

**New Jersey Supreme Court**

**REPORT OF THE  
COMMITTEE ON MINORITY CONCERNS**

**JANUARY  
1996 - 1998 RULES CYCLE**



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Copies of the  
Supreme Court Committee on Minority Concerns Report  
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## INTRODUCTION

The mandate of the standing Supreme Court Committee on Minority Concerns (hereinafter referred to as the “Committee”) is to assure implementation of the Court-approved recommendations of the predecessor Supreme Court Task Force on Minority Concerns (hereinafter referred to as the “Task Force”); to advise the Court on how the Judiciary can best assure fairness, impartiality and equal access; to advise the Court on goals, objectives and implementation timetables; to provide guidance to local advisory committees; to monitor execution of the statewide minority concerns program; to review and advise the Court on major policies and procedures; to conduct studies recommended by the Task Force; and to conduct such other research as it deems appropriate.

To complement at local levels the work of the standing Committee, the court created advisory committees on minority concerns in all fifteen vicinages, as well as the Administrative Office of the Courts. The combined membership of the standing Committee on Minority Concerns, the vicinage advisory committees, and the Administrative Office of the Courts’ Committee now number over 320 volunteers representing every county in New Jersey.

On September 10, 1997, Chief Justice Deborah T. Poritz and then Administrative Director James J. Ciancia, Esq. attended the plenary session of the standing Supreme Court Committee on Minority Concerns. The Chief Justice encouraged members to identify areas of priority and to determine whether these recommendations warranted Supreme Court attention or could be handled administratively. As a result of the Chief Justice’s suggestions, the Committee reviewed and prioritized the recommendations that had been studied and monitored during the present rules cycle. The Committee also designated several matters requiring further Supreme Court review or attention and identified priority areas which can appropriately be handled administratively. In the latter

instance, a plan of action will be forwarded to the Acting Administrative Director at a later date or as issues arise.

This report to the Supreme Court describes the work of the standing Committee during the two-year rules cycle 1996-1998. Given the standing Committee's mandate, most of its work does not involve proposed rule changes; therefore, non-rule recommendations will be the subject of this rules cycle report. Non-rule recommendations have been periodically forwarded to the Chief Justice and Acting Administrative Director for review and possible implementation during the course of the Committee cycle. The monitoring work of the Committee is on-going.

**I. PROPOSED RULES AMENDMENTS RECOMMENDED**

There are no rule amendments recommended for adoption by the Committee on Minority Concerns.

## **II. PROPOSED RUES AMENDMENTS CONSIDERED AND REJECTED**

There were no rule amendments considered and rejected by the Committee on Minority Concerns.

### **III. OTHER RECOMMENDATIONS**

During this rules cycle, the Committee on Minority Concerns proposed the expansion of the Ombudsman Project to other selected vicinages.

The Committee applauds the Court's support of the pilot project in Camden County and extends special accolades to the Assignment Judge, the Ombudsman and vicinage and Administrative Office of the Courts staff for their efforts and contributions.

Special thanks are also extended to Samuel D. Conti, Esq. for his comprehensive and thoughtful program evaluation. For more discussion of this program see also the Subcommittee on Minority Access to Justice, Chapter III.



#### **IV. LEGISLATION**

The Committee has made no recommendation regarding legislation.

**V. MATTERS HELD FOR CONSIDERATION**

The Committee's work in Section VI is ongoing and will continue for the remainder of this rules cycle and thereafter.

## **VI. MISCELLANEOUS MATTERS**

During the rules cycle, the Committee divided itself into four working subcommittees:

- the Subcommittee on Criminal Justice and the Minority Defendant,
- the Subcommittee on Minorities and Juvenile Justice/Family,
- the Subcommittee on Minority Access to Justice, and
- the Subcommittee on Minority Participation in the Judicial Process.

Minorities in juvenile justice/family and minority participation in the judicial process were focal points for the 1996-1998 rules cycle.

The Committee has endeavored to conduct a thorough assessment of the Court's progress in implementing selected Task Force recommendations and the results of this review are presented herein. The four subcommittees have engaged in a thoughtful and thorough review and subcommittee reports are attached. Various recommendations have been approached from different monitoring perspectives; therefore, there are unavoidable overlaps.

The New Jersey Supreme Court has been and continues to be the flagship of a national movement to address race and ethnic bias in the courts. The Court's continuing support of the standing Committee on Minority Concerns and the vicinage/AOC counterparts underscores its unwavering commitment to address and root out any and all vestiges of racial and ethnic discrimination, whether real or perceived.

The Committee applauds the Court's commendable progress in its efforts to address the principles of fairness and equity for court users and court personnel with respect to issues of racial and ethnic bias. The Committee, however, realizes that there is room for improvement and is

encouraged by the Court's continued openness, commitment and resolve to address these vexing issues.

It should be noted that the report references original Task Force recommendations in italics. Amended Task Force recommendations presented in the 1994-1996 rules cycle report contain the original Task Force number (the subject identifier), followed by a period and the sequential number of the amended recommendation, i.e. 30.1, 30.2 and so on. Entirely new recommendations, which do not appear in the Task Force's final report, have been given alpha and numeric designations (Pro Se.1).

During the course of this rules cycle, the Committee on Minority Concerns was deeply saddened by the tragic death of one of our Committee members, Alfredo Santiago, Rutgers University. We are genuinely and deeply appreciative of his many contributions.

# **Chapter I**

## **REPORT OF THE SUBCOMMITTEE ON CRIMINAL JUSTICE AND THE MINORITY DEFENDANT**

**Honorable Susan L. Reisner, J.S.C., Chair**

**Honorable Shirley A. Tolentino, J.S.C.**

**Honorable Michael J. Nelson, J.S.C.**

**Honorable Judith A. Yaskin, J.S.C.**

**Ivelisse Torres, Public Defender**

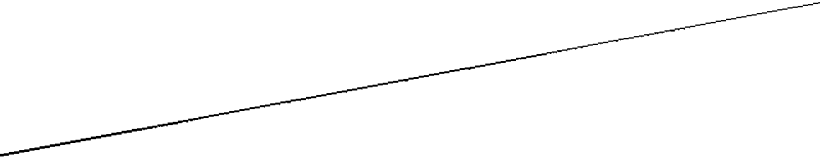
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# CRIMINAL JUSTICE AND THE MINORITY DEFENDANT

## INTRODUCTION

The Subcommittee on Criminal Justice and the Minority Defendant's work priorities for the 1996-1998 rules cycle focused on selected recommendations relating to the Subcommittee's research agenda ( bail, pre-trial intervention and sentencing outcomes) and continuation of efforts to revise the model jury charge addressing cross-racial and eyewitness identification. These two issues will be the subject of this chapter discussion.

### I. RESEARCH AGENDA

#### A. Joint Research Project: Bail and Sentencing Outcomes (External Funding)

#### IMPLEMENTATION OF RECOMMENDATION 14: BAIL AND SENTENCING OUTCOMES

*TASK FORCE RECOMMENDATION 14: The Chief Justice should consider approaching the Attorney General to explore the possibility of jointly sponsoring an empirical analysis of recent New Jersey samples of bail and sentencing outcomes, controlling for key factors that influence the outcomes of these decisions, examining the possibility of cumulative discrimination effects over the sequence of decisions from arrests through sentencing, and determining the degree to which discrimination occurs at each of those decision points.*

In approving *Task Force Recommendation 14*, the Court noted that "... joint social scientific studies of system-wide handling of adult criminal ... cases from arrest through disposition, ... are a massive undertaking requiring substantial funding if the analysis requested is to command respect." The Committee still believes that the study needs to be done. However, recognizing the expense involved, the Subcommittee began with an approach which would minimize the cost by undertaking a more modest study using volunteer academic researchers.

## **B. Proposed In-House Research Projects**

### **1. BAIL AND PRE-TRIAL INTERVENTION PROPOSAL**

The proposed in-house research projects are not dependent upon outside funding. In order to implement the research agenda, Subcommittee members were assigned or volunteered to work on one of three ad hoc working groups. One ad hoc group went about the task of drafting a preliminary research study to examine bail and pre-trial intervention for adult defendants. One of the primary objectives of the bail project is to determine the types of data available on bail and pre-trial intervention decisions in selected vicinage trial courts in New Jersey. Information on the outcomes of bail and pre-trial intervention decisions will be collected for the purpose of determining whether racial and ethnic differences exist in the outcomes of bail and pre-trial intervention decisions or in the level of bail set by the trial courts.

The bail and PTI study will be limited to 1995 and 1996; only two counties will be selected to participate. It is necessary to select these years because of R.3:28.(b) which allows a defendant who has been charged with a penal or criminal offense and admitted into the program to postpone all further proceeding on such charges for a period not to exceed thirty-six months or three years.

Anecdotal and qualitative information from judges, prosecuting attorneys and defense attorneys will provide additional information and help to pinpoint both the strengths and weak points in the system.

### **2. SUMMONS v. ARREST WARRANTS**

A second ad hoc working group is responsible for gathering and examining (on a county by county basis) statistical information on the number of summons and arrests warrants issued on specific indictable and disorderly person offenses and petty disorderly persons offenses. The primary



objective of this proposed investigation is to determine whether arrest warrants are being issued in situations where R. 3:3-1(b) would permit summons to be issued.

As reported in the 1994-1996 Rules Cycle Report (Rules Cycle Report, Supplement 1, pages 11-12), the Subcommittee requested information from the Regional Public Defender Offices in an effort to determine the degree to which the revised bail rules (effective January 1, 1995) were being implemented statewide... “ More than half of the offices ... indicated that in their counties, the preference for issuance of summonses instead of arrests warrants is not being followed. This is a significant finding because the fundamental problem for many indigent defendants is that they cannot afford any bail at all; therefore, their arrest and the requirement of money bail virtually assures their incarceration pre-trial.”

This proposed study is a follow-up project to the Committee’s first inquiry reported in the first rules cycle report. Using available law enforcement crime data banks, the Subcommittee proposes to gather statistical information by county on the number of summonses versus the number of arrest warrants issued for specific indictable and disorderly persons offenses and petty disorderly persons offenses. The study will also examine those offenses which police officers have discretion to issue summonses or pursue arrest warrants, R. 3: 3-1(b).

In order to complete the proposed research projects, the third ad hoc working group is attempting to secure the assistance of area college interns. This task involves working with the other ad hoc working groups to design data retrieval instruments, developing codebooks and manuals, recruiting college interns and assuring that the interns receive adequate training and research supervision.

One of the Subcommittee members, who is a Rutgers Professor, suggested that several Rutgers students interns may be interested in serving an internship at the Judiciary and working on the research projects. A student internship program is already in place which assigns students to various agencies for a minimum of eight hours a week for a one semester three credit course. The Minority Concerns Unit, EEO/AA and the Civil Division have employed the Rutgers students interns in the past as have several vicinage minority concerns advisory committees (Essex, Mercer, Middlesex, Passaic, Somerset/Hunterdon/Warren).

The Committee believes that this preliminary study will help inform a more comprehensive proposal examining bail and sentencing outcomes controlling for major factors other than race, or factors other than those historically economic conditions often associated with race. The Committee does not underestimate the complexity of this issue but believes that the original sentencing study conducted in 1979 left unanswered questions which need to be addressed, and did not address at all the issue of bail and PTI.

The preliminary bail and PTI proposal has been reviewed by the Committee Chair and the Assistant Director, Criminal Division. The proposal will soon be submitted to the Administrative Office of the Courts Research Council for review.

## **II. MODEL JURY CHARGE ADDRESSING THE ISSUE OF CROSS-RACIAL IDENTIFICATION**

### **IMPLEMENTATION OF TASK FORCE RECOMMENDATIONS 9-11:**

*TASK FORCE RECOMMENDATION 9: Practitioners in the criminal justice system, including judges, should attend educational seminars on eyewitness identification developed by their respective agencies.*

*TASK FORCE RECOMMENDATION 10: The Supreme Court should develop cautionary instructions that would be used to inform juries on the issues pertaining to unreliability of eyewitness identification generally and on the more significant limitations respecting cross-racial identification particularly. The instructions should be made available to judges for use in cases where expert testimony on eyewitness identification is introduced.*

*TASK FORCE RECOMMENDATION 11: The Supreme Court should allow more frequent use of expert witnesses on the general problem of unreliability of eyewitness identification in trials. Court rules should be formulated which authorize such testimony, particularly where the identification is not strong or where the case rests mainly on the identification.*

Task Force Recommendations 9-11(See the Supreme Court's Action Plan, 1993) were referred for review by and recommendation of the Supreme Court Criminal Practice Committee. As reported in the 1994-1996 Rules Cycle Report, the Criminal Practice Committee agreed with the Committee on Minority Concerns's recommendation that a course on eyewitness and cross-racial identification be offered at the Judicial College. No course on this issue has been offered since 1986.

The Committee on Minority Concerns recommends that a seminar on eyewitness and cross-racial identification be offered in plenary session at the November 1998 Judicial College (Task Force Recommendation 9).

On September 29, 1997 a letter from The Honorable Harold W. Fullilove was forwarded to The Honorable Frank M. Donato, Chair, Model Jury Criminal Charge Committee, regarding the Committee's recommended revision to the model jury charge on eyewitness identification. The revised jury charge addressed the issue of cross-racial identification. The charge was updated to conform to current case law; the language was simplified and a section relating to cross-racial identification was added. This issue was recently addressed by The Honorable Thomas Shebell, Jr. in State v. Cromedy, A-1359-95, Appellate Division, 1997. See also the New Jersey Law Journal,

151 N.J.L.J. (January 5, 1998). This case will be heard by the Supreme Court.

The Model Jury Criminal Charge Committee discussed cross-racial/eyewitness identification on January 26, 1998, and decided to retain the original language that was used in the jury instruction in lieu of the proposed Minority Concerns revision. However, the Model Jury Criminal Charge Committee will footnote the concerns raised by the Committee on Minority Concerns.

## **CHAPTER II**

# **REPORT OF THE SUBCOMMITTEE ON MINORITIES AND JUVENILE JUSTICE/FAMILY**

**Hon. Severiano Lisboa III, J.S.C., Chair**

**Hon. Samuel G. DeSimone, A.J.S.C.**

**Hon. Travis L. Francis, J.S.C.**

**Hon. Edward V. Gannon, J.S.C.**

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**Mary T. Previte, Director,**

**Camden County Youth Center**

**(Robert Reid, Designee)**

**Franklin Smith, Designee for Paul Donnelly,**

**Executive Director, Juvenile Justice Commission**

**Staff: Eugene Troche, Esq.**



# **MINORITIES AND JUVENILE JUSTICE/FAMILY**

## **INTRODUCTION**

The Subcommittee is reporting on recommendations which have been identified as priorities or which require further Supreme Court action. Subcommittee members understand that some of the court-approved Task Force recommendations can and should be acted on by divisions, conferences or other units and not the Supreme Court. However, further direction from the Supreme Court would be welcomed.

## **RULES CYCLE AGENDA**

During the present rules cycle, the Subcommittee has been working with the Conference of Family Division Presiding Judges and its Subcommittee on Minority Concerns, chaired by The Honorable Robert A. Fall, Presiding Judge, Ocean County Family Court. A little history is worth noting here. When the Supreme Court Task Force on Minority Concerns Final Report was published in 1992, a number of the juvenile justice recommendations were referred to the Conference of Family Division Presiding Judges for action. The Conference issued its own report on September 28, 1994 (See Appendix A 1). As best the Committee has been able to determine, little or no action has been taken on the recommendations which the Conference approved for implementation. That is, when the Subcommittee initiated discussions with Judge Fall and met on a number of occasions to discuss how the two groups can work together to implement the recommendations which the Committee on Minority Concerns identified as priority items, there was agreement that the Conference needed to act on its own report.

Some judges have expressed concern over the lack of time for other activities due to the

overwhelming caseloads and the concurrent need to be on the bench almost exclusively. A determination will have to be made about how many of the court approved recommendations require freeing up judicial bench time. It may also be helpful to explore the time that Presiding Judges devote exclusively to hearing cases as opposed to the time devoted to handling administrative/management responsibilities. Whatever mechanism is contemplated to strengthen the court's link with the community, this is an important issue which needs to be resolved so that judges can be more actively involved in the community and can participate on those committees deemed critical to the court's juvenile justice agenda. Anecdotal information points to a variety of solutions to this dilemma. Some judges periodically visit schools on their lunch hour; others invite service providers and community groups and organizations to present informational seminars at the courthouse; judges also make presentations at parent-teacher meetings and special community forums on juvenile court.

Because of the change in leadership and membership of the Conference of Family Division Presiding Judges and its subsequent committee restructuring, the Subcommittee Chair is presently seeking to reestablish dialogue with the Conference.

The Committee reiterates its position that Family Court Judges need to be active and visible in the communities they serve. Outreach can take many forms, the objective being continued community education on how the courts operate and what services are available. Presently, these activities are confined to the vicinages. The Committee on Minority Concerns also recommends that there be more interchange between the vicinages and the Family Division central office. The exchange of ideas will, no doubt, be mutually beneficial.

In order to gather information on the vicinage juvenile justice initiatives, Subcommittee staff, at the direction of the Chair, and as a direct result of the above mentioned meetings with Judge Fall,



prepared and distributed a request for information to the vicinages. The status report asked that vicinages share their individualized Juvenile Justice Action Plans (Appendix A 2). About a third of the vicinages have responded and it is hoped that the balance of the plans will be forwarded in the near future. Once all plans are submitted, they will be compiled and made part of a Supplemental Report to the Supreme Court. The Subcommittee hopes to ascertain how the Task Force recommendations are being implemented at the vicinage level. The Committee is particularly interested in how judges are interfacing with the community; what public education projects and programs have been initiated; the extent to which youth are involved in the court's education projects and the court's overall action plan for youth under the court's jurisdiction. The plans will also identify the partnerships that have been formed and reveal the innovative programs that may be replicated in other jurisdictions.

The following recommendations and issues of concern were identified by the Subcommittee as priority issues:

#### **RECOMMENDATION 17: REDUCING THE PROPORTION OF MINORITY JUVENILES INCARCERATED**

*TASK FORCE RECOMMENDATION 17: The Supreme Court should set a goal for the judiciary of reducing the number of minorities incarcerated. This goal would be accomplished by: (1) Working through County Youth Service Commissions to expand sentencing alternatives; (2) Carefully considering the use of available alternative dispositions that would keep juveniles in the community; (3) Adopting a policy that factors like family status which may appear race-neutral, but which when considered in creating a disposition may tend to result in disproportionate numbers of minorities being incarcerated, are insufficient grounds in and of themselves for justifying a decision to incarcerate; (4) Encouraging judges to play a more active role in determining which juveniles go into these programs by recommending specific placements at the time of sentencing . . .*

The critical nature of Recommendation 17 as it pertains to sentencing alternatives lies in the relationship between the judiciary as a whole and the Juvenile Justice Commission on the one hand

and Family Court Judges and their respective Youth Services Commissions on the other. In some counties judges are very active, while in others their involvement is virtually non-existent. The Committee on Minority Concerns has obtained anecdotal evidence from local community leaders and service providers that points to the importance placed on Family Court Judges active participation in their respective Youth Services Commissions deliberations. The service plans are promulgated to address the concerns expressed in Recommendation 17. The Committee is fully cognizant of the fact that while counties differ in many respects, there appears to be an abiding and longstanding issue (as reported in the Task Force Report over five years ago), with the over representation of minority youth in the juvenile justice system. Access to services by minority juveniles and the likelihood of detention are two of the most salient concerns. Active participation in drafting and implementing the Youth Services Plans will ensure that the concerns attendant to youth under the court's jurisdiction are addressed.

This very point was made quite clear when a number of the Subcommittee members and staff took a field trip to get a first hand look at two of the facilities that are used for court commitments. On September 10, 1997, there was an on-site visit to the Valentine Unit (a female detention facility in Bordentown) and the Stabilization and Reintegration Program which has come to be known as the "Boot Camp" in Tabernacle. One of the primary concerns expressed by the administrators of these facilities was the need to expand "after care" services. Juveniles reentering their communities without a support structure raises issues of recidivism. Cooperatively and aggressively examining the availability and quality of existing "after care" programs, and undertaking a search for solutions to the 'after care' challenge will be mutually beneficial to both the Family Court and the Juvenile Justice

Commission.<sup>1</sup>

## **RECOMMENDATION 18: FORMING PARTNERSHIPS WITH THE COMMUNITY**

*TASK FORCE RECOMMENDATION 18: The Supreme Court Should direct two initiatives be undertaken to make the community, especially the minority community, aware of the juvenile court system: (1) A comprehensive public education program to provide information on the operation of the juvenile court system and the steps that are being taken to eliminate unfairness to minority juveniles; and (2) An engagement in partnerships with schools where the judiciary assists local schools in development and instruction of a legal education curriculum or programs which bring judges and court workers into classrooms to speak to students, and bring students to visit the courts.*

As already noted earlier, the Juvenile Justice Action Plans from each vicinage will be reviewed with an eye towards determining the degree to which partnerships with the communities have been formed. During the course of the present rules cycle, two community juvenile justice symposiums were held with the goal of bringing the court and the community together for a day of presentations and discussions about the services available in family court, how to access those services and general information on the court's operation. Both of these symposiums clearly demonstrated the need for community outreach and the pivotal role Family Court Judges play in bringing the community to the courts and developing a dialogue on court access and services with service providers and the public in general, including youths.

### **A. GLOUCESTER/CUMBERLAND/SALEM SYMPOSIUM**

On May 2, 1997, a community symposium entitled "Getting to Know You: The Courts and Juvenile Justice," was held at the New Jersey Department of Education Building, Sewell, New Jersey. The symposium was a cooperative venture sponsored by the Superior Court in collaboration

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<sup>1</sup>The Subcommittee is awaiting the Juvenile Justice Commission's Annual Report and the Detention Reform Task Force Report in order to better understand what progress has been made in this regard.

with the Minority Concerns Vicinage Advisory Committee, the Juvenile Justice Commission, the Gloucester County Youth Services Commission, the Gloucester County Board of Chosen Freeholders, and the Administrative Office of the Courts. This all-day event was attended by over 150 participants, representing the courts, the Public Defender's office, local schools (including a contingency of area middle and high students) local law enforcement (police departments and the prosecutor's office), clergy, service providers community/organization leaders and other citizens. A panel presentation featured individuals responsible for processing juvenile cases at various points in the system. The panelists explained their respective roles and how their decisions affect the outcome of a case. Workshops were held in areas that concerned residents of the vicinage and were led by Public Defenders, Prosecutors, service providers and Court personnel. The Symposium, which was an extension of Gloucester County's traditional Law Day Program, was enthusiastically received and deemed to be very helpful and informative by the public participants, service providers, law enforcement personnel and court employees.

The success of this community symposium can be directly attributed to the untiring support of the Assignment Judge, who is a member of the Committee. Judge DeSimone hosted all the planning sessions in his chambers, helped to shape the program format, provided staff support and personally reached out to the participants in an open dialogue. Without his unceasing support and "roll-up-your-sleeve commitment", the Symposium would not have been as successful. Attached in Appendix A 3 is the program from this noteworthy event and related materials.

#### **B. MIDDLESEX JUVENILE JUSTICE CONFERENCE**

On October 30, 1997, the Middlesex County Superior Court, in collaboration with the Vicinage Minority Concerns Advisory Committee, the Middlesex County Council for Children's

Services, the National Conference and the Edison/Metuchen Chapter of the NAACP, presented a Juvenile Justice Conference. The Middlesex Program covered a wide variety of issues impacting on juvenile justice (see Appendix A 4). Individuals from the courts, service providers and representatives from area civic and service organizations spent the day with over 180 public participants, many of whom were students. Informational presentations were made on how juvenile cases are processed and what court services are available. Some of the students also made presentations and this made for a very interesting and animated discussion between service providers and the students about how best to deliver appropriate and timely services to youth. Representatives from the Edison Job Corps and the Edison Prep Program were the student presenters.

A Mock Trial was held in which juveniles played various roles. One of the Middlesex County judges who is also a member of the Committee is one of the principal proponents of the Conference. As with the previously described symposium, this Conference featured the collaboration of court and non-court entities, including the Assignment Judge, other Family Court Judges, the Family Division Manager and Trial Court Administrator. By anyone's measure, the program was a very impressive event.

Neither of the symposiums replaced the vicinage law day programs. In most counties, the Law Day programs have traditionally been planned and conducted by the county Bar Association and this model continues to be the norm. However, in several counties traditional programs are being expanded; Law Day in some instances has been extended to Law Week. There are more educational seminars offered to the public. Mercer County, for example, had a full week of activities.

Other vicinages are expanding public education programs as well. Passaic County has established a six week mentoring program for youth with the local school board; Camden, Middlesex and Burlington have also initiated mentoring programs. Students in these counties benefit greatly

from these activities; they are exposed to the reality of juvenile court; they are given an opportunity to query judges and see actual courtroom proceedings; and equally as important, students have an opportunity to gain first hand knowledge about court operations, programs and services.

The two symposiums described above, as well as the various Law Day programs across the State, demonstrate what can be accomplished through community outreach and public education initiatives when there is collaboration. These two initiatives can be replicated in other vicinages and no doubt will lead to a greater appreciation of the role of the court in the community as well as a more profound appreciation of the community's role in assuring that our courts remain a haven for justice and equality.

Symposium participants gained a better appreciation of how juvenile matters are processed; who is responsible for processing a matter; and what the time frame is for moving cases through the juvenile justice system. Without question, participants in these programs gain a better understanding of the process and they can take this knowledge back to their communities to demystify the juvenile court process and clear up misconceptions. Symposiums such as these need to be promoted and judges should be encouraged to spearhead them.

Listed below are some of the recommendations emanating from the symposium.

- Prepare a generic and standard guide to the Family Court that will assist the public in navigating the system; distribute the guide statewide and have it available in courthouses and court complexes, libraries, on the Internet and other public venues such as schools;
- Courts should periodically offer seminars or town meetings that educate the community about Family Court; and
- Aggressively promote the development of more cooperative educational programs with area schools.

## **RECOMMENDATION 20: THE ROLE OF FAMILY COURT JUDGES**

*TASK FORCE RECOMMENDATION 20: In order for the judiciary to play a lead role in the development of additional community alternatives which can provide adequate levels of supervision for juveniles for whom family supervision is lacking, the Supreme Court should direct each vicinage to implement the following strategies: (1) Direct Family Division judges to enhance and expand the level and kinds of services currently available internally through probation and externally by developing partnerships with community groups in the judges' capacity as members of Youth Services Commissions and in their dealings with other bodies; and (2) Since some juveniles are committed to the Department of Corrections because other state agencies are not forthcoming with other services, direct family division judges to actively seek to hold such agencies accountable for (A) The delivery of mandated services and (b) The meeting of statutory time goals.*

The issues associated with this recommendation were presented in an earlier discussion on judges' involvement in County Youth Services Commissions. It is worth noting here, however, that with the creation of the Juvenile Justice Commission (JJC) in 1995 and the State/Community Partnership Grant Program, now under recently adopted regulations, there have been continuing collaborative efforts between the Judiciary and the Executive Branch. The Executive Director of the JJC, Paul Donnelly, addressed the Supreme Court Committee on Minority Concerns (March 1996). The JJC is represented on the Subcommittee on Minorities and Juvenile Justice/Family and one of the former staff members of the Minority Concerns Unit was invited to attend JJC meetings. This staff person also held a seat on the State Youth Service Commission Coordinators Committee.

An example of the cooperation between these agencies is also evident in the preparatory work with regard to the drafting of the Partnership Grant Program regulations; the Committee on Minority Concerns worked with the JJC to prepare the new rules and regulations. Vicinage advisory committees on minority concerns, together with members of the central Committee, raised the following major concerns: representation of minorities on the county Youth Services Commissions as voting members; accountability of service providers; establishing standardized program evaluation criteria; and requiring periodic site visitations to monitor programs. The final draft incorporated

many of these suggestions. The Subcommittee will continue to monitor developments in this area.

**RECOMMENDATION 23(2): INCREASING THE NUMBER OF MINORITIES AT ALL LEVELS OF THE FAMILY COURTS AND THE FAMILY DIVISION (AOC)**

*TASK FORCE RECOMMENDATION 23(2): The Supreme Court should: . . . (2) Set a policy requiring an increase in the number of minorities in all levels of the Family Courts and the Family Division at the Administrative Office of the Courts, especially in key positions such as family court judges, division managers, supervising probation officers, intake workers, and managers at the AOC.*

In the 1994-1996 Rules Cycle Report (pages 24-27), the Subcommittee discussed data on the number of minorities at various levels of court administration, both at the Administrative Office of the Courts as well as at the vicinage level. Table 1 presents data on Family Division employees by EEO/AA Job Category (Official/Administrators and Professionals) at the Administrative Office of the Courts. A review of the table indicates that for the Official/Administrator job category there are no minorities at the central office as of January 1998.

Table 2: Family Division Officials/Administrators by Race/Ethnicity and Gender( County Totals), reveals three minorities in this job category; two are employed in Atlantic County and one works in Essex County. There were no persons of color in the Official/Administrator job category in January 1996.

In the Central Office, eleven of the twenty-nine professionals are minorities. The precipitous increase is attributable to the influx of Child Support Hearing Officers into the Family Division (see Table 1).

As Table 3: Family Division Professionals By Race/Ethnicity and Gender indicates, the proportion of minorities in this category has remained relatively static. In January 1996 the figure was 22.6%; in January 1998 the figure is 23.4%.

A review of Table 4: Percentage of Minority Family Division Employees indicates that the net increase in the number of minorities employed in the Family Division (aggregate State total) is



one, from 462 (296%) in January 1996 to 463 (30.7%) as of January 1998.

The above accounting of the prioritized concerns and issues still remaining since the submission of the previous Rules Cycle Report is purposely brief. The intent is to provide the Supreme Court with a sense of where attention should be focused and which recommendations should be targeted. The Subcommittee will continue to monitor implementation activities and, as our mandate states, will continue to advise the Supreme Court of developments in this area.



**TABLE 1**

**Family Division Official/Administrators and Professionals  
By Race/Ethnicity and Gender  
(Administrative Office of the Courts)  
January 1998**

EEO JOB CATEGORY	White		Black		Hispanic		Asian		American Indian		Total	Total Minorities	% Minorities
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Official/ Administrators	2	2	0	0	0	0	0	0	0	0	4	0	0.0
Professionals*	9	9	2	3	3	2	0	0	0	1	29	11	38.0

\* Note: The significant increase in staffing level in the Administrative Office of the Courts Family Division from the 1994-1996 Rules Report is attributable to the recent addition of the Child Support Hearing Officer Program to the Family Division.

**TABLE 2: Family Division Officials/Administrators By Race/Ethnicity and Gender  
(County Totals)  
January 1998**

COUNTY	White		Black		Hispanic		Asian		American Indian		Total	Total Minorities	% Minorities
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Atlantic	0	0	0	2	0	0	0	0	0	0	2	2	100%
Bergen	0	2	0	0	0	0	0	0	0	0	2	0	0
Burlington	1	0	0	0	0	0	0	0	0	0	1	0	0
Camden	2	1	0	0	0	0	0	0	0	0	3	0	0
Cape May	1	0	0	0	0	0	0	0	0	0	1	0	0
Cumberland	0	1	0	0	0	0	0	0	0	0	1	0	0
Essex	1	1	0	1	0	0	0	0	0	0	3	1	33%
Gloucester	1	0	0	0	0	0	0	0	0	0	1	0	0
Hudson	1	0	0	0	0	0	0	0	0	0	1	0	0
Hunterdon	0	1	0	0	0	0	0	0	0	0	1	0	0
Mercer	2	2	0	0	0	0	0	0	0	0	4	0	0
Middlesex	1	0	0	0	0	0	0	0	0	0	1	0	0
Monmouth	0	1	0	0	0	0	0	0	0	0	1	0	0
Morris	0	2	0	0	0	0	0	0	0	0	2	0	0
Ocean	2	0	0	0	0	0	0	0	0	0	2	0	0
Passaic	1	1	0	0	0	0	0	0	0	0	2	0	0
Salem	0	1	0	0	0	0	0	0	0	0	1	0	0
Somerset	1	0	0	0	0	0	0	0	0	0	1	0	0
Sussex	0	1	0	0	0	0	0	0	0	0	1	0	0
Union	2	0	0	0	0	0	0	0	0	0	2	0	0
Warren	0	1	0	0	0	0	0	0	0	0	1	0	0
Totals	16	15	0	3	0	0	0	0	0	0	34	3	8.82%

**TABLE 3: Family Division Professionals By Race/Ethnicity and Gender  
(County Totals)  
January 1998**

COUNTY	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN		TOTAL	TOTAL MINORITIES	% MINORITIES
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Atlantic	6	5	2	6	0	1	0	0	0	0	20	9	45.0
Bergen	13	26	0	3	0	0	0	0	0	0	42	3	7.1
Burlington	8	13	2	6	0	0	0	0	0	0	29	8	27.6
Camden	7	28	4	0	4	2	0	0	0	0	45	10	22.2
Cape May	2	3	0	1	0	0	0	1	0	0	7	2	28.6
Cumberland	6	11	1	2	1	1	0	0	0	0	22	5	22.7
Essex	9	15	4	21	3	1	0	2	0	0	55	31	56.4
Gloucester	9	11	1	0	0	0	0	1	0	0	22	2	9.1
Hudson	5	12	1	5	3	3	0	0	0	0	29	10	34.5
Hunterdon	0	9	0	0	0	0	0	0	0	0	9	0	0.0
Mercer	6	7	1	3	0	2	0	1	0	0	20	7	35.0
Middlesex	6	19	2	3	0	3	1	0	0	0	34	9	26.5
Monmouth	6	27	2	4	0	1	0	0	0	0	40	7	17.5
Morris	7	22	0	0	0	0	0	0	0	0	29	0	0.0
Ocean	11	21	0	1	0	0	0	0	0	0	33	1	3.0
Passaic	12	18	1	3	2	1	0	1	0	1	39	9	23.1
Salem	1	2	0	2	0	0	0	0	0	0	5	2	40.0
Somerset	4	9	0	0	0	0	0	0	0	0	13	0	0.0
Sussex	3	4	0	0	0	0	0	0	0	0	7	0	0.0
Union	9	16	2	5	1	2	0	1	0	0	36	11	30.6
Warren	4	7	0	0	0	0	0	0	0	0	11	0	0.0
<b>TOTALS</b>	<b>134</b>	<b>285</b>	<b>23</b>	<b>65</b>	<b>14</b>	<b>17</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>547</b>	<b>128</b>	<b>23.4</b>

**TABLE 4**  
**Percentage of Minority Family Division Employees**  
**(Aggregate Totals by EEO Job Category)**  
**January 1998**

EEO Job Category	Grand Total	Total Minorities	% Minorities
Officials/Administrators	34	3	8.82%
Professionals	547	128	23.4%
Technicians*	NA	NA	NA
Protective Service Worker	2	1	50.0%
Paraprofessionals	101	24	23.8%
Office/Clerical	819	305	37.2
Skilled Craft Workers	0	0	0.0
Service Maintenance Workers	3	2	66.7%
Total % Minorities in All Job Categories	1506	463	30.7

\*Not available



## **Chapter III**

# **REPORT OF THE SUBCOMMITTEE ON MINORITY ACCESS TO JUSTICE**

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# MINORITY ACCESS TO JUSTICE

## INTRODUCTION

The Minority Access to Justice Subcommittee, Standing Committee on Minority Concerns was established to monitor and report on the implementation of recommendations relating to access to the courts, previously developed by the predecessor Task Force on Minority Concerns and approved by the Supreme Court.

During the current rules cycle, the Subcommittee tracked and closely examined the status of all recommendations relating to minority access and had originally planned to report on all such initiatives.

The Subcommittee also reviewed and prioritized the recommendations that it studied and monitored during this rules cycle. Several recommendations were designated as matters requiring further Supreme Court review. Priority areas (which can appropriately be handled administratively) and suggested plans of action for their realization were identified and proposed.

The following areas have been identified as priority areas relating to minority access to justice and these appear in order of importance:

1. expansion of Ombudsman<sup>1</sup> Project to other vicinages;
2. adoption of court user bill of rights and responsibilities;
3. adoption, distribution and use of a policy statement and complaint process for court users, the availability of which should be widely publicized; and

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<sup>1</sup> Ombudsman is a gender neutral Swedish term. The Term “Ombudsman” is often used as well.

4. development in collaboration with the State Bar and specialty bars and statewide distribution of standardized and comprehensive *pro se* materials, including informational videos.

Expansion of the Ombudsman Project requires Supreme Court approval. The remaining initiatives can be handled at the administrative level.

## I. EXPANSION OF OMBUDSMAN PROJECT

In its 1992 report, the Task Force on Minority Concerns recommended that:

### **TASK FORCE RECOMMENDATION 31:**

*TASK FORCE RECOMMENDATION 31: The Supreme Court should direct that Ombudsman Offices be established at the State and vicinage levels to provide information and to receive and investigate complaints about abuses in the judicial process.*

In the last rules cycle (1994-1996), the Committee amended the recommendations relating to the Ombudsman program as follows:

**Committee Recommendation 31.1: The Supreme Court should direct the AOC to expand the Ombudsman Pilot Project to at least two additional counties. The AOC should also be directed to develop procedures and policies regarding complaints by the public immediately. These procedures shall include an avenue for filing complaints based not only on race and ethnic bias, but also gender, sexual orientation, age, language and other bases for illegal discrimination or unfair treatment. The AOC Trial Court Support Operations Division should be responsible for tracking and monitoring the handling and disposition of all court user complaints.**

**Committee Recommendation 31.2: The Supreme Court should require each Assignment Judge to identify a “point” person who will be responsible for accepting complaints, following up on disposition of complaints and reporting to the AOC.**

These recommendations have yet to be fully implemented.

The Court approved a pilot ombudsman project for immediate implementation in 1993. The Ombudsman Project was implemented in the Camden Vicinage in June 1996. The Administrative

Office of the Courts supported the project by paying the salary of the Ombudsman and providing extensive technical assistance for the project. The Camden Ombudsman, Victoria Rivera- Cruz, who has been assisted by Rutgers' student interns serving as support staff, held its official Open House on October 21, 1996. An easy-to-understand brochure was developed and substantial outreach and publicity efforts were undertaken. The Ombudsman compiled sample *pro se* materials and has attempted to serve as a clearinghouse of such materials in the Camden vicinage. Status reports have been provided regularly to the Subcommittee by the Ombudsman and she has met with the Subcommittee or representatives on a variety of occasions.

The Ombudsman Project is being continued in Camden during fiscal year 1998 at the expense of the vicinage. An evaluation report of the pilot project was prepared by Samuel D. Conti and submitted to the Administrative Director of the Courts. The evaluation report was reviewed by the Subcommittee. The report was also reviewed by the Assignment Judges at their December 1997 meeting and they agreed that the project should be replicated. The Subcommittee concurs with the recommendation that the pilot program be expanded to other vicinages on an incremental basis and forwarded its recommendation to the Chair of the Committee on Minority Concerns.

With respect to the pilot, the Subcommittee findings are as follows:

- About 80 percent of the Ombudsman's time is spent assisting *pro se* litigants, the majority of whom had non-family civil matters.
- The Ombudsman has limits on her ability to handle employee grievances. The pilot program has provided a useful opportunity to clarify the parameters of the Ombudsman's role.
- The Camden Bar also has a Bar Ombudsman who specifically deals with attorney problems with judges and serves as the bar liaison to the Judiciary. Other county bars should be encouraged to follow the Camden Bar's example.

- The Ombudsman should redesign the intake form in order to capture information on situations involving a “perception of discrimination” by court users and employees.
- The project is running efficiently and effectively and is well-received. It should be noted that the Ombudsman has been working to develop evaluation forms concerning user satisfaction with the office and the services rendered.

## **II. ADOPTION OF COURT USER BILL OF RIGHTS AND RESPONSIBILITIES**

In the previous rules cycle, the Committee recommended as follows:

**Committee Recommendation 30.3: The Supreme Court should require the AOC and the vicinages to include a “Bill of Rights and Responsibilities” in all documents which introduce a litigant to the court process.**

As best the Subcommittee was able to determine, the Judiciary does not have a “Bill of Rights” in place. Therefore, the Subcommittee drafted a preliminary “Bill of Rights and Responsibilities” for court users and this draft will soon be shared with the full Committee for review and comments. The Subcommittee is of the opinion that the Bill of Rights and Responsibilities should be posted in courthouses, given to court users attending proceedings, provided in promotional literature, and otherwise widely publicized so that court users clearly understand what they can reasonably expect and what reciprocal obligations enure. The Subcommittee believes that promulgation of this document is vital to instill confidence in the court system, will facilitate the realization of fair and dignified treatment of all court users while informing court users of their reciprocal duties and responsibilities.

## **III. PROCEDURE FOR CORRECTING PERCEIVED DISCRIMINATION BY COURT USERS**

The Task Force on Minority Concerns had recommended as follows:

*TASK FORCE RECOMMENDATION 2: The AOC should adopt, develop and implement in its own offices a discrimination complaint procedure.*

*TASK FORCE RECOMMENDATION 30: The Supreme Court should direct that all complaint procedures include: (1) behavior which results in a complaint is clearly specified; (2) notices of complaint mechanisms are accessible to the public; and (3) grievances having to do with minority issues can be identified.*

In the 1994-1996 rules cycle the Committee also amended the following recommendations relating to the Judiciary's complaint procedures and the two amendments are noted below.

**Committee Recommendation 30.1: The Supreme Court should mandate that the AOC and each vicinage post notice of complaint procedures in the courthouses at places where the public will have access no later than three months after the policies are promulgated.**

**Committee Recommendation 30.2: The Supreme Court should require the AOC and the vicinages to publicize the availability of a grievance procedure in all promotional literature, videos and other educational material developed by the AOC and the vicinages.**

These recommendations have yet to be fully implemented.

On March 6, 1997, a revised Policy Statement on Equal Employment Opportunity Affirmative Action and Anti-Discrimination was issued to all Judiciary employees. The Subcommittee has reviewed the revised policy statement, discrimination complaint procedures and forms prepared by the Administrative Office of the Court EEO/AA Office and numerous other materials. The Subcommittee also reviewed materials prepared by the Camden Ombudsman.

Except for the procedures and intake form used in Camden, the Subcommittee finds little evidence that procedures and forms as they affect the public have been improved. The revised Policy Statement, Discrimination Complaint procedures and revised form, while they seemingly apply to court users, in actuality are geared to employees and job applicants. For example, the first two paragraphs immediately following the introduction deal exclusively with employees and applicants for employment. The next paragraph relating to ADA issues prohibits discrimination in employment

only. It does not contain verbiage addressing accommodating court users. The definition of sexual harassment is solely employee-related, as are the provisions relating to dating and hostile work environment. The materials, except for those used in Camden, still do not appear to provide a reasonable method for filing and processing court user complaints. Working collaboratively with the Camden Ombudsman, who provided very vital input, the Subcommittee has therefore drafted sample court user policies and procedures for possible statewide use. Upon review by the Committee, the draft will be forwarded to the Administrative Office of the Courts.

#### **IV. STATEWIDE AVAILABILITY OF COMPREHENSIVE AND USER FRIENDLY *PRO SE* MATERIALS**

While there is one attorney for approximately every 200 persons in New Jersey, there is one legal services attorney for every 3,000 to 5,000 indigents in New Jersey (depending on the county). Legal services offices are currently inundated with clients and are able to represent only 20% of the people seeking their services. Minorities are disproportionately represented among the poor and the lack of legal representation for the poor will be felt more strongly by minorities. *Pro se* assistance, therefore, may be one of the few ways that racial and ethnic minorities and the poor may access the courts. This issue was also addressed at length in the 1994-1996 rules cycle report (pages 30-32).

In the previous report the Committee recommendation read:

**Committee Recommendation Pro Se 1: The Supreme Court should direct the AOC to compile all *pro se* materials, evaluate those materials to ensure that they are written in plain language, revise the materials, as necessary, and distribute the materials to the vicinages and to the public (libraries, community centers, municipal buildings, county government, social service and government agencies). Targeted distribution plans for minorities should be put into place.**

In order to facilitate access to justice, particularly for those unable to have legal representation, various Judiciary divisions have developed a number of *pro se* assistance materials.

For example, in the Passaic County Special Civil Part a video is available in English and Spanish to help litigants fill out complaint forms and answers to complaints. Brochures on how to collect judgments, how to proceed in small claims and landlord/tenant matters have been published. The Special Civil Part in Hudson County has developed *pro se* materials including forms and instructions for every type of matter handled in the Special Civil Part.

An ad hoc team of staff from the Administrative Office of the Courts Civil Practice and Trial Court Services Divisions has developed a small claims kit for statewide use by *pro se* litigants and is completing one for landlord/tenant court. They have yet to be distributed to Assignment Judges and vicinage staff for input. In a joint project with the 15 vicinage advisory committees on minority concerns, the Minority Concerns Unit (using Rutgers student interns) collected and compiled a list of various brochures, pamphlets and other materials which vicinages distributed to the public. Minority concerns vicinage advisory committee staff liaisons were asked to compile the materials, including any *pro se* materials/kits and forward them to the Minority Concerns Unit.

Rutgers student interns catalogued the submissions forwarded by each vicinage and entered the vicinage name, name of pamphlet or brochure, date of publication, whether the material is used on a statewide basis and any comments. The 80 page list of documents was distributed to AOC division managers and staff for comment.

*Pro se* materials were extracted from the generic listing and referenced in a separate 18 page document by division: Civil, Criminal, Family and so on. A general information section was also compiled.

This refinement of the compiled *pro se* materials includes information on: the Subject Area, Document Number, Title of Document, Affiliation/Publisher, Type of Document, Document



Description, Form(s) Present, Instructions Present, Instructions Clear, Available Languages, Logo and a Comment Section in which students were asked how user friendly the materials were, i.e. could they complete the forms without assistance. The interns reviewed the documents and made comments in the appropriate columns. These materials were distributed to vicinage committees on minority concerns and to other court division units upon request.

A number of other *pro se* kits are available in many counties, including one seeking waiver of filing fees for indigents in accordance with R. 1:13-2(a) and for doing a name change, guides to the various matters handled in the Surrogates' courts, including automated, uniform forms for all types of probate matters, kits on how to file municipal appeals and those to the Superior Court, Appellate Division and a host of other materials including those pertinent to child support enforcement, matrimonial cases, domestic violence, juvenile delinquency, child abuse/neglect, non-dissolution cases, including paternity, child support and U.R.E.S.A. (multi-state support) matters.

Although some *pro se* materials are available outside the courthouse, the Subcommittee believes that *pro se* materials are not universally available to the public at accessible locations such as libraries, community centers, municipal buildings, civic and community organizations, churches and other public sites.

The Subcommittee formed a *pro se* working group to review these materials and make recommendations relative to the adoption of standardized forms and the addition and adoption of the best form for possible statewide use. However, early during the review process, it was determined that this work may best be accomplished by each Administrative Office of the Courts division working collaboratively with the Bar. Access Subcommittee members are agreeable to working cooperatively with the Judiciary to provide the appropriate assistance.

The Committee wishes to amend the previous Pro Se 1 recommendation to include:

- 1) **Production by each AOC division of easy-to-understand *pro se* packets for the most frequent issues facing *pro se* litigants in that division within the next 12 months. Uniform packets should be available in every vicinage (Pro Se 1.1),**
- 2) **Preparation of guidelines for court staff on handling *pro se* litigants (guidelines have been prepared by the Subcommittee)(Pro Se 1.2),**
- 3) **Accessibility of general information in every courthouse concerning the availability of legal services in discrete areas. (The Subcommittee agreed and suggested that the Camden Ombudsman call Legal Aid while *pro se* litigants are in her office to see if their specific circumstances qualify)(Pro Se 1.3),**
- 4) ***Pro se* litigants should not be referred to forms books; specific court forms should be available in the courthouses regardless of whether the AOC maintains a library there or not (Pro Se 1.4),**
- 5) **The AOC should review the information collected from the Municipal Court clerks and administrators and obtain materials from legal services providers and ascertain if such materials could be adapted and made available for statewide use (Pro Se 1.5); and**
- 6) **Each AOC division should produce easy-to-understand informational videos for *pro se* litigants, in cooperation with vicinage staff, the State Bar and specialty bars, and distribute this information within the next 12 months. The areas in descending order of priority are Special Civil Part, Municipal Court, family and civil (Pro Se 1.6).**



## **Chapter IV**

# **REPORT OF THE SUBCOMMITTEE ON MINORITY PARTICIPATION IN THE JUDICIAL PROCESS**

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# **SUBCOMMITTEE ON MINORITY PARTICIPATION IN THE JUDICIAL PROCESS**

## **INTRODUCTION**

### **Focus of the Subcommittee Report**

This report addresses the status of the implementation of selected Task Force on Minority Concerns recommendations highlighted in the Minority Concerns 1994-1996 Rules Cycle Report. The Subcommittee on Minority Participation in the Judicial Process identified two broad areas of immediate concern as focal points for this reporting cycle: employment practices and minority participation.

The Subcommittee examined employment practices that directly affect the participation of minorities in the Judiciary. The discussion of those practices are presented in order of priority and concern. The Subcommittee also provides statistical data on the extent of minority participation: as jurists, as non-judge court employees, as judicial law clerks and on Supreme Court Committees. In identifying these two primary topics, the Subcommittee is not implying that lesser importance be placed on other Subcommittee recommendations contained in the previous Rules Cycle Report that are not addressed here. However, it is the judgement of the Subcommittee that the selected areas which are the subject of this report can be addressed more immediately within the judicial administrative structure with the encouragement of the Supreme Court. This report includes major findings and recommendations for the Court's consideration.

The Subcommittee on Minority Participation in the Judicial Process can report overall progress and, in some cases, significant progress in the stated aim to have the New Jersey Judiciary achieve equality of representation and treatment of minorities in the populations that constitute the workforce. While statistics can tell only part of a story, they are important. Throughout the text of this report, attention is directed to that information which reflects underachievement in certain respects - particularly the representation of minority males, minority officials/administrators, Hispanics, and Asians/Pacific Islanders/American Indians in the workforce, and the disparities in several county workforces compared to the respective county populations.

## **Methodology**

The Subcommittee requested and received extensive cooperation from the AOC/central Clerks' Offices in developing data and reporting systems and in obtaining copies of Judiciary employment policies and procedures. The Subcommittee appreciates that effort and commends AOC/central Clerks' Offices personnel for their assistance.

In collaboration with the Human Services Division and Municipal Court Services, the Subcommittee also worked cooperatively to improve and enhance already existing databases and to design new databases if required to monitor workforce diversity. In some instances new surveys were drafted or already existing ones were revised. Assistance was also provided in collecting, coding and analyzing data. This information has enabled the Subcommittee to identify areas of strength, as well as problem areas, in the effort to implement policies and procedures to enhance equal opportunities.

Data sources used in this report include: the Trial Court Payroll Conversion System; the AOC Human Resource Inventory System; Municipal Court Services Division workforce data; United States census data and information from the New Jersey State Data Center on law degrees conferred by New Jersey state institutions. Sample employee handbooks and personnel brochures were obtained from Executive Branch departments (Department of Law and Public Safety, Treasury, and Labor). Publications such as "Achieving a Representative Federal Workforce; Addressing the Barriers to Hispanic Participation," a report by the U.S. Merit Systems Protection Board, and "Fair Employment Review" were also reviewed.

Finally, at the request of the Subcommittee, a self-report survey on recruitment and personnel procedures was sent out to all the trial courts by the AOC Assistant Director of Human Resources to update a similar survey conducted in January 1996.

### **I. Employment Practices in the New Jersey Judiciary**

#### **A. Judiciary EEO/AA Plan**

In its 1994-1996 Rules Cycle Report, the Committee on Minority Concerns strongly emphasized the critical importance of having a current and viable EEO/AA Plan which would document major improvements in minority hiring and other areas while at the same time identify problem areas and propose courses of remedial action. The Subcommittee has been informed by the AOC/central Clerks' Offices that a draft Judiciary EEO/AA Master Plan is undergoing internal administrative review and is being refined to both conform with changing case

law and to enhance its statewide implementation. The draft Judiciary EEO/AA Master Plan includes recruitment and monitoring procedures and a remedial action plan to address problem areas in the workforce. It also addresses recommendations of the Supreme Court Action Plan on Minority Concerns. Local EEO/AA implementation plans for the AOC/central Clerks' Offices and each vicinage will be developed thereafter. The Subcommittee reiterates in summary format the earlier recommendation contained in the previous Rules Cycle Report. The Subcommittee must note, however, that the EEO/AA Master Plan has not been produced despite target dates going back over two years. This has been a disappointment.

**Committee Recommendation EEO.1: The New Jersey Judiciary is urged to expedite the completion of its draft EEO/AA Master Plan. The plan should include monitoring procedures. Furthermore, the Committee on Minority Concerns should be allowed sufficient time to review the Plan before it is finalized (Rules Cycle Report, 1994-1996, 50.4 p. 70).**

#### **B. Judiciary Discrimination Complaint Procedures**

In 1993 the Task Force approved Recommendation 2 that "the AOC/central Clerks' Offices develop, adopt and implement in its own offices and in each vicinage a discrimination complaint procedure". In the 1994-1996 Rules Cycle Report to the Court, the Subcommittee on Criminal Justice and the Minority Defendant reviewed the progress made and concluded that:

*TASK FORCE RECOMMENDATION 2: While a mechanism is in place to address discrimination complaints filed by employees and applicants for employment...the procedures are outdated, lack uniformity and have not been widely publicized...There is no reporting mechanism in place to quantify the number and types of complaints being lodged statewide. Furthermore, there is no tracking of divisions, departments or units with high complaint rates and/or managers or employees with multiple incidents so that appropriate corrective action and sanctions can be taken...No definitive determination has been made whether managers/supervisors are aware of and have been trained to reduce the number of discrimination complaints being received. (Rules Cycle 1994-1996, pp. 24-25)*



The Committee proposed seven amendments to Task Force Recommendation 2 (Rules Cycle, 1994-1996, pp. 25-26). The Subcommittee examined the implementation of Recommendation 2 as it affects the Judiciary workforce and determined that there has been only partial implementation of the recommendation. This issue, as it relates to court users, is also discussed in the Subcommittee on Minority Access Chapter Report. See Chapter III.

- A Judiciary Policy Statement on Equal Employment Opportunity, Affirmative Action and Anti-Discrimination was promulgated by Administrative Director Ciancia on January 31, 1997. This comprehensive statement includes policies on sexual harassment, disabilities, racial/ethnic bias, and hostile work environment. It informs employees, applicants, clients and court users of the avenues for filing a discrimination complaint and also provides the telephone numbers of Americans With Disabilities Act (ADA) and EEO/AA staff. It includes a strong statement prohibiting retaliation for filing a complaint. The Policy Statement also applies to court volunteers, attorneys, litigants, witnesses or others who come into contact with the court system and stipulates that “all who serve in the judicial branch have the responsibility for implementing this policy.” The Policy Statement was distributed to all judges and employees statewide and is posted throughout the Justice Complex and in the trial courts in areas visible to employees and court users. It also will be made available in the near future in Spanish.
- Standard forms for intake of formal and informal discrimination complaints for Judiciary-wide use have been developed and are currently being used (refer to Appendix B 1). The extent of the distribution and availability of these forms in the vicinages is unknown. Moreover, there are no standard operating guidelines available on the discrimination complaint procedures and accompanying instructions for use of the formal and informal discrimination complaint forms.
- According to the AOC/central Clerks’ Offices draft revised discrimination complaint procedures that combine the current discrimination and sexual harassment complaint procedures<sup>1</sup> (for employees, court users and the public who file complaints against judges, non-judge Judiciary employees and non-employees) have been developed and are being reviewed by the

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<sup>1</sup> The New Jersey Judiciary utilizes separate procedures and forms for filing ADA complaints and/or for requesting an ADA accommodation. A brochure has been published and is available to the public and court employees.

AOC EEO/AA Unit and Counsel for submission to the Administrative Director of the Courts. The discrimination complaint procedures will be incorporated as an integral part of the Judiciary EEO/AA Master Plan.

- The AOC EEO/AA Unit has developed tracking forms to capture information on complaints at the AOC/central Clerks' Offices and vicinage level. A local database for tracking AOC/central Clerks' Offices and vicinage complaints is also being developed at this time. This database will facilitate the preparation of periodic reports on all complaints filed.
- The AOC EEO/AA staffing level has increased with the hiring of a Judiciary Investigator in April 1997.

The Subcommittee concludes that although progress has been made in implementing Recommendation 2 as it relates to court employees, there are still areas which require the Court's attention. In light of these findings, the following recommendations are made:

#### **Recommendations Relating to Complaint Procedures EEO 1.1**

- 1. The New Jersey Judiciary is urged to expedite the completion of the draft discrimination complaint procedures. These should include written standard operating guidelines to provide managers and EEO/AA staff with detailed guidance on handling and reducing informal and formal complaints of discrimination, as well as instructions for use of the formal and informal discrimination complaint forms. Furthermore, it is recommended that the Committee on Minority Concerns be allowed sufficient time to review the procedures before they are finalized.**
- 2. The updated procedures should be disseminated to all employees and court users. It is recommended that the procedures be translated into Spanish and/or other appropriate languages for dissemination to the public and be readily available in courts and be displayed at information booths at the AOC/central Clerks' Offices and in each vicinage.**
- 3. Specialized and continuous training in this area should be given to all EEO/AA staff, managers and front-line supervisors.**

### C. **Monitoring Procedures to Ensure Minority Representation**

In 1993, the Supreme Court approved the recommendation that ongoing monitoring procedures be implemented to ensure representation of minorities in all job categories of the Judiciary's State, Vicinage and Municipal workforce. In its 1994-1996 Rules Cycle Report, the Subcommittee found mixed results with regard to the extent of compliance with this recommendation. It determined that although the Judiciary has established personnel policies and procedures statewide, EEO/AA monitoring of employment and recruitment procedures took place primarily at the AOC/central Clerks' Offices. Moreover, the standards and monitoring procedures recommended in the Selection Evaluation Employee Services Manual<sup>2</sup> had not been adopted by all the vicinages and there was a lack of consistent statewide monitoring and tracking to ascertain minority representation in all job categories of the Judiciary's Municipal workforce as mandated by the Supreme Court. The dearth of EEO/AA staff available to lend technical support for vicinage monitoring of employment practices was identified by the Subcommittee as a contributing factor to noncompliance.

To determine progress made since the 1994-1996 report, the AOC Assistant Director of Human Resources, at the request of the Subcommittee, sent out a "Questionnaire on Recruitment and Personnel Procedures" to the 15 trial courts to update a similar survey conducted in January 1996. Refer to Appendix B 2. The AOC/central Clerks' Offices was also asked to complete the questionnaire. Eighty-eight percent of the jurisdictions surveyed responded (Atlantic/Cape May; Bergen, Burlington, Camden, Essex, Gloucester/Cumberland/Salem, Hudson, Mercer, Monmouth, Morris/Sussex, Ocean, Passaic, and Somerset/Hunterdon/Warren) as well as the AOC/central Clerks' Offices. Table 1: Questionnaire on Compliance with Recruitment and Personnel Procedures (January 1998) presents a summary of the responses to questions excerpted from the survey conducted in January 1998. The following are highlights of the responses:

- There was a 79% degree of compliance with the recommended procedures in the Selection Evaluation Employee Services Manual. Eleven out of 14 respondents indicated that they follow the procedures of this manual.
- In 1997, all 14 jurisdictions reported using Selection Committees when recruiting for senior managerial positions. Twelve vicinages also used Selection Committees for other managerial positions and only seven used them for professional positions.

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<sup>2</sup> The Selection Evaluation Employee Services Manual was developed by the AOC Human Resources Division and distributed at a training session given to vicinage human resources staff in December 1994.

- All 14 jurisdictions reported that they posted all notices of job vacancies in 1997.
- All jurisdictions except one have Human Resources staff review resumes to determine whether job applicants meet minimum requirements.
- All 14 jurisdictions reported that hiring managers ask job applicants standard job related questions based on the notice of vacancy.
- Eleven out of 14 jurisdictions reported that they use Selection Dispositions to document the hiring process for all recruitments. Of the three jurisdictions who circled “no” or “other:” one indicated the use of Selection Dispositions “most of the time;” a second stated that although Selection Disposition forms are used, reasons for selection and nonselection are not always given; and a third jurisdiction stated “Not in all instances, it varies from manager to manager. This is regarding clerical vacancies only.”
- Only six out of the 14 jurisdictions have EEO/AA staff review interview lists and, if appropriate, recommend that the pool be broadened. Nine of the 14 respondents also have EEO/AA staff review Selection Disposition forms to assure conformity with EEO/AA guidelines.
- Eleven jurisdictions conduct exit interviews of all employees who are separated and/or terminated.

The responses to the self-report Questionnaire on Recruitment and Personnel Procedures suggests a high degree of adherence to the Selection Evaluation Employee Services Manual and may point to a shift toward the standardization of personnel procedures statewide.<sup>3</sup>

Monitoring and tracking by EEO/AA staff in several vicinages appears to be weak and even non-existent. Similarly, the participation of minorities on Selection Committees can be improved.

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<sup>3</sup> The Subcommittee did not evaluate the extent of monitoring procedures in place at the Municipal Court level. In February 1996 the Subcommittee reported that “at the Municipal level, monitoring is even more dispersed and rarely uniform. Many cities utilize EEO/AA procedures that are in place for municipal hiring; other cities have no monitoring capabilities. It is important to emphasize again that even with some level of monitoring at the municipal level, the lack of uniform and regularly collected data from this branch of the Judiciary impedes adequate monitoring of utilization. Corrective action is clearly required.”

**Table 1**  
**Questionnaire on Compliance with Recruitment and Personnel Procedures**  
**January 1998**

Questions		Responses <sup>4</sup>		
		Yes	No	Other
1.	Follow all the procedures in the Judiciary Selection Evaluation Employee Services Manual.	11	2	1
2.	Post all notices of job vacancies.	14		
3.	Use Selection Committees when recruiting for: <sup>5</sup>			
	a. Senior Managerial Positions	14		
	b. Other Managerial Positions	12		2
	c. Professional Positions	7	2	5
4.	Minorities were appointed to serve on selection committees in 1997.	8	3	3
5.	Human Resources staff review resumes to determine whether job applicants meet minimum requirements.	13	1	
6.	Hiring managers use selection criteria instruments to evaluate job applicants.	12	1	1
7.	Hiring managers ask job applicants standard job related questions based on notice of vacancy.	14		
8.	EEO/AA Staff review interview lists and, if appropriate, recommend that pool be broadened.	6	4	4
9.	Use Selection Disposition forms to document hiring process for all recruitments.	11	1	2
10.	EEO/AA Staff review Selection Disposition forms to assure conformity with EEO/AA guidelines.	9	3	2
11.	Exit interviews conducted of all employees who are separated and/or terminated.	11	1	2

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<sup>4</sup> The responses of 14 jurisdictions (Atlantic/Cape May; Bergen, Burlington, Camden, Essex, Gloucester/Cumberland/Salem, Hudson, Mercer, Monmouth, Morris/Sussex, Ocean, Passaic, and Somerset/Hunterdon/Warren) and the AOC/central Clerks' Offices are included in this report.

<sup>5</sup> Senior managerial positions include titles of Assistant Trial Court Administrator, Division Manager, Vicinage Chief Probation Officer, Vicinage Human Resource Manager and Vicinage Finance Manager.

#### **D. Judiciary EEO/AA Staffing**

In its 1994-1996 Rules Cycle Report to the Court, the Committee on Minority Concerns recommended that EEO/AA staffing levels in the Judiciary be increased so that there is effective EEO/AA monitoring of employment practices and procedures to ensure the uniform and fair treatment of all employees. In this regard, the Subcommittee was informed of developments at the AOC/central Clerks' Offices affecting the EEO/AA Unit and its staffing level. In May 1997, the EEO/AA Unit reporting authority was transferred from the Assistant Director, Human Resources to the Counsel to the Administrative Director of the Courts<sup>6</sup>. This action is generally viewed by the Subcommittee as a favorable one in that the Unit now reports directly to the top of the organization as is recommended by EEO guidelines. The previous arrangement was deemed problematic in that the EEO/AA and the Personnel Service Units both reported to the Assistant Director of Human Resources, thus posing an inherent conflict of interest when monitoring of employment practices was undertaken by the EEO/AA Unit.

A second development is the increase in staffing of the AOC EEO/AA Unit, with the hiring of an additional Investigator, and the reassignments in July 1997 of a Bilingual Community Program Analyst (who is also an attorney) and a Training and Staff Development Officer.

Currently, the AOC EEO/AA Unit is composed of two managers, four professionals and two clerical staff. At the vicinage level, only one vicinage (Essex) has a full-time EEO/AA Officer position. The norm for the rest of the vicinages is the part-time assignment or a person sharing double or even triple duties. See Table 2: Functional Working Titles of New Jersey Judiciary Vicinage EEO/AA Coordinators (January 1998). The Subcommittee learned that a report by the Field Operations Staffing Ratio Committee, an internal Judiciary Committee, provides for "up to one full-time EEO/AA person per vicinage." While this draft recommendation has not yet been approved by the Administrative Director and the Assignment Judges, it nevertheless is a step in the right direction. The Subcommittee fully endorses the appointment of full-time EEO/AA staff by each vicinage. Moreover, EEO/AA staff should possess the requisite skills and knowledge to effectively perform the functions of the position.

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<sup>6</sup> The EEO/AA Unit was transferred to the Human Resources Division in 1990. Prior to this transfer, the EEO/AA Unit reported directly to the former Administrative Director, Robert D. Lipscher, Esq.

**Table 2**  
**Functional Working Titles of New Jersey Judiciary Vicinage EEO/AA Coordinators**  
**January 1998**

Title	# of Vicinage EEO/AA Coordinators with this title
EEO/AA Coordinator	1
Trial Court Administrator	1
Assistant Trial Court Administrator	2
Municipal Division Manager	1
Human Resource Manager	6
Administrative Assistant I	5
Training Coordinator	1
Senior Probation Officer	1
Supervising Clerk Transcriber	1
	Total = 19 <sup>7</sup>

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<sup>7</sup> Numbers do not add up to 15 total vicinages because two vicinages have appointed two individuals as EEO/AA Designees instead of one. Furthermore, one individual has two other job titles in addition to serving as an EEO/AA Designee.

**Recommendation 50.3: The Judiciary should increase full-time EEO/AA staffing at the vicinage level to assure adequate EEO/AA monitoring of employment practices and procedures and handling of discrimination complaints. Furthermore, individuals appointed as EEO/AA Coordinators should possess the qualifications specified for this title as recommended by EEO guidelines and should be continually provided with training opportunities in order to effectively carry out the duties of the position. (Rules Cycle Report, 1994-96, 50.3).**

## **II. Minority Participation in the Judicial Process: Jurists, Workforce and Other Programs**

### **A. New Jersey Jurists: Supreme Court; Superior Court (Appellate Division); Superior Court (Trial Division); Tax Court and Municipal Court**

As of December 1997, there are 36 (8.8%) minorities (23 Blacks, 12 Hispanics and 1 Asian/Pacific Islander) out of a total of 410 jurists who sit on the Supreme Court, Superior Court (Appellate Division), Superior Court (Trial Division) and Tax Court. See Table 3: New Jersey Justices and Judges by Race/Ethnicity (December 1997); these figures represent a net increase in the number of minority judges by 5 (from 7.5% to 8.8% for a 1.3% gain<sup>8</sup>) since the last report to the Court. Also refer to Appendix B 3.

At the Municipal Court level, there are 39 (6.9%) minorities (25 Blacks, 11 Hispanics and 3 Asians/Pacific Islanders) out of a total of 565 judgeships.

New Jersey has a grand total of 975 jurists, 75 of whom are minorities (48 Blacks, 23 Hispanics and 4 Asian/Pacific Islander) comprising 7.7% of the total proportion of justices and judges in the state. The percentage of minority jurists at all court levels combined increased slightly since the last report to the Court (from 7.4% to 7.7%).

Since 1996, three minority judges have been elevated to the administrative policy-making judicial assignment of Presiding Judge. Of these appointments, one was a Black (female), two were Hispanic and none were Asian/Pacific Islander. As of January 1998, there are a total of four minority judges who hold policy making judicial assignments. These include one Assignment Judge, who is Black, and three Presiding Judges (2 Blacks; 1 Hispanic; and 0 Asians/Pacific Islanders).

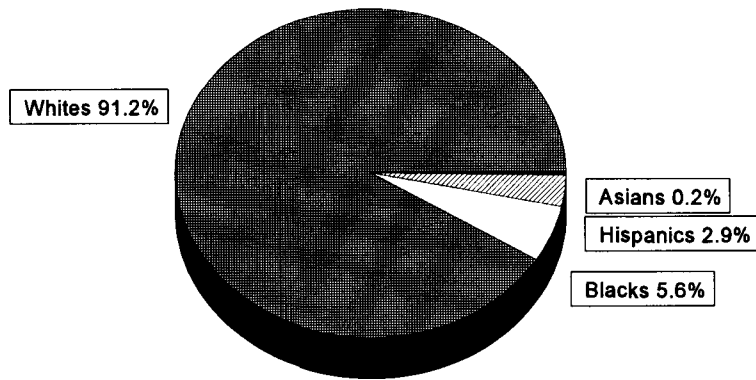
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<sup>8</sup> When referring to percentage gains and decreases, this report compares the differences in proportion from one measurement year or time period and a second year or time period.

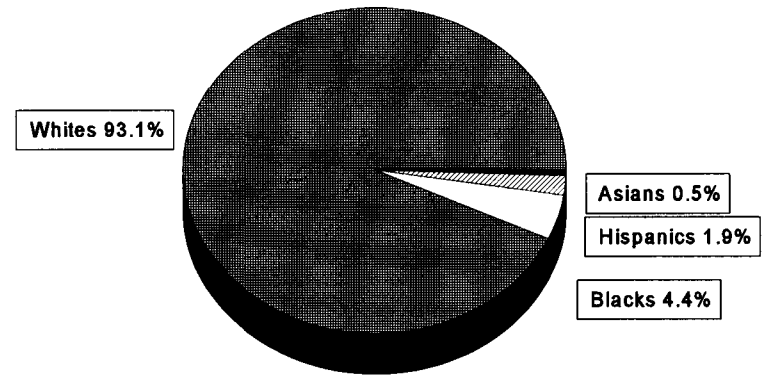


**Figure 1**  
**New Jersey Justices and Judges by Race/Ethnicity (December 1997)**

**Supreme Court; Superior Court, Appellate Division;  
 Superior Court, Trial Division**



**Municipal Court**



**N = 410 Justices and Judges**

**N = 545 Judgeships**

**Table 3**  
**New Jersey Justices and Judges<sup>9</sup> by Race/Ethnicity (December 1997)**

Court	Total # of Judges	Number of Minority Justices and Judges			Summary For All Min. Judges	
		Blacks	Hispanics	Asians/Pac. Isl's./Amer. Ind's.	#	%
Supreme Court	7	1	0	0	1	14.3
Appellate Division	32	2	1	0	3	9.4
Superior Court, Trial Division (excluding Appellate Division) <sup>10</sup>	360	20 <sup>11</sup>	11	1	32	8.9
Tax Court	11	0	0	0	0	0.0
Sub-Total: State Judges	410	23	12	1	36	8.8
Municipal Court <sup>12</sup>	565 <sup>13</sup>	25	11	3	39	6.9
<b>Total: All Judges</b>	<b>975</b>	<b>48</b>	<b>23</b>	<b>4</b>	<b>75</b>	<b>7.7</b>

<sup>9</sup> Since Governor Whitman assumed office on January 18, 1994, she has made a total of 75 appointments to the bench. As of December 30, 1997, she has appointed one Supreme Court Chief Justice, one Supreme Court Associate Justice, 72 Trial Court Judges and one Tax Court Judge. Of these appointees, 12 (16.0%) are minority and 21 (28.0%) are female. Of the minority appointments, one was to the Supreme Court: Justice James H. Coleman, Jr., who is Black; and 11 were to the Superior Court (8 Blacks, 3 Hispanics and no Asians/Pacific Islanders). Black appointments to the Superior Court by Governor Whitman included: Stephen H. Womack (Passaic); Rudy B. Coleman (Union); Michael J. Nelson (Essex); Elijah L. Miller, Jr. (Bergen); Thomas Brown, Jr. (Camden); Thomas S. Smith, Jr. (Burlington); Marie White Bell (Burlington); and Ronald J. Freeman (Camden). Hispanic appointments to the Superior Court by Governor Whitman included: Peter J. Vazquez (Essex); Hector R. Velazquez (Hudson); and Estela M. De La Cruz (Bergen).

<sup>10</sup> Total minority Superior Court Judges include one Assignment Judge (Black) and eight minority female judges (six Black and two Hispanic).

<sup>11</sup> One trial court judge who is both Black and American Indian is designated in this report as Black.

<sup>12</sup> The unit of count in the Municipal Court is judgeships instead of judges. This approach is necessary since some Municipal Court Judges sit in two or more Municipal Courts and representation is an issue on a court-by-court basis, not person-as-judge basis. This data is for 1997.

<sup>13</sup> Information on Municipal Court employees was updated by the AOC/central Clerks' Offices Municipal Court Services Division as of January 1997. Data on Municipal Court Judges excludes 28 individuals who did not report race/ethnic information.

## **B. Overview of the Judiciary Workforce**

The New Jersey Judiciary has 10,676 non-judge employees as of October 1997 (See Table 4: New Jersey Judiciary Employees by Race/Ethnicity, AOC/Central Clerks' Offices, Vicinages and Municipal Courts (October 1997)). Excluding Municipal Court employees reduces this number to 8,461 employees at the AOC/central Clerks' Offices and vicinages combined. The SDU for minorities is exceeded in the total Judiciary workforce; at the AOC/central offices and at the vicinage level. The SDU is not met for the Municipal Court workforce. See Table 5: New Jersey Judiciary Employees by Race/Ethnicity and EEO Job Category Combined AOC/Central Clerks' Offices and Vicinage (October 1997). Other highlights describing the Judiciary's workforce are listed below:

- From October 1995 to October 1997, the total state Judiciary workforce (AOC/central Clerks' Offices and vicinages) was reduced by 463 from 8,924 to 8,461 employees.
- During this same time period, total minority representation at the state level (AOC/central Clerks' Offices and vicinages) decreased by 33 from 2,461 to 2,428 employees.
- There are 2,215 Municipal Court employees as of October 1997 as compared to 2,176 in October 1995, representing an increase of 39 employees.
- Of the total Judiciary workforce of 10,676, there are 2,922 or 27.4% minority employees.
- At the AOC/central Clerks' Offices, there are 1,224 employees of which are 329 or 26.9% are minority.
- At the vicinage level, of the 7,237 total employees 2,099 or 29.0% are minority.
- At the Municipal Court level, of the 2215 total employees 494 or 22.3% are minority.
- The Judiciary's minority workforce in 16 counties out of 21 now meet or exceed the percentage of racial/ethnic minorities in the county population. In October 1995, only 11 counties met the SDU. Refer to Table 6: New Jersey Judiciary Vicinage Employees by County and Race/Ethnicity Compared to the Experienced Civilian Labor Force (SDU) (October 1997).

- Of the total state Judiciary workforce (AOC/central Clerks' Offices and vicinages) numbering 8,461, there are 1,700 (20.1%) Blacks, exceeding the 12.2% SDU; 600 (7.1%) Hispanics, not meeting the 9.1% SDU; and 128 (1.5%) Asians/Pacific Islanders/American Indians, falling short of the 3.6% SDU.
- Of the total workforce at the AOC/central Clerks' Offices of 1,224, there are 250 (20.4%) Blacks exceeding the 12.2% SDU; 55 (4.5%) Hispanics, not meeting the 9.1% SDU; and 24 (2.0%) Asians/Pacific Islanders, falling short of the 3.6% SDU.
- Of the total vicinage workforce of 7,237, there are 1,450 (20.0%) Blacks, exceeding the 12.2% SDU; 545 (7.5%) Hispanics, not meeting the 9.1% SDU; and 104 (1.4%) Asians/Pacific Islanders/American Indians, not meeting the 3.6% SDU.
- At the Municipal Court, there are 2,215 total employees, of which 297 (13.4%) are Black, exceeding the 12.2% SDU; 165 (7.4%) are Hispanic, not meeting the 9.1% SDU; and 27 (1.2%) are Asian/Pacific Islander/American Indian, not meeting the 3.6% SDU.

When the reader examines the employment profile within each racial/ethnic group across the EEO job categories, over half of the employees in each group are found in the office/clerical job category, skewing the total percentage of minorities upward. These figures may act to suppress the fact that minorities are substantially underrepresented among officials/administrators. More sophisticated analyses are necessary however. Refer to Figure 2: New Jersey Judiciary State Employees by Race/Ethnicity and EEO Job Category (October 1997) and Table 5: New Jersey Judiciary Employees by Race/Ethnicity and EEO Job Category Combined AOC/central Clerks' Offices and Vicinages (October 1997). For more details on the Judiciary workforce refer to appendices 4-28.

**Table 4**  
**New Jersey Judiciary Employees<sup>14</sup> by Race/Ethnicity**  
**AOC/Central Clerks' Offices, Vicinages and Municipal Courts (October 1997)**

	Total State Employees		AOC/Central Clerks' Office Employees		Vicinage Employees		Municipal Court Employees <sup>15</sup>		1990 SDU <sup>16</sup>
	#	%	#	%	#	%	#	%	
<b>Whites</b>	6033	71.3	895	73.1	5138	71.0	1721	77.7	
<b>Blacks</b>	1700	20.1	250	20.4	1450	20.0	297	13.4	12.2
<b>Hispanics</b>	600	7.1	55	4.5	545	7.5	165	7.4	9.1
<b>Asians/Pac. Isl's./Am. Ind.'s</b>	128	1.5	24	2.0	104	1.4	27	1.2	3.6
<b>Total State Minorities</b>	2428	28.7	329	26.9	2099	29.0	494 <sup>17</sup>	22.3	24.8
<b>Total State Employees<sup>18</sup></b>	8461	100.0	1224	100.0	7237	100.0	2215 <sup>19</sup>	100.0	
<b>Total All Employees<sup>20</sup></b>	10676	100.0							
<b>Total Minorities<sup>21</sup></b>	2922	27.4							

<sup>14</sup> This report includes non-judge employees and 401 judicial law clerks who are appointed for a one-year period.

<sup>15</sup> Information on Municipal Court employees was updated by the AOC/central Clerks' Offices Municipal Court Services Division as of January 1997. A more detailed report is forthcoming.

<sup>16</sup> The Standard for Determining Underrepresentation (SDU) is based on the experienced civilian labor force for the State of New Jersey and is derived from the 1990 Census. It is issued by the New Jersey Division of EEO/AA, Department of Personnel. It is used to identify areas of underrepresentation in the workforce and in setting hiring goals in the Affirmative Action Plan. While the SDU pinpoints where goals need to be established, factors such as vacancy projections, turnover rates, availability data, etc., help to determine actual goals. The New Jersey Judiciary has adopted the SDU of the Division of EEO/AA. The SDU for total minorities is 24.8% (for Blacks it is 12.2%, for Hispanics it is 9.1%, and for Asians/Pacific Islanders/American Indians it is 3.6%). For a breakdown of SDU's by county, refer to Appendix B 29.

<sup>17</sup> Race/ethnic group totals do not equal the total minorities category because five individuals designated as "other" minorities did not provide race/ethnic breakdown and therefore are included only in the total minorities grouping..

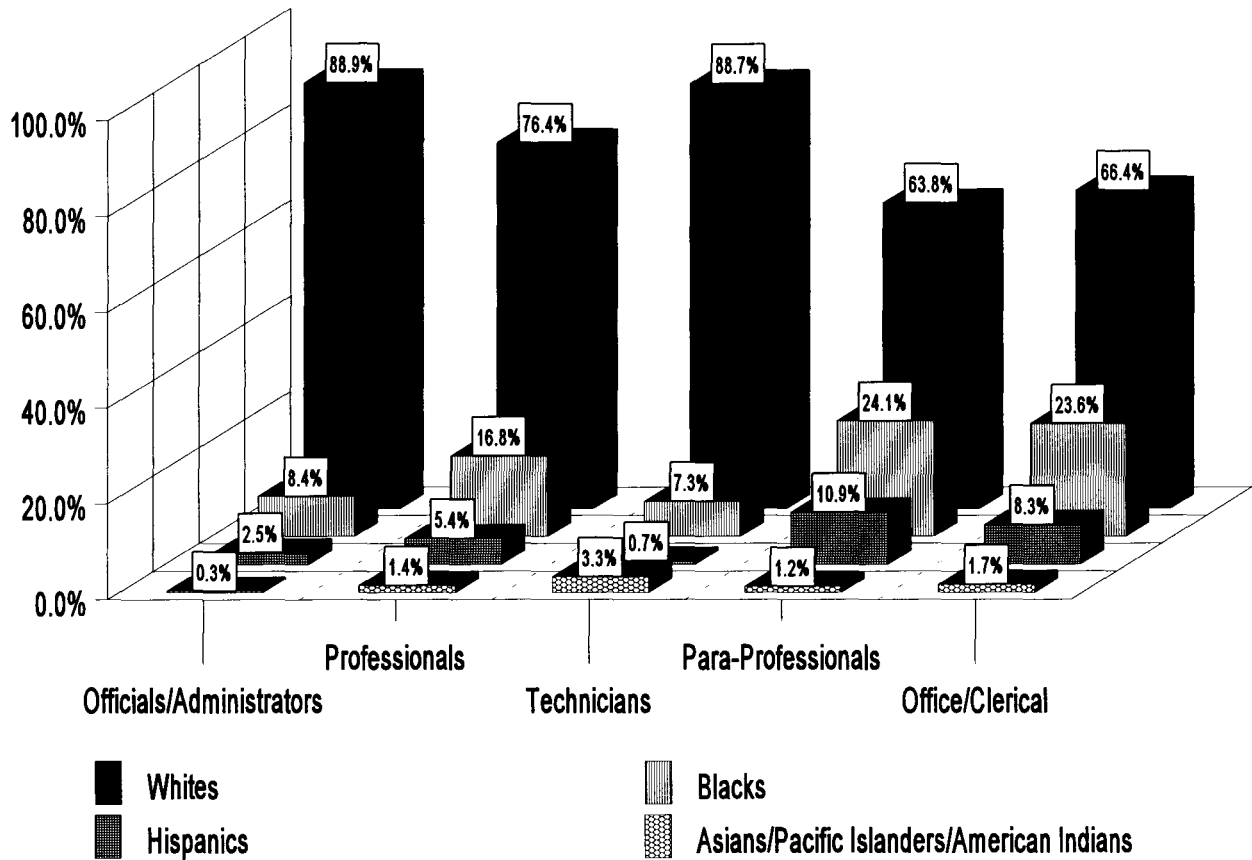
<sup>18</sup> Includes AOC/central Clerks' Offices and Vicinage employees combined.

<sup>19</sup> Total Municipal Court Employees exclude 72 individuals who did not report race/ethnic information.

<sup>20</sup> This is an aggregate total of New Jersey Judiciary employees and includes AOC/central Clerks' Offices, Vicinage and Municipal Court employees.

<sup>21</sup> This is an aggregate total of New Jersey Judiciary minority employees and includes AOC/central Clerks Offices, Vicinage and Municipal Court Employees.

**Figure 2**  
**New Jersey Judiciary State Employees by Race/Ethnicity and EEO Job Category**  
**October 1997**



N = 8461

**Table 5**  
**New Jersey Judiciary Employees by Race/Ethnicity and EEO Job Category**  
**Combined AOC/Central Clerks' Offices and Vicinage (October 1997)**

Job Categories	Totals		Whites		Blacks		Hispanics		Asians/Pac. IsP's./Am. Ind's.	
	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	323	100.0	287	88.9	27	8.4	8	2.5	1	0.3
Professionals	3242	100.0	2478	76.4	544	16.8	174	5.4	46	1.4
Technicians	150	100.0	133	88.7	11	7.3	1	0.7	5	3.3
Para-Professionals	838	100.0	535	63.8	202	24.1	91	10.9	10	1.2
Office/Clerical Workers	3858	100.0	2562	66.4	909	23.6	321	8.3	66	1.7
Skilled Craft Workers	27	100.0	23	85.2	2	7.4	2	7.4	0	0.0
Service Maintenance Workers	23	100.0	15	65.2	5	21.7	3	13.0	0	0.0
All Job Categories	8461	100.0	6033	71.3	1700	20.1	600	7.1	128	1.5
SDU						12.2		9.1		3.6

**Table 6**  
**New Jersey Judiciary Vicinage Employees by County and Race/Ethnicity**  
**Compared to the Experienced Civilian Labor Force (SDU) (October 1997)**

County	Grand Total All Employees	Total Minorities			Blacks			Hispanics			Asians/Pac. Isl's./ Amer. Ind's.			Minority Males			# Min. Needed to Meet SDU
		#	%	SDU	#	%	SDU	#	%	SDU	#	%	SDU	#	%	SDU	
<b>All Counties Combined</b>	7237	2099	29.0	24.8	1450	20.0	12.2	545	7.5	9.1	104	1.4	3.6	354	4.9	12.8	Exceed
Atlantic	297	98	33.0	24.7	82	27.6	15.7	15	5.1	6.6	1	0.3	2.4	16	5.4	12.7	Exceed
Bergen	506	54	10.7	17.0	32	6.3	4.8	14	2.8	6.3	8	1.6	5.8	9	1.8	9.1	32
Burlington	272	59	21.7	17.9	51	18.8	13.0	6	2.2	2.8	2	0.7	2.1	12	4.4	8.8	Exceed
Camden	572	175	30.6	21.1	115	20.1	14.0	56	9.8	4.7	4	0.7	2.4	34	5.9	10.4	Exceed
Cape May	97	11	11.3	7.8	8	8.2	4.7	0	0.0	2.0	3	3.1	1.0	1	1.0	3.9	Exceed
Cumberland	165	27	16.4	26.9	15	9.1	14.0	9	5.5	11.0	3	1.8	1.9	5	3.0	14.2	17
Essex	1015	559	55.1	52.0	459	45.2	37.7	83	8.2	11.0	17	1.7	3.1	115	11.3	26.0	Exceed
Gloucester	211	24	11.4	10.8	19	9.0	7.7	2	0.9	1.6	3	1.4	1.5	3	1.4	5.6	Exceed
Hudson	624	238	38.1	51.2	112	17.9	11.3	112	17.9	32.7	14	2.2	6.9	36	5.8	28.1	81
Hunterdon	69	1	1.4	3.1	1	1.4	0.6	0	0.0	1.2	0	0.0	1.3	0	0.0	1.8	Exceed
Mercer	354	130	36.7	24.3	105	29.7	16.0	21	5.9	5.3	4	1.1	3.0	13	3.7	12.1	Exceed
Middlesex	539	141	26.2	21.8	81	15.0	7.0	36	6.7	8.4	24	4.5	6.3	22	4.1	11.7	Exceed
Monmouth	479	77	16.1	14.3	65	13.6	7.7	8	1.7	3.7	4	0.8	2.8	12	2.5	7.3	Exceed
Morris	289	49	17.0	11.3	34	11.8	2.9	11	3.8	4.8	4	1.4	3.6	3	1.0	6.1	Exceed
Ocean	299	23	7.7	7.3	9	3.0	2.7	13	4.3	3.4	1	0.3	1.2	1	0.3	3.7	Exceed
Passaic	555	242	43.6	35.5	119	21.4	11.7	119	21.4	20.8	4	0.7	2.8	36	6.5	18.5	Exceed
Salem	63	14	22.2	14.4	13	20.6	12.3	1	1.6	1.2	0	0.0	0.8	0	0.0	7.5	Exceed
Somerset	171	10	5.8	14.3	6	3.5	5.5	4	2.3	4.3	0	0.0	4.4	4	2.3	7.6	14
Sussex	77	1	1.3	3.4	1	1.3	0.6	0	0.0	1.9	0	0.0	0.9	0	0.0	1.8	2
Union	487	163	33.5	34.8	121	24.8	18.0	34	7.0	13.8	8	1.6	2.9	31	6.4	18.0	Exceed
Warren	96	3	3.1	4.3	2	2.1	1.4	1	1.0	1.8	0	0.0	1.1	1	1.0	2.3	Exceed

**Note:** - Percentages may not always add up due to rounding.  
 - SDU for Blacks, Hispanics and Asians/American Indians combined may not add up to total minority SDU because "other" category has not been counted because it is statistically insignificant.



### C. **Judiciary Minority Officials/Administrators**

In the state Judiciary workforce (AOC/central Clerks' Office and vicinages) there are 323 officials/administrators of which there are 36 (11.1%) minorities. Refer to Table 7: New Jersey Judiciary Officials/Administrators, AOC/central Clerks' Offices, Vicinages and Judiciary Divisions at the Vicinage Level (October 1997). From October 1995 to October 1997, there was an increase in the number of officials/administrators in the state Judiciary workforce from 257 to 323 for a net gain of 66.

Minority officials/administrators also increased from 27 (10.5%) in 1995 to 36 (11.1%) in 1997 for a net gain of 9. Of these, 27 (8.4%) are Black; 8 (2.5%) are Hispanic and 1 (0.3%) are Asian/Pacific Islander/American Indian.

The minority appointments included the first Black female Trial Court Administrator (Camden); the first Hispanic female Assistant Trial Court Administrator (Sussex); Division Manager appointments in Atlantic and Passaic (Black and Hispanic, respectively). No appointments were made of Asian/Pacific Islander/American Indian officials/administrators during this period.

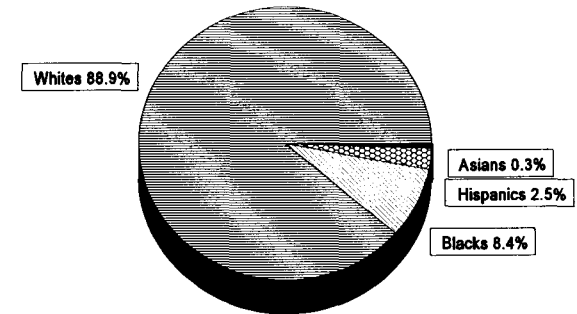
There still remains a significant underrepresentation of minority officials/administrators in the New Jersey Judiciary of 18 positions statewide in order to meet the 16.7% SDU. Furthermore, only one division (Field Operations) meets the 16.7% SDU, while the remaining four do not (Civil, Criminal, Family and Probation). For more details on Judiciary officials/administrators, refer to Appendix B 30.

In view of this continued need for individuals of color in the top ranks of the organization, the Subcommittee reaffirms the previous mandate of the court.

**Recommendation: The Judiciary should make vigorous and aggressive recruitment and retention efforts to increase the representation of minorities in senior management and key policy-making positions.**

**Table 7**  
**New Jersey Judiciary Officials/Administrators AOC/Central Clerks' Offices, Vicinages**  
**and Judiciary Divisions at the Vicinage Level (October 1997)**

	Total	Whites	Blacks	Hispanics	Asians/Pac. Isl's./ Amer. Ind's.	Total Minorities	
						#	%
Judiciary (Combined AOC/Central Clerks' Offices and Vicinages)	323	287	27	8	1	36	11.1
AOC/Central Clerks' Offices	93	83	6	3	1	10	10.8
Vicinages	230	204	21	5	0	26	11.3
<b>Judiciary Divisions at the Vicinage Level</b>							
Civil Division	37	34	2	1	0	3	8.1
Criminal Division	34	33	1	0	0	1	2.9
Family Division	34	31	3	0	0	3	8.8
Probation Division	51	45	5	1	0	6	11.8
Field Operations	74	61	10	3	0	13	17.6



**Total = 323**  
**Total Minorities = 11.1%**

**D. Hispanics, Asians/Pacific Islanders and Minority Males in the Judiciary Workforce**

Table 8: New Jersey Judiciary Vicinages With 2% or More Shortfall of Minorities When Compared to the County Experienced Civilian Labor Force (SDU) (October 1997), reveals that in spite of the gains in minority employment, there still remain pockets of underrepresentation in the Judiciary workforce:

- Minority males are underrepresented at the AOC/central Clerks Offices, at the vicinage level and in 17 counties which have a shortfall of 2% or more.
- Hispanics are underrepresented at the AOC/central Clerks' Offices, at the vicinage level and in 8 counties which have a shortfall of 2% or more.
- Asians/Pacific Islanders/American Indians are underrepresented at the AOC/central Clerks' Offices, at the vicinage level and in 7 counties which have a shortfall of 2% or more.
- Total minorities are underrepresented in 5 counties with a 2% or more shortfall.
- Blacks are underrepresented in 2 counties with a 2% or more shortfall.

The Subcommittee makes the following recommendations.

**Recommendations: The Judiciary should take corrective action to address the underrepresentation of minority males, Hispanics, and Asians/Pacific Islanders/American Indians at all levels of the court system where identifiable minority underrepresentation exists.**

**Table 8**  
**New Jersey Judiciary Vicinages With 2% or More Shortfall of Minorities When Compared to the**  
**County Experienced Civilian Labor Force (SDU) (October 1997)**

Minority Males		Hispanics		Asians/Pacific Islanders/ American Indians		All Minorities Combined		Blacks	
County	% Deficit	County	% Deficit	County	% Deficit	County	% Deficit	County	% Deficit
Hudson	-22.3	Hudson	-14.8	Hudson	-4.7	Hudson	-13.1	Cumberland	-4.9
Essex	-14.7	Union	-6.8	Somerset	-4.4	Cumberland	-10.5	Somerset	-2.0
Passaic	-12.0	Cumberland	-5.5	Bergen	-4.2	Somerset	-8.5		
Union	-11.6	Bergen	-3.5	Morris	-2.2	Bergen	-6.3		
Cumberland	-11.2	Essex	-2.8	Atlantic	-2.1	Sussex	-2.1		
Mercer	-8.4	Cape May	-2.0	Passaic	-2.1				
Middlesex	-7.6	Monmouth	-2.0	Monmouth	-2.0				
Salem	-7.5	Somerset	-2.0						
Atlantic	-7.3								
Bergen	-7.3								
Somerset	-5.3								
Morris	-5.1								
Monmouth	-4.8								
Camden	-4.5								
Gloucester	-4.2								
Ocean	-3.4								
Cape May	-2.9								

## **E. Minority Representation in Bilingual Variant and Service Delivery Titles**

In this reporting cycle, the Subcommittee examined the use of bilingual variant titles in the Judiciary among Probation Officers. It also looked at the minority participation rates among Probation Officers, Intensive Supervision Program Officers, and Juvenile Intensive Supervision Program officers. Below are highlights of Table 9: New Jersey Judiciary Probation Officers (December 1997).

- There are 1,482 Probation Officers<sup>22</sup> in the New Jersey Judiciary.
- There are 433 (29.2%) minority probation officers, of which 338 (22.8%) are Black; 89 (6.0%) are Hispanic; and 6 (0.4%) are Asian/Pacific Islander/American Indian.
- Of 1,482 Probation Officer titles, only 52 (3.5%)<sup>23</sup> are bilingual variant titles.
- For the Probation Officer title, no counties meet their respective SDU for Asians/Pacific Islanders, 18 counties fall short of the SDU for Hispanics, and 7 counties do not meet the SDU for Blacks. See Table 10: New Jersey Judiciary Probation Officers by County and Race/Ethnicity (December 1997).
- Out of the 61 Intensive Supervision Program Officers, there are 21 (34.4%) minorities. Of these, 18 (29.5%) are Black; 3 (4.9%) are Hispanic; and none are Asians/Pacific Islanders/American Indians. The SDU is met for Blacks, but not for Hispanics (-4.2%) or Asians/Pacific Islanders (-3.6%). See Table 11: New Jersey Judiciary Intensive Supervision Program Officers by Race/Ethnicity and Gender (December 1997).
- Among Juvenile Intensive Supervision Program Officers, there are a total of 10, of which 8 (80.0%) are minority. Of these, 6 (60.0%) are Black; 2 (20.0%) are Hispanic; and there are no Asians/Pacific Islanders/American Indians. The SDU is met for Blacks and Hispanics, but not for Asians/Pacific Islanders/American Indians.

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<sup>22</sup> Probation Officers include Probation Officers, Bilingual Probation Officers, Senior Probation Officers, Intensive Supervision Program Officers and Juvenile Intensive Supervision Program Officers.

<sup>23</sup> This number represents a gain of 10 since April 1995, at which time there were 45 Bilingual Probation Officer titles.

The Subcommittee learned of the completion of several initiatives that were reported in the 1994-1996 Rules Cycle Report. The AOC Probation Services Division carried out the following efforts to address Recommendation 48 to extend the bilingual probation initiative to all offices of the Judiciary where bilingual employees are needed. This analysis applies to the Probation Services Division since data were not available on initiatives in other Divisions at this time.

- Development of *Recruitment Manual: Bilingual and Hispanic Personnel*, which is being used statewide by managers within the Judiciary.
- Coordinated training on legal terminology for bilingual probation officers to help them better serve their clientele.
- Extensive statewide recruitment at colleges/universities and job fairs to attract Hispanics and other minorities for the position of Probation Officer.
- Coordination, along with the EEO/AA Unit staff, of a highly successful legal careers conference for 150 Hispanic and minority high school students throughout the state.

A Bilingual Community Program Analyst was hired and carried out the foregoing initiatives with the cooperation of the Conference of Chief Probation Officers, Bilingual Subcommittee. The Bilingual Community Program Analyst job title was reassigned to the AOC EEO/AA Unit in July 1997 where these same responsibilities continue.



**Table 9**  
**New Jersey Judiciary Probation Officers<sup>24</sup> (December 1997)**

		MALE		FEMALE		TOTAL	
		#	%	#	%	#	%
<b>Probation Officers<sup>25</sup></b>	<b>Black</b>	74	9.4%	152	19.3%	226	28.7%
	<b>Hispanic</b>	12	1.5%	15	1.9%	27	3.4%
	<b>Asian</b>	3	0.4%	3	0.4%	6	0.8%
	<b>Total State</b>	366	46.4%	422	53.6%	788	100.0%
<b>Bilingual Probation Officers</b>	<b>Black</b>	1	1.9%	0	0.0%	1	1.9%
	<b>Hispanic</b>	21	40.4%	23	44.2%	44	84.6%
	<b>Asian</b>	0	0.0%	0	0.0%	0	0.0%
	<b>Total State</b>	26	50.0%	26	50.0%	52	100.0%
<b>Senior Probation Officers</b>	<b>Black</b>	28	25.2%	83	74.8%	111	17.3%
	<b>Hispanic</b>	3	2.7%	15	13.5%	18	2.8%
	<b>Asian</b>	0	0.0%	0	0.0%	0	0.0%
	<b>Total State</b>	267	41.6%	375	58.4%	642	100.0%
<b>Total All Probation Officers</b>	<b>Black</b>	103	7.0%	235	15.9%	338	22.8%
	<b>Hispanic</b>	36	2.4%	53	3.6%	89	6.0%
	<b>Asian</b>	3	0.2%	3	0.2%	6	0.4%
	<b>Total State</b>	659	44.5%	823	55.5%	1482	100.0%
<b>Total Minorities</b>						<b>433</b>	<b>29.2%</b>

<sup>24</sup> These titles are within the Civil, Criminal, Family, and Probation Divisions at the trial court level.

<sup>25</sup> Probation officers include Intensive Supervision Officers and Juvenile Intensive Supervision Officers.



**Table 10**  
**New Jersey Judiciary Probation Officers by County and Race/Ethnicity<sup>26</sup> (December 1997)**

	Blacks		M E T S D U	Hispanics		M E T S D U	Asians/Pacific Islanders/Amer. Indians		M E T S D U
	County SDU <sup>†</sup>	% of P.O.'s		County SDU <sup>†</sup>	% of P.O.'s		County SDU <sup>†</sup>	% of P.O.'s	
Atlantic	12.2%	28.2%	X	6.6%	5.6%		2.4%	0	
Bergen	4.8%	7.1%	X	6.3%	1.8%		5.8%	.9%	
Burlington	13%	20.6%	X	2.8%	0		2.1%	0	
Camden	14.0%	19.8%	X	4.7%	10.3%	X	2.4%	0	
Cape May	4.7%	4.2%		2.0%	0		1.0%	0	
Cumberland	14.0%	17.0%	X	11.0%	6.4%		1.9%	0	
Essex	37.7%	48.5%	X	11.0%	4.7%		3.1%	.9%	
Gloucester	7.7%	16.0%	X	1.6%	2.0%	X	1.5%	0	
Hudson	11.3%	21.2%	X	32.7%	18.5%		6.9%	0	
Hunterdon	.6%	0%		1.2%	0		1.3%	0	
Mercer	16.0%	21.4%	X	5.3%	4.3%		3.0%	1.4%	
Middlesex	7.0%	12.1%	X	8.4%	3.8%		6.3%	.8%	
Monmouth	7.7%	5.9%		3.7%	0%		2.8%	0	
Morris	2.9%	2.7%		4.8%	0%		3.6%	0	
Ocean	2.7%	4.2%	X	3.4%	3.2%		1.2%	0	
Passaic	11.7%	18.8%	X	20.8%	4.5%		2.8%	.9%	
Salem	12.3%	33.3%	X	1.2%	5.6%	X	.8%	0	
Somerset	5.5%	0%		4.3%	2.4%		4.4%	0	
Sussex	.6%	5.6%	X	1.9%	0%		.9%	0	
Union	18.0%	21.0%	X	13.8%	2.0%		2.9%	0	
Warren	1.4%	0%		1.8%	3.3%	X	1.1%	0	
ISP	12.2%	29.5%	X	9.1%	4.9%		3.6%	0	
JISP	12.2%	60.0%	X	9.1%	10.0%	X	3.6%	0	

<sup>26</sup> Data Source: Trial Court Payroll Conversion System and Judiciary Human Resource Inventory System.

**Table 11**  
**New Jersey Judiciary Intensive Supervision Program Officers**  
**by Race/Ethnicity and Gender (December 1997)**

	Totals		Whites		Total Minorities		Blacks		Hispanics		Asians/Pac. IsP's./ Amer. Ind.'s.	
	#	%	#	%	#	%	#	%	#	%	#	%
Females	39	63.9	31	50.8	8	13.1	7	11.5	1	1.6	0	0.0
Males	22	36.1	9	14.8	13	21.3	11	18.0	2	3.3	0	0.0
<b>Total</b>	<b>61</b>	<b>100.0</b>	<b>40</b>	<b>65.6</b>	<b>21</b>	<b>34.4</b>	<b>18</b>	<b>29.5</b>	<b>3</b>	<b>4.9</b>	<b>0</b>	<b>0.0</b>
<b>SDU</b>							<b>12.2%</b>		<b>9.1%</b>		<b>3.6%</b>	

**F. Minority Law Clerks**

For the 1997-1998 Court Year, there were a total of 401 judicial law clerkships, of which 62 (15.5%) are minority: 23 (5.7%) Blacks; 19 (4.7%) Hispanics; 19 (4.7%) Asians/Pacific Islanders; and 1 (0.2%) American Indian. Refer to Table 13: New Jersey Judiciary Law Clerks for Court Term 1997-1998 by Sex and Ethnicity Data As of October 1997. The Chief Justice's strong support for the Judiciary's minority law clerk recruitment program has resulted in the continued success of this program and minority law clerk representation is at an all time high. In spite of the total gains however, some vicinages have underutilized minority law clerks. Refer to Table 14: New Jersey Superior Court Law Clerks for Court Year 1997-1998 (October 1997). Refer to Appendix B 31.

According to the New Jersey Commission on Higher Education in 1996, 23.8% of all law school graduates from the three New Jersey law schools were minority: Blacks 8.7%; Hispanics 7.3%; Asians/Pacific Islanders 7.2%; and American Indians 0.5%. Refer to Table 12: Law Degrees Conferred by New Jersey Institutions by Race/Ethnicity in 1996. The Committee on Minority Concerns urges that the program be continued.

**Table 12**  
**Law Degrees Conferred by New Jersey Institutions by Race/Ethnicity<sup>27</sup> in 1996**

<b>Race</b>	<b># Degrees Conferred</b>	<b>% Degrees Conferred</b>
White	638	75.4%
Black	74	8.7%
Hispanic	62	7.3%
Asian/Pacific Islander	61	7.2%
American Indian	4	0.5%
Race Unknown	7	0.8%
<b>Grand Total</b>	<b>846</b>	<b>100.0%</b>
Total Females	378	44.7%
Total Minorities	201	23.8%

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<sup>27</sup> Data provided by the State of New Jersey Commission on Higher Education in report "First-Professional Degrees Conferred to Men-Women by Race/Ethnicity at N.J. Law Schools, FY 1996". Includes Rutgers Camden, Rutgers Newark and Seton Hall.

**Table 13**  
**New Jersey Judiciary Law Clerks for Court Term 1997-1998 by Sex and Ethnicity Data As of October 1997**

Court	Totals		Whites		Total Min's.		Blacks		Hispanics		Asians/Pac. Islanders		Am. Ind's.	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Supreme</b>														
<b>Females:</b>	8	40.0	7	35.0	1	5.0	1	5.0	0	0.0	0	0.0	0	0.0
<b>Males:</b>	12	60.0	11	55.0	1	5.0	1	5.0	0	0.0	0	0.0	0	0.0
<b>Total:</b>	20	100.0	18	90.0	2	10.0	2	10.0	0	0.0	0	0.0	0	0.0
<b>Appellate</b>														
<b>Females:</b>	20	50.0	16	40.0	4	10.0	1	2.5	1	2.5	2	5.0	0	0.0
<b>Males:</b>	20	50.0	17	42.5	3	7.5	1	2.5	2	5.0	0	0.0	0	0.0
<b>Total:</b>	40	100.0	33	82.5	7	17.5	2	5.0	3	7.5	2	5.0	0	0.0
<b>Superior</b>														
<b>Females:</b>	185	55.6	150	45.0	35	10.5	15	4.5	6	1.8	13	3.9	1	0.3
<b>Males:</b>	148	44.4	132	39.6	16	4.8	4	1.2	10	3.0	2	0.6	0	0.0
<b>Total:</b>	333	100.0	282	84.7	51	15.3	19	5.7	16	4.8	15	4.5	1	0.3
<b>Tax</b>														
<b>Females:</b>	4	50.0	3	37.5	1	12.5	0	0.0	0	0.0	1	12.5	0	0.0
<b>Males:</b>	4	50.0	3	37.5	1	12.5	0	0.0	0	0.0	1	12.5	0	0.0
<b>Total:</b>	8	100.0	6	75.0	2	25.0	0	0.0	0	0.0	2	25.0	0	0.0
<b>Total - All Law Clerks</b>														
<b>Females:</b>	217	54.1	176	43.9	41	10.2	17	4.2	7	1.7	16	4.0	1	0.2
<b>Males:</b>	184	45.9	163	40.6	21	5.2	6	1.5	12	3.0	3	0.7	0	0.0
<b>Total:</b>	401	100.0	339	84.5	62	15.5	23	5.7	19	4.7	19	4.7	1	0.2

- Percentages are % of total in each major category.

**Table 14**  
**New Jersey Superior Court Law Clerks for Court Year 1997-1998 (October 1997)**

County	Total *	Minorities		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Males	Females	
		#	%	#	%	#	%	#	%		#	%
Atlantic	14	1	7.1	1	7.1	0	0.0	0	0.0	8	6	42.9
Bergen	28	3	10.7	1	3.6	0	0.0	2	7.1	13	15	53.6
Burlington	12	1	8.3	1	8.3	0	0.0	0	0.0	3	9	75.0
Camden	23	4	17.4	2	8.7	1	4.3	1	4.3	12	11	47.8
Cape May	4	1	25.0	0	0.0	0	0.0	1	25.0	1	3	75.0
Cumberland	7	1	14.3	0	0.0	0	0.0	1	14.3	2	5	71.4
Essex	48	14	29.2	5	10.4	7	14.6	2	4.2	22	26	54.2
Gloucester	7	1	14.3	0	0.0	0	0.0	1	14.3	2	5	71.4
Hudson	26	4	15.4	1	3.8	2	7.7	1	3.8	11	15	57.7
Hunterdon	3	0	0.0	0	0.0	0	0.0	0	0.0	1	2	66.7
Mercer	15	2	13.3	1	6.7	0	0.0	1	6.7	5	10	66.7
Middlesex	32	6	18.8	1	3.1	2	6.3	3	9.4	13	19	59.4
Monmouth	23	0	0.0	0	0.0	0	0.0	0	0.0	12	11	47.8
Morris	13	1	7.7	1	7.7	0	0.0	0	0.0	6	7	53.8
Ocean	16	0	0.0	0	0.0	0	0.0	0	0.0	8	8	50.0
Passaic	23	6	26.1	1	4.3	3	13.0	2	8.7	11	12	52.2
Salem	2	0	0.0	0	0.0	0	0.0	0	0.0	1	1	50.0
Somerset	8	2	25.0	1	12.5	1	12.5	0	0.0	3	5	62.5
Sussex	5	0	0.0	0	0.0	0	0.0	0	0.0	2	3	60.0
Union	21	4	19.0	3	14.3	0	0.0	1	4.8	10	11	52.4
Warren	3	0	0.0	0	0.0	0	0.0	0	0.0	2	1	33.3
<b>Total</b>	<b>333</b>	<b>51</b>	<b>15.3</b>	<b>19</b>	<b>5.7</b>	<b>16</b>	<b>4.8</b>	<b>16</b>	<b>4.8</b>	<b>148</b>	<b>185</b>	<b>55.6</b>

\* Percentages may not always add due to rounding

**G. Supreme Court Committees**

In January 1998, the Subcommittee obtained information on 35 Supreme Court Committees. The current total membership on the 35 committees is 1,525. This represents an increase in membership on Supreme Court Committees from 1,401 in January 1996 to 1,525 in January 1998 for a gain of +124. Minority representation increased numerically from 165 to 176 for a gain of +11, but decreased percentage wise from 11.8% in 1996 to 11.5% in 1997.

For those committees that did supply data by race/ethnic breakdown, there were 61 (8.0%) Blacks; 28 (3.7%) Hispanics; and 7 (0.9%) Asians/Pacific Islanders/American Indians out of a subtotal of 754.

Regarding District Ethics and Fee Arbitration Committees, there was a total of 771 members, of which 76 (9.9%) are minority.

**Table 15**  
**Supreme Court Committees by Race/Ethnicity January 1998**

Committee	Total	Total Minorities		Whites	Blacks	Hispanics	Asians/Pac. Isl's./ Amer. Indians
		#	%				
Advisory Committee Bar Admissions	18	4	22.2	14	3	0	1
Advisory Committee on Extrajudicial Activities	9	2	22.2	7	1	1	0
Advisory Committee on Judicial Conduct	9	2	22.2	7	2	0	0
Advisory Committee on Outside Activities of Judiciary Employees	16	5	31.2	1	4	1	0
Advisory Committee on Professional Ethics	18	4	22.2	14	1	2	1
Bar Admissions Financial Committee	7	0	0.0	7	0	0	0
Board of Bar Examiners	6	2	33.3	4	2	0	0
Board on Trial Attorney Certification <sup>28</sup>	31	2	6.6	29	2	0	0
Civil Practice Committee	48	2	4.2	46	2	0	0
Committee on Attorney Advertising	7	1	14.3	6	1	0	0
Committee on Character	47	13	28.0	34	7	3	3
Committee on Complementary Dispute Resolution	37	4	10.8	33	3	1	0
Committee on Women in the Courts	30	5	16.7	25	3	1	1
Committee on Judicial Education	29	1	3.4	28	1	0	0
Committee on Judicial Performance	17	3	17.6	14	2	1	0
Committee on Judicial Salaries and Pensions	28	1	3.6	27	1	0	0
Committee on Minority Concerns	33	21	63.6	12	12	7	2
Committee on Model Jury Charges, Civil	25	2	8.0	23	0	1	1

<sup>28</sup> This includes four committees under the Board (Civil, Criminal, Matrimonial, Workers' Compensation) that handle the eligibility and examination of attorneys applying for certification in these areas of the law.



### Supreme Court Committees by Race/Ethnicity January 1998

Committee	Total	Total Minorities		Whites	Blacks	Hispanics		Asians/Pac. Isl's./ Amer. Indians		
		#	%							
Committee on Model Jury Charges, Criminal	20	0	0.0	20	0	0	0	0		
Committee on Municipal Courts	38*	2	5.3	34	2	0	0	0		
Committee on Paralegal Education and Regulation	24	1	4.2	23	1	0	0	0		
Committee on the Rules of Evidence	26	1	3.8	25	0	1	0	0		
Committee on Special Civil Part Practice	29	1	3.4	28	1	0	0	0		
Committee on Tax Court	32	0	0.0	32	0	0	0	0		
Committee on Unauthorized Practice of Law	24	4	16.7	20	0	4	0	0		
Criminal Practice Committee	33	5	15.2	28	2	1	0	1		
Disciplinary Oversight Committee	11	1	9.1	10	1	0	0	0		
Disciplinary Review Board	9	2	22.2	7	2	0	0	0		
Family Practice Committee	46	3	6.5	43	1	2	0	0		
Judiciary Information Systems Policy Committee	15	1	7.0	14	1	0	0	0		
Lawyers Fund for Client Protection	7	3	42.9	4	2	1	0	0		
Professional Responsibility Rules Committee	7	0	0.0	7	0	0	0	0		
State Domestic Violence Working Group	18	2	11.1	16	1	1	0	0		
Sub Total	754	100	13.3	642	61	8.0	28	3.7	7	0.9
District Ethics Committees	473	49	10.4							
District Fee Arbitration Committees	298	27	9.0							
Grand Total	1525	176	11.5							



## **Summary**

Despite the pleasing progress in a number of areas, there also are areas in which progress is less than satisfactory and some which raise cause for concern.

Finalization of the Judiciary EEO/AA Master Plan will be an important signal of the commitment to continued progress. As noted previously, the delay has been a disappointment to this Subcommittee. Implementation of complaint and monitoring procedures and adequate staffing for the handling of problems are equally important signs of a commitment to more than platitudes.

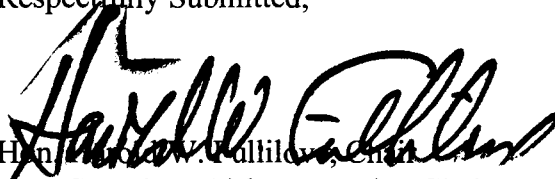
The Judiciary workforce statistics tell several important stories that should be of concern to the Supreme Court. Minor disparities between population and workforce easily can be addressed. However, the significant disparities we have tried to highlight need direct and immediate attention.

The members of this Subcommittee are grateful for the opportunity to present this report of its continuing investigation, study and analysis of implementation of the Supreme Court's Task Force recommendations. It is our hope that we are providing assistance to the Court in its commitment to a system that not only dispenses justice fairly and equally but itself is a just, fair and equal opportunity system.

## CONCLUSION

The members of the standing Supreme Court Committee on Minority Concerns are grateful for having the opportunity to serve the Court in this capacity and wish to express our sincere appreciation to all those who assisted us in completing this report.

Respectfully Submitted,



Hon. Harold W. Pollitor, Chair  
Hon. Severiano Lisboa III, Vice-Chair

Kim Chapman Belin, Esq.  
Connie Bentley-McGhee, Esq.  
Hon. Herman L. Breitkopf, A.J.S.C. (Retired)  
William C. Carey, Esq.  
Felipe W. Chavana, Esq.  
Hon. Estela M. De La Cruz, J.S.C.  
Hon. Samuel G. DeSimone, A.J.S.C.  
Prof. Carol E. Fine  
Hon. Travis L. Francis, J.S.C.  
Hon. Edward V. Gannon, J.S.C.  
Dr. Elaine C. Harrington  
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Mary T. Previte  
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Hon. Shirley A. Tolentino, J.S.C.  
Ivelisse Torres, Esq.  
Hon. Peter Verniero  
Marsetta Lee, Esq.  
Calvin P. Wong, Esq.  
Hon. Judith A. Yaskin

---

\* Represents the Vicinage Advisory Committee on Minority Concerns Chairpersons

Yolande P. Marlow, Ph.D.  
Jeanette F. King\*  
Carmen Flores  
Cheryl Gilbert  
Michelle V. Perone, Esq.  
Eugene Troche, Esq.

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\* Former staff member.

## **APPENDICES**

## **APPENDIX A**

**Appendix A 1**

**Report of the Conference of Family Division  
Presiding Judges, September 1994**

# ***Proposed Recommendations to the Supreme Court Re: Minority Concerns Task Force Final Report***

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## **Introduction**

In handling delinquency cases the judiciary is at the end of a long process. Often, efforts to intervene by schools, social service agencies and police (in the form of station house adjustments) have already been tried and have failed. Juveniles who have no hope for a better life and little to lose as a result of an adjudication of delinquency are not easily deterred from committing delinquent acts. It is in this difficult context that the judiciary must work to ensure fairness for those who have not been given equal advantages prior to court involvement. While the Court must continue its efforts to ensure equal treatment for all who come before it, there are limits to what a Court can do remedy past inequalities that may make it difficult for the Court to have a significant impact on problems such as the overrepresentation of minorities in correctional facilities.

This does not mean that we should not take energetic steps to address these problems. On the contrary, inequalities in other areas make it even more essential that the Court treat all juveniles equally and do whatever it can to prevent these inequalities from influencing the Court's decisions. In keeping with this goal, the Conference of Family Division Presiding Judges has reviewed the recommendations of the Minority Concerns Task Force referred to it for its consideration and prepared the following proposals for specific actions to better carry out the recommendations.

---

## **Recommendation 17 (1)**

THE SUPREME COURT SHOULD SET A GOAL FOR THE JUDICIARY OF REDUCING THE NUMBER OF MINORITIES INCARCERATED. THIS GOAL WOULD BE ACCOMPLISHED BY (1) WORKING THROUGH COUNTY YOUTH SERVICES COMMISSIONS TO EXPAND SENTENCING ALTERNATIVES; (2) CAREFULLY CONSIDERING THE USE OF AVAILABLE ALTERNATIVE DISPOSITIONS THAT WOULD KEEP JUVENILES IN THE COMMUNITY; (3) ADOPTING A POLICY THAT FACTORS LIKE FAMILY STATUS, WHICH MAY APPEAR RACE-NEUTRAL BUT WHICH WHEN CONSIDERED IN CREATING A DISPOSITION MAY TEND TO RESULT IN DISPROPORTIONATE NUMBERS OF MINORITIES BEING INCARCERATED, ARE INSUFFICIENT GROUNDS IN AND OF THEMSELVES FOR JUSTIFYING A DECISION TO INCARCERATE; (4) ENCOURAGING JUDGES TO PLAY A MORE ACTIVE ROLE IN DETERMINING WHICH JUVENILES GO INTO THESE PROGRAMS BY RECOMMENDING SPECIFIC PLACEMENTS AT THE TIME OF SENTENCING; (5) DIRECTING THAT

JUVENILE CONFERENCE COMMITTEES BE ESTABLISHED FOR EVERY MUNICIPALITY WHICH DOES NOT NOW HAVE ONE IN ORDER TO STRENGTHEN THE LOCAL CONSTITUENCY FOR DEVELOPING RESOURCES AND ALTERNATIVES TO KEEP JUVENILES FROM BEING INCARCERATED; (6) SUPPORTING THE CONCEPT OF AN URBAN INITIATIVE TO PROVIDE ALTERNATIVE DISPOSITIONAL RESOURCES IN NEW JERSEY'S CITIES; AND (7) IMPLEMENTING A STATEWIDE INTENSIVE SUPERVISION PROGRAM FOR JUVENILES.

The Conference of Family Division Presiding Judges agrees with these approaches. The role of the Court in creating new services is limited, but through participation in County Youth Service Commissions, Presiding Judges can recommend that the Commissions direct funds to programs that provide alternatives to detention and incarceration. Additional sentencing alternatives may enable judges to reduce the number of juveniles detained or incarcerated, while still protecting the public. Detention alternatives will also decrease the number of days juveniles are detained.

Although these approaches may reduce the total number of children detained or incarcerated, it should be kept in mind that these approaches may not do much to change the proportion of minority youth detained or incarcerated.

In order to carry out these recommendations more judiciary time has to be allocated to functions such as these which are not related to any case and which will result in judges showing less time spent on the bench in their weekly reports.

As to the specific points in Recommendation 17 the Conference of Family Division Presiding Judges has the following comments:

17(1) The Conference agrees with this recommendation.

17(2) The Conference agrees with this recommendation.

17(3) In discussing this issue *Pathfinders I* has already stated a policy that "No child should be sent to a correctional facility as a result of factors over which he or she has no control (*Pathfinders I*, page 103)

17(4) Judges may not legally determine how Executive Branch Departments assign juveniles among their programs

17(5) The standard contained in *Pathfinders II* which requires that every juvenile have access to a juvenile conference committee, whether municipal or regional, is more workable since the court cannot force every municipality to establish a juvenile conference committee. (*Pathfinders II*, page 7)

17(6) No action other than support is required from the judiciary since this is a Juvenile Delinquency Commission initiative.

17(7) This program has been started, although only as a post-dispositional release program rather than as a dispositional option that might prevent incarceration in some cases.



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### **Recommendation 18**

**THE SUPREME COURT SHOULD DIRECT TWO INITIATIVES BE UNDERTAKEN TO MAKE THE COMMUNITY, ESPECIALLY THE MINORITY COMMUNITY, AWARE OF THE JUVENILE COURT SYSTEM: (1) A COMPREHENSIVE PUBLIC EDUCATION PROGRAM TO PROVIDE INFORMATION ON THE OPERATION OF THE JUVENILE COURT SYSTEM AND THE STEPS THAT ARE BEING TAKEN TO ELIMINATE UNFAIRNESS TO MINORITY JUVENILES; AND (2) AN ENGAGEMENT IN PARTNERSHIPS WITH SCHOOLS WHERE THE JUDICIARY ASSISTS LOCAL SCHOOLS IN DEVELOPMENT AND INSTRUCTION OF A LEGAL EDUCATION CURRICULUM OR PROGRAMS WHICH BRING JUDGES AND COURT WORKERS INTO CLASSROOMS TO SPEAK TO STUDENTS, AND BRING STUDENTS TO VISIT THE COURTS.**

The Conference supports this recommendation but suggests that a public education program include information about steps that are being taken to "ensure fair treatment by the court" rather than "eliminate unfairness." A public education program based on the message that the court is working to eliminate existing unfairness runs the risk that the public will focus on the message that the courts are unfair now and the campaign will have the unintended effect of lessening public confidence in the courts.

In order to make local partnerships with schools feasible for judges for whom demands on their time are always increasing, judiciary wide recognition of the need for carrying out these non-case related functions is necessary. In some vicinages the assignment of an additional judge may be necessary to enable judges to continue to clear their calendars and maintain the contacts contained in this recommendation. An example of the way in which Ocean County uses Juvenile Conference Committees to maintain contacts with schools is attached hereto as appendix A

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### **Recommendation 19**

**THE SUPREME COURT SHOULD ENSURE THAT JUDICIAL DECISIONS INVOLVING MINORITIES ARE FAIR BY: (1) DIRECTING THE STANDING COMMITTEE ON MINORITY CONCERNS, IN CONJUNCTION WITH THE CONFERENCE OF FAMILY DIVISION PRESIDING JUDGES TO EXAMINE THE JUVENILE CODE, ALL WRITTEN RULES, DIRECTIVES, AND FORMS TO (A) IDENTIFY AND DETERMINE THE NATURE OF ANY ADVERSE IMPACT ON MINORITY YOUTH AND (B) RECOMMEND CORRECTIVE ACTION; THIS**

**EXAMINATION SHOULD FOCUS ON DECISIONMAKING CRITERIA SUCH AS CONSIDERATION OF FAMILY CIRCUMSTANCES.**

The Conference agrees with this recommendation but notes that the results of the review will need to be referred to legislature if statutory changes are suggested. The Conference of Family Division Presiding Judges or a subcommittee thereof should meet regularly with the Standing Committee on Minority Concerns to conduct this review.

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**Recommendation 20**

IN ORDER FOR THE JUDICIARY TO PLAY A LEAD ROLE IN THE DEVELOPMENT OF ADDITIONAL COMMUNITY ALTERNATIVES WHICH CAN PROVIDE ADEQUATE LEVELS OF SUPERVISION FOR JUVENILES FOR WHOM FAMILY SUPERVISION IS LACKING, THE SUPREME COURT SHOULD DIRECT EACH VICINAGE TO IMPLEMENT THE FOLLOWING STRATEGIES: (1) DIRECT FAMILY DIVISION JUDGES TO ENHANCE AND EXPAND THE LEVEL AND KINDS OF SERVICES CURRENTLY AVAILABLE INTERNALLY THROUGH PROBATION AND EXTERNALLY BY DEVELOPING PARTNERSHIPS WITH COMMUNITY GROUPS IN THE JUDGES' CAPACITY AS MEMBERS OF YOUTH SERVICES COMMISSIONS AND IN THEIR DEALINGS WITH OTHER BODIES; AND (2) SINCE SOME JUVENILES ARE COMMITTED TO THE DEPARTMENT OF CORRECTIONS BECAUSE OTHER STATE AGENCIES ARE NOT FORTHCOMING WITH OTHER SERVICES, DIRECT FAMILY DIVISION JUDGES TO ACTIVELY SEEK TO HOLD SUCH AGENCIES ACCOUNTABLE FOR (A) THE DELIVERY OF MANDATED SERVICES AND (B) THE MEETING OF STATUTORY TIME GOALS

The Conference agrees with this recommendation and suggests the following kinds of additional services which may be helpful

**1) Transportation Programs:**

A) Juveniles. Police or other law enforcement personnel may transport juveniles to court for a hearing, but often refuse to return the juveniles home following a hearing, leaving juveniles with no way home

B) Parents/Guardians. One barrier to involving family members in dispositions and interim decisions is the difficulty some families have in obtaining transportation to hearing. Perhaps volunteer community agencies, day programs or detention centers with vans might be persuaded to help in this regard

**2) Project CARE:**

This program, which lost its state funding, should be revived.

**3) Alternate Supervision:**

Social service programs are needed to provide alternate supervision for juveniles with little or no family supervision. It may be possible to reach into the minority community to develop such supervisory programs.

**4) Adding Resources to Compensate for the Effects of Poverty**

In some programs poverty may unfairly prevent the participation of some juveniles in the program. For example, some home detention programs require a telephone in the juvenile's home as a prerequisite to release on home detention. Additional resources should be available to prevent the exclusion of juveniles from such programs based on their families financial status.

**5) Additional Jobs Programs**

Additional urban jobs programs to keep teenagers occupied with productive activity would be useful.



**Appendix A 2**

**Juvenile Justice Action Plans  
1997 Questionnaire**

**SUPREME COURT COMMITTEE ON MINORITY CONCERNS**  
**VICINAGE ADVISORY COMMITTEE**

**JUVENILE JUSTICE ACTION PLAN QUESTIONNAIRE**

**Due: September 1, 1997**

Please answer the following questions:

1. Whether or not the Vicinage Advisory Committee has a Juvenile Justice Subcommittee. If so, who are the members and how often has it met since its inception?
2. Whether or not the Vicinage Advisory Committee has prioritized juvenile Justice service needs. If so, what criteria have been utilized to prioritize?
3. What programs have been implemented to meet the needs identified in the Task Force Recommendations? Are any of these programs the direct result of action by the Vicinage Advisory Committee?
4. What documents or other tangible products have been produced evidencing juvenile justice activity by the Vicinage Advisory Committee or by other entities?
5. What collaborative efforts have been undertaken to comply with the mission of each Vicinage Advisory Committee as it relates to juvenile justice?
6. What steps, if any, are planned for future implementation of Task Force Recommendations on juvenile justice? Is there a sense of direction? Explain why or why not.
7. What attempts have been made to reach out and collaborate with any of the following:
  - Family Division Presiding Judge
  - Family Division Manager
  - County Youth Services Commission
  - Other Vicinage Advisory Committees
  - Other
8. Have speakers been invited to speak to the VAC on issues related to juvenile justice?

**Appendix A 3**

**Gloucester/Cumberland/Salem  
Community Symposium**

**GLOUCESTER**

**CUMBERLAND**

**SALEM**

**VICINAGE**

**MINORITY CONCERNS COMMITTEE**



**JUVENILE JUSTICE SYMPOSIUM**

**GETTING TO KNOW YOU:  
"THE COURT AND JUVENILE JUSTICE"**

***Special Thanks to:***

**Minority Concerns Vicinage Advisory Committee  
Juvenile Justice Commission  
Gloucester County Youth Services Commission  
Gloucester County Board of Chosen Freeholders  
Administrative Office of the Courts - Minority Concerns Unit  
Planning Committee Members  
Panelist, Workshop Presenters, Moderators and Facilitators**

**Gloucester County Board of Education  
1492 Tanyard & Salina Roads  
Sewell, NJ 08080**

**Friday, May 2, 1997**



## VICINAGE MISSION STATEMENT

We will be a court system, characterized by excellence, that strives to attain justice for the individual and society through the rule of law.

We will:

- provide access to judicial services equally for all without hardship, excessive cost, inconvenience, or delay, with sensitivity to an increasingly diverse society;
- resolve disputes fairly and with integrity, and effectively enforce court orders;
- deliver quality service that continuously improves, meets or exceeds public expectations, and ensures that all are treated with efficiency, courtesy, dignity, and respect;
- maintain the independence of the Judiciary while strengthening relations with our communities, the Bar, and other branches of government;
- acknowledge and enhance the potential of every person in our organization to contribute to the administration of justice through participation, training, and technology;
- share a sense of common identity and purpose as a statewide Judiciary; and
- earn the respect and confidence of an informed public.

  
Samuel G. DeSimone, AJSC

April 23, 1997

## PROGRAM

Registration

Introductions and Greetings Mrs. Anita Heard, Chair  
Vicinage Advisory Committee, Minority Concerns

Remarks Hon. Samuel G. DeSimone, A.J.S.C.  
Gloucester/Cumberland/Salem Vicinage

Hon. George H. Stanger, Jr., J.S.C.  
Presiding Judge, Family Part

Panelist Presentation

Rick Morales, Police Officer, Milville Police Department  
Alex Carson, Family Division Manager  
Patricia Wolak, Cumberland County Detention Administrator  
Janis Meff, Esq., Assistant Prosecutor  
Ahmad Corbett, Esq., Public Defender, Gloucester  
Walter Brown, Chief Probation Officer, Salem

Questions and Answers

Break

Workshops

- "Family Matters: Family Court and Volunteer Programs"
- "The Front Line: Services for Juvenile Justice Youth"
- "In a Juvenile's Interest: Fact or Fiction?"
- "In the Balance: Rehabilitation and Community Protection"

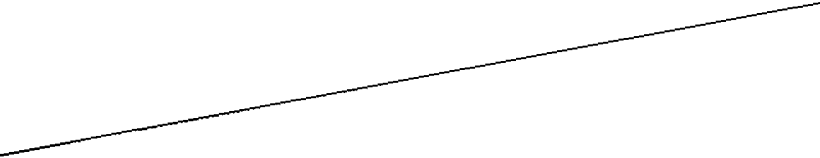
Lunch

Repeat Morning Workshops

Closing Remarks & Wrap-up Hon. Samuel G. DeSimone, A.J.S.C.

**Appendix A 4**

**Middlesex County  
Community Symposium**



# JUVENILE JUSTICE CONFERENCE

October 30, 1997

## PROGRAM

- 8:30 - 9:00 AM                      Registration
- 9:00 - 9:30 AM                      Welcome & Introduction
- Gregory Edwards, Middlesex Trial Court Administrator
  - Middlesex County Freeholder Director, Jane Z. Brady
  - National Conference Executive Director, Thomas L. Kenyon
  - Minority Concerns Committee Chair, Reginald Johnson
- 9:30 - 10:45 AM                      Court Services: Moderator: Teresa Merritt
- Middlesex County Family Division Manager, Charles Hager
  - Juvenile Conference Committee, Margaret Fradella
  - Family Division Process, Lisa Landis
  - Family Court Judge, Hon. Frederick P. DeVesa
  - Juvenile Probation, Stephen Wainwright
- 10:45 - 11:00 AM                      Break
- 11:00 - 11:45 AM                      Family & Youth Services: Moderator - Michele Labrada
- Division of Children's Services, Doris S. Darling
  - Crisis Intervention, Paula Schorr
  - Division of Youth & Family Services, Kim Faust
  - Juvenile Justice Commission, Pat Walker
  - CART Services, M. Troy Alexander
- 11:45 - 12:30 PM                      Civic Services: Moderator - Doris S. Darling
- Gang Deprogramming, Nelson Baez
  - Educational/Court Programs, Michele Labrada
  - The National Conference, Thomas L. Kenyon
  - League of Women Voters, Dorothy Steinsapir
  - NAACP, Reginald Johnson
- 12:30 - 1:30 PM                      Lunch
- 1:30 - 2:30 PM                      Workshop (A)
- Community Programs: Moderator - Reginald Johnson (A)
- Edison Job Corps, Ted Carrington
  - Edison Prep Program, Felix Mickens
  - Alive With Raps Program, Michael Nicholson
  - Youth Corps Program, Paul Reynolds
  - Perth Amboy Police, JAB, Sgt. Det. Joseph F. Britton

2:30 - 3:30 PM

**Workshop (B)**

**Youth Panel: Moderator - Anna Rivera**

- Edison Job Corps Program
- Edison Prep Program

**Workshop (C)**

**Mock Trial: Moderator - Charles C. Hager**

- Mock Trial Judge, Hon. Travis Francis, J.S.C.
- Mock Trial Prosecutor, Christopher Kuberiet
- Mock Trial Defense Counsel, Denise Thomas

3:30 - 3:45 PM

**Closing Remarks**

- Minority Concerns Committee Vice-Chair, Michele Labrada

# **JUVENILE JUSTICE SYMPOSIUM: "GETTING TO KNOW YOU"**

**May 2, 1997**

**WORKSHOP I:** "In a Juvenile's Interest: Fact or Fiction?" **Rodgers Room**

The panelist, with the assistance of the moderator, will discuss the legal basis for making decisions in matters involving juveniles and the factors that steer a particular case in one direction or another. The dialogue will focus on perspectives of a Prosecutor, a Public Defender and a Senior Probation Officer. Is the goal of rehabilitation fact or fiction? Is there a common thread that runs throughout the course of court proceedings in juvenile cases? Is there a formula for determining what to do with a juvenile once he or she enters the system? How do juvenile proceedings differ from adult proceedings? These and other issues will be addressed by the panelist as well as any inquiries from workshop participants.

**MODERATOR:** Eugene Troche, Esq.  
Administrative Office of the Courts, Family Division

**FACILITATOR:** Yolande P. Marlow, Ph.D., Manager of Minority Concerns Unit  
Administrative Office of the Courts

**PANELIST:** Raymond A. Marcolongo, Esq., Prosecutor  
Ahmad Corbitt, Esq., Public Defender  
Mark Cantwell, Sr. Probation Officer

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**WORKSHOP II:** "The Front Line: Services for Juvenile Justice Youth" **Shue Room**

Juvenile Justice youth are being helped through a variety of creative programs in the tri-county area. Come and hear from the people on the "Front Line" - the service providers - as they give an overview of their programs for court-involved youth, as well as prevention programs. Also featured will be the Youth Services Commission and the Juvenile Justice Commission as they relate to planning and funding these services.

**MODERATOR:** Amelia Kressler, Chair  
Youth Services Commission

**FACILITATOR:** Nancy Chard, Coordinator  
Youth Services Commission

**PANELIST:** Chris Scalisi, Robin's Nest  
Marisol Colon, SODAT  
Loretta Farrell, Youth Advocate Program  
Linda Gyimoty, Together, Inc.  
Tony Comito, Realty House  
Ana Caro, Family Counselling  
Frank Hill, Regional Supervisor, Juvenile Justice Commission

# JUVENILE JUSTICE SYMPOSIUM: "GETTING TO KNOW YOU"

May 2, 1997

**WORKSHOP III:** "In the Balance: Rehabilitation and Community Protection" Ruh Center "A"

In this session, conference workshop participants will be acquainted with probation services provided in juvenile cases. Fictional case studies will provide the basis for discussion of probation's role in interacting with the juvenile offender while maintaining sensitivity to cultural considerations.

**MODERATOR:** Robert Miles, Vicinage Chief Probation Officer  
Gloucester/Cumberland/Salem Counties

**FACILITATOR:** Jeanette F. King, Minority Concerns Unit  
Administrative Office of the Courts

**PANELIST:** Brad Fairchild, Supervisor, Juvenile Probation, Gloucester  
Janice Engstrom, Sr. Probation Officer, Gloucester  
Susan Lively, Probation Officer, Cumberland  
Curtis Hurff, Supervisor, Juvenile Probation, Salem

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**WORKSHOP IV:** "Family Matters: Family Court and Volunteer Programs" Ruh Center "B"

This workshop will enlighten the participants of the dynamics of Family Court operations in Gloucester, Cumberland and Salem Counties with a focus on juvenile screening, diversion programs, and volunteer services.

**MODERATOR:** Alex Carson, Family Division Manager  
Gloucester/Cumberland/Salem Counties

**FACILITATOR:** Gene Hawkins, Committee Member  
Vicinage Advisory Committee on Minority Concerns

**PANELIST:** Michael Wiler, Director, Family Crisis Unit, Gloucester  
Sally Cooper, Volunteer Coordinator, Gloucester  
Clare Turnbull, Sr. Probation Officer, Salem  
Rich Christie, Supervisor, Principal Probation Officer II, Cumberland  
Charles Wertzell, Sr. Probation Officer, Gloucester

## **APPENDIX B**





## JUDICIARY OF THE STATE OF NEW JERSEY Formal Discrimination Complaint Form / Report

Date Filed \_\_\_\_/\_\_\_\_/\_\_\_\_

Complaint Information				
<b>Name</b>	Last Name	First Name	Middle Name	
<b>Address</b>	Number and Street	City	State	Zip
<b>Phone</b>	Home Phone ( )	Work Phone ( )		
Job Title		Organization		
Complaint Status (Check applicable box)				
<input type="checkbox"/> Judiciary Employee		<input type="checkbox"/> Volunteer		
<input type="checkbox"/> Non-Judiciary Employee specify whether: <input type="checkbox"/> Applicant <input type="checkbox"/> Probationer <input type="checkbox"/> Vendor <input type="checkbox"/> Other (Litigants, witnesses, etc.)				
Alleged Offender(s) Information (If known)				
Name	Job Title	Organization		
Name	Job Title	Organization		
Name	Job Title	Organization		
Basis of Complaint (Check applicable box)				
<input type="checkbox"/> Race	<input type="checkbox"/> Creed	<input type="checkbox"/> Color	<input type="checkbox"/> National Origin	<input type="checkbox"/> Ancestry
<input type="checkbox"/> Disability / Perceived Disability	<input type="checkbox"/> Sexual or Affectional Orientation	<input type="checkbox"/> Liability for Services in Armed Forces of US	<input type="checkbox"/> Age	<input type="checkbox"/> Sex
			<input type="checkbox"/> Religion	<input type="checkbox"/> Marital Status
			<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Retaliation
Date (s) of Initial Incident(s) _____				
Complaint Summary (Identity, who, what and when)				
(Additional pages may be submitted )				
Witness Information (Provide names of witnesses to be interviewed)				
Name	Address / Organization		Phone	
Name	Address / Organization		Phone	
Name	Address / Organization		Phone	
Relief Sought (Explanation)				
(Additional pages may be submitted )				
<b>NOTE:</b>				
If the complainant is not satisfied with the results of the action taken, he/she has a right to file an appeal with the Administrative Director, PO Box 037, Trenton, NJ 08625. The complainant also has a right to use the external procedures available under state law (Division of Civil Rights) and federal law (Equal Employment Opportunity Commission).				

Local EEO/AA Officer/Coordinator Signature

Date \_\_\_\_/\_\_\_\_/\_\_\_\_

Complainant's Signature

Date \_\_\_\_/\_\_\_\_/\_\_\_\_

**WHITE - File Copy      YELLOW - Complainant Copy**  
(This completed form is to be given to the local EEO/AA Officer/Coordinator)

**JUDICIARY OF THE STATE OF NEW JERSEY  
Informal Discrimination Complaint Form / Report**

Date Filed \_\_\_\_/\_\_\_\_/\_\_\_\_

**Complaint Information**

<b>Name</b>	Last Name	First Name	Middle Name
<b>Address</b>	Number and Street	City	State Zip
<b>Phone</b>	Home Phone ( )	Work Phone ( )	
Job Title	Organization		

**Complaint Status (Check applicable box)**

Judiciary Employee
  Volunteer  
 Non-Judiciary Employee specify whether:
  Applicant
  Probationer
  Vendor
  Other (Litigants, witnesses, etc.)

**Alleged Offender(s) Information (if known)**

Name	Job Title
Organization	

**Basis of Complaint (Check applicable box)**

Race
  Creed
  Color
  National Origin
  Ancestry
  Age
  Sex
  Religion
  Marital Status  
 Disability / Perceived Disability
  Sexual or Affectional Orientation
  Liability for Services in Armed Forces of US
  Sexual Harassment
  Retaliation

**Complaint Summary (Identity, who, what and when)**

.....

.....

.....

.....

.....

.....

(Additional pages may be submitted.)

**Relief Sought (Explanation)**

.....

.....

.....

.....

.....

(Additional pages may be submitted.)

**Disposition (To be completed by the EEO/AA Officer/Coordinator)**

.....

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.....

.....

(Additional pages may be submitted.)

**NOTE:** If the complainant is not satisfied with the results of the informal action, he/she has a right to file a formal complaint with the local EEO/AA Officer/Coordinator or with the Assignment Judge if it is a vicinage matter and with the EEO/AA Officers or the Administrative Director if it is an AOC matter. The complainant also has a right to use the external procedures available under state law (Division of Civil Rights) and federal law (Equal Employment Opportunity Commission).

Local EEO/AA Officer/Coordinator Signature \_\_\_\_\_ Date Closed \_\_\_\_/\_\_\_\_/\_\_\_\_ Complainant's Signature \_\_\_\_\_

**Appendix B 2**  
**Supreme Court Committee on Minority Concerns**  
**Subcommittee on Minority Participation in the Judicial Process**

**Questionnaire on Recruitment and Personnel Procedures**  
**January 1998**

This questionnaire is being issued at the request of the Supreme Court Committee on Minority Concerns, Subcommittee on Minority Participation in the Judicial Process. The information obtained will be used by the Committee in the course of fulfilling its mandate to monitor Judiciary employment policies. This questionnaire is a variation of a similar survey conducted in January 1996. It relates primarily to the filling of unclassified positions at the vicinage level. The responses will be kept confidential and summary findings will be reported to the Supreme Court. Upon completion of this questionnaire please return it to Brooks Durbin, P.O. Box 966, Trenton, NJ 08625 no later than January 23, 1998.

**Name of Vicinage:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Name/title of individual filling out questionnaire:** \_\_\_\_\_

Please circle either "yes," "no" or "other." If "no" or "other" is circled, a **very brief** explanation should be provided.

1. Does the vicinage follow all of the procedures contained in the Judiciary **Selection Evaluation Employee Services Manual**?
 

Yes	No	Other
-----	----	-------
  
2. Does the vicinage post all notices of job vacancies as recommended in the Judiciary **Selection Evaluation Employee Services Manual**?
 

Yes	No	Other
-----	----	-------
  
3. Does the vicinage EEO/AA Designee review all notices of job vacancies to assure conformity with EEO/AA guidelines?
 

Yes	No	Other
-----	----	-------
  
4. Please describe the steps taken by the vicinage to advertise its notices of job vacancies so that a broad applicant pool (including minorities and women) is contacted.
  
5. In 1997 how many of these notices of job vacancy were designated as "external" and how many were "internal?"
 

External _____	Internal _____
----------------	----------------
  
6. Does the vicinage use Selection Committees when filling the following positions?
 

-senior managers (ATCA, Div. Mgr., VCPO, HRM, FM)	Yes	No	Other
-other managerial positions	Yes	No	Other
-professional positions	Yes	No	Other

**Questionnaire on Recruitment and Personnel Procedures**

**Page 2**

7. If your vicinage used Selection Committees in 1997, please complete the following:
- Number of Selection Committees appointed in 1997: \_\_\_\_\_
  - Approximate number of individuals who served on each of these Selection Committees: \_\_\_\_\_
  - Approximate number of minorities who served on each of these Selection Committees: \_\_\_\_\_
  - Is a record routinely kept of the race/ethnicity and gender of those individuals who serve on Selection Committees?                      Yes      No      Other
8. Do vicinage Human Resource staff review *all* resumes to determine which applicants meet the minimum job requirements as specified on the notice of job vacancy to ensure that only those who do meet the minimum requirements can be considered for interview?  
Yes      No      Other
9. Do notices of job vacancies direct applicants to forward their responses to individuals in the Human Resources office?                      Yes      No      Other
10. In those instances when hiring managers receive resumes directly from job applicants, are these resumes also reviewed by vicinage Human Resource staff to ensure that only those individuals meeting minimum requirements can be considered for interview?  
Yes      No      Other
11. Do vicinage Human Resource staff forward to the hiring manager the resumes of *all* applicants who meet the minimum job requirements?                      Yes      No      Other
12. If a Selection Committee is used, do the Committee members receive the resumes of *all* the applicants who meet the minimum job requirements?  
Yes      No      Other
13. Do hiring managers use objective selection criteria instruments<sup>29</sup> based on the notice of job vacancy in determining which applicants should be interviewed?  
Yes      No      Other
14. If Selection Committees are used, do they use objective selection criteria instruments based on the notice of job vacancy in determining which applicants should be interviewed?  
Yes      No      Other

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<sup>29</sup> The Selection Evaluation Employee Services Manual refers to objective selection criteria instruments on page 4: "Prior to conducting interviews, the Selection Committee shall develop a system for quantified evaluation of the candidates' qualifications against the requirements for the position and for documenting the interview process."

**Questionnaire on Recruitment and Personnel Procedures**

**Page 3**

15. Do hiring managers use standard job related questions based on the notice of job vacancy when interviewing job applicants?

Yes No Other

16. If Selection Committees are used, do they use standard job related questions based on the notice of job vacancy when interviewing job applicants?

Yes No Other

17. Are hiring managers informed of existing guidelines for lawful pre-employment inquiries?

Yes No Other

18. If Selection Committees are used, are members informed of existing guidelines for lawful pre-employment inquiries?

Yes No Other

19. When hiring managers make interview selections, are interview lists provided to vicinage Human Resources staff?

Yes No Other

20. When Selection Committees make interview selections, are interview lists provided to vicinage Human Resources staff?

Yes No Other

21. When hiring managers make interview selections, are EEO/AA Designees provided the interview lists so that they can evaluate the interview pool, and if appropriate, recommend that it be broadened?

Yes No Other

22. When Selection Committees make interview selections, are EEO/AA Designees provided the interview lists so that they can evaluate the interview pool, and if appropriate, recommend that it be broadened?

Yes No Other

23. Does the vicinage use Selection Disposition forms for all recruitments to document the hiring process to include reasons for selection and non-selection?

Yes No Other

24. Does the vicinage EEO/AA Designee review all Selection Dispositions to assure conformity with EEO/AA guidelines?

Yes No Other

**Questionnaire on Recruitment and Personnel Procedures**

**Page 4**

25. Are exit interviews conducted of all employees who are separated and/or terminated?  
Yes No Other

-If yes, please provide copy of exit interview form.

-If yes, who reviews the completed questionnaire?

Vicinage Human Resources Staff	Yes	No	Other
Trial Court Administrator	Yes	No	Other
Assignment Judge	Yes	No	Other
Immediate Supervisor	Yes	No	Other

26. If your vicinage has an employment handbook, is it readily available to all employees?  
Yes No Other

27. Please **list below** any employment related documents (other than union contracts and the Administrative Code) that are made available to employees (career service and unclassified) to inform them of employment practices and procedures, responsibilities, duties, job opportunities/ career ladders, promotional standards, performance standards, etc. **We are also requesting that you please provide under separate cover, one sample copy of the documents noted below no later than January 30, 1998.**

28. Please use the space below to comment on any matter related to this questionnaire. Additional pages may be used if necessary.

Thank you for your cooperation.

**Appendix B 3**

**Table B 3**

**Percent Change in New Jersey Minority Justices and Judges  
Representation on the Bench Supreme Court, Superior Court (Appellate Division),  
Superior Court (Trial Division) and Tax Court (1992 to 1997)**

	1992		1993		1994		1995		1996		1997	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Minorities</b>	26	6.8	29	7.1	28	6.9	28	7.1	31	7.5	36	8.8
<b>Blacks</b>	18	4.7	18	4.4	18	4.4	18	4.5	20	4.9	23	5.6
<b>Hispanics</b>	8	2.1	10	2.4	9	2.2	9	2.3	10	2.4	12	2.9
<b>Asians/Pac. Isl's./Amer. Ind's.</b>	0	0	1	0.2	1	0.2	1	0.2	1	0.2	1	0.2
<b>Total All Judges</b>	<b>383</b>		<b>410</b>		<b>405</b>		<b>397</b>		<b>411</b>		<b>410</b>	



**Appendix B 4**  
**Table B 4**  
**New Jersey Judiciary Employees at the Vicinage Level by Division and Race/Ethnicity**  
**(October 1997)**

Division	Grand Total <sup>30</sup>	Total Minorities		Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Ind's.	
		#	%	#	%	#	%	#	%	#	%
Civil	1536	368	24.0	1168	76.0	246	16.0	94	6.1	28	1.8
Criminal	1289	362	28.1	927	72.0	244	18.9	103	8.0	15	1.2
Family Court	1503	461	30.7	1042	69.3	318	21.2	118	7.9	25	1.7
Probation	2284	711	31.1	1573	68.9	533	23.3	154	6.7	24	1.1
Field Operation	625	197	31.5	428	68.5	109	17.4	76	12.2	12	1.9
<b>Total</b>	<b>7237</b>	<b>2099</b>	<b>29.0</b>	<b>5138</b>	<b>71.0</b>	<b>1450</b>	<b>20.0</b>	<b>545</b>	<b>7.5</b>	<b>104</b>	<b>1.4</b>

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<sup>30</sup> Includes all vicinage employees (minorities plus non-minorities). Excludes Municipal Court.

**Appendix B 5 Table B 5  
New Jersey Judiciary Combined AOC/Central Clerks' Offices and Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	125	38.7%	21	6.5%	16.7	104	32.2%	15	4.6%	6	1.9%	0	0.0%	18
	Males	198	61.3%	15	4.6%		183	56.7%	12	3.7%	2	0.6%	1	0.3%	
	Total	323	100.0%	36	11.1%		287	88.9%	27	8.4%	8	2.5%	1	0.3%	
Professionals	Females	1864	57.5%	518	16.0%	18.1	1346	41.5%	377	11.6%	108	3.3%	33	1.0%	-
	Males	1378	42.5%	246	7.6%		1132	34.9%	167	5.2%	66	2.0%	13	0.4%	
	Total	3242	100.0%	764	23.6%		2478	76.4%	544	16.8%	174	5.4%	46	1.4%	
Technicians	Females	107	71.3%	12	8.0%	20.0	95	63.3%	7	4.7%	1	0.7%	4	2.7%	13
	Males	43	28.7%	5	3.3%		38	25.3%	4	2.7%	0	0.0%	1	0.7%	
	Total	150	100.0%	17	11.3%		133	88.7%	11	7.3%	1	0.7%	5	3.3%	
Para- Professionals	Females	650	77.6%	246	29.4%	24.8	404	48.2%	172	20.5%	69	8.2%	5	0.6%	-
	Males	188	22.4%	57	6.8%		131	15.6%	30	3.6%	22	2.6%	5	0.6%	
	Total	838	100.0%	303	36.2%		535	63.8%	202	24.1%	91	10.9%	10	1.2%	
Office/ Clerical	Females	3484	90.3%	1196	31.0%	24.8	2288	59.3%	840	21.8%	302	7.8%	54	1.4%	-
	Males	374	9.7%	100	2.6%		274	7.1%	69	1.8%	19	0.5%	12	0.3%	
	Total	3858	100.0%	1296	33.6%		2562	66.4%	909	23.6%	321	8.3%	66	1.7%	
Skilled Craft & Protective Service Workers	Females	5	18.5%	1	3.7%	24.8	4	14.8%	0	0.0%	1	3.7%	0	0.0%	1
	Males	22	81.5%	3	11.1%		19	70.4%	2	7.4%	1	3.7%	0	0.0%	
	Total	27	100.0%	4	14.8%		23	85.2%	2	7.4%	2	7.4%	0	0.0%	
Service Maintenance Workers	Females	1	4.3%	1	4.3%	24.8	0	0.0%	0	0.0%	1	4.3%	0	0.0%	-
	Males	22	95.7%	7	30.4%		15	65.2%	5	21.7%	2	8.7%	0	0.0%	
	Total	23	100.0%	8	34.8%		15	65.2%	5	21.7%	3	13.0%	0	0.0%	
All Job Categories	Females	6236	73.7%	1995	23.6%	24.8	4241	50.1%	1411	16.7%	488	5.8%	96	1.1%	-
	Males	2225	26.3%	433	5.1%		1792	21.2%	289	3.4%	112	1.3%	32	0.4%	
	Total	8461	100.0%	2428	28.7%		6033	71.3%	1700	20.1%	600	7.1%	128	1.5%	
<b>SDU</b>						<b>24.8</b>			<b>12.2%</b>		<b>9.1%</b>		<b>3.6%</b>		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 650					-		Hispanics 170		Asians/Pac. Isl's./ Amer. Ind's. 177		

Appendix B 6 Table B 6  
New Jersey Judiciary AOC/Central Clerks' Offices Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	24	25.8%	3	3.2%	16.7	21	22.6%	1	1.1%	2	2.2%	0	0.0%	6
	Males	69	74.2%	7	7.5%		62	66.7%	5	5.4%	1	1.1%	1	1.1%	
	Total	93	100.0%	10	10.8%		83	89.2%	6	6.5%	3	3.2%	1	1.1%	
Professionals	Females	313	56.4%	92	16.6%	18.1	221	39.8%	61	11.0%	22	4.0%	9	1.6%	-
	Males	242	43.6%	48	8.6%		194	35.0%	32	5.8%	12	2.2%	4	0.7%	
	Total	555	100.0%	140	25.2%		415	74.8%	93	16.8%	34	6.1%	13	2.3%	
Technicians	Females	103	71.5%	10	6.9%	20.0	93	64.6%	7	4.9%	1	0.7%	2	1.4%	14
	Males	41	28.5%	5	3.5%		36	25.0%	4	2.8%	0	0.0%	1	0.7%	
	Total	144	100.0%	15	10.4%		129	89.6%	11	7.6%	1	0.7%	3	2.1%	
Para- Professionals	Females	29	72.5%	14	35.0%	24.8	15	37.5%	11	27.5%	0	0.0%	3	7.5%	-
	Males	11	27.5%	0	0.0%		11	27.5%	0	0.0%	0	0.0%	0	0.0%	
	Total	40	100.0%	14	35.0%		26	65.0%	11	27.5%	0	0.0%	3	7.5%	
Office/ Clerical	Females	338	90.1%	131	34.9%	24.8	207	55.2%	114	30.4%	14	3.7%	3	0.8%	-
	Males	37	9.9%	14	3.7%		23	6.1%	12	3.2%	1	0.3%	1	0.3%	
	Total	375	100.0%	145	38.7%		230	61.3%	126	33.6%	15	4.0%	4	1.1%	
Skilled Craft & Protective Service Workers	Females	1	10.0%	0	0.0%	24.8	1	10.0%	0	0.0%	0	0.0%	0	0.0%	-
	Males	9	90.0%	2	20.0%		7	70.0%	1	10.0%	1	10.0%	0	0.0%	
	Total	10	100.0%	2	20.0%		8	80.0%	1	10.0%	1	10.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	24.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	-
	Males	7	100.0%	3	42.9%		4	57.1%	2	28.6%	1	14.3%	0	0.0%	
	Total	7	100.0%	3	42.9%		4	57.1%	2	28.6%	1	14.3%	0	0.0%	
All Job Categories	Females	808	66.0%	250	20.4%	24.8	558	45.6%	194	15.8%	39	3.2%	17	1.4%	-
	Males	416	34.0%	79	6.5%		337	27.5%	56	4.6%	16	1.3%	7	0.6%	
	Total	1224	100.0%	329	26.9%		895	73.1%	250	20.4%	55	4.5%	24	2.0%	
SDU				24.8%		24.8%			12.2%		9.1%		3.6%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 78					-		Hispanics 56		Asians/Pac. Isl's./ Amer. Ind's. 20		

Appendix B 7 Table B 7  
New Jersey Judiciary Vicinage Employees ( October 1997 )

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	101	43.9%	18	7.8%	16.7	83	36.1%	14	6.1%	4	1.7%	0	0.0%	12
	Males	129	56.1%	8	3.5%		121	52.6%	7	3.0%	1	0.4%	0	0.0%	
	Total	230	100.0%	26	11.3%		204	88.7%	21	9.1%	5	2.2%	0	0.0%	
Professionals	Females	1551	57.7%	426	15.9%	18.1	1125	41.9%	316	11.8%	86	3.2%	24	0.9%	0
	Males	1136	42.3%	198	7.4%		938	34.9%	135	5.0%	54	2.0%	9	0.3%	
	Total	2687	100.0%	624	23.2%		2063	76.8%	451	16.8%	140	5.2%	33	1.2%	
Technicians	Females	4	66.7%	2	33.3%	20.0	2	33.3%	0	0.0%	0	0.0%	2	33.3%	0
	Males	2	33.3%	0	0.0%		2	33.3%	0	0.0%	0	0.0%	0	0.0%	
	Total	6	100.0%	2	33.3%		4	66.7%	0	0.0%	0	0.0%	2	33.3%	
Para-Professionals	Females	621	77.8%	232	29.1%	24.8	389	48.7%	161	20.2%	69	8.6%	2	0.3%	0
	Males	177	22.2%	57	7.1%		120	15.0%	30	3.8%	22	2.8%	5	0.6%	
	Total	798	100.0%	289	36.2%		509	63.8%	191	23.9%	91	11.4%	7	0.9%	
Office/ Clerical	Females	3146	90.3%	1065	30.6%	24.8	2081	59.7%	726	20.8%	288	8.3%	51	1.5%	0
	Males	337	9.7%	86	2.5%		251	7.2%	57	1.6%	18	0.5%	11	0.3%	
	Total	3483	100.0%	1151	33.0%		2332	67.0%	783	22.5%	306	8.8%	62	1.8%	
Skilled Craft & Protective Service Workers	Females	4	23.5%	1	5.9%	24.8	3	17.6%	0	0.0%	1	5.9%	0	0.0%	0
	Males	13	76.5%	1	5.9%		12	70.6%	1	5.9%	0	0.0%	0	0.0%	
	Total	17	100.0%	2	11.8%		15	88.2%	1	5.9%	1	5.9%	0	0.0%	
Service Maintenance Workers	Females	1	6.3%	1	6.3%	24.8	0	0.0%	0	0.0%	1	6.3%	0	0.0%	0
	Males	15	93.8%	4	25.0%		11	68.8%	3	18.8%	1	6.3%	0	0.0%	
	Total	16	100.0%	5	31.3%		11	68.8%	3	18.8%	2	12.5%	0	0.0%	
All Job Categories	Females	5428	75.0%	1745	24.1%	24.8	3683	50.9%	1217	16.8%	449	6.2%	79	1.1%	0
	Males	1809	25.0%	354	4.9%		1455	20.1%	233	3.2%	96	1.3%	25	0.3%	
	Total	7237	100.0%	2099	29.0%		5138	71.0%	1450	20.0%	545	7.5%	104	1.4%	
SDU						24.8			12.2%		9.1%		3.6%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 572					-		Hispanics 114		Asians/Pac. Isl's./ Amer. Ind's. 157		

Appendix B 8 Table B 8  
New Jersey Judiciary Atlantic Vicinage Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	6	42.9%	2	14.3%	13.9	4	28.6%	2	14.3%	0	0.0%	0	0.0%	0
	Males	8	57.1%	1	7.1%		7	50.0%	1	7.1%	0	0.0%	0	0.0%	
	Total	14	100.0%	3	21.4%		11	78.6%	3	21.4%	0	0.0%	0	0.0%	
Professionals	Females	70	54.7%	27	21.1%	21.2	43	33.6%	23	18.0%	4	3.1%	0	0.0%	0
	Males	58	45.3%	11	8.6%		47	36.7%	9	7.0%	1	0.8%	1	0.8%	
	Total	128	100.0%	38	29.7%		90	70.3%	32	25.0%	5	3.9%	1	0.8%	
Technicians	Females	0	0.0%	0	0.0%	24.7	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	10	76.9%	4	30.8%	24.7	6	46.2%	4	30.8%	0	0.0%	0	0.0%	0
	Males	3	23.1%	0	0.0%		3	23.1%	0	0.0%	0	0.0%	0	0.0%	
	Total	13	100.0%	4	30.8%		9	69.2%	4	30.8%	0	0.0%	0	0.0%	
Office/ Clerical	Females	128	90.8%	49	34.8%	24.7	79	56.0%	40	28.4%	9	6.4%	0	0.0%	0
	Males	13	9.2%	3	2.1%		10	7.1%	2	1.4%	1	0.7%	0	0.0%	
	Total	141	100.0%	52	36.9%		89	63.1%	42	29.8%	10	7.1%	0	0.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	24.7	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	0.0%	1	0.0%		0	0.0%	1	100.0%	0	0.0%	0	0.0%	
	Total	1	0.0%	1	0.0%		0	0.0%	1	100.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	24.7	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	214	72.1%	82	27.6%	24.7	132	44.4%	69	23.2%	13	4.4%	0	0.0%	0
	Males	83	27.9%	16	5.4%		67	22.6%	13	4.4%	2	0.7%	1	0.3%	
	Total	297	100.0%	98	33.0%		199	67.0%	82	27.6%	15	5.1%	1	0.3%	
<b>SDU</b>						24.7			15.7%		6.6%		2.4%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 22							Hispanics 5		Asians/Pac. Isl's./ Amer. Ind's. 6		

**Appendix B 9 Table B 9  
New Jersey Judiciary Bergen Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	9	52.9%	1	5.9%	17.0	8	47.1%	1	5.9%	0	0.0%	0	0.0%	2
	Males	8	47.1%	0	0.0%		8	47.1%	0	0.0%	0	0.0%	0	0.0%	
	Total	17	100.0%	1	5.9%		16	94.1%	1	5.9%	0	0.0%	0	0.0%	
Professionals	Females	144	63.2%	19	8.3%	13.1	125	54.8%	14	6.1%	3	1.3%	2	0.9%	7
	Males	84	36.8%	4	1.8%		80	35.1%	1	0.4%	1	0.4%	2	0.9%	
	Total	228	100.0%	23	10.1%		205	89.9%	15	6.6%	4	1.8%	4	1.8%	
Technicians	Females	0	0.0%	0	0.0%	17.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	34	69.4%	4	8.2%	17.0	30	61.2%	2	4.1%	2	4.1%	0	0.0%	3
	Males	15	30.6%	1	2.0%		14	28.6%	0	0.0%	1	2.0%	0	0.0%	
	Total	49	100.0%	5	10.2%		44	89.8%	2	4.1%	3	6.1%	0	0.0%	
Office/ Clerical	Females	165	80.5%	21	10.2%	17.0	144	70.2%	13	6.3%	4	2.0%	4	2.0%	10
	Males	40	19.5%	4	2.0%		36	17.6%	1	0.5%	3	1.5%	0	0.0%	
	Total	205	100.0%	25	12.2%		180	87.8%	14	6.8%	7	3.4%	4	2.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	17.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	3	0.0%	0	0.0%		3	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	3	0.0%	0	0.0%		3	100.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	17.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1
	Males	3	100.0%	0	0.0%		3	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	3	100.0%	0	0.0%		3	100.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	352	69.6%	45	8.9%	17.0	307	60.7%	30	5.9%	9	1.8%	6	1.2%	32
	Males	154	30.4%	9	1.8%		145	28.7%	2	0.4%	5	1.0%	2	0.4%	
	Total	506	100.0%	54	10.7%		452	89.3%	32	6.3%	14	2.8%	8	1.6%	
<b>SDU</b>						17.0			4.8%		6.3%		5.8%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 37							Hispanics 18		Asians/Pac. Isl's./ Amer. Ind's. 21		

Appendix B 10 Table B 10  
New Jersey Judiciary Burlington Vicinage Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	5	45.5%	1	9.1%	17.2	4	36.4%	1	9.1%	0	0.0%	0	0.0%	0
	Males	6	54.5%	1	9.1%		5	45.5%	1	9.1%	0	0.0%	0	0.0%	
	Total	11	100.0%	2	18.2%		9	81.8%	2	18.2%	0	0.0%	0	0.0%	
Professionals	Females	53	55.8%	11	11.6%	17.7	42	44.2%	10	10.5%	1	1.1%	0	0.0%	0
	Males	42	44.2%	8	8.4%		34	35.8%	8	8.4%	0	0.0%	0	0.0%	
	Total	95	100.0%	19	20.0%		76	80.0%	18	18.9%	1	1.1%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	17.9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	26	66.7%	8	20.5%	17.9	18	46.2%	6	15.4%	2	5.1%	0	0.0%	0
	Males	13	33.3%	2	5.1%		11	28.2%	1	2.6%	1	2.6%	0	0.0%	
	Total	39	100.0%	10	25.6%		29	74.4%	7	17.9%	3	7.7%	0	0.0%	
Office/ Clerical	Females	119	93.7%	27	21.3%	17.9	92	72.4%	23	18.1%	2	1.6%	2	1.6%	0
	Males	8	6.3%	1	0.8%		7	5.5%	1	0.8%	0	0.0%	0	0.0%	
	Total	127	100.0%	28	22.0%		99	78.0%	24	18.9%	2	1.6%	2	1.6%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	17.9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	17.9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	203	74.6%	47	17.3%	17.9	156	57.4%	40	14.7%	5	1.8%	2	0.7%	0
	Males	69	25.4%	12	4.4%		57	21.0%	11	4.0%	1	0.4%	0	0.0%	
	Total	272	100.0%	59	21.7%		213	78.3%	51	18.8%	6	2.2%	2	0.7%	
SDU						17.9			13.0%		2.8%		2.1%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 12							Hispanics 2		Asians/Pac. Isl's./ Amer. Ind's. 4		

**Appendix B 11 Table B 11  
New Jersey Judiciary Camden Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	6	40.0%	2	13.3%	13.0	4	26.7%	2	13.3%	0	0.0%	0	0.0%	0
	Males	9	60.0%	0	0.0%		9	60.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	15	100.0%	2	13.3%		13	86.7%	2	13.3%	0	0.0%	0	0.0%	
Professionals	Females	145	64.2%	44	19.5%	17.1	101	44.7%	31	13.7%	13	5.8%	0	0.0%	0
	Males	81	35.8%	19	8.4%		62	27.4%	10	4.4%	8	3.5%	1	0.4%	
	Total	226	100.0%	62	27.4%		163	72.1%	41	18.1%	21	9.3%	0	0.0%	
Technicians	Females	1	100.0%	0	0.0%	21.1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	59	78.7%	21	28.0%	21.1	38	50.7%	18	24.0%	3	4.0%	0	0.0%	0
	Males	16	21.3%	4	5.3%		12	16.0%	1	1.3%	2	2.7%	1	1.3%	
	Total	75	100.0%	25	33.3%		50	66.7%	19	25.3%	5	6.7%	1	1.3%	
Office/ Clerical	Females	224	88.2%	74	29.1%	21.1	150	59.1%	43	16.9%	29	11.4%	2	0.8%	0
	Males	30	11.8%	11	4.3%		19	7.5%	10	3.9%	1	0.4%	0	0.0%	
	Total	254	100.0%	85	33.5%		169	66.5%	53	20.9%	30	11.8%	2	0.8%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	21.1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	21.1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	435	76.0%	141	24.7%	21.1	294	51.4%	94	16.4%	45	7.9%	2	0.4%	0
	Males	137	24.0%	34	5.9%		103	18.0%	21	3.7%	11	1.9%	2	0.4%	
	Total	572	100.0%	175	30.6%		397	69.4%	115	20.1%	56	9.8%	4	0.7%	
<b>SDU</b>						21.1			14.0%		4.7%		2.4%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 26									Asians/Pac. Isl's. /Amer. Ind's. 10		



**Appendix B 12 Table B 12  
New Jersey Judiciary Cape May Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	3	75.0%	1	25.0%	2.5	2	50.0%	1	25.0%	0	0.0%	0	0.0%	0
	Males	1	25.0%	0	0.0%		1	25.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	4	110.0%	1	25.0%		3	75.0%	1	25.0%	0	0.0%	0	0.0%	
Professionals	Females	19	52.8%	2	5.6%	2.9	17	47.2%	1	2.8%	0	0.0%	1	2.8%	0
	Males	17	47.2%	0	0.0%		17	47.2%	0	0.0%	0	0.0%	0	0.0%	
	Total	36	100.0%	2	5.6%		34	94.4%	1	2.8%	0	0.0%	1	2.8%	
Technicians	Females	1	100.0%	0	0.0%	7.8	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	2	50.0%	0	0.0%	7.8	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	2	50.0%	1	25.0%		1	25.0%	1	25.0%	0	0.0%	0	0.0%	
	Total	4	100.0%	1	25.0%		3	75.0%	1	25.0%	0	0.0%	0	0.0%	
Office/ Clerical	Females	48	92.3%	7	13.5%	7.8	41	78.8%	5	9.6%	0	0.0%	2	3.8%	0
	Males	4	7.7%	0	0.0%		4	7.7%	0	0.0%	0	0.0%	0	0.0%	
	Total	52	100.0%	7	13.5%		45	86.5%	5	9.6%	0	0.0%	2	3.8%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	7.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	7.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	73	75.3%	10	10.3%	7.8	63	64.9%	7	7.2%	0	0.0%	3	3.1%	0
	Males	24	24.7%	1	1.0%		23	23.7%	1	1.0%	0	0.0%	0	0.0%	
	Total	97	100.0%	11	11.3%		86	88.7%	8	8.2%	0	0.0%	3	3.1%	
<b>SDU</b>						<b>7.8</b>			<b>4.7%</b>		<b>2.0%</b>		<b>1.0%</b>		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 3							Hispanics 2				

**Appendix B 13 Table B 13  
New Jersey Judiciary Cumberland Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	3	60.0%	0	0.0%	13.0	3	60.0%	0	0.0%	0	0.0%	0	0.0%	1
	Males	2	40.0%	0	0.0%		2	40.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	5	100.0%	0	0.0%		5	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	34	58.6%	8	13.8%	23.1	26	44.8%	5	8.6%	2	3.4%	1	1.7%	0
	Males	24	41.4%	5	8.6%		19	32.8%	4	6.9%	1	1.7%	0	0.0%	
	Total	58	100.0%	13	22.4%		45	77.6%	9	15.5%	3	5.2%	1	1.7%	
Technicians	Females	0	0.0%	0	0.0%	26.9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	21	80.8%	1	3.8%	26.9	20	76.9%	0	0.0%	1	3.8%	0	0.0%	6
	Males	5	19.2%	0	0.0%		5	19.2%	0	0.0%	0	0.0%	0	0.0%	
	Total	26	100.0%	1	3.8%		25	96.2%	0	0.0%	1	3.8%	0	0.0%	
Office/ Clerical	Females	73	96.1%	13	17.1%	26.9	60	78.9%	6	7.9%	5	6.6%	2	2.6%	7
	Males	3	3.9%	0	0.0%		3	3.9%	0	0.0%	0	0.0%	0	0.0%	
	Total	76	100.0%	13	17.1%		63	82.9%	6	7.9%	5	6.6%	2	2.6%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	26.9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	26.9	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	131	79.4%	22	13.3%	26.9	109	66.1%	11	6.7%	8	4.8%	3	1.8%	
	Males	34	20.6%	5	3.0%		29	17.6%	4	2.4%	1	0.6%	0	0.0%	
	Total	165	100.0%	27	16.4%		138	83.6%	15	9.1%	9	5.5%	3	1.8%	
<b>SDU</b>						26.9			14.0%		11.0%		1.9%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 18					Blacks 8		Hispanics 9				

**Appendix B 14 Table B 14  
New Jersey Judiciary Essex Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	8	40.0%	2	10.0%	36.2	6	30.0%	2	10.0%	0	0.0%	0	0.0%	3
	Males	12	60.0%	2	10.0%		10	50.0%	1	5.0%	1	5.0%	0	0.0%	
	Total	20	100.0%	4	20.0%		16	80.0%	3	15.0%	1	5.0%	0	0.0%	
Professionals	Females	190	51.4%	118	31.9%	36.6	72	19.5%	99	26.8%	11	3.0%	8	2.2%	0
	Males	180	48.6%	67	18.1%		113	30.5%	50	13.5%	15	4.1%	2	0.5%	
	Total	370	100.0%	185	50.0%		185	50.0%	149	40.3%	26	7.0%	10	2.7%	
Technicians	Females	2	100.0%	2	100.0%	52.0	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	2	100.0%	2	100.0%		0	0.0%	0	0.0%	0	0.0%	2	100.0%	
Para- Professionals	Females	90	78.3%	67	58.3%	52.0	23	20.0%	53	46.1%	14	12.2%	0	0.0%	0
	Males	25	21.7%	18	15.7%		7	6.1%	13	11.3%	4	3.5%	1	0.9%	
	Total	115	100.0%	85	73.9%		30	26.1%	66	57.4%	18	15.7%	1	0.9%	
Office/ Clerical	Females	448	89.4%	255	50.9%	52.0	193	38.5%	218	43.5%	36	7.2%	1	0.2%	0
	Males	53	10.6%	24	4.8%		29	5.8%	20	4.0%	1	0.2%	3	0.6%	
	Total	501	100.0%	279	55.7%		222	44.3%	238	47.5%	37	7.4%	4	0.8%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	52.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	52.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	6	100.0%	4	66.7%		2	33.3%	3	50.0%	1	16.7%	0	0.0%	
	Total	6	100.0%	4	66.7%		2	33.3%	3	50.0%	1	16.7%	0	0.0%	
All Job Categories	Females	738	72.7%	444	43.7%	52.0	294	29.0%	372	36.7%	61	6.0%	11	1.1%	0
	Males	277	27.3%	115	11.3%		162	16.0%	87	8.6%	22	2.2%	6	0.6%	
	Total	1015	100.0%	559	55.1%		456	44.9%	459	45.2%	83	8.2%	17	1.7%	
<b>SDU</b>						52.0			37.7%		11.0%		1.9%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 149							Hispanics 29		Asians/Pac. Isl's./ Amer. Ind's. 2		

**Appendix B 15 Table B 15  
New Jersey Judiciary Gloucester Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	3	42.9%	0	0.0%	11.4	3	42.9%	0	0.0%	0	0.0%	0	0.0%	1
	Males	4	57.1%	0	0.0%		4	57.1%	0	0.0%	0	0.0%	0	0.0%	
	Total	7	100.0%	0	0.0%		7	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	47	62.7%	11	14.7%	11.0	36	48.0%	8	10.7%	1	1.3%	2	2.7%	0
	Males	28	37.3%	2	2.7%		26	34.7%	2	2.7%	0	0.0%	0	0.0%	
	Total	75	100.0%	13	17.3%		62	82.7%	10	13.3%	1	1.3%	2	2.7%	
Technicians	Females	0	0.0%	0	0.0%	10.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para-Professionals	Females	22	81.5%	2	7.4%	10.8	20	74.1%	2	7.4%	0	0.0%	0	0.0%	1
	Males	5	18.5%	0	0.0%		5	18.5%	0	0.0%	0	0.0%	0	0.0%	
	Total	27	100.0%	2	7.4%		25	92.6%	2	7.4%	0	0.0%	0	0.0%	
Office/ Clerical	Females	97	95.1%	8	7.8%	10.8	89	87.3%	6	5.9%	1	1.0%	1	1.0%	2
	Males	5	4.9%	1	1.0%		4	3.9%	1	1.0%	0	0.0%	0	0.0%	
	Total	102	100.0%	9	8.8%		93	91.2%	7	6.9%	1	1.0%	1	1.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	10.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	10.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	169	80.1%	21	10.0%	10.8	148	70.1%	16	7.6%	2	0.9%	3	1.4%	0
	Males	42	19.9%	3	1.4%		39	18.5%	3	1.4%	0	0.0%	0	0.0%	
	Total	211	100.0%	24	11.4%		187	88.6%	19	9.0%	2	0.9%	3	1.4%	
<b>SDU</b>						10.8			7.7%		1.6%		1.5%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 9							Hispanics 1				

**Appendix B 16 Table B 16  
New Jersey Judiciary Hudson Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	6	37.5%	2	12.5%	32.7	4	25.0%	1	6.3%	1	6.3%	0	0.0%	3
	Males	10	62.5%	0	0.0%		10	62.5%	0	0.0%	0	0.0%	0	0.0%	
	Total	16	100.0%	2	12.5%		14	87.5%	1	6.3%	1	6.3%	0	0.0%	
<b>Professionals</b>	Females	128	57.9%	52	23.5%	36.9	76	34.4%	26	11.8%	25	11.3%	1	0.5%	9
	Males	93	42.1%	21	9.5%		72	32.6%	9	4.1%	12	5.4%	0	0.0%	
	Total	221	100.0%	73	33.0%		148	67.0%	35	15.8%	37	16.7%	1	0.5%	
<b>Technicians</b>	Females	0	0.0%	0	0.0%	51.2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1
	Males	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
<b>Para- Professionals</b>	Females	57	83.8%	26	38.2%	51.2	31	45.6%	11	16.2%	14	20.6%	1	1.5%	3
	Males	11	16.2%	6	8.8%		5	7.4%	2	2.9%	3	4.4%	1	1.5%	
	Total	68	100.0%	32	47.1%		36	52.9%	13	19.1%	17	25.0%	2	2.9%	
<b>Office/ Clerical</b>	Females	283	89.6%	122	38.6%	51.2	161	50.9%	60	19.0%	53	16.8%	9	2.8%	31
	Males	33	10.4%	9	2.8%		24	7.6%	3	0.9%	4	1.3%	2	0.6%	
	Total	316	100.0%	131	41.5%		185	58.5%	63	19.9%	57	18.0%	11	3.5%	
<b>Skilled Craft &amp; Protective Service Workers</b>	Females	0	0.0%	0	0.0%	51.2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
<b>Service Maintenance Workers</b>	Females	0	0.0%	0	0.0%	51.2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1
	Males	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
<b>All Job Categories</b>	Females	475	76.1%	202	32.4%	51.2	273	43.8%	98	15.7%	93	14.9%	11	1.8%	
	Males	149	23.9%	36	5.8%		113	18.1%	14	2.2%	19	3.0%	3	0.5%	
	Total	624	100.0%	238	38.1%		386	61.9%	112	17.9%	112	17.9%	14	2.2%	
<b>SDU</b>						51.2			11.3%		32.7%		7.2%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 139							Hispanics 92		Asians/Pac. Isl's./ Amer. Ind's. 31		

Appendix B 17 Table B 17  
New Jersey Judiciary Hunterdon Vicinage Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	3	75.0%	0	0.0%	4.6	3	75.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	25.0%	0	0.0%		1	25.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	4	110.0%	0	0.0%		4	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	21	75.0%	0	0.0%	4.2	21	75.0%	0	0.0%	0	0.0%	0	0.0%	1
	Males	7	25.0%	0	0.0%		7	25.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	28	110.0%	0	0.0%		28	100.0%	0	0.0%	0	0.0%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	3.1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	7	77.8%	0	0.0%	3.1	7	77.8%	0	0.0%	0	0.0%	0	0.0%	0
	Males	2	22.2%	0	0.0%		2	22.2%	0	0.0%	0	0.0%	0	0.0%	
	Total	9	100.0%	0	0.0%		9	100.0%	0	0.0%	0	0.0%	0	0.0%	
Office/ Clerical	Females	27	96.4%	1	3.6%	3.1	26	92.9%	1	3.6%	0	0.0%	0	0.0%	0
	Males	1	3.6%	0	0.0%		1	3.6%	0	0.0%	0	0.0%	0	0.0%	
	Total	28	100.0%	1	3.6%		27	96.4%	1	3.6%	0	0.0%	0	0.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	3.1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	3.1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	58	84.1%	1	1.4%	3.1	57	82.6%	1	1.4%	0	0.0%	0	0.0%	1
	Males	11	15.9%	0	0.0%		11	15.9%	0	0.0%	0	0.0%	0	0.0%	
	Total	69	100.0%	1	1.4%		68	98.6%	1	1.4%	0	0.0%	0	0.0%	
<b>SDU</b>						3.1			0.6%		1.2%		1.3%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 1							Hispanics 1		Asians/Pac. Isl's/ Amer. Ind's. 1		

**Appendix B 18 Table B 18  
New Jersey Judiciary Mercer Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	4	36.4%	1	9.1%	16.8	3	27.3%	1	9.1%	0	0.0%	0	0.0%	0
	Males	7	63.6%	1	9.1%		6	54.5%	1	9.1%	0	0.0%	0	0.0%	
	Total	11	100.0%	2	18.2%		9	81.8%	2	18.2%	0	0.0%	0	0.0%	
Professionals	Females	64	55.7%	20	17.4%	17.7	44	38.3%	14	12.2%	4	3.5%	2	1.7%	0
	Males	51	44.3%	7	6.1%		44	38.3%	7	6.1%	0	0.0%	0	0.0%	
	Total	115	100.0%	27	23.5%		88	76.5%	21	18.3%	4	3.5%	2	1.7%	
Technicians	Females	0	0.0%	0	0.0%	24.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	40	85.1%	20	42.6%	24.3	20	42.6%	16	34.0%	4	8.5%	0	0.0%	0
	Males	7	14.9%	1	2.1%		6	12.8%	1	2.1%	0	0.0%	0	0.0%	
	Total	47	100.0%	21	44.7%		26	55.3%	17	36.2%	4	8.5%	0	0.0%	
Office/ Clerical	Females	164	90.6%	76	42.0%	24.3	88	48.6%	62	34.3%	12	6.6%	2	1.1%	0
	Males	17	9.4%	4	2.2%		13	7.2%	3	1.7%	1	0.6%	0	0.0%	
	Total	181	100.0%	80	44.2%		101	55.8%	65	35.9%	13	7.2%	2	1.1%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	24.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	24.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	272	76.8%	117	33.1%	24.3	155	43.8%	93	26.3%	20	5.7%	4	1.1%	0
	Males	82	23.2%	13	3.7%		69	19.5%	12	3.4%	1	0.3%	0	0.0%	
	Total	354	100.0%	130	36.7%		224	63.3%	105	29.7%	21	5.9%	4	1.1%	
<b>SDU</b>						24.3			12.2%		9.1%		3.6%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 30							Hispanics 11		Asians/Pac. Isl's./ Amer. Ind's. 9		

**Appendix B 19 Table B 19  
New Jersey Judiciary Middlesex Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	8	47.1%	2	11.8%	18.2	6	35.3%	1	5.9%	1	5.9%	0	0.0%	0
	Males	9	52.9%	1	5.9%		8	47.1%	1	5.9%	0	0.0%	0	0.0%	
	Total	17	100.0%	3	17.6%		14	82.4%	2	11.8%	1	5.9%	0	0.0%	
Professionals	Females	122	62.9%	23	11.9%	20.5	99	51.0%	14	7.2%	6	3.1%	3	1.5%	6
	Males	72	37.1%	11	5.7%		61	31.4%	6	3.1%	3	1.5%	2	1.0%	
	Total	194	100.0%	34	17.5%		160	82.5%	20	10.3%	9	4.6%	5	2.6%	
Technicians	Females	0	0.0%	0	0.0%	21.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	41	67.2%	8	13.1%	21.8	33	54.1%	4	6.6%	4	6.6%	0	0.0%	1
	Males	20	32.8%	4	6.6%		16	26.2%	0	0.0%	4	6.6%	0	0.0%	
	Total	61	100.0%	12	19.7%		49	80.3%	4	6.6%	8	13.1%	0	0.0%	
Office/ Clerical	Females	232	87.9%	86	32.6%	21.8	146	55.3%	52	19.7%	18	6.8%	16	6.1%	0
	Males	32	12.1%	6	2.3%		26	9.8%	3	1.1%	0	0.0%	3	1.1%	
	Total	264	100.0%	92	34.8%		172	65.2%	55	20.8%	18	6.8%	19	7.2%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	21.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	21.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	404	75.0%	119	22.1%	21.8	285	52.9%	71	13.2%	29	5.4%	19	3.5%	0
	Males	135	25.0%	22	4.1%		113	21.0%	10	1.9%	7	1.3%	5	0.9%	
	Total	539	100.0%	141	26.2%		398	73.8%	81	15.0%	36	6.7%	24	4.5%	
<b>SDU</b>						21.8			7.0%		8.4%		6.4%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 41							Hispanics 9		Asians/Pac. Isl's./ Amer. Ind's. 11		



Appendix B 20 Table B 20  
New Jersey Judiciary Monmouth Vicinage Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	4	40.0%	2	20.0%	10.8	2	20.0%	2	20.0%	0	0.0%	0	0.0%	0
	Males	6	60.0%	0	0.0%		6	60.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	10	100.0%	2	20.0%		8	80.0%	2	20.0%	0	0.0%	0	0.0%	
Professionals	Females	96	62.7%	9	5.9%	11.1	87	56.9%	8	5.2%	1	0.7%	0	0.0%	4
	Males	57	37.3%	4	2.6%		53	34.6%	3	2.0%	1	0.7%	0	0.0%	
	Total	153	100.0%	13	8.5%		140	91.5%	11	7.2%	2	1.3%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	14.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	33	84.6%	8	20.5%	14.3	25	64.1%	5	12.8%	3	7.7%	0	0.0%	0
	Males	6	15.4%	2	5.1%		4	10.3%	0	0.0%	0	0.0%	2	5.1%	
	Total	39	100.0%	10	25.6%		29	74.4%	5	12.8%	3	7.7%	2	5.1%	
Office/ Clerical	Females	248	89.9%	45	16.3%	14.3	203	73.6%	42	15.2%	2	0.7%	1	0.4%	0
	Males	28	10.1%	6	2.2%		22	8.0%	5	1.8%	0	0.0%	1	0.4%	
	Total	276	100.0%	51	18.5%		225	81.5%	47	17.0%	2	0.7%	2	0.7%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	14.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	1	100.0%	1	100.0%	14.3	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	1	100.0%		0	0.0%	0	0.0%	1	100.0%	0	0.0%	
All Job Categories	Females	382	79.7%	65	13.6%	14.3	317	66.2%	57	11.9%	7	1.5%	1	0.2%	0
	Males	97	20.3%	12	2.5%		85	17.7%	8	1.7%	1	0.2%	3	0.6%	
	Total	479	100.0%	77	16.1%		402	83.9%	65	13.6%	8	1.7%	4	0.8%	
SDU						14.3			7.7%		3.7%		2.8%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 23							Hispanics 10		Asians/Pac. Isl's./ Amer. Ind's 9		

**Appendix B 21 Table B 21  
New Jersey Judiciary Morris Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	10	66.7%	0	0.0%	7.0	10	66.7%	0	0.0%	0	0.0%	0	0.0%	1
	Males	5	33.3%	0	0.0%		5	33.3%	0	0.0%	0	0.0%	0	0.0%	
	Total	15	100.0%	0	0.0%		15	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	78	62.4%	6	4.8%	8.2	72	57.6%	6	4.8%	0	0.0%	0	0.0%	4
	Males	47	37.6%	0	0.0%		47	37.6%	0	0.0%	0	0.0%	0	0.0%	
	Total	125	100.0%	6	4.8%		119	95.2%	6	4.8%	0	0.0%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	11.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	21	77.8%	9	33.3%	11.3	12	44.4%	6	22.2%	2	7.4%	1	3.7%	0
	Males	6	22.2%	2	7.4%		4	14.8%	0	0.0%	2	7.4%	0	0.0%	
	Total	27	100.0%	11	40.7%		16	59.3%	6	22.2%	4	14.8%	1	3.7%	
Office/ Clerical	Females	108	90.0%	29	24.2%	11.3	79	65.8%	19	15.8%	7	5.8%	3	2.5%	0
	Males	12	10.0%	1	0.8%		11	9.2%	1	0.8%	0	0.0%	0	0.0%	
	Total	120	100.0%	30	25.0%		90	75.0%	20	16.7%	7	5.8%	3	2.5%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	11.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	11.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	219	75.8%	46	15.9%	11.3	173	59.9%	33	11.4%	9	3.1%	4	1.4%	0
	Males	70	24.2%	3	1.0%		67	23.2%	1	0.3%	2	0.7%	0	0.0%	
	Total	289	100.0%	49	17.0%		240	83.0%	34	11.8%	11	3.8%	4	1.4%	
<b>SDU</b>						11.3			2.9%		4.8%		3.6%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 15							Hispanics 3		Asians/Pac. Isl's./ Amer. Ind's. 6		

**Appendix B 22 Table B 22  
New Jersey Judiciary Ocean Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	4	26.7%	0	0.0%	5.8	4	26.7%	0	0.0%	0	0.0%	0	0.0%	1
	Males	11	73.3%	0	0.0%		11	73.3%	0	0.0%	0	0.0%	0	0.0%	
	Total	15	100.0%	0	0.0%		15	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	71	59.2%	7	5.8%	4.9	64	53.3%	5	4.2%	2	1.7%	0	0.0%	0
	Males	49	40.8%	0	0.0%		49	40.8%	0	0.0%	0	0.0%	0	0.0%	
	Total	120	100.0%	7	5.8%		113	94.2%	5	4.2%	2	1.7%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	7.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	17	94.4%	2	11.1%	7.3	15	83.3%	1	5.6%	1	5.6%	0	0.0%	0
	Males	1	5.6%	0	0.0%		1	5.6%	0	0.0%	0	0.0%	0	0.0%	
	Total	18	100.0%	2	11.1%		16	88.9%	1	5.6%	1	5.6%	0	0.0%	
Office/ Clerical	Females	137	93.8%	13	8.9%	7.3	124	84.9%	3	2.1%	10	6.8%	0	0.0%	0
	Males	9	6.2%	1	0.7%		8	5.5%	0	0.0%	0	0.0%	1	0.7%	
	Total	146	100.0%	14	9.6%		132	90.4%	3	2.1%	10	6.8%	1	0.7%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	7.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	7.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	229	76.6%	22	7.4%	7.3	207	69.2%	9	3.0%	13	4.3%	0	0.0%	0
	Males	70	23.4%	1	0.3%		69	23.1%	0	0.0%	0	0.0%	1	0.3%	
	Total	299	100.0%	23	7.7%		276	92.3%	9	3.0%	13	4.3%	1	0.3%	
<b>SDU</b>						<b>7.3</b>			<b>2.7%</b>		<b>3.4%</b>		<b>1.2%</b>		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 10									Asians/Pac. Isl's./ Amer. Ind's. 3		

**Appendix B 23 Table B 23  
New Jersey Judiciary Passaic Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	3	21.4%	0	0.0%	14.2	3	21.4%	0	0.0%	0	0.0%	0	0.0%	1
	Males	11	78.6%	1	7.1%		10	71.4%	1	7.1%	0	0.0%	0	0.0%	
	Total	14	100.0%	1	7.1%		13	92.9%	1	7.1%	0	0.0%	0	0.0%	
<b>Professionals</b>	Females	100	52.1%	31	16.1%	20.2	69	35.9%	21	10.9%	7	3.6%	3	1.6%	0
	Males	92	47.9%	20	10.4%		72	37.5%	13	6.8%	6	3.1%	1	0.5%	
	Total	192	100.0%	51	26.6%		137	71.4%	34	17.7%	13	6.8%	4	2.1%	
<b>Technicians</b>	Females	0	0.0%	0	0.0%	35.5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
<b>Para- Professionals</b>	Females	59	75.6%	30	38.5%	35.5	29	37.2%	12	15.4%	18	23.1%	0	0.0%	0
	Males	19	24.4%	9	11.5%		10	12.8%	5	6.4%	4	5.1%	0	0.0%	
	Total	78	100.0%	39	50.0%		39	50.0%	17	21.8%	22	28.2%	0	0.0%	
<b>Office/ Clerical</b>	Females	256	94.8%	145	53.7%	35.5	111	41.1%	66	24.4%	79	29.3%	0	0.0%	0
	Males	14	5.2%	6	2.2%		8	3.0%	1	0.4%	5	1.9%	0	0.0%	
	Total	270	100.0%	151	55.9%		119	44.1%	67	24.8%	84	31.1%	0	0.0%	
<b>Skilled Craft &amp; Protective Service Workers</b>	Females	1	100.0%	0	0.0%	35.5	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
<b>Service Maintenance Workers</b>	Females	0	0.0%	0	0.0%	35.5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
<b>All Job Categories</b>	Females	415	74.8%	206	37.1%	35.5	209	37.7%	99	17.8%	104	18.7%	3	0.5%	0
	Males	140	25.2%	36	6.5%		104	18.7%	20	3.6%	15	2.7%	1	0.2%	
	Total	555	100.0%	242	43.6%		313	56.4%	119	21.4%	119	21.4%	4	0.7%	
<b>SDU</b>						35.5			11.7%		20.8%		3.0%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 67									Asians/Pac. Isl's./ Amer. Ind's. 13		

Appendix B 24 Table B 24  
New Jersey Judiciary Salem Vicinage Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	2	40.0%	0	0.0%	5.2	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	3	60.0%	0	0.0%		3	60.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	5	100.0%	0	0.0%		5	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	15	65.2%	6	26.1%	13.1	9	39.1%	6	26.1%	0	0.0%	0	0.0%	0
	Males	8	34.8%	0	0.0%		8	34.8%	0	0.0%	0	0.0%	0	0.0%	
	Total	23	100.0%	6	26.1%		17	73.9%	6	26.1%	0	0.0%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	14.4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	7	100.0%	3	42.9%	14.4	4	57.1%	3	42.9%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	7	100.0%	3	42.9%		4	57.1%	3	42.9%	0	0.0%	0	0.0%	
Office/ Clerical	Females	27	96.4%	5	17.9%	14.4	22	78.6%	4	14.3%	1	3.6%	0	0.0%	0
	Males	1	3.6%	0	0.0%		1	3.6%	0	0.0%	0	0.0%	0	0.0%	
	Total	28	100.0%	5	17.9%		23	82.1%	4	14.3%	1	3.6%	0	0.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	14.4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	14.4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	51	81.0%	14	22.2%	14.4	37	58.7%	13	20.6%	1	1.6%	0	0.0%	0
	Males	12	19.0%	0	0.0%		12	19.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	63	100.0%	14	22.2%		49	77.8%	13	20.6%	1	1.6%	0	0.0%	
SDU						14.4			12.3%		1.2%		0.8%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 5									Asians/Pac. Isl's./ Amer. Ind's. 1		

**Appendix B 25 Table B 25  
New Jersey Judiciary Somerset Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	5	55.6%	1	11.1%	10.1	4	44.4%	0	0.0%	1	11.1%	0	0.0%	0
	Males	4	44.4%	0	0.0%		4	44.4%	0	0.0%	0	0.0%	0	0.0%	
	Total	9	100.0%	1	11.1%		8	88.9%	0	0.0%	1	11.1%	0	0.0%	
Professionals	Females	36	50.7%	1	1.4%	13.6	35	49.3%	1	1.4%	0	0.0%	0	0.0%	6
	Males	35	49.3%	3	4.2%		32	45.1%	1	1.4%	2	2.8%	0	0.0%	
	Total	71	100.0%	4	5.6%		67	94.4%	2	2.8%	2	2.8%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	14.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para-Professionals	Females	18	85.7%	0	0.0%	14.3	18	85.7%	0	0.0%	0	0.0%	0	0.0%	3
	Males	3	14.3%	0	0.0%		3	14.3%	0	0.0%	0	0.0%	0	0.0%	
	Total	21	100.0%	0	0.0%		21	100.0%	0	0.0%	0	0.0%	0	0.0%	
Office/ Clerical	Females	61	93.8%	3	4.6%	14.3	58	89.2%	3	4.6%	0	0.0%	0	0.0%	5
	Males	4	6.2%	1	1.5%		3	4.6%	1	1.5%	0	0.0%	0	0.0%	
	Total	65	100.0%	4	6.2%		61	93.8%	4	6.2%	0	0.0%	0	0.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	14.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	14.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	1	100.0%	0	0.0%		1	100.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	121	70.8%	6	3.5%	14.3	115	67.3%	4	2.3%	2	1.2%	0	0.0%	14
	Males	50	29.2%	4	2.3%		46	26.9%	2	1.2%	2	1.2%	0	0.0%	
	Total	171	100.0%	10	5.8%		161	94.2%	6	3.5%	4	2.3%	0	0.0%	
<b>SDU</b>						<b>14.3</b>			<b>5.5%</b>		<b>4.3%</b>		<b>4.4%</b>		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 9					Blacks 3		Hispanics 3		Asians/Pac. Isl's./ Amer. Ind's. 8		

**Appendix B 26 Table B 26  
New Jersey Judiciary Sussex Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	1	50.0%	0	0.0%	2.8	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	1	50.0%	0	0.0%		1	50.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	2	100.0%	0	0.0%		2	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	17	58.6%	1	3.4%	3.2	16	55.2%	1	3.4%	0	0.0%	0	0.0%	0
	Males	12	41.4%	0	0.0%		12	41.4%	0	0.0%	0	0.0%	0	0.0%	
	Total	29	100.0%	1	3.4%		28	96.6%	1	3.4%	0	0.0%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	3.4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	7	77.8%	0	0.0%	3.4	7	77.8%	0	0.0%	0	0.0%	0	0.0%	0
	Males	2	22.2%	0	0.0%		2	22.2%	0	0.0%	0	0.0%	0	0.0%	
	Total	9	100.0%	0	0.0%		9	100.0%	0	0.0%	0	0.0%	0	0.0%	
Office/ Clerical	Females	35	94.6%	0	0.0%	3.4	35	94.6%	0	0.0%	0	0.0%	0	0.0%	1
	Males	2	5.4%	0	0.0%		2	5.4%	0	0.0%	0	0.0%	0	0.0%	
	Total	37	100.0%	0	0.0%		37	100.0%	0	0.0%	0	0.0%	0	0.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	3.4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	3.4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	60	77.9%	1	1.3%	3.4	59	76.6%	1	1.3%	0	0.0%	0	0.0%	2
	Males	17	22.1%	0	0.0%		17	22.1%	0	0.0%	0	0.0%	0	0.0%	
	Total	77	100.0%	1	1.3%		76	98.7%	1	1.3%	0	0.0%	0	0.0%	
<b>SDU</b>						3.4			0.6%		1.9%		0.9%		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 1							Hispanics 1		Asians/Pac. Isl's./ Amer. Ind's. 1		

Appendix B 27 Table B 27  
New Jersey Judiciary Union Vicinage Employees (October 1997)

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	6	40.0%	1	6.7%	25.3	5	33.3%	0	0.0%	1	6.7%	0	0.0%	2
	Males	9	60.0%	1	6.7%		8	53.3%	1	6.7%	0	0.0%	0	0.0%	
	Total	15	100.0%	2	13.3%		13	86.7%	1	6.7%	1	6.7%	0	0.0%	
Professionals	Females	83	50.3%	27	16.4%	25.9	56	33.9%	21	12.7%	5	3.0%	1	0.6%	0
	Males	82	49.7%	16	9.7%		66	40.0%	12	7.3%	4	2.4%	0	0.0%	
	Total	165	100.0%	43	26.1%		122	73.9%	33	20.0%	9	5.5%	1	0.6%	
Technicians	Females	0	0.0%	0	0.0%	34.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	39	78.0%	18	36.0%	34.8	21	42.0%	17	34.0%	1	2.0%	0	0.0%	0
	Males	11	22.0%	6	12.0%		5	10.0%	5	10.0%	1	2.0%	0	0.0%	
	Total	50	100.0%	24	48.0%		26	52.0%	22	44.0%	2	4.0%	0	0.0%	
Office/ Clerical	Females	234	91.8%	86	33.7%	34.8	148	58.0%	60	23.5%	20	7.8%	6	2.4%	0
	Males	21	8.2%	8	3.1%		13	5.1%	5	2.0%	2	0.8%	1	0.4%	
	Total	255	100.0%	94	36.9%		161	63.1%	65	25.5%	22	8.6%	7	2.7%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	34.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	34.8	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1
	Males	2	100.0%	0	0.0%		2	100.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	2	100.0%	0	0.0%		2	100.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	362	74.3%	132	27.1%	34.8	230	47.2%	98	20.1%	27	5.5%	7	1.4%	6
	Males	125	25.7%	31	6.4%		94	19.3%	23	4.7%	7	1.4%	1	0.2%	
	Total	487	100.0%	163	33.5%		324	66.5%	121	24.8%	34	7.0%	8	1.6%	
<b>SDU</b>						<b>34.8</b>			<b>12.2%</b>		<b>9.1%</b>		<b>3.6%</b>		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 57							Hispanics 10		Asians/Pac. Isl's./ Amer. Ind's. 10		



**Appendix B 28 Table B 28  
New Jersey Judiciary Warren Vicinage Employees (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed By EEO Job Category
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	2	50.0%	0	0.0%	2.5	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	2	50.0%	0	0.0%		2	50.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	4	100.0%	0	0.0%		4	100.0%	0	0.0%	0	0.0%	0	0.0%	
Professionals	Females	20	54.1%	1	2.7%	2.9	19	51.4%	0	0.0%	1	2.7%	0	0.0%	0
	Males	17	45.9%	0	0.0%		17	45.9%	0	0.0%	0	0.0%	0	0.0%	
	Total	37	100.0%	1	2.7%		36	97.3%	0	0.0%	1	2.7%	0	0.0%	
Technicians	Females	0	0.0%	0	0.0%	4.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Para- Professionals	Females	11	68.8%	1	6.3%	4.3	10	62.5%	1	6.3%	0	0.0%	0	0.0%	0
	Males	5	31.3%	1	6.3%		4	25.0%	1	6.3%	0	0.0%	0	0.0%	
	Total	16	100.0%	2	12.5%		14	87.5%	2	12.5%	0	0.0%	0	0.0%	
Office/ Clerical	Females	32	82.1%	0	0.0%	4.3	32	82.1%	0	0.0%	0	0.0%	0	0.0%	2
	Males	7	17.9%	0	0.0%		7	17.9%	0	0.0%	0	0.0%	0	0.0%	
	Total	39	100.0%	0	0.0%		39	100.0%	0	0.0%	0	0.0%	0	0.0%	
Skilled Craft & Protective Service Workers	Females	0	0.0%	0	0.0%	4.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Service Maintenance Workers	Females	0	0.0%	0	0.0%	4.3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Males	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
	Total	0	0.0%	0	0.0%		0	0.0%	0	0.0%	0	0.0%	0	0.0%	
All Job Categories	Females	65	67.7%	2	2.1%	4.3	63	65.6%	1	1.0%	1	1.0%	0	0.0%	1
	Males	31	32.3%	1	1.0%		30	31.3%	1	1.0%	0	0.0%	0	0.0%	
	Total	96	100.0%	3	3.1%		93	96.9%	2	2.1%	1	1.0%	0	0.0%	
<b>SDU</b>						<b>4.3</b>			<b>1.4%</b>		<b>1.8%</b>		<b>1.1%</b>		
No. of Minorities Needed by Race/Ethnic Group to Meet SDU				Minority Males 1							Hispanics 1		Asians/Pac. Isl's./ Amer. Ind's. 1		

**Appendix B29 - Insert SDU Chart**

Appendix B 29, Table B 29  
**1990 Standard for Determining Underrepresentation\***  
**By County**

County	% of Minorities in Experienced Civilian Labor Force							% of Women in Experienced Civilian Labor Force		
	Total Min.	Race/Ethnic Group Total			Minority Males	Minorities by Job Category		Total Women	Women by Job Category	
		Black	Hispanic	Asians/ Am. Ind.		O/A	Prof.		O/A	Prof.
Atlantic	24.7	15.7	6.6	2.4	12.7	13.9	21.2	46.4	50.8	58.8
Bergen	17.0	4.8	6.3	5.8	9.1	17.0	13.1	45.3	38.5	51.7
Burlington	17.9	13.0	2.8	2.1	8.8	17.2	17.7	46.4	42.2	57.3
Camden	21.1	14.0	4.7	2.4	10.4	13.0	17.1	46.4	45.4	56.0
Cape May	7.8	4.7	2.0	1.0	3.9	2.5	2.9	46.8	36.6	60.1
Cumberland	26.9	14.0	11.0	1.9	14.2	13.0	23.1	46.9	47.4	64.5
Essex	52.0	37.7	11.0	3.3	26.0	36.2	36.6	47.8	50.6	54.6
Gloucester	10.8	7.7	1.6	1.5	5.6	11.4	11.0	44.6	46.1	56.2
Hudson	51.2	11.3	32.7	7.2	28.1	32.7	36.9	45.1	42.6	51.0
Hunterdon	3.1	.6	1.2	1.3	1.8	4.6	4.2	43.5	45.8	53.6
Mercer	24.3	16.0	5.3	3.0	12.1	16.8	17.7	47.8	42.1	52.4
Middlesex	21.8	7.0	8.4	6.4	11.7	18.2	20.5	45.7	42.5	50.0
Monmouth	14.3	7.7	3.7	2.8	7.3	10.8	11.1	44.9	41.7	53.6
Morris	11.3	2.9	4.8	3.6	6.1	7.0	8.2	44.8	38.0	51.0
Ocean	7.3	2.7	3.4	1.2	3.7	5.8	4.9	45.6	48.7	58.8
Passaic	35.5	11.7	20.8	3.0	18.5	14.2	20.2	45.9	47.2	57.6
Salem	14.4	12.3	1.2	0.8	7.5	5.2	13.1	45.1	56.0	66.2
Somerset	14.3	5.5	4.3	4.4	7.6	10.1	13.6	46.0	42.3	51.7
Sussex	3.4	0.6	1.9	0.9	1.8	2.8	3.2	43.4	38.5	54.0
Union	34.8	18.0	13.8	2.9	18.0	25.3	25.9	46.4	43.7	61.8
Warren	4.3	1.4	1.8	1.1	2.3	2.5	2.9	44.5	49.7	56.4

\* The Standard for Determining Underrepresentation (SDU) is based on each county's experienced civilian labor force for the State of New Jersey and is derived from the 1990 Census and issued by the New Jersey Division of EEO/AA, Department of Personnel. It is used to identify areas of underrepresentation in the workforce and in the setting of hiring goals in the Affirmative Action Plan. While the SDU pinpoints where goals need to be established, factors such as vacancy projections, turnover rates, availability data, etc., help to determine actual goals.

**Appendix B 30 Table B 30  
New Jersey Judiciary Officials/Administrators<sup>31</sup>**

**Combined AOC/Central Clerks' Offices and Vicinages Officials/Administrators (October 1997)**

		Totals		Total Minorities		SDU <sup>32</sup>	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	125	38.7%	21	6.5%	16.7	104	32.2%	15	4.6%	6	1.9%	0	0.0%	18
	Males	198	61.3%	15	4.6%		183	56.7%	12	3.7%	2	0.6%	1	0.3%	
	Total	323	100.0%	36	11.1%		287	88.9%	27	8.4%	8	2.5%	1	0.3%	

**AOC/Central Clerks' Offices Officials/Administrators (October 1997)**

		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	24	25.8%	3	3.2%	16.7	21	22.6%	1	1.1%	2	2.2%	0	0.0%	6
	Males	69	74.2%	7	7.5%		62	66.7%	5	5.4%	1	1.1%	1	1.1%	
	Total	93	100.0%	10	10.8%		83	89.2%	6	6.5%	3	3.2%	1	1.1%	

<sup>31</sup> An Official/Administrator is defined as one who establishes broad policies, exercises overall responsibility for execution of departments or special phases of the agency's operations. In the Judiciary, the principal duties of employees in the Officials/Administrators category include directing, planning and coordinating policies and programs for the Judiciary as mandated by the Supreme Court (e.g., Chiefs and Assistant Chiefs).

<sup>32</sup> The SDU (Standard for Determining Underrepresentation) is based on the civilian labor force for the state of New Jersey. The Judiciary has established an SDU for specialized job categories based on availability data in the 1990 census. The SDU has been set at 16.7% for minority official/administrators.

**Appendix B 30-1 Table B 30-1 (continued)**  
**New Jersey Judiciary Officials/Administrators (continued)**

**Vicinage Officials/Administrators (October 1997)**

		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	101	43.9%	18	7.8%	16.7	83	36.1%	14	6.1%	4	1.7%	0	0.0%	12
	Males	129	56.1%	8	3.5%		121	52.6%	7	3.0%	1	0.4%	0	0.0%	
	Total	230	100.0%	26	11.3%		204	88.7%	21	9.1%	5	2.2%	0	0.0%	

**New Jersey Judiciary Officials/Administrators at the Vicinage Level By Division**

**Vicinage Civil Division (October 1997)**

		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	30	81.1%	2	5.4%	16.7	28	75.7%	1	2.7%	1	2.7%	0	0.0%	3
	Males	7	18.9%	1	2.7%		6	16.2%	1	2.7%	0	0.0%	0	0.0%	
	Total	37	100.0%	3	8.1%		34	91.9%	2	5.4%	1	2.7%	0	0.0%	

**Vicinage Criminal Division (October 1997)**

		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
<b>Officials/ Administrators</b>	Females	11	32.4%	1	2.9%	16.7	10	29.4%	1	2.9%	0	0.0%	0	0.0%	5
	Males	23	67.6%	0	0.0%		23	67.6%	0	0.0%	0	0.0%	0	0.0%	
	Total	34	100.0%	1	2.9%		33	97.1%	1	2.9%	0	0.0%	0	0.0%	

**Appendix B 30-2 Table B 30-2 (continued)**  
**New Jersey Judiciary Officials/Administrators at the Vicinage Level By Division (continued)**

**Vicinage Family Division (October, 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	18	52.9%	3	8.8%	16.7	15	44.1%	3	8.8%	0	0.0%	0	0.0%	3
	Males	16	47.1%	0	0.0%		16	47.1%	0	0.0%	0	0.0%	0	0.0%	
	Total	34	100.0%	3	8.8%		31	91.2%	3	8.8%	0	0.0%	0	0.0%	

**Vicinage Probation Division (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	11	21.6%	3	5.9%	16.7	8	15.7%	2	3.9%	1	2.0%	0	0.0%	3
	Males	40	78.4%	3	5.9%		37	72.5%	3	5.9%	0	0.0%	0	0.0%	
	Total	51	100.0%	6	11.8%		45	88.2%	5	9.8%	1	2.0%	0	0.0%	

**Vicinage Field Operation (October 1997)**

Job Categories		Totals		Total Minorities		SDU	Whites		Blacks		Hispanics		Asians/Pac. Isl's./Amer. Indians		Number Of Min's. Needed to Meet SDU
		#	%	#	%		#	%	#	%	#	%	#	%	
Officials/ Administrators	Females	31	41.9%	9	12.2%	16.7	22	29.7%	7	9.5%	2	2.7%	0	0.0%	0
	Males	43	58.1%	4	5.4%		39	52.7%	3	4.1%	1	1.4%	0	0.0%	
	Total	74	100.0%	13	17.6%		61	82.4%	10	13.5%	3	4.1%	0	0.0%	

**Appendix B 31 Table B 31**  
**Hiring of New Jersey Minority Law Clerks - 1991 to 1997**

<b>Court Year</b>	<b>Supreme Court</b>	<b>Appellate Division</b>	<b>Superior Court</b>	<b>Tax Court</b>	<b>Totals</b>	<b>Totals by Group</b>			
<b>1991-1992</b>						#	%		
	<b>Total # Law Clerks</b>	21	33	326	8	388	Blacks:	22	5.7
	<b># of Minorities</b>	2	3	33	1	39	Hispanics:	10	2.6
	<b>% of Minorities</b>	9.5%	9.1%	10.1%	12.5%	10.1%	Asians/Am. Ind's.	7	1.8
<b>1992-1993</b>						#	%		
	<b>Total # Law Clerks</b>	21	35	356	7	419	Blacks:	26	6.2
	<b># of Minorities</b>	3	5	43	0	51	Hispanics:	15	3.6
	<b>% of Minorities</b>	14.3%	14.3%	12.1%	0.0%	12.2%	Asians/Am. Ind's.	10	2.4
<b>1993-1994</b>						#	%		
	<b>Total # Law Clerks</b>	20	38	367	9	434	Blacks:	29	6.7
	<b># of Minorities</b>	3	7	52	0	62	Hispanics:	22	5.1
	<b>% of Minorities</b>	15.0%	18.4%	14.2%	0.0%	14.3%	Asians/Am. Ind's.	11	2.5
<b>1994-1995</b>						#	%		
	<b>Total # Law Clerks</b>	20	39	363	9	431	Blacks:	33	7.7
	<b># of Minorities</b>	5	4	55	0	64	Hispanics:	13	3.0
	<b>% of Minorities</b>	25.0%	10.3%	15.2%	0.0%	14.8%	Asians/Am. Ind's.	18	4.2
<b>1995-1996</b>						#	%		
	<b>Total # Law Clerks</b>	20	41	351	9	421	Blacks:	22	5.2
	<b># of Minorities</b>	3	6	50	3	62	Hispanics:	22	5.2
	<b>% of Minorities</b>	15.0%	14.6%	14.2%	33.3%	14.7%	Asians/Am. Ind's.	18	4.3
<b>1996-1997</b>						#	%		
	<b>Total # Law Clerks</b>	21	40	348	9	418	Blacks:	22	5.3
	<b># of Minorities</b>	4	5	39	1	49	Hispanics:	13	3.1
	<b>% of Minorities</b>	19.0%	12.5%	11.2%	11.1%	11.7%	Asians/Am. Ind's.	14	3.4
<b>1997-1998</b>						#	%		
	<b>Total # Law Clerks</b>	20	40	333	8	401	Blacks	23	5.7
	<b># of Minorities</b>	2	7	51	2	62	Hispanics	19	4.7
	<b>% of Minorities</b>	10.0	17.5	15.3	25.0	15.5	Asians/Am. Ind's.	20	5.0