

EEOP Utilization Report



Wed Oct 07 14:52:37 EDT 2015

Step 1: Introductory Information

Grant Title:	1st Judicial District Domestic Violence Court	Grant Number:	2012-WC-AX-0005
Grantee Name:	Idaho Courts	Award Amount:	\$449,117.00
Grantee Type:	State Government Agency		
Address:	451 W. State St. Boise, Idaho 83702		
Contact Person:	Amber Moe	Telephone #:	208-947-7451
Contact Address:	451 W. State St. Boise, Idaho 83702		
DOJ Grant Manager:	Krista Blakeney-Mitchel	DOJ Telephone #:	202-305-2651

Grant Title:	OJP BJA Ada County Drug Expansion	Grant Number:	2012-DC-BX-0058
Grantee Name:	Idaho Supreme Court	Award Amount:	\$300,000.00
Grantee Type:	State Government Agency		
Address:	451 W. State St. Boise, Idaho 83702		
Contact Person:	Kerry Hong	Telephone #:	208-947-7520
Contact Address:	451 W. State St. Boise, Idaho 83702		
DOJ Grant Manager:	Virginia Hernandez	DOJ Telephone #:	202-616-5910

Grant Title:	OJP CP DC Enhancement Project	Grant Number:	2013-DC-BX-0052
Grantee Name:	Idaho Supreme Court	Award Amount:	\$550,000.00
Grantee Type:	State Government Agency		
Address:	451 W. State St. Boise, Idaho 83702		
Contact Person:	Debra Alsaker-Burke	Telephone #:	208-947-7457
Contact Address:	451 W. State St. Boise, Idaho 83702		
DOJ Grant Manager:	Angela Parker	DOJ Telephone #:	202-353-9243

Grant Title: 1st District DV Court Kootenai County
Grant Number: 2015-FJ-AX-0007
Grantee Name: Idaho Supreme Court
Award Amount: \$499,957.00
Grantee Type: State Government Agency
Address: 451 W. State St.
Boise, Idaho
83702
Contact Person: Amber Moe
Telephone #: 208-947-7451
Contact Address: 451 W. State St.
Boise, Idaho
83702
DOJ Grant Manager: Krista Blakeney-Mitchell
DOJ Telephone #: 202-305-2651

Grant Title: Canyon County DV Court Enhancement Project
Grant Number: 13BJAGDV
Grantee Name: Idaho Supreme Court
Award Amount: \$61,331.00
Grantee Type: State Government Agency
Address: 451 W. State St.
Boise, Idaho
83702
Contact Person: Amber Moe
Telephone #: 208-947-7451
Contact Address: 451 W. State St.
Boise, Idaho
83702

State Granting Agency: Idaho State Police
Grant Number: 13BJAGDV
Contact Name: Kara Thompson
Contact Address: 700 S. Stratford Dr.
Meridian, Idaho
83642
Telephone #: 208-884-7040

Grant Title: Byrne - Statewide Design Technology for DV
Grant Number: 11BJATD
Grantee Name: Idaho Supreme Court
Award Amount: \$21,558.00
Grantee Type: State Government Agency
Address: 451 W. State St.
Boise, Idaho

Contact Person: Kerry Hong **Telephone #:** 208-947-7520
Contact Address: 451 W. State St.
Boise, Idaho
83702
DOJ Grant Manager: Tracy Lee-Williams **DOJ Telephone #:** 202-514-1499

Grant Title: Stop Grant **Grant Number:** 14STPISC
Grantee Name: Idaho Supreme Court **Award Amount:** \$51,557.00
Grantee Type: State Government Agency
Address: 451 W. State St.
Boise, Idaho
83702

Contact Person: Amber Moe **Telephone #:** 208-947-7451
Contact Address: 451 W. State St.
Boise, Idaho
83702

State Granting Agency: Idaho State Police **Grant Number:** 14STPISC
Contact Name: Kara Thompson
Contact Address: 700 S. Stratford Dr.
Meridian, Idaho
83642
Telephone #: 208-884-7045

Grant Title: Canyon County DV Court Enhancement Project **Grant Number:** 14BJAGDV
Grantee Name: Idaho Supreme Court **Award Amount:** \$61,331.00
Grantee Type: State Government Agency
Address: 451 W. State St.
Boise, Idaho
83702

Contact Person: Amber Moe **Telephone #:** 208-947-7451
Contact Address: 451 W. State St.
Boise, Idaho
83702

State Granting Agency: Idaho State Police **Grant Number:** 14BJAGDV
Contact Name: Julie Brotzman
Contact Address: 700 S. Stratford Dr.

Meridian, Idaho
83642

Telephone #: 208-884-7041

Policy Statement:

The Idaho Courts are an equal opportunity employer. The Idaho Courts are committed to fairness and equality of opportunity in the workplace and prohibits discrimination. All recruitment, hiring, training, promotions, transfers, and administration of all personnel policies, procedures, programs, and services shall be conducted or administered without regard to race, color, national origin, sex, age, religion, socioeconomic status, sexual orientation, gender identity, veteran status (other than veteran's preference), disability or any other applicable legally protected status.

Step 4b: Narrative Underutilization Analysis

The Idaho Courts Human Resources Division reviewed the Utilization Analysis, comparing the Idaho Court workforce to the relevant labor market and notes the following:

White males were significantly under-represented in the Administrative Support(-23%)category.

The percentage of underutilization in other categories is relatively small.

Step 5 & 6: Objectives and Steps

1. Encourage white males to apply for vacancies in the Administrative Support job category.

- a. The Human Resources Division will participate in recruiting activities to enhance our efforts to reach out to white male applicants. This may include participating in local job fairs and increasing our efforts to recruit at venues that have been successful in attracting white males.
- b. The Human Resources Division shall send job announcements to recruitment sources that have contact with potential job applicants who would increase the Idaho Courts diversity. All job vacancy notices and job advertisements shall contain the statement "The Idaho Courts are an Equal Opportunity Employer."

Step 7a: Internal Dissemination

The Idaho Courts Human Resources Division will post the EEOP Short Form in the electronic newsletter.

The Human Resources Division will distribute the EEOP Short Form to Administrative District Judges, Trial Court Administrators, Division Directors, and Elected Officials in each judicial district.

A hard copy of the EEOP Short Form will be kept in the Human Resources Office located at 451 W. State St., Boise, ID 83702.

Step 7b: External Dissemination

The Human Resources Division will post a pdf copy of the EEOP Short Form on the Idaho Supreme Court website.

The Human Resources Division will include a written statement in all job announcements and other communications with prospective employees that they may obtain a copy of the EEOP Short Form upon request.

Utilization Analysis Chart
Relevant Labor Market: Idaho

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	7/50%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	6/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	48,320/60%	1,825/2%	120/0%	180/0%	460/1%	20/0%	405/1%	135/0%	26,985/33%	1,390/2%	80/0%	275/0%	130/0%	4/0%	455/1%	20/0%
Utilization #/%	-10%	-2%	-0%	-0%	7%	-0%	-1%	-0%	9%	-2%	-0%	-0%	-0%	-0%	-1%	-0%
Professionals																
Workforce #/%	29/41%	0/0%	1/1%	0/0%	2/3%	0/0%	0/0%	0/0%	38/54%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	47,910/43%	1,910/2%	190/0%	225/0%	1,560/1%	65/0%	505/0%	220/0%	55,305/49%	2,255/2%	90/0%	505/0%	935/1%	65/0%	555/0%	150/0%
Utilization #/%	-2%	-2%	1%	-0%	1%	-0%	-0%	-0%	4%	-1%	-0%	-0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	3/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/64%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,050/42%	285/1%	40/0%	55/0%	225/1%	0/0%	149/1%	10/0%	9,220/48%	515/3%	10/0%	155/1%	225/1%	15/0%	80/0%	95/0%
Utilization #/%	-15%	-1%	-0%	-0%	-1%	0%	-1%	-0%	15%	6%	-0%	-1%	-1%	-0%	-0%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,190/76%	450/4%	40/0%	170/2%	60/1%	0/0%	105/1%	10/0%	1,555/14%	90/1%	35/0%	65/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	455/33%	15/1%	0/0%	10/1%	0/0%	0/0%	45/3%	0/0%	730/54%	80/6%	15/1%	10/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	6/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	67/91%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	54,390/31%	4,215/2%	395/0%	310/0%	350/0%	175/0%	625/0%	85/0%	103,570/5%	7,275/4%	430/0%	1,240/1%	885/1%	270/0%	1,240/1%	330/0%

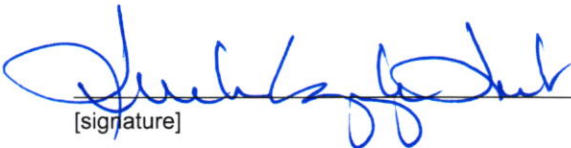
Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
	%								9%							
Utilization #/%	-23%	-2%	-0%	-0%	-0%	-0%	-0%	-0%	32%	-4%	-0%	-1%	1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	56,625/82%	6,800/10%	440/1%	480/1%	290/0%	320/0%	680/1%	90/0%	2,945/4%	450/1%	105/0%	75/0%	80/0%	0/0%	40/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	1/33%	0/0%	1/33%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	85,065/43%	22,040/11%	715/0%	1,230/1%	1,060/1%	140/0%	1,455/1%	335/0%	67,395/34%	12,505/6%	330/0%	790/0%	1,560/1%	80/0%	1,060/1%	180/0%
Utilization #/%	-10%	-11%	33%	-1%	33%	-0%	-1%	-0%	-34%	-6%	-0%	-0%	-1%	-0%	-1%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Administrative Support	✓															

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.


[signature]

*Interim Administrative
Director of the
Courts*
[title]

10/8/15
[date]