2	6.5%	9.1%	0.0%	0
Total Employees of Color	2	9.4%	9.1%	0.3%	0
Total Disabled Employee	1	12.5%	4.5%	8.0%	1
Total Employees	22				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Crook
 EEO Category: Administrative Support
 Geographic Data Source: Crook
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	23.2%	0.0%	23.2%	2
White	0	22.9%	0.0%	22.9%	2
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.2%	0.0%	0.2%	0
Females	9	76.8%	100.0%	0.0%	0
White	9	69.1%	100.0%	0.0%	0
Hispanic	0	2.1%	0.0%	2.1%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.9%	0.0%	0.9%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	2.6%	0.0%	2.6%	0
Two or More Races	0	2.1%	0.0%	2.1%	0
Total Females of Color	0	7.7%	0.0%	7.7%	0
Total Employees of Color	0	7.9%	0.0%	7.9%	0
Total Disabled Employee	1	12.0%	11.1%	0.9%	0
Total Employees	9				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Curry
 EEO Category: Administrative Support
 Geographic Data Source: Curry
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	22.2%	0.0%	22.2%	1
White	0	19.7%	0.0%	19.7%	1
Hispanic	0	0.8%	0.0%	0.8%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.0%	0.0%	1.0%	0
Two or More Races	0	0.7%	0.0%	0.7%	0
Total Males of Color	0	2.5%	0.0%	2.5%	0
Females	8	78.2%	100.0%	0.0%	0
White	6	69.3%	75.0%	0.0%	0
Hispanic	0	1.5%	0.0%	1.5%	0
Black or African American	0	0.5%	0.0%	0.5%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	1	3.8%	12.5%	0.0%	0
Two or More Races	1	3.1%	12.5%	0.0%	0
Total Females of Color	2	8.9%	25.0%	0.0%	0
Total Employees of Color	2	11.4%	25.0%	0.0%	0
Total Disabled Employee	0	17.6%	0.0%	17.6%	1
Total Employees	8				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Deschutes
 EEO Category: Administrative Support
 Geographic Data Source: Deschutes
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	3	31.2%	7.9%	23.3%	8
White	3	29.5%	7.9%	21.6%	8
Hispanic	0	0.7%	0.0%	0.7%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	0.5%	0.0%	0.5%	0
Total Males of Color	0	1.7%	0.0%	1.7%	0
Females	35	68.8%	92.1%	0.0%	0
White	32	64.3%	84.2%	0.0%	0
Hispanic	0	2.6%	0.0%	2.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	1	0.3%	2.6%	0.0%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	2	1.0%	5.3%	0.0%	0
Total Females of Color	3	4.6%	7.9%	0.0%	0
Total Employees of Color	3	6.3%	7.9%	0.0%	0
Total Disabled Employee	1	9.3%	2.6%	6.7%	2
Total Employees	38				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Douglas
 EEO Category: Administrative Support
 Geographic Data Source: Douglas
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	22.4%	3.1%	19.3%	6
White	1	20.9%	3.1%	17.8%	5
Hispanic	0	0.7%	0.0%	0.7%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.4%	0.0%	0.4%	0
Total Males of Color	0	1.5%	0.0%	1.5%	0
Females	31	77.6%	96.9%	0.0%	0
White	30	72.2%	93.8%	0.0%	0
Hispanic	1	1.4%	3.1%	0.0%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.4%	0.0%	0.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	1.1%	0.0%	1.1%	0
Two or More Races	0	2.4%	0.0%	2.4%	0
Total Females of Color	1	5.6%	3.1%	2.5%	0
Total Employees of Color	1	7.1%	3.1%	4.0%	1
Total Disabled Employee	0	10.3%	0.0%	10.3%	3
Total Employees	32				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Gilliam/Wheeler*
 EEO Category: Administrative Support
 Geographic Data Source: Gilliam
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	16.7%	0.0%	16.7%	0
White	0	16.7%	0.0%	16.7%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.0%	0.0%	0.0%	0
Females	1	86.7%	100.0%	0.0%	0
White	1	81.0%	100.0%	0.0%	0
Hispanic	0	1.9%	0.0%	1.9%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	3.8%	0.0%	3.8%	0
Total Females of Color	0	5.7%	0.0%	5.7%	0
Total Employees of Color	0	5.7%	0.0%	5.7%	0
Total Disabled Employee	0	7.9%	0.0%	7.9%	0
Total Employees	1				

*One employee works at the Gilliam and Wheeler locations.

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Grant
 EEO Category: Administrative Support
 Geographic Data Source: Grant
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	18.1%	0.0%	18.1%	0
White	0	18.1%	0.0%	18.1%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.0%	0.0%	0.0%	0
Females	3	82.7%	100.0%	0.0%	0
White	3	79.5%	100.0%	0.0%	0
Hispanic	0	1.3%	0.0%	1.3%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Females of Color	0	3.1%	0.0%	3.1%	0
Total Employees of Color	0	3.1%	0.0%	3.1%	0
Total Disabled Employee	0	6.5%	0.0%	6.5%	0
Total Employees	3				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Harney
 EEO Category: Administrative Support
 Geographic Data Source: Harney
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	24.1%	0.0%	24.1%	0
White	0	23.6%	0.0%	23.6%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	0.6%	0.0%	0.6%	0
Females	4	75.9%	100.0%	0.0%	0
White	4	69.3%	100.0%	0.0%	0
Hispanic	0	1.1%	0.0%	1.1%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.6%	0.0%	0.6%	0
American-Indian or Alaskan Native	0	2.9%	0.0%	2.9%	0
Two or More Races	0	2.0%	0.0%	2.0%	0
Total Females of Color	0	6.6%	0.0%	6.6%	0
Total Employees of Color	0	7.2%	0.0%	7.2%	0
Total Disabled Employee	0	6.9%	0.0%	6.9%	0
Total Employees	4				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Hood River
 EEO Category: Administrative Support
 Geographic Data Source: Hood River
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	29.9%	0.0%	29.9%	1
White	0	22.4%	0.0%	22.4%	1
Hispanic	0	6.4%	0.0%	6.4%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	1.1%	0.0%	1.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	7.5%	0.0%	7.5%	0
Females	6	70.3%	100.0%	0.0%	0
White	5	56.8%	83.3%	0.0%	0
Hispanic	1	10.2%	16.7%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.8%	0.0%	0.8%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	0	1.4%	0.0%	1.4%	0
Total Females of Color	1	13.4%	16.7%	0.0%	0
Total Employees of Color	1	20.9%	16.7%	4.2%	0
Total Disabled Employee	0	7.7%	0.0%	7.7%	0
Total Employees	6				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Jackson
 EEO Category: Administrative Support
 Geographic Data Source: Medford-Ashland MSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	5	28.2%	8.8%	19.4%	11
White	4	25.9%	7.0%	18.9%	10
Hispanic	0	1.0%	0.0%	1.0%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.1%	0.0%	0.1%	0
Native-Hawaiian or Other Pacific Islander	1	0.1%	1.8%	0.0%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Males of Color	1	2.2%	1.8%	0.4%	0
Females	52	71.7%	91.2%	0.0%	0
White	47	65.2%	82.5%	0.0%	0
Hispanic	2	2.8%	3.5%	0.0%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	1	0.6%	1.8%	0.0%	0
Native-Hawaiian or Other Pacific Islander	1	0.1%	1.8%	0.0%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	1	1.8%	1.8%	0.0%	0
Total Females of Color	5	6.4%	8.8%	0.0%	0
Total Employees of Color	6	8.6%	10.5%	0.0%	0
Total Disabled Employee	2	9.6%	3.5%	6.1%	3
Total Employees	57				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Jefferson
 EEO Category: Administrative Support
 Geographic Data Source: Jefferson
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	19.0%	0.0%	19.0%	1
White	0	13.4%	0.0%	13.4%	1
Hispanic	0	2.6%	0.0%	2.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	2.0%	0.0%	2.0%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Males of Color	0	5.6%	0.0%	5.6%	0
Females	9	81.1%	100.0%	0.0%	0
White	6	56.9%	66.7%	0.0%	0
Hispanic	2	6.0%	22.2%	0.0%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	15.4%	0.0%	15.4%	1
Two or More Races	1	2.6%	11.1%	0.0%	0
Total Females of Color	3	24.2%	33.3%	0.0%	0
Total Employees of Color	3	29.8%	33.3%	0.0%	0
Total Disabled Employee	1	13.6%	11.1%	2.5%	0
Total Employees	9				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Josephine
 EEO Category: Administrative Support
 Geographic Data Source: Josephine
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	28.9%	3.6%	25.3%	7
White	0	26.6%	0.0%	26.6%	7
Hispanic	1	1.6%	3.6%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.4%	0.0%	0.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.1%	0.0%	0.1%	0
Total Males of Color	1	2.4%	3.6%	0.0%	0
Females	27	71.1%	96.4%	0.0%	0
White	24	65.2%	85.7%	0.0%	0
Hispanic	2	2.6%	7.1%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.9%	0.0%	0.9%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	1	1.7%	3.6%	0.0%	0
Total Females of Color	3	5.9%	10.7%	0.0%	0
Total Employees of Color	4	8.3%	14.3%	0.0%	0
Total Disabled Employee	0	10.8%	0.0%	10.8%	3
Total Employees	28				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Klamath
 EEO Category: Administrative Support
 Geographic Data Source: Klamath
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	25.0%	4.2%	20.8%	5
White	1	22.8%	4.2%	18.6%	4
Hispanic	0	0.6%	0.0%	0.6%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.1%	0.0%	0.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Males of Color	0	2.4%	0.0%	2.4%	0
Females	23	74.8%	95.8%	0.0%	0
White	21	64.5%	87.5%	0.0%	0
Hispanic	1	4.3%	4.2%	0.1%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	1	2.8%	4.2%	0.0%	0
Two or More Races	0	2.1%	0.0%	2.1%	0
Total Females of Color	2	10.4%	8.3%	2.1%	0
Total Employees of Color	2	12.8%	8.3%	4.5%	1
Total Disabled Employee	0	11.4%	0.0%	11.4%	2
Total Employees	24				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Lake
 EEO Category: Administrative Support
 Geographic Data Source: Lake
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	20.2%	25.0%	0.0%	0
White	1	16.2%	25.0%	0.0%	0
Hispanic	0	2.6%	0.0%	2.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.7%	0.0%	0.7%	0
Two or More Races	0	0.7%	0.0%	0.7%	0
Total Males of Color	0	4.0%	0.0%	4.0%	0
Females	3	79.0%	75.0%	4.0%	0
White	3	75.2%	75.0%	0.2%	0
Hispanic	0	1.4%	0.0%	1.4%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.7%	0.0%	1.7%	0
Two or More Races	0	0.7%	0.0%	0.7%	0
Total Females of Color	0	3.8%	0.0%	3.8%	0
Total Employees of Color	0	7.8%	0.0%	7.8%	0
Total Disabled Employee	0	6.7%	0.0%	6.7%	0
Total Employees	4				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Lane
 EEO Category: Administrative Support
 Geographic Data Source: Eugene-Springfield MSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	8	31.8%	10.5%	21.3%	16
White	6	28.6%	7.9%	20.7%	15
Hispanic	0	0.9%	0.0%	0.9%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	0.4%	0.0%	0.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	2	1.1%	2.6%	0.0%	0
Total Males of Color	2	3.3%	2.6%	0.7%	0
Females	68	68.2%	89.5%	0.0%	0
White	60	62.3%	78.9%	0.0%	0
Hispanic	4	1.8%	5.3%	0.0%	0
Black or African American	1	0.3%	1.3%	0.0%	0
Asian	1	1.2%	1.3%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	1	0.7%	1.3%	0.0%	0
Two or More Races	1	1.9%	1.3%	0.6%	0
Total Females of Color	8	6.0%	10.5%	0.0%	0
Total Employees of Color	10	9.3%	13.2%	0.0%	0
Total Disabled Employee	0	9.0%	0.0%	9.0%	6
Total Employees	76				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Lincoln
 EEO Category: Administrative Support
 Geographic Data Source: Lincoln
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	26.4%	5.6%	20.8%	3
White	1	24.3%	5.6%	18.7%	3
Hispanic	0	1.0%	0.0%	1.0%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.1%	0.0%	0.1%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Males of Color	0	2.1%	0.0%	2.1%	0
Females	17	73.5%	94.4%	0.0%	0
White	15	67.4%	83.3%	0.0%	0
Hispanic	0	2.0%	0.0%	2.0%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.3%	0.0%	0.3%	0
American-Indian or Alaskan Native	1	1.6%	5.6%	0.0%	0
Two or More Races	1	1.5%	5.6%	0.0%	0
Total Females of Color	2	6.2%	11.1%	0.0%	0
Total Employees of Color	2	8.3%	11.1%	0.0%	0
Total Disabled Employee	0	11.0%	0.0%	11.0%	1
Total Employees	18				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Linn
 EEO Category: Administrative Support
 Geographic Data Source: Linn
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	24.4%	0.0%	24.4%	7
White	0	23.1%	0.0%	23.1%	6
Hispanic	0	0.6%	0.0%	0.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Males of Color	0	1.2%	0.0%	1.2%	0
Females	29	75.5%	100.0%	0.0%	0
White	27	70.5%	93.1%	0.0%	0
Hispanic	1	1.7%	3.4%	0.0%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	1	0.0%	3.4%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	1.9%	0.0%	1.9%	0
Total Females of Color	2	4.9%	6.9%	0.0%	0
Total Employees of Color	2	6.1%	6.9%	0.0%	0
Total Disabled Employee	1	9.9%	3.4%	6.5%	1
Total Employees	29				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Malheur
 EEO Category: Administrative Support
 Geographic Data Source: Malheur
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	22.8%	0.0%	22.8%	2
White	0	16.2%	0.0%	16.2%	1
Hispanic	0	5.0%	0.0%	5.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	1.0%	0.0%	1.0%	0
Total Males of Color	0	6.6%	0.0%	6.6%	0
Females	11	77.1%	100.0%	0.0%	0
White	9	60.9%	81.8%	0.0%	0
Hispanic	2	11.6%	18.2%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	1.6%	0.0%	1.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	0	2.2%	0.0%	2.2%	0
Total Females of Color	2	16.2%	18.2%	0.0%	0
Total Employees of Color	2	22.8%	18.2%	4.6%	0
Total Disabled Employee	0	8.8%	0.0%	8.8%	0
Total Employees	11				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Marion
 EEO Category: Administrative Support
 Geographic Data Source: Salem PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	10	29.7%	13.2%	16.5%	12
White	7	25.2%	9.2%	16.0%	12
Hispanic	2	2.6%	2.6%	0.0%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	1	0.8%	1.3%	0.0%	0
Total Males of Color	3	4.8%	3.9%	0.9%	0
Females	66	70.3%	86.8%	0.0%	0
White	56	61.6%	73.7%	0.0%	0
Hispanic	8	4.8%	10.5%	0.0%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	0.8%	0.0%	0.8%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	2	1.8%	2.6%	0.0%	0
Total Females of Color	10	8.7%	13.2%	0.0%	0
Total Employees of Color	13	13.5%	17.1%	0.0%	0
Total Disabled Employee	1	10.3%	1.3%	9.0%	6
Total Employees	76				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Morrow
 EEO Category: Administrative Support
 Geographic Data Source: Morrow
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	21.6%	0.0%	21.6%	0
White	0	17.5%	0.0%	17.5%	0
Hispanic	0	2.6%	0.0%	2.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Males of Color	0	4.1%	0.0%	4.1%	0
Females	3	78.5%	100.0%	0.0%	0
White	3	70.9%	100.0%	0.0%	0
Hispanic	0	4.1%	0.0%	4.1%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	0.4%	0.0%	0.4%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.6%	0.0%	1.6%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Females of Color	0	7.6%	0.0%	7.6%	0
Total Employees of Color	0	11.7%	0.0%	11.7%	0
Total Disabled Employee	0	8.6%	0.0%	8.6%	0
Total Employees	3				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Multnomah
 EEO Category: Administrative Support
 Geographic Data Source: Portland-Vancouver PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	32	33.6%	15.5%	18.1%	37
White	23	28.8%	11.1%	17.7%	36
Hispanic	6	1.5%	2.9%	0.0%	0
Black or African American	0	0.9%	0.0%	0.9%	1
Asian	0	1.2%	0.0%	1.2%	2
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	3	0.8%	1.4%	0.0%	0
Total Males of Color	9	4.7%	4.3%	0.4%	0
Females	175	66.4%	84.5%	0.0%	0
White	131	57.8%	63.3%	0.0%	0
Hispanic	6	2.7%	2.9%	0.0%	0
Black or African American	8	1.4%	3.9%	0.0%	0
Asian	13	2.1%	6.3%	0.0%	0
Native-Hawaiian or Other Pacific Islander	1	0.2%	0.5%	0.0%	0
American-Indian or Alaskan Native	1	0.6%	0.5%	0.1%	0
Two or More Races	15	1.6%	7.2%	0.0%	0
Total Females of Color	44	8.6%	21.3%	0.0%	0
Total Employees of Color	53	13.3%	25.6%	0.0%	0
Total Disabled Employee	4	9.1%	1.9%	7.2%	14
Total Employees	207				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: OSCA-Appellate
 EEO Category: Administrative Support
 Geographic Data Source: Salem PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	15	29.7%	18.1%	11.6%	9
White	14	25.2%	16.9%	8.3%	6
Hispanic	0	2.6%	0.0%	2.6%	2
Black or African American	1	0.4%	1.2%	0.0%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Males of Color	1	4.8%	1.2%	3.6%	2
Females	68	70.3%	81.9%	0.0%	0
White	61	61.6%	73.5%	0.0%	0
Hispanic	5	4.8%	6.0%	0.0%	0
Black or African American	1	0.3%	1.2%	0.0%	0
Asian	0	0.8%	0.0%	0.8%	0
Native-Hawaiian or Other Pacific Islander	1	0.1%	1.2%	0.0%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	1.8%	0.0%	1.8%	1
Total Females of Color	7	8.7%	8.4%	0.3%	0
Total Employees of Color	8	13.5%	9.6%	3.9%	3
Total Disabled Employee	3	10.3%	3.6%	6.7%	5
Total Employees	83				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Polk
 EEO Category: Administrative Support
 Geographic Data Source: Salem PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	2	29.7%	11.1%	18.6%	3
White	2	25.2%	11.1%	14.1%	2
Hispanic	0	2.6%	0.0%	2.6%	0
Black or African American	0	0.4%	0.0%	0.4%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.3%	0.0%	0.3%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Males of Color	0	4.8%	0.0%	4.8%	0
Females	16	70.3%	88.9%	0.0%	0
White	14	61.6%	77.8%	0.0%	0
Hispanic	2	4.8%	11.1%	0.0%	0
Black or African American	0	0.3%	0.0%	0.3%	0
Asian	0	0.8%	0.0%	0.8%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.9%	0.0%	0.9%	0
Two or More Races	0	1.8%	0.0%	1.8%	0
Total Females of Color	2	8.7%	11.1%	0.0%	0
Total Employees of Color	2	13.5%	11.1%	2.4%	0
Total Disabled Employee	0	10.3%	0.0%	10.3%	1
Total Employees	18				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Sherman
 EEO Category: Administrative Support
 Geographic Data Source: Sherman
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	22.4%	0.0%	22.4%	0
White	0	17.6%	0.0%	17.6%	0
Hispanic	0	2.4%	0.0%	2.4%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	2.4%	0.0%	2.4%	0
Two or More Races	0	0.0%	0.0%	0.0%	0
Total Males of Color	0	4.8%	0.0%	4.8%	0
Females	1	78.8%	100.0%	0.0%	0
White	1	76.5%	100.0%	0.0%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	2.4%	0.0%	2.4%	0
Total Females of Color	0	2.4%	0.0%	2.4%	0
Total Employees of Color	0	7.2%	0.0%	7.2%	0
Total Disabled Employee	0	6.3%	0.0%	6.3%	0
Total Employees	1				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Tillamook
 EEO Category: Administrative Support
 Geographic Data Source: Tillamook
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	22.7%	0.0%	22.7%	1
White	0	21.0%	0.0%	21.0%	1
Hispanic	0	0.9%	0.0%	0.9%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.5%	0.0%	0.5%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.0%	0.0%	0.0%	0
Two or More Races	0	0.2%	0.0%	0.2%	0
Total Males of Color	0	1.8%	0.0%	1.8%	0
Females	8	77.2%	100.0%	0.0%	0
White	8	71.9%	100.0%	0.0%	0
Hispanic	0	2.0%	0.0%	2.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	2.8%	0.0%	2.8%	0
Total Females of Color	0	5.4%	0.0%	5.4%	0
Total Employees of Color	0	7.2%	0.0%	7.2%	0
Total Disabled Employee	0	14.1%	0.0%	14.1%	1
Total Employees	8				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Umatilla
 EEO Category: Administrative Support
 Geographic Data Source: Umatilla
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	1	24.6%	4.2%	20.4%	4
White	1	21.1%	4.2%	16.9%	4
Hispanic	0	2.2%	0.0%	2.2%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.5%	0.0%	0.5%	0
Two or More Races	0	0.3%	0.0%	0.3%	0
Total Males of Color	0	3.3%	0.0%	3.3%	0
Females	23	75.5%	95.8%	0.0%	0
White	18	66.4%	75.0%	0.0%	0
Hispanic	4	5.2%	16.7%	0.0%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.7%	0.0%	0.7%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	1.9%	0.0%	1.9%	0
Two or More Races	1	1.3%	4.2%	0.0%	0
Total Females of Color	5	9.2%	20.8%	0.0%	0
Total Employees of Color	5	12.5%	20.8%	0.0%	0
Total Disabled Employee	0	10.0%	0.0%	10.0%	2
Total Employees	24				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Union
 EEO Category: Administrative Support
 Geographic Data Source: Union
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	26.6%	0.0%	26.6%	3
White	0	25.0%	0.0%	25.0%	3
Hispanic	0	0.5%	0.0%	0.5%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.4%	0.0%	0.4%	0
Two or More Races	0	0.4%	0.0%	0.4%	0
Total Males of Color	0	1.7%	0.0%	1.7%	0
Females	12	73.3%	100.0%	0.0%	0
White	12	68.3%	100.0%	0.0%	0
Hispanic	0	1.7%	0.0%	1.7%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.8%	0.0%	0.8%	0
Native-Hawaiian or Other Pacific Islander	0	1.2%	0.0%	1.2%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.8%	0.0%	0.8%	0
Total Females of Color	0	5.1%	0.0%	5.1%	0
Total Employees of Color	0	6.8%	0.0%	6.8%	0
Total Disabled Employee	0	9.1%	0.0%	9.1%	1
Total Employees	12				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Wallowa
 EEO Category: Administrative Support
 Geographic Data Source: Wallowa
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	25.1%	0.0%	25.1%	0
White	0	23.9%	0.0%	23.9%	0
Hispanic	0	0.0%	0.0%	0.0%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Males of Color	0	1.2%	0.0%	1.2%	0
Females	3	75.6%	100.0%	0.0%	0
White	3	73.9%	100.0%	0.0%	0
Hispanic	0	0.6%	0.0%	0.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Females of Color	0	1.8%	0.0%	1.8%	0
Total Employees of Color	0	3.0%	0.0%	3.0%	0
Total Disabled Employee	0	8.7%	0.0%	8.7%	0
Total Employees	3				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Wasco
 EEO Category: Administrative Support
 Geographic Data Source: Wasco
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	23.1%	0.0%	23.1%	1
White	0	20.9%	0.0%	20.9%	1
Hispanic	0	0.9%	0.0%	0.9%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.2%	0.0%	0.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	0	0.6%	0.0%	0.6%	0
Total Males of Color	0	2.3%	0.0%	2.3%	0
Females	8	77.0%	100.0%	0.0%	0
White	8	69.3%	100.0%	0.0%	0
Hispanic	0	4.5%	0.0%	4.5%	0
Black or African American	0	0.2%	0.0%	0.2%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	2.0%	0.0%	2.0%	0
Two or More Races	0	0.4%	0.0%	0.4%	0
Total Females of Color	0	7.9%	0.0%	7.9%	0
Total Employees of Color	0	10.2%	0.0%	10.2%	0
Total Disabled Employee	0	7.7%	0.0%	7.7%	0
Total Employees	8				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Washington
 EEO Category: Administrative Support
 Geographic Data Source: Portland-Vancouver PMSA
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	7	33.6%	8.4%	25.2%	20
White	4	28.8%	4.8%	24.0%	19
Hispanic	1	1.5%	1.2%	0.3%	0
Black or African American	0	0.9%	0.0%	0.9%	0
Asian	0	1.2%	0.0%	1.2%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	2	0.8%	2.4%	0.0%	0
Total Males of Color	3	4.7%	3.6%	1.1%	0
Females	76	66.4%	91.6%	0.0%	0
White	62	57.8%	74.7%	0.0%	0
Hispanic	6	2.7%	7.2%	0.0%	0
Black or African American	1	1.4%	1.2%	0.2%	0
Asian	2	2.1%	2.4%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.2%	0.0%	0.2%	0
American-Indian or Alaskan Native	0	0.6%	0.0%	0.6%	0
Two or More Races	5	1.6%	6.0%	0.0%	0
Total Females of Color	14	8.6%	16.9%	0.0%	0
Total Employees of Color	17	13.3%	20.5%	0.0%	0
Total Disabled Employee	2	9.1%	2.4%	6.7%	5
Total Employees	83				

Data Effective Date 9/30/2012



Oregon Judicial Department Utilization Analysis by Gender, Race, and Disability

Location: Yamhill
 EEO Category: Administrative Support
 Geographic Data Source: Yamhill
 Occupational Category: Administrative Support

Gender/Race	Number of Employees	Labor Force Availability	Judicial Department Work Force	Underutilization	
				%	FTE
Males	0	27.4%	0.0%	27.4%	6
White	0	25.2%	0.0%	25.2%	6
Hispanic	0	1.6%	0.0%	1.6%	0
Black or African American	0	0.0%	0.0%	0.0%	0
Asian	0	0.0%	0.0%	0.0%	0
Native-Hawaiian or Other Pacific Islander	0	0.0%	0.0%	0.0%	0
American-Indian or Alaskan Native	0	0.2%	0.0%	0.2%	0
Two or More Races	0	0.4%	0.0%	0.4%	0
Total Males of Color	0	2.2%	0.0%	2.2%	0
Females	24	72.5%	100.0%	0.0%	0
White	22	66.4%	91.7%	0.0%	0
Hispanic	2	3.3%	8.3%	0.0%	0
Black or African American	0	0.1%	0.0%	0.1%	0
Asian	0	0.6%	0.0%	0.6%	0
Native-Hawaiian or Other Pacific Islander	0	0.1%	0.0%	0.1%	0
American-Indian or Alaskan Native	0	0.8%	0.0%	0.8%	0
Two or More Races	0	1.1%	0.0%	1.1%	0
Total Females of Color	2	6.0%	8.3%	0.0%	0
Total Employees of Color	2	8.2%	8.3%	0.0%	0
Total Disabled Employee	0	11.7%	0.0%	11.7%	2
Total Employees	24				

Data Effective Date 9/30/2012